

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

14-CV-274

Transcript of the Testimony of:

Deborah Rice

November 17, 2015



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

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25

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 DEBORAH RICE

Tuesday, November 17, 2015

3:23 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 DEBORAH RICE, called as a
2 witness, taken at the instance of the Plaintiff,
3 under the provisions of Chapter 804 of the
4 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 17th day of November 2015,
11 commencing at 3:23 p.m.

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

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

17
18 WISCONSIN DEPARTMENT OF JUSTICE, by
Ms. Anne M. Bensky
19 P.O. Box 7857
Madison, Wisconsin 53707-7857
20 Appeared on behalf of Defendants.

21 UNIVERSITY OF WISCONSIN SYSTEM, by
22 Ms. Jennifer Lattis
1802 Van Hise Hall
23 1220 Linden Drive
Madison, Wisconsin 53706
24 Appeared on behalf of Defendants.
25

I N D E X

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25

WITNESS

Page (s)

DEBORAH RICE

Examination by Mr. Hawks

4

E X H I B I T S

No.	Description	Identified
-----	-------------	------------

Exh. 148	E-mail exchanges regarding Press Release	22
----------	---	----

Exh. 149	Document entitled UW-Platteville Students Learn About German Criminal Justice System During Study Abroad Experience	23
----------	--	----

(Attached to original transcript; copies provided to counsel)

(Original transcript filed with Attorney Hawks)

1 DEBORAH RICE
 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. Can you identify yourself for the
 8 record, please.
 9 A. Deborah L. Rice. I'm an academic staff
 10 here at UW-Platteville.
 11 Q. And for how long have you been employed
 12 as academic staff here at UW-Platteville?
 13 A. Ten years.
 14 Q. What subjects do you teach typically?
 15 A. Introduction to Criminal Justice,
 16 Correctional Philosophy, and Juvenile Justice.
 17 Q. You recall an issue coming up about
 18 what you said about Dr. Burton at a meeting at
 19 Steve's Pizza place?
 20 A. Well, it wasn't a meeting at Steve's
 21 Pizza. It was after the meeting at Steve's
 22 Pizza Place.
 23 Q. Tell us what happened.
 24 A. My husband was there, Dr. Dalecki was
 25 there, and R.J. was there.

1 Q. We're going to refer to him as R.J.
 2 A. Okay. R.J. was there. And R.J. and I
 3 go back a long, long time. I was the one who
 4 met him here and got him to come to
 5 UW-Platteville. I know his parents. I have had
 6 a long-time relationship with R.J. as far as, he
 7 was my advisee; I was his instructor. So, the
 8 four of us sitting there.
 9 Q. Nobody else?
 10 A. And R.J. -- no, no, because everybody
 11 had gone. We were the last ones there.
 12 Q. Still up on the ship?
 13 A. Yes, still on the ship. And R.J. had
 14 gone to Germany with us in this -- in the summer
 15 before. And -- with, with the group of students
 16 from UW-Platteville. And so -- and I was there
 17 and so was my husband, and so we were talking
 18 about some of the German experiences. And I
 19 said that Sabina had told me at that time that
 20 she didn't trust the East Germans, and that's
 21 who was being our host.
 22 They were -- my husband and I are both
 23 retired Army. We both served in Germany during
 24 the Cold War. These people that were showing us
 25 around were former soldiers of the East German

1 Army. And we talked a lot about the two of --
 2 you know, about how weird it was that here we
 3 had been enemies 20 years before and now they
 4 were showing us around East Germany literally.
 5 And so we were talking about that. And I had
 6 made that comment about Dr. Burton. And then I
 7 said, "I just don't think, you know, she's
 8 stable." And -- because of things that had
 9 happened. And that was it that I remember.
 10 Q. Did you say anything or do you recall
 11 saying anything to the effect that she was not
 12 likely to remain employed at UW-Platteville?
 13 A. No. I mean, I can't make those
 14 decisions, so why would I say that? I didn't
 15 say it. I can't --
 16 Q. So, you deny having said that, or you
 17 don't recall having said that?
 18 A. I don't recall having said that, but I
 19 don't see why I would have said it since I have
 20 absolutely no say-so on whether she remains
 21 employed or not. Why would I even bring that --
 22 I can't even imagine why I would bring that up.
 23 Q. When did this next -- when did this
 24 issue first come to your attention that
 25 Dr. Burton had complained about it?

1 A. I don't, you know, I don't even know
 2 when it was. Was it October? Was it November?
 3 I don't know. It was in the fall. That's all I
 4 know. And in early December, I just remember
 5 school wasn't out yet, it was early December,
 6 and I was called up to see John Lohmann, and he
 7 repeated everything I said and said that I
 8 needed to -- demanded -- he said that Sabina
 9 demanded that I apologize to her.
 10 Q. So, the meeting with Lohmann was in his
 11 office?
 12 A. Yes.
 13 Q. How long did that meeting last, would
 14 you say?
 15 A. I have no idea. I, I have no idea.
 16 Q. And so he, he said that Sabina had
 17 demanded that you apologize?
 18 A. Yes.
 19 Q. How did you reply?
 20 A. I said that I thought that free speech
 21 was still in the Constitution of the
 22 United States and that I did not post it
 23 anyplace, I did not broadcast it anyplace. I
 24 thought free speech was still out there.
 25 Q. And did you use the words "Hell no"?

1 A. Probably, yes.
 2 Q. And subsequent to that conversation
 3 with John Lohmann, --
 4 A. Uh-huh.
 5 Q. -- did you have a conversation with
 6 anyone else about the issue?
 7 A. Why would I? It was something that was
 8 said and nothing -- I mean, I didn't -- whatever
 9 was said that night.
 10 Q. Did Dr. Dalecki have a conversation
 11 with you about the subject at any time?
 12 A. No.
 13 Q. Did Dr. Dalecki reprimand you for, for
 14 having shared these statements in front of the
 15 student at any time?
 16 A. Not that I remember.
 17 Q. And if you were reprimanded, it's
 18 likely you would remember something like that?
 19 A. Well, you would think so. You'd think
 20 you'd be written up or something. But R.J.
 21 wasn't a student at that time. He was a worker
 22 here.
 23 Q. He was also, he was a grad student,
 24 though?
 25 A. Yes, I suppose you could say that. I

1 don't know if we really have a grad program.
 2 But, yeah, go ahead.
 3 Q. Well, you mean he wasn't enrolled as a
 4 graduate student or not, do you know?
 5 A. I don't know. I really don't know.
 6 Q. I'm going to try to retrieve an exhibit
 7 that we used in a prior deposition. Do you mind
 8 if I call you Deb or Deborah?
 9 A. It doesn't matter. Either one. Just
 10 don't call me Debbie.
 11 Q. If you could retrieve what has been
 12 marked as Exhibit 145. Have you seen this
 13 before?
 14 A. No, I haven't.
 15 Q. John Lohmann testified that these three
 16 enumerated items were the framework of what he
 17 confronted you about. Is that consistent with
 18 your memory?
 19 A. I don't remember the thing about not
 20 staying at UW-P much longer, I really don't
 21 remember that at all. As far as a mental
 22 disorder, yes, yeah, I could believe I said
 23 that. And, yes, I did, because Sabina told me
 24 over there that she did not trust the
 25 East Germans.

1 Q. Additionally, after Lohmann learned
 2 that you were not going to apologize and he
 3 concluded that, he concluded that the matter
 4 needed to go forward, has anything gone forward
 5 about this issue subsequent to your testimony
 6 about John Lohmann's meeting with you?
 7 MS. LATTIS: I'm sorry. What do
 8 you mean, "has anything gone forward"?
 9 Q. Well, has there been any kind of
 10 further investigation of this incident that you
 11 are aware of?
 12 A. I think so. And I -- the reason why
 13 I'm so vague is because in -- gosh -- sometime
 14 last semester I was called up to speak with
 15 Dominic Barraclough and Jody McDermott, who said
 16 they were doing an investigation and it was
 17 about this and said they were just getting the
 18 story. All I did was talk with them.
 19 And I have never, I have never been
 20 given anything that said I had a complaint
 21 against me or a grievance against me. And I've
 22 never heard that there was an ending to it. But
 23 I just know that something came up a couple
 24 weeks ago, and they told Dr. Dalecki that he no
 25 longer had a grievance against him. And he let

1 me know about that. And I said, "Okay. But
 2 what about mine?" Because I thought that it was
 3 still going.
 4 And so we, we wrote back to whoever
 5 this person was, and I don't remember who it
 6 was, that was telling him that the grievances
 7 were taken care of and said that there wasn't
 8 ever anything on record about me. So, I really
 9 don't know what is going on with that.
 10 Q. I'm sorry. Who was it that said to you
 11 that there was never anything on record against
 12 you?
 13 A. That was whoever this person was that,
 14 that Dr. Dalecki was e-mailing back and forth.
 15 Q. Did you get a copy of any of those
 16 e-mails?
 17 A. I might have, but this is advising
 18 time. I'm getting hundreds of e-mails every
 19 day.
 20 Q. But you would be able to find out who
 21 it was that --
 22 A. Well, I suppose if I got ahold of
 23 Dr. Dalecki, he could tell me. It was from
 24 somebody from -- I don't know. I really don't
 25 know. And I can't even guess. I think it was

1 somebody from the Grievance Committee here.
 2 Does that make sense?
 3 Q. Could be. Would it be fair to say that
 4 your belief at this moment is that there is
 5 nothing pending about this issue against you
 6 because, at least in part, because you believe
 7 there was nothing ever filed formally about this
 8 issue?
 9 A. That's my understanding.
 10 Q. So, when -- was Dr. Barraclough and --
 11 A. Dr. McDermott.
 12 Q. I know Dr. Barraclough. I don't know
 13 Dr. McDermott.
 14 A. Dr. McDermott is the assistant dean in
 15 ag sciences.
 16 Q. And they called you to a meeting?
 17 A. Uh-huh. In the chancellor's office, in
 18 the chancellor's conference room up there. I, I
 19 don't remember when. I really don't.
 20 Q. What month even?
 21 A. No.
 22 Q. Snow on the ground?
 23 A. You know, I really, really don't. I'm
 24 sorry.
 25 Q. But you're sure it was last semester?

1 A. Maybe, you know, one of the e-mails
 2 that I got from Sabina -- I'm trying to think.
 3 Did I get that -- I got that maybe three weeks
 4 afterwards. And she was ripping on myself and
 5 Dr. Dalecki and the dean, and so I forwarded it
 6 back on to Dr. Barraclough and said, "Do I have
 7 to put up with this? What's going on?"
 8 And Dominic said what? What did he
 9 say? He said that they didn't have anything to
 10 do with it anymore or something like that. And
 11 he just left it at that.
 12 Q. So, this is a -- now, this is a phone
 13 conversation you're having?
 14 A. No, no, no. This was over e-mails.
 15 Q. This is an e-mail communication between
 16 you and Barraclough?
 17 A. Yes.
 18 Q. And that's after the meeting that you
 19 had with Barraclough and McDermott?
 20 A. Yes.
 21 Q. And in the -- your takeaway from the
 22 communication was that Barraclough had nothing
 23 more to do with it?
 24 A. Right. That was my takeaway.
 25 Q. And was that also during the second

1 semester of last year?
 2 A. It was shortly after. It was like
 3 three or four weeks after I had met with them.
 4 And I really, you know, I'm sorry, but I --
 5 everything all just blurs together, to be
 6 truthful. I have had an extremely busy last
 7 couple years.
 8 Q. Do you recall at some point in time
 9 informing Dean Throop that Sabina had canceled
 10 her classes on the last day of the first
 11 semester of last school year?
 12 A. No, I did not.
 13 Q. Do you recall informing Dr. Dalecki
 14 that Sabina had canceled her classes?
 15 A. No, I did not.
 16 Q. Did you inform either of them that two
 17 students had reported that she had canceled her
 18 classes?
 19 A. No, I did not.
 20 Q. Did you have any conversation with
 21 either of those two about Sabina canceling those
 22 classes?
 23 A. No, I did not.
 24 Q. Well, let's -- are you aware that
 25 Dean Throop accused Dr. Burton of canceling her

1 last class in the fall semester of the 2014-15
 2 school year?
 3 A. Directly am I, no, I was not aware
 4 directly. Did I hear through other people
 5 talking about it, yes. Did I hear directly from
 6 Dean Throop, no.
 7 Q. Who did you hear from the -- who are
 8 the other people that --
 9 A. I don't know. It was just talked about
 10 in the office.
 11 Q. So, if Dean Throop testified, if she
 12 testified that you had provided information that
 13 two students had complained that Burton had
 14 canceled classes, that testimony would be false,
 15 in your opinion?
 16 A. That's correct. Because I did not say
 17 that she canceled classes.
 18 Q. What did you say, if anything?
 19 A. I said to Mike Dalecki that two
 20 students had come in and told me that Dr. Burton
 21 was going to Germany on Friday.
 22 Q. Okay.
 23 A. Okay. I didn't know anything about --
 24 I don't know what her class schedule is. I do
 25 not follow Sabina's class schedule. And all I

1 know was that she was going to Germany, she told
 2 the class she was going to Germany on Friday.
 3 Q. And you also wouldn't know what time
 4 she would be flying?
 5 A. No, I wouldn't. I'm very familiar with
 6 the flights to Germany, but I wouldn't know
 7 which one she was on.
 8 Q. Are any of them late in the day?
 9 A. They're all late in the day.
 10 Q. So, you shared that information with
 11 Dr. Dalecki?
 12 A. Yes.
 13 Q. Did you --
 14 A. And I had two students come in and tell
 15 me that.
 16 Q. Did you have any contact with the dean
 17 about this issue?
 18 A. She might have called me, but I don't,
 19 I don't, I don't go to the dean's office, and
 20 she doesn't come to mine, so...
 21 Q. Do you recall getting a phone call from
 22 the dean in which she inquired about this
 23 subject?
 24 A. Not specifically, no.
 25 Q. Do you recall a meeting with her, maybe

