

member has a complaint or grievance against another faculty member faculty guidelines describe the process. This committee is the appropriate governing body not the director of HR. Nowhere in our handbook does it say the HR gets involved in faculty governance issues.

I can empathize with Sabina in regard to work, health, and family. The numerous email complaints sent by Sabina have taken a toll on my work environment as I am often caught between her, other faculty in C.J., Dean Throop, HR and the Provost. Much of my time this school year has been dealing with her actions, reactions, and disgruntled behavior. In September I was transported by ambulance to Madison due to a pulmonary embolism (blood clots in the lungs). Even though this condition is not directly related to the work related stress the medication requires constant monitoring via blood tests. When dealing with health issues is never good to have work related stress added to the problem. The time of this hearing is a perfect example of Dr. Burton's action impacting my family. My wife and I had planned to leave this evening, Friday, April 12, 2013, to travel to Missouri. My 92 year old mother is in hospice care there. Her days with us are limited. My mother in law passed away on March 3 of this year. Three days later my brothers and I put our mother in hospice. As a result of this hearing we will leave tomorrow or we will have to wait for two more weeks since I feel obligated to be at the retirement reception for Joe Lomax next weekend.

Last summer (July) while attending a social function at the invitation of a mutual friend, Dr. Burton made numerous complaints to my wife about the University. She complained about Dr. Fuller and her management of the C.J. graduate program. She also complained about the students and the quality of the Master's program. She calmed down a bit after her husband gave her a nudge with his elbow. Dr. Burton did make it clear to my wife that she was going to follow Dr. Fuller's method to get what she wanted. This method includes emails to upper administration and human resources without communication with the department chair. At the time my wife thought it strange that Dr. Burton would share this strategy with her. In the fall my wife happened to stop by the C.J. Department. As she passed Dr. Burton's office she stopped to say, "Hello". My wife asked about Dr. Burton's parents and asked if they would be visiting from Germany this fall. Dr. Burton informed by wife her parents would not be making the trip due to health concerns and then proceeded to complain about the UW-Platteville administration. Apparently, Dean Throop had some questions about a grant proposal Dr. Burton was writing. My wife told me she was unable to have a pleasant conversation with Dr. Burton about her family since she only wanted to list her complaints with UW-Platteville.

Specific issues I will address.

1. I will start with the most recent incident. Development of a graduate CJ course. October 4, 2012 an email from Dr. Fuller, director of cj graduate program, to Sabina RE: new course development – first time offering Spring 2014 see email #1. October 22, 2012 an email from Cheryl to Sabina stating Cheryl had until late January to submit approved development contract to DLC email #2. Email # 3 is a series of

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caywood@uwplatt.edu

Re: press conference

From : Sabina Burton <burtons@uwplatt.edu>

Thu, Jan 24, 2013 03:45 PM

Subject : Re: press conference

To : Thomas E Caywood <caywood@uwplatt.edu>

Cc : Elizabeth A Throop <throope@uwplatt.edu>

Tom,

Thank you for outlining your position in detail.

Concerning your statements: "I'm not aware that the CJ Department approved a cyber security program or the development of one." and "You are advertising in press releases and websites that the department and university are supportive of what you are doing. That is in error."

You officially endorsed the April 2012 NSF proposal titled "Institutionalizing Cyber Education" that clearly outlines the plans for a cyber-security program at UW-Platteville's Criminal Justice Program.

The proposal was also signed off by the LAE Dean's office. Kathy Lomax and Bob Roberts were a driving force in creating the proposal. Bob also put me in touch with the DOJ and they are very interested in seeing a cyber-security program developed here. I have talked to and consulted with Rob Hasker (CompScience), Dean Hudson (Engineering), Todd Carothers (Accounting) and Travis Nelson (Pol Sci) multiple times. All were listed on the NSF proposal. In your email to me you state that the FI program "had the overwhelming support of the department" which was not the case. I know that Dr. Cheryl Fuller and Dr. Susan Hilal did not fully support it. Also I doubt, as you say, that "all were involved in every step of the process." This would be a logistical nightmare. I am doing everything necessary to keep principle parties informed of my progress and intentions. I did not write the offending press release but I cc'd everyone who might need to see it before it was published.

I worked long hours yesterday and today. I did not write the press-release. It was sent to me yesterday afternoon and I added the location for the ceremony as requested. Again, I did not write the press release.

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I approached AT&T with my original NSF proposal that you, the Dean's office and the school signed off on for the purpose of gaining a grant. Did you ever read the proposal? In their peer review NSF reported that their reason for not funding the proposal titled "Institutionalizing Cyber Education" was that NSF does not fund curriculum development. So last summer I pursued other avenues of funding especially since I thought I had your support, the Dean's support and the school's support as indicated on the NSF proposal.

My websites, journalofcybersecurity.com and journalofcriminaljustice.com were created in support of the proposal and clearly indicated that we are looking for funding to create the curriculum. The wording on the websites mirrored the wording in the proposal. I understand that you don't want the UW-Platteville name on the websites so I have removed all reference to UW-Platteville. The url addresses to the websites were included in the original NSF proposal so you had a chance to review them when the proposal was first submitted and you have had since April 2012 to tell me if you found anything in the sites offensive. Your original response was very positive so what has changed? Is your shift in attitude because of the way I handled the October student complaint? The websites did not indicate that there exists a program at UW-Platteville but that I propose to build such a curriculum and they inform readers that we are seeking funding for the program as spelled out in the NSF proposal that you signed.

I truly feel developing a cyber-security program would benefit our department, our school and our region. The tone of your letter indicates that you don't support it, or me, anymore. I have received mixed signals from you in this regard. I have worked on cyber-security curriculum plans, teaching tools etc. without pay. I direct student undergraduate research without getting paid for it. I do this for our students and for UW-Platteville. I have devoted my own time and efforts in developing a curriculum to share with the department and in order to help gain funding for the school.

How do my efforts deserve the kind of harsh criticism you sent me?

So tell me what you want me to do. I am ready to tell AT&T to give their money to a different school if that is what you want. This donation does not benefit me financially and actually creates extra unpaid work for me that I am willing to do for the benefit of our great school and students. If you are withdrawing your support please do so in writing so I know what to tell AT&T about this check presentation. If you have withdrawn your support for the course development we should not accept the grant.

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Sabina Burton

----- Original Message -----

From: "Thomas E Caywood" <caywood@uwplatt.edu>
To: "Sabina Burton" <burtions@uwplatt.edu>
Cc: "Elizabeth A Throop" <throope@uwplatt.edu>
Sent: Thursday, January 24, 2013 1:27:36 PM
Subject: press conference

Sabina:

Plