



## **Damages and Demands:**

### **My Damages:**

- 1) My health has suffered significantly because of Dr. Caywood's retaliation against me. I have seen a doctor on several occasions and have been treated for sleep problems, headaches and anxiety. This has also affected my family negatively.
- 2) My good standing with Dean Throop was damaged by the lies Dr. Caywood and probably Mr. Dutelle told her about me. This is defamation.
- 3) After AT&T was cc'd on the embarrassing communication on Jan. 24, 2013 I am concerned that AT&T may balk at any further financial support wiping out all the effort I expended to get them on board. My reputation with AT&T has suffered as it was suggested that I misled them. This is defamation.
- 4) I worked hard to get the grant from AT&T. The grievance issues and the fact that I can't deliver on my promises to AT&T frustrate and stress me. I hardly slept the entire weekend after Dr. Caywood withdrew his support of my efforts. I was so distressed that I called in sick for the first time in my teaching career. I am on anxiety medication and prescription sleeping pills. Receiving the AT&T grant should have been one of the best days of my career but it turned out to be the worst.
- 5) A Cyber-Security program at UW-Platteville would be a fantastic opportunity for me but it is on hold due to the uncertainty of support. We could have had one of the early cyber-security programs for public and private security. With a grant I would have been able to pursue this field with release time. My opportunity for professional advancement has been damaged.
- 6) Two of my publication offers are on hold because of the hostile work environment and time I have spent seeking justice.
- 7) Dr. Caywood has ignored many of my communication attempts, will not answer my questions and has been rude to me. My dignity is damaged.
- 8) Dr. Caywood has minimized my accomplishments, embarrassed me in front of my peers and attempting to ruin my success thus damaging my reputation. I expect he will continue to hold a grudge against me so my work environment is damaged if he continues as my chair.
- 9) Dr. Caywood assigned the chair position for several search and screen committees to Aric Dutelle while I was asked to give one of my two chair position to a colleague. Mr. Dutelle has only a one year online Master's degree and I have a full Ph.D. from the University of California - Irvine studying under some of the best names in Criminal Justice. Dr. Caywood called Mr. Dutelle the "logical choice" to chair search and screens and allows Mr. Dutelle to make far more pay than I receive.
- 10) I have had to make do with an office space that does not reflect my rightful place in the department. My status is diminished by this.

- 11) My eyesight has suffered and I am still in an office that hurts my eyes in spite of the fact that I delivered to Dr. Caywood a doctor's letter stating that I should have natural lighting.
- 12) I took my NSF proposal to the AT&T Regional Vice President who offered to help us get the program started. The AT&T donation to the UWP Foundation for the cyber-crime project was a result of my work but I was not mentioned in the press-release. I deserve recognition for my work.
- 13) All my projects are in jeopardy as long as I need approvals and support from Dr. Caywood or Mr. Dutelle. I am concerned that he will attempt to pull the rug out from under me when I need him most in this and any other endeavor. I'm confident that I will have to request anything I need twice in order to get it. He will lay stumbling blocks in my path whenever he can. He will use timing to hurt me as much as possible by delaying my requests. He will continue to retaliate against me. This threatens all my future efforts thereby damaging my potential earnings and advancement opportunities.
- 14) I have been damaged by delays in the grievance process. I first asked for an official investigation on Nov 17, 2012. Since then I have met with foot dragging, counter accusations, indifference, incompetence, anger and violation of regulations by those I have gone to for help. This prolongs my suffering in a hostile work environment.

**Damages to the school and department:**

- 1) Dr. Caywood made clear that Student Complaints, such as the one I handled, should be brought to him alone contrary to university guidelines. This kind of action opens the school up for legal liability as the university guide was written to follow the law.
- 2) A Cyber-Security program would be a boon for the school and would give our graduates training that is needed in today's work force. Students recognize the need for Cyber-Security training and are eager to study the curriculum I was working to produce. My current topics classes on cyber-crime, terrorism and behavioral profiling have had record enrollment. Some of my students, including the president of the Criminal Justice Association, approached Dr. Caywood last fall requesting that I teach more of these courses. Classes would have been filled easily and it would attract more students to the school. By removing his support suddenly, at a time that should have been a celebration of my accomplishment, Dr. Caywood has wasted opportunities to get the program started greatly diminishing its chance of success and reducing potential earnings for the school from tuition and other sources.
- 3) A Cyber-Security program would attract funding from federal and private sources but after the embarrassing email was sent to AT&T one private source may have dried up.

**My Demands:**

- 1) That Provost Nimocks Den Herder be removed from her assignment to handle this case on the basis of personal bias in favor of Mr. Dutelle
- 2) That Dean Throop immediately hold an election for a new CJ chair as required by LA&E Constitution (appendix VIII) and that if either Dr. Caywood or Mr. Dutelle is elected that Dean Throop exercise her option to hold a new election giving as reason for her decision the arguments within this claim package
- 3) That an attempt to restore my reputation be made with appropriate written and public apologies.
- 4) That notices to all employees advising them of their rights under the laws EEOC enforces and their right to be free from retaliation be posted in prominent places in our university. The posters can be ordered at: <http://www1.eeoc.gov/employers/poster.cfm>
- 5) That a copy of the UW-Platteville Discrimination and Harassment Policy and the procedures for implementing it be distributed annually to all University of Wisconsin-Platteville students, faculty, academic staff, and classified staff as required by policy (appendix VIII)
- 6) That educational programs be conducted regularly to sensitize members of the university community to the issues covered by the UW-Platteville Discrimination and Harassment Policy as required (appendix VIII)
- 7) That I be moved to an office with a window
- 8) That I be compensated for past pay disparities between my pay and that of Mr. Dutelle commensurate with qualifications
- 9) Financial compensation for:
  - a) Pain and extended suffering
  - b) health related expenses
  - c) loss of potential salary from grant money and book releases
  - d) Damage to my reputation