1 not a phone call?
 2 A. No, I had no meetings with Dean Throop.
 3 Q. Do you recall just running across her
 4 in the hallway or here on the campus --
 5 A. She doesn't really come to our area.
 6 Q. -- and chatting about it?
 7 A. No.
 8 Q. So, then you have no recall of
 9 Dean Throop telling you to speak again to those
 10 students to confirm the accuracy of the
 11 information that you had previously shared with
 12 her?
 13 A. I didn't share it with her. I shared
 14 it with Mike Dalecki.
 15 Q. So, you would have no further
 16 communication with Dean --
 17 A. Deans usually don't talk to academic
 18 staff.
 19 Q. Did you have a subsequent conversation
 20 with Dr. Dalecki in which she asked you to
 21 confirm the reliability of the information?
 22 A. Not that I remember. We weren't
 23 worried about classes. We were just worried
 24 about her behavior. It wasn't a thing about
 25 classes. We had a big meeting on Monday morning

1 or Monday afternoon, and how is she going to
 2 make it back for that? And why --
 3 Q. She made it back, right?
 4 A. Yes, she did. But why would she leave,
 5 why would she leave on a Friday? Because you
 6 have to leave late in the day. You arrive there
 7 early in the morning.
 8 Q. Is that really a legitimate concern of
 9 yours?
 10 A. Well, yes.
 11 Q. Why?
 12 A. It's a concern of mine because Sabina
 13 is always talking to me, before she stopped
 14 talking to me, was always talking to me about
 15 how they had no money and about how they had
 16 maxed their credit cards out completely and
 17 about how all they were doing was paying on the
 18 interest and about how broke they were. And
 19 that's all she used to talk about. So, I
 20 couldn't imagine, right before Christmas,
 21 getting a flight when you knew that in another
 22 week you would have six weeks of vacation.
 23 Q. You knew her mother was in a very
 24 difficult state of health?
 25 A. Her mother has been in a difficult

1 state of health for a long time. And that
 2 excuse has been used many a, many a, many a
 3 time.
 4 Q. So, you believed it to be only an
 5 excuse --
 6 A. Yes, I did.
 7 Q. -- and not a genuine statement?
 8 A. That's right.
 9 Q. Yes, you did or do?
 10 A. Yes, I did, because she had just been
 11 over there within, like, three weeks, and then
 12 all of a sudden she was there again. And Sabina
 13 will bring this up.
 14 Q. So, what conclusion did you draw about
 15 the fact that she flew to Germany on a Friday
 16 night and was still present for the meeting on a
 17 Monday morning?
 18 A. That she just wasted a lot of money.
 19 Q. Other than that?
 20 A. That was it. That's pretty erratic
 21 behavior to me.
 22 Q. Did you ever share that with anybody
 23 else, that that was erratic behavior?
 24 A. No, not that I recall.
 25 Q. Has anyone else in the department said

1 or disparaged Sabina Burton's mental health?
 2 A. To me?
 3 Q. Yes.
 4 A. Not that I can recall.
 5 Q. To anybody else in your presence?
 6 A. I don't -- we don't talk, sit around
 7 and talk about Sabina.
 8 Q. My question is only whether or not
 9 anybody else has said that --
 10 A. Not that I can recall.
 11 Q. -- in your presence.
 12 A. Not that I can recall.
 13 Q. So, would it be a correct
 14 characterization of your testimony that you
 15 never informed anybody that Dr. Burton had
 16 canceled her class?
 17 A. I did not say that she had canceled her
 18 class. I said that two students came in and
 19 said that she made the announcement that she was
 20 going to Germany on Friday.
 21 Q. And you said that only to Dr. Dalecki?
 22 A. Yes.
 23 MR. HAWKS: Off the record.
 24 (Off-the-record discussion)
 25 Q. Could you share with us the names of

1 the two students who provided you with the
 2 information that Dr. Burton was flying to
 3 Germany?
 4 A. I don't remember.
 5 Q. Did you approach Dr. Burton to discuss
 6 your concerns about her trip to Germany?
 7 A. No.
 8 Q. By the way, do you know of anybody in
 9 the department who has canceled a class without
 10 having permission from the chair of the
 11 department to do so?
 12 A. I didn't know we needed to get
 13 permission from the chair to cancel a class.
 14 Q. Do you know of anybody who has canceled
 15 a class?
 16 A. I don't know. I haven't.
 17 Q. But do you know of anybody else who
 18 has?
 19 A. No. I don't pay attention to other
 20 people. I don't pay attention if other people
 21 are having class or not. There's lots of
 22 reasons that you don't hold class.
 23 MS. LATTIS: Her hearing seems to
 24 be very goo but maybe not quite that good.
 25 A. I'm sorry. I'm sorry.

1 (Exhibit No. 148 was marked for
 2 identification by the reporter)
 3 Q. Let me know when you've completed your
 4 review of this exhibit.
 5 A. Read the whole thing?
 6 Q. Can you identify Exhibit 148?
 7 A. I have never -- I don't remember seeing
 8 this before at all. In fact, I never saw this.
 9 Hi, Laurie. I've never seen that.
 10 Q. Turning to the second page.
 11 A. About Sophie breaking her foot and
 12 everything, I knew she did that, but I don't, I
 13 don't remember. Obviously, I did get it, but I
 14 don't remember.
 15 Q. You have no memory of the communication
 16 from Laurie Hamer to you asking for review of a
 17 revised press release?
 18 A. Well, I suppose I did look at it, but
 19 as far as do I actually remember it, no, I
 20 don't.
 21 Q. Do you remember making any revisions to
 22 it?
 23 A. No. Unless it was -- no. I don't, I
 24 don't -- no, I don't remember making any
 25 revisions at all.

1 (Exhibit No. 149 was marked for
 2 identification by the reporter)
 3 Q. Have you seen this document before
 4 today?
 5 A. Well, yes, I've seen it, this article.
 6 Q. Written to the -- referring to the very
 7 end of the document -- actually, I've got a
 8 couple blank pages in my copy, but the very end
 9 of the article there's a -- this reports that
 10 it's written by Laurie Hamer, College of Liberal
 11 Arts and Education?
 12 A. Yes.
 13 Q. What is Laurie's job here at the
 14 university?
 15 A. She's -- well, she was, at this time,
 16 public relations for the College of Liberal Arts
 17 and Education.
 18 Q. And would she have written this
 19 document based on information that either you or
 20 Dr. Burton provided to her?
 21 A. Yes. Uh-huh.
 22 Q. Do you recall providing any information
 23 to Laurie in order to help her prepare this
 24 article?
 25 A. Well, obviously, I talked to her. She

1 has plenty of quotes from me. So, obviously I
2 talked to her. I, obviously, I must have. Do I
3 remember doing it, no. Laurie happens to be a
4 neighbor of mine.

5 Q. When you were in Germany on this trip,
6 did you make -- did you teach any classes or
7 make any presentations at conferences?

8 A. No. I was told I could not.

9 Q. Was much of what was said or done, at
10 least in the presence of the Germans, in
11 English, or was it in German?

12 A. Most of it was in English.

13 Q. Was there a need to be able to
14 translate from time to time while on the trip?

15 A. There were maybe a couple of times.
16 One, one for sure, and I think that was at the
17 Polish border.

18 Q. Would Dr. Burton translate?

19 A. She did.

20 Q. Who told you you couldn't make any
21 presentations?

22 A. The study abroad office.

23 Q. Why?

24 A. Because I, at that time I was
25 part-time, part-time and part-time. I had a 50

1 percent for instruction and a 50 percent to do
2 advising and all the visits here. So, I wasn't
3 a full staff member. And so they said because I
4 was not a full staff member, that I could not go
5 along as one of the leaders of the trip. And I
6 was told to sit back and not make any kind of --
7 help with the trip.

8 Q. Because if you'd had, they'd have to
9 pay you?

10 A. Yes.

11 Q. Or something along those lines?

12 A. Yes. Uh-huh.

13 Q. Did you help arrange the bus
14 transportation to and from the airport before
15 the trip began?

16 A. I didn't help to arrange. I did the
17 whole arrangement, and I did all of the
18 collecting of money. I did everything on that.

19 Q. So, collecting money, collecting of the
20 money necessary for the students to pay for
21 their bus transportation?

22 A. The bus transportation, I collected all
23 that, and I made all the arrangements with
24 Stratton in Cuba City.

25 Q. Did you engage in other preparatory

1 work besides arranging the bus transportation?

2 A. Well, I helped with the meetings that
3 they had. When they would talk to the students
4 about Germany, I gave a lot of insight. I lived
5 there for three years, and I would see it from
6 an American's eyes. So, I gave a lot of insight
7 on it.

8 Q. What years did you live there?

9 A. I made it there in January of 1984, and
10 I left Christmas Day of '86.

11 Q. And you were stationed there in the
12 military service at the time?

13 A. Yes.

14 Q. What branch of the armed forces?

15 A. Army.

16 Q. And at what rank and service did you --

17 A. At that time I was a lieutenant.

18 Q. And what service did you perform in the
19 Army?

20 A. I was a commander, I was an S1, an
21 adjutant and a commander.

22 Q. What station were you stationed in?

23 A. We were in Hanau, which had, I think,
24 nine concerns there at the time, which are
25 little bases.

1 Q. And where, geographically where is
2 Hanau located in Germany?

3 A. Hanau is about 30 minutes west or east,
4 30 minutes east of Frankfurt.

5 Q. And how do you spell Hanau?

6 A. H-A-N-A-U.

7 Q. So, in early June of 2014 Drs. Johnson
8 and Dutelle or Mr. -- yeah, Dutelle, left
9 employment of the school with very short notice?

10 A. Uh-huh.

11 Q. Were you upset about that?

12 A. Yes, I was.

13 Q. Did you share that with, the fact that
14 you were upset about that with others in the
15 department?

16 A. I don't remember exactly, but I can
17 imagine I probably did.

18 Q. Were others upset about it?

19 A. Yes. Everybody was very upset with how
20 it happened.

21 Q. Including the chair?

22 A. Yes. The interim chair.

23 Q. Interim chair. Thank you. What is a
24 customary notice given by a department faculty
25 member, in your experience?

1 A. In my experience, it's been that they
 2 tell the semester beforehand so that there's
 3 preparation to cover their classes.
 4 Q. Were you upset with Dr. Burton in the
 5 summer of 2014 when she, when she reported that
 6 she would be unable to work full-time attending
 7 to the German delegation?
 8 A. That's not what Dr. Burton reported.
 9 Q. Well, what do you understand that she
 10 reported?
 11 A. I don't know what she reported to
 12 Dr. Dalecki, because I do not have access to
 13 that, but I know what she said to me when she
 14 called me that night.
 15 Q. And what did she say to you?
 16 A. And she said to me, "Ha, ha. Look what
 17 happened. I gave it all back on to Mike and to
 18 Tom. After all, they were the two who invited
 19 them over anyway."
 20 Q. When did that conversation occur?
 21 A. At 6 o'clock on the -- whatever -- the
 22 week before, the 9th of June of 2014.
 23 Q. When did you become aware that
 24 Dr. Burton's mother was in critical condition?
 25 A. I never knew her mother was in critical

1 condition.
 2 Q. Do you know why Dr. Dalecki did not ask
 3 Dr. Caywood to lead or take the primary role
 4 with the German delegation?
 5 A. Because Tom had nothing to do with the
 6 Germans. I mean, he, he didn't -- he wasn't in
 7 on the planning. He -- I don't know why --
 8 Q. But Dr. Dalecki wasn't in on the
 9 planning either, was he?
 10 A. Well, no. Nobody was. That was the
 11 problem.
 12 Q. But Dr. Caywood was available and able
 13 to serve. Do you know why he wasn't considered
 14 for that position?
 15 A. Well, for one thing, Dr. Caywood and I,
 16 on the 16th, beginning the 16th of June, had
 17 over a hundred CJ new freshman coming in that we
 18 were responsible for registering, and we were
 19 preparing for registration.
 20 Q. Did you work with an individual grad
 21 student for the purpose of creating an itinerary
 22 for the German delegation visit in the fall of
 23 2013, '14?
 24 MS. LATTIS: Grad student?
 25 Q. Yes.

1 A. No.
 2 MR. HAWKS: Could we go off the
 3 record for a second, please.
 4 (Off-the-record discussion)
 5 MR. HAWKS: Back on.
 6 Q. Did you work with a student -- I'll use
 7 the initials A.M. for the purpose of preparing
 8 an itinerary for the German delegation?
 9 A. No. That wasn't the purpose.
 10 Q. What was the purpose of their work?
 11 A. Well, he, he was going to work with
 12 Dr. Burton, and I was going to get his paper.
 13 It was one credit independent study, and because
 14 he had been with us on the German trip, he was
 15 to work with Dr. Burton.
 16 Q. What work did you have to do with
 17 him to --
 18 A. I would be the one who would read the
 19 work, and I would be the one to grade it and
 20 then enter a grade.
 21 Q. Did you read it and grade it?
 22 A. Well, we couldn't get one because
 23 Dr. Burton would not cooperate with him or with
 24 myself.
 25 Q. On what issue?

1 A. On planning for the German trip, for
 2 the German students to come over here.
 3 Q. So, if I understand correctly, because
 4 she did not cooperate, he and you could not
 5 complete an itinerary?
 6 A. We couldn't complete the itinerary,
 7 that's correct.
 8 Q. So, were you paid for the service you
 9 provided to the German delegation?
 10 A. What services? What?
 11 Q. The visit here in the summer of 2014.
 12 A. Okay.
 13 Q. You provided services to the German
 14 delegation at that time, correct?
 15 A. Uh-huh.
 16 Q. Were you paid for the delivery of those
 17 services?
 18 A. I believe I was, but I have no idea how
 19 much.
 20 Q. Do you know the source of the funds
 21 from which those -- that payment was drawn?
 22 A. No, I do not.
 23 Q. Have you ever said to anyone that
 24 Dr. Burton wouldn't be around much longer or
 25 words to that effect?

1 A. No, I've never said that. I don't have
 2 the authority.
 3 Q. Do you recall the department receiving
 4 a recommendation to conduct communication and
 5 conflict resolution training?
 6 A. No.
 7 Q. Has there ever been any conflict and
 8 communication training that's occurred for the
 9 department?
 10 A. No, not that I know of.
 11 Q. Are you aware of anyone in the
 12 department attempting to publish job
 13 announcements without the department first
 14 reviewing the job announcement?
 15 A. No.
 16 Q. Do you recall an e-mail from Rex Reed
 17 in which he says, How come we were not informed
 18 of the announcement going out without a final
 19 review by staff?
 20 A. I don't recall it, no.
 21 Q. So, in February of 2015 there was an
 22 issue in the department about the manner of
 23 selecting a permanent chair of the department.
 24 Do you recall that issue?
 25 A. I know it was an issue, but I'll tell

1 you, I did not get involved. It was -- that's
 2 faculty stuff, and I don't get involved. I'm
 3 academic staff. I don't get involved because I
 4 had too much other stuff going on at that time.
 5 Q. Sure. Do you attend the department
 6 meetings where those issues are discussed,
 7 however?
 8 A. I attend department meetings. Not
 9 necessarily are they discussed at department
 10 meetings. They're called -- they're separate
 11 special ones.
 12 Q. They're separate meetings?
 13 A. And I did not attend those meetings
 14 because they were faculty related.
 15 MR. HAWKS: I have no further
 16 questions.
 17 MS. BENSKY: All right.
 18 (Deposition was concluded at 4:14
 19 p.m.)
 20
 21
 22
 23
 24
 25

1 STATE OF WISCONSIN)
 2) SS:
 3 COUNTY OF DANE)
 4 I, CHRISTAL A. HANSEN, a Registered
 5 Professional Reporter and Notary Public in and
 6 for the State of Wisconsin, do hereby certify
 7 that the foregoing deposition was taken before
 8 me at the University of Wisconsin-Platteville,
 9 Ullsvik Hall, 1 University Plaza, City of
 10 Madison, County of Grant, and State of
 11 Wisconsin, on the 17th day of November 2015;
 12 that it was taken at the request of the
 13 Plaintiff, upon verbal interrogatories; that it
 14 was taken in shorthand by me, a competent court
 15 reporter and disinterested person, approved by
 16 all parties in interest and thereafter converted
 17 to typewriting using computer-aided
 18 transcription; that said deposition is a true
 19 record of the deponent's testimony; that the
 20 deposition was taken pursuant to Notice; that
 21 said DEBORAH RICE, before examination was sworn
 22 by me to testify to the truth, the whole truth,
 23 and nothing but the truth relative to said
 24 cause.
 25 Dated November 24, 2015.

 Notary Public, State of Wisconsin

WORD INDEX

< 1 >
1 1:19 2:8 34:8
1220 2:22
14 29:23
145 9:12
148 3:8 22:1, 6
149 3:8 23:1
14-CV-274 1:6
16th 29:16, 16
17 1:13
17th 2:10 34:10
1802 2:22
1984 26:9

< 2 >
20 6:3
2013 29:23
2014 27:7 28:5, 22
 31:11
2014-15 15:1
2015 1:13 2:10 32:21
 34:10, 24
210 2:15
22 3:8
222 2:15
23 3:11
24 34:24

< 3 >
3:23 1:13 2:11
30 27:3, 4

< 4 >
4 3:4
4:14 33:18

< 5 >
50 24:25 25:1
53201-0442 2:15
53706 2:23
53707-7857 2:19

< 6 >
6 28:21

< 7 >
7857 2:18

< 8 >
804 2:3
86 26:10

< 9 >
9th 28:22

< A >
A.M 30:7
able 11:20 24:13 29:12
Abroad 3:11 24:22
absolutely 6:20

academic 4:9, 12 17:17
 33:3
access 28:12
accuracy 17:10
accused 14:25
Additionally 10:1
adjutant 26:21
advisee 5:7
advising 11:17 25:2
afternoon 18:1
ag 12:15
ago 10:24
ahead 9:2
ahold 11:22
airport 25:14
al 1:7
American's 26:6
Anne 2:18
announcement 20:19
 32:14, 18
announcements 32:13
anybody 19:22 20:5, 9,
 15 21:8, 14, 17
anymore 13:10
anyplace 7:23, 23
anyway 28:19
apologize 7:9, 17 10:2
Appeared 2:16, 19, 23
approach 21:5
approved 34:14
area 17:5
armed 26:14
Army 5:23 6:1 26:15,
 19
arrange 25:13, 16
arrangement 25:17
arrangements 25:23
arranging 26:1
arrive 18:6
article 23:5, 9, 24
Arts 23:11, 16
asked 17:20
asking 22:16
assistant 12:14
Attached 3:11
attempting 32:12
attend 33:5, 8, 13
attending 28:6
attention 6:24 21:19, 20
Attorney 3:14
authority 32:2
available 29:12
aware 10:11 14:24
 15:3 28:23 32:11

< B >
back 5:3 11:4, 14 13:6
 18:2, 3 25:6 28:17 30:5
Barraclough 10:15
 12:10, 12 13:6, 16, 19, 22
based 23:19
bases 26:25

began 25:15
beginning 29:16
behalf 2:16, 19, 23
behavior 17:24 19:21,
 23
belief 12:4
believe 9:22 12:6 31:18
believed 19:4
Bensky 2:18 33:17
big 17:25
blank 23:8
blurs 14:5
BOARD 1:7
border 24:17
Box 2:18
branch 26:14
breaking 22:11
bring 6:21, 22 19:13
broadcast 7:23
broke 18:18
BURTON 1:4 4:18 6:6,
 25 14:25 15:13, 20
 20:15 21:2, 5 23:20
 24:18 28:4, 8 30:12, 15,
 23 31:24
Burton's 20:1 28:24
bus 25:13, 21, 22 26:1
busy 14:6

< C >
call 9:8, 10 16:21 17:1
called 2:1 4:2 7:6
 10:14 12:16 16:18
 28:14 33:10
campus 17:4
cancel 21:13
canceled 14:9, 14, 17
 15:14, 17 20:16, 17
 21:9, 14
canceling 14:21, 25
cards 18:16
care 11:7
Case 1:6
cause 34:23
Caywood 29:3, 12, 15
certify 34:5
chair 21:10, 13 27:21,
 22, 23 32:23
chancellor's 12:17, 18
Chapter 2:3
characterization 20:14
chatting 17:6
Christal 1:23 2:5 34:3
Christmas 18:20 26:10
City 2:8 25:24 34:8
CJ 29:17
class 15:1, 24, 25 16:2
 20:16, 18 21:9, 13, 15,
 21, 22
classes 14:10, 14, 18, 22
 15:14, 17 17:23, 25
 24:6 28:3

Cold 5:24
collected 25:22
collecting 25:18, 19, 19
College 23:10, 16
come 5:4 6:24 15:20
 16:14, 20 17:5 31:2
 32:17
coming 4:17 29:17
commander 26:20, 21
commencing 2:11
comment 6:6
Committee 12:1
communication 13:15,
 22 17:16 22:15 32:4, 8
competent 34:13
complained 6:25 15:13
complaint 10:20
complete 31:5, 6
completed 22:3
completely 18:16
computer-aided 34:16
concern 18:8, 12
concerns 21:6 26:24
concluded 10:3, 3 33:18
conclusion 19:14
condition 28:24 29:1
conduct 32:4
conference 12:18
conferences 24:7
confirm 17:10, 21
conflict 32:5, 7
confronted 9:17
considered 29:13
consistent 9:17
Constitution 7:21
contact 16:16
conversation 8:2, 5, 10
 13:13 14:20 17:19
 28:20
converted 34:15
cooperate 30:23 31:4
copies 3:11
copy 11:15 23:8
correct 15:16 20:13
 31:7, 14
Correctional 4:16
correctly 31:3
counsel 3:14
County 2:9 34:2, 9
couple 10:23 14:7 23:8
 24:15
COURT 1:1 34:13
cover 28:3
creating 29:21
credit 18:16 30:13
Criminal 3:10 4:15
critical 28:24, 25
CSR-IA 1:23
Cuba 25:24
customary 27:24

< D >

Dalecki 4:24 8:10, 13
 10:24 11:14, 23 13:5
 14:13 15:19 16:11
 17:14, 20 20:21 28:12
 29:2, 8
DANE 34:2
Dated 34:24
day 2:10 11:19 14:10
 16:8, 9 18:6 26:10
 34:10
dean 12:14 13:5 14:9,
 25 15:6, 11 16:16, 22
 17:2, 9, 16
Deans 17:17
dean's 16:19
Deb 9:8
Debbie 9:10
DEBORAH 1:13 2:1
 3:3 4:1, 9 9:8 34:20
December 7:4, 5
decisions 6:14
Defendants 1:7 2:19, 23
delegation 28:7 29:4, 22
 30:8 31:9, 14
delivery 31:16
demanded 7:8, 9, 17
deny 6:16
DEPARTMENT 2:16
 19:25 21:9, 11 27:15,
 24 32:3, 9, 12, 13, 22, 23
 33:5, 8, 9
deponent's 34:18
Deposition 1:13 2:1
 9:7 33:18 34:6, 17, 19
Description 3:4
difficult 18:24, 25
Directly 15:3, 4, 5
discuss 21:5
discussed 33:6, 9
discussion 20:24 30:4
disinterested 34:14
disorder 9:22
disparaged 20:1
DISTRICT 1:1, 2
Document 3:8 23:3, 7,
 19
doing 10:16 18:17 24:3
Dominic 10:15 13:8
DR 1:4 4:18, 24 6:6, 25
 8:10, 13 10:24 11:14,
 23 12:10, 11, 12, 13, 14
 13:5, 6 14:13, 25 15:20
 16:11 17:20 20:15, 21
 21:2, 5 23:20 24:18
 28:4, 8, 12, 24 29:2, 3, 8,
 12, 15 30:12, 15, 23
 31:24
draw 19:14
drawn 31:21
Drive 2:22
Drs 27:7
duly 4:3

Dutelle 27:8, 8
 < E >
early 7:4, 5 18:7 27:7
East 2:15 5:20, 25 6:4
 9:25 27:3, 4
Education 23:11, 17
effect 6:11 31:25
Either 9:9 14:16, 21
 23:19 29:9
E-mail 3:8 13:15 32:16
e-mailing 11:14
e-mails 11:16, 18 13:1,
 14
employed 4:11 6:12, 21
employment 27:9
enemies 6:3
engage 25:25
English 24:11, 12
enrolled 9:3
enter 30:20
entitled 3:8
enumerated 9:16
Erie 2:15
erratic 19:20, 23
et 1:7
everybody 5:10 27:19
exactly 27:16
Examination 3:4 4:5
 34:20
examined 4:3
exchanges 3:8
excuse 19:2, 5
Exh 3:8, 8
exhibit 9:6, 12 22:1, 4, 6
 23:1
Experience 3:11 27:25
 28:1
experiences 5:18
extremely 14:6
eyes 26:6
 < F >
fact 19:15 22:8 27:13
faculty 27:24 33:2, 14
fair 12:3
fall 7:3 15:1 29:22
false 15:14
familiar 16:5
far 5:6 9:21 22:19
February 32:21
filed 3:14 12:7
final 32:18
find 11:20
first 4:2 6:24 14:10
 32:13
flew 19:15
flight 18:21
flights 16:6
flying 16:4 21:2
follow 15:25
follows 4:4

foot 22:11
forces 26:14
foregoing 34:6
formally 12:7
former 5:25
forth 11:14
forward 10:4, 4, 8
forwarded 13:5
four 5:8 14:3
framework 9:16
Frankfurt 27:4
free 7:20, 24
freshman 29:17
Friday 15:21 16:2 18:5
 19:15 20:20
front 8:14
full 25:3, 4
full-time 28:6
funds 31:20
further 10:10 17:15
 33:15
 < G >
genuine 19:7
geographically 27:1
German 3:10 5:18, 25
 24:11 28:7 29:4, 22
 30:8, 14 31:1, 2, 9, 13
Germans 5:20 9:25
 24:10 29:6
Germany 5:14, 23 6:4
 15:21 16:1, 2, 6 19:15
 20:20 21:3, 6 24:5
 26:4 27:2
getting 10:17 11:18
 16:21 18:21
given 10:20 27:24
go 5:3 9:2 10:4 16:19
 25:4 30:2
going 5:1 9:6 10:2
 11:3, 9 13:7 15:21
 16:1, 2 18:1 20:20
 30:11, 12 32:18 33:4
goo 21:24
good 21:24
gosh 10:13
grad 8:23 9:1 29:20, 24
grade 30:19, 20, 21
graduate 9:4
Grant 2:9 34:9
grievance 10:21, 25 12:1
grievances 11:6
ground 12:22
group 5:15
guess 11:25
 < H >
ha 28:16, 16
Hall 1:18 2:8, 22 34:8
hallway 17:4
Hamer 22:16 23:10
Hanau 26:23 27:2, 3, 5

H-A-N-A-U 27:6
Hansen 1:23 2:5 34:3
happened 4:23 6:9
 27:20 28:17
happens 24:3
Hawks 2:14, 14 3:4, 14
 4:6 20:23 30:2, 5 33:15
health 18:24 19:1 20:1
hear 15:4, 5, 7
heard 10:22
hearing 21:23
Hell 7:25
help 23:23 25:7, 13, 16
helped 26:2
Hi 22:9
Hise 2:22
hold 21:22
host 5:21
hundred 29:17
hundreds 11:18
husband 4:24 5:17, 22
 < I >
idea 7:15, 15 31:18
identification 22:2 23:2
Identified 3:4
identify 4:7 22:6
IL 1:23
imagine 6:22 18:20
 27:17
incident 10:10
Including 27:21
independent 30:13
individual 29:20
inform 14:16
information 15:12
 16:10 17:11, 21 21:2
 23:19, 22
informed 20:15 32:17
informing 14:9, 13
initials 30:7
inquired 16:22
insight 26:4, 6
instance 2:2
instruction 25:1
instructor 5:7
interest 18:18 34:15
interim 27:22, 23
interrogatories 34:12
Introduction 4:15
investigation 10:10, 16
invited 28:18
involved 33:1, 2, 3
issue 4:17 6:24 8:6
 10:5 12:5, 8 16:17
 30:25 32:22, 24, 25
issues 33:6
items 9:16
itinerary 29:21 30:8
 31:5, 6
 < J >

January 26:9
Jennifer 2:21
job 23:13 32:12, 14
Jody 10:15
John 7:6 8:3 9:15 10:6
Johnson 27:7
June 27:7 28:22 29:16
JUSTICE 2:16 3:10
 4:15, 16
Juvenile 4:16

 < K >
kind 10:9 25:6
knew 18:21, 23 22:12
 28:25
know 5:5 6:2, 7 7:1, 1,
 3, 4 9:1, 4, 5, 5 10:23
 11:1, 9, 24, 25 12:12, 12,
 23 13:1 14:4 15:9, 23,
 24 16:1, 3, 6 21:8, 12,
 14, 16, 17 22:3 28:11,
 13 29:2, 7, 13 31:20
 32:10, 25

 < L >
late 16:8, 9 18:6
Lattis 2:21 10:7 21:23
 29:24
Laurie 22:9, 16 23:10,
 23 24:3
Laurie's 23:13
lead 29:3
leaders 25:5
Learn 3:10
learned 10:1
leave 18:4, 5, 6
left 13:11 26:10 27:8
legitimate 18:8
Liberal 23:10, 16
lieutenant 26:17
Linden 2:22
lines 25:11
literally 6:4
little 26:25
live 26:8
lived 26:4
located 27:2
Lohmann 7:6, 10 8:3
 9:15 10:1
Lohmann's 10:6
long 4:11 5:3, 3 7:13
 19:1
longer 9:20 10:25
 31:24
long-time 5:6
look 22:18 28:16
lot 6:1 19:18 26:4, 6
lots 21:21

 < M >
Madison 2:19, 23 34:9
making 22:21, 24

manner 32:22
marked 9:12 22:1 23:1
matter 9:9 10:3
maxed 18:16
McDermott 10:15
 12:11, 13, 14 13:19
mean 6:13 8:8 9:3
 10:8 29:6
meeting 4:18, 20, 21
 7:10, 13 10:6 12:16
 13:18 16:25 17:25
 19:16
meetings 17:2 26:2
 33:6, 8, 10, 12, 13
member 25:3, 4 27:25
memory 9:18 22:15
mental 9:21 20:1
met 5:4 14:3
Mike 15:19 17:14
 28:17
military 26:12
Milwaukee 2:15
mind 9:7
mine 11:2 16:20 18:12
 24:4
minutes 27:3, 4
moment 12:4
Monday 17:25 18:1
 19:17
money 18:15 19:18
 25:18, 19, 20
month 12:20
morning 17:25 18:7
 19:17
mother 18:23, 25 28:24,
 25

 < N >
names 20:25
necessarily 33:9
necessary 25:20
need 24:13
needed 7:8 10:4 21:12
neighbor 24:4
never 10:19, 19, 22
 11:11 20:15 22:7, 8, 9
 28:25 32:1
new 29:17
night 8:9 19:16 28:14
nine 26:24
Notary 2:6 34:4, 25
Notice 2:4 27:9, 24
 34:19
November 1:13 2:10
 7:2 34:10, 24

 < O >
Obviously 22:13 23:25
 24:1, 2
occur 28:20
occurred 32:8
o'clock 28:21
October 7:2

office 7:11 12:17 15:10
 16:19 24:22
Off-the-record 20:24
 30:4
Okay 5:2 11:1 15:22,
 23 31:12
ones 5:11 33:11
opinion 15:15
order 23:23
original 3:11, 14

 < P >
p.m 1:13 2:11 33:19
P.O 2:18
Page 3:2 22:10
pages 23:8
paid 31:8, 16
paper 30:12
parents 5:5
part 12:6
parties 34:15
part-time 24:25, 25, 25
pay 21:19, 20 25:9, 20
paying 18:17
payment 31:21
pending 12:5
people 5:24 15:4, 8
 21:20, 20
percent 25:1, 1
perform 26:18
permanent 32:23
permission 21:10, 13
person 11:5, 13 34:14
Philosophy 4:16
phone 13:12 16:21 17:1
Pizza 4:19, 21, 22
place 4:19, 22
Plaintiff 1:5 2:2, 16
 34:12
planning 29:7, 9 31:1
Platteville 1:19 2:9
Plaza 1:19 2:8 34:8
please 4:8 30:3
plenty 24:1
point 14:8
Polish 24:17
position 29:14
post 7:22
preparation 28:3
preparatory 25:25
prepare 23:23
preparing 29:19 30:7
presence 20:5, 11 24:10
present 19:16
presentations 24:7, 21
Press 3:8 22:17
pretty 19:20
previously 17:11
primary 29:3
prior 9:7
Probably 8:1 27:17
problem 29:11

Professional 2:5 34:4
program 9:1
provided 3:14 15:12
 21:1 23:20 31:9, 13
providing 23:22
provisions 2:3
Public 2:6 23:16 34:4,
 25
publish 32:12
purpose 29:21 30:7, 9,
 10
pursuant 2:4 34:19
put 13:7

 < Q >
question 20:8
questions 33:16
QUINDEL 2:14
quite 21:24
quotes 24:1

 < R >
R.J 4:25 5:1, 2, 2, 6, 10,
 13 8:20
rank 26:16
Read 22:5 30:18, 21
really 9:1, 5, 20 11:8, 24
 12:19, 23, 23 14:4 17:5
 18:8
reason 10:12
reasons 21:22
recall 4:17 6:10, 17, 18
 14:8, 13 16:21, 25 17:3,
 8 19:24 20:4, 10, 12
 23:22 32:3, 16, 20, 24
receiving 32:3
recommendation 32:4
record 4:8 11:8, 11
 20:23 30:3 34:18
Reed 32:16
refer 5:1
referring 23:6
regarding 3:8
REGENTS 1:7
Registered 2:5 34:3
registering 29:18
registration 29:19
related 33:14
relations 23:16
relationship 5:6
relative 34:22
Release 3:8 22:17
reliability 17:21
remain 6:12
remains 6:20
remember 6:9 7:4 8:16,
 18 9:19, 21 11:5 12:19
 17:22 21:4 22:7, 13, 14,
 19, 21, 24 24:3 27:16
repeated 7:7
reply 7:19
Reported 1:23 14:17
 28:5, 8, 10, 11

Reporter 2:6 22:2 23:2 34:4, 14
reports 23:9
reprimand 8:13
reprimanded 8:17
request 34:11
resolution 32:5
responsible 29:18
retired 5:23
retrieve 9:6, 11
review 22:4, 16 32:19
reviewing 32:14
revised 22:17
revisions 22:21, 25
Rex 32:16
RICE 1:13 2:1 3:3 4:1, 9 34:20
Right 13:24 18:3, 20 19:8 33:17
ripping 13:4
role 29:3
room 12:18
RPR 1:23
running 17:3

< S >
S.C 2:14
S1 26:20
SABINA 1:4 5:19 7:8, 16 9:23 13:2 14:9, 14, 21 18:12 19:12 20:1, 7
Sabina's 15:25
saw 22:8
saying 6:11
says 32:17
say-so 6:20
schedule 15:24, 25
school 7:5 14:11 15:2 27:9
sciences 12:15
second 13:25 22:10 30:3
see 6:19 7:6 26:5
seeing 22:7
seen 9:12 22:9 23:3, 5
selecting 32:23
semester 10:14 12:25 14:1, 11 15:1 28:2
sense 12:2
separate 33:10, 12
serve 29:13
served 5:23
service 26:12, 16, 18 31:8
services 31:10, 13, 17
share 17:13 19:22 20:25 27:13
shared 8:14 16:10 17:11, 13
ship 5:12, 13
short 27:9
shorthand 34:13

shortly 14:2
showing 5:24 6:4
sit 20:6 25:6
sitting 5:8
six 18:22
Snow 12:22
soldiers 5:25
somebody 11:24 12:1
Sophie 22:11
sorry 10:7 11:10 12:24 14:4 21:25, 25
source 31:20
speak 10:14 17:9
special 33:11
specifically 16:24
speech 7:20, 24
spell 27:5
SS 34:1
stable 6:8
staff 4:9, 12 17:18 25:3, 4 32:19 33:3
State 2:6, 9 18:24 19:1 34:1, 5, 9, 25
statement 19:7
statements 8:14
STATES 1:1 7:22
station 26:22
stationed 26:11, 22
Statutes 2:4
staying 9:20
Steve's 4:19, 20, 21
stopped 18:13
story 10:18
Stratton 25:24
Street 2:15
student 8:15, 21, 23 9:4 29:21, 24 30:6
Students 3:10 5:15 14:17 15:13, 20 16:14 17:10 20:18 21:1 25:20 26:3 31:2
Study 3:11 24:22 30:13
stuff 33:2, 4
subject 8:11 16:23
subjects 4:14
subsequent 8:2 10:5 17:19
sudden 19:12
Suite 2:15
summer 5:14 28:5 31:11
suppose 8:25 11:22 22:18
sure 12:25 24:16 33:5
sworn 4:3 34:20
SYSTEM 2:21 3:10

< T >
take 29:3
takeaway 13:21, 24
taken 2:2 11:7 34:6, 11, 13, 19

talk 10:18 17:17 18:19 20:6, 7 26:3
talked 6:1 15:9 23:25 24:2
talking 5:17 6:5 15:5 18:13, 14, 14
teach 4:14 24:6
Tell 4:23 11:23 16:14 28:2 32:25
telling 11:6 17:9
Ten 4:13
testified 4:3 9:15 15:11, 12
testify 34:21
testimony 10:5 15:14 20:14 34:18
Thank 27:23
thing 9:19 17:24 22:5 29:15
things 6:8
think 6:7 8:19, 19 10:12 11:25 13:2 24:16 26:23
thought 7:20, 24 11:2
three 9:15 13:3 14:3 19:11 26:5
Throop 14:9, 25 15:6, 11 17:2, 9
time 5:3, 19 8:11, 15, 21 11:18 14:8 16:3 19:1, 3 23:15 24:14, 14, 24 26:12, 17, 24 31:14 33:4
times 24:15
Timothy 2:14
today 23:4
told 5:19 9:23 10:24 15:20 16:1 24:8, 20 25:6
Tom 28:18 29:5
training 32:5, 8
transcript 3:11, 14
transcription 34:17
translate 24:14, 18
transportation 25:14, 21, 22 26:1
trip 21:6 24:5, 14 25:5, 7, 15 30:14 31:1
true 34:17
trust 5:20 9:24
truth 34:21, 21, 22
truthful 14:6
try 9:6
trying 13:2
Tuesday 1:13
Turning 22:10
two 6:1 14:16, 21 15:13, 19 16:14 20:18 21:1 28:18
typewriting 34:16
typically 4:14

< U >

Uh-huh 8:4 12:17 23:21 25:12 27:10 31:15
Ullsvik 1:18 2:8 34:8
unable 28:6
understand 28:9 31:3
understanding 12:9
UNITED 1:1 7:22
UNIVERSITY 1:7, 18, 19 2:7, 8, 21 23:14 34:7, 8
upset 27:11, 14, 18, 19 28:4
use 7:25 30:6
usually 17:17
UW-P 9:20
UW-Platteville 3:8 4:10, 12 5:5, 16 6:12

< V >
vacation 18:22
vague 10:13
Van 2:22
verbal 34:12
visit 29:22 31:11
visits 25:2
vs 1:6

< W >
War 5:24
wasted 19:18
way 21:8
week 18:22 28:22
weeks 10:24 13:3 14:3 18:22 19:11
weird 6:2
Well 4:20 8:19 9:3 10:9 11:22 14:24 18:10 22:18 23:5, 15, 25 26:2 28:9 29:10, 15 30:11, 22
We're 5:1
west 27:3
WESTERN 1:2
WISCONSIN 1:2, 7, 19 2:4, 7, 10, 15, 16, 19, 21, 23 34:1, 5, 10, 25
WISCONSIN-PLATTEVILLE 1:18 2:7 34:7
witness 2:2 3:2 4:2
words 7:25 31:25
work 26:1 28:6 29:20 30:6, 10, 11, 15, 16, 19
worker 8:21
worried 17:23, 23
written 8:20 23:6, 10, 18
wrote 11:4

< Y >
yeah 9:2, 22 27:8
year 14:1, 11 15:2
years 4:13 6:3 14:7 26:5, 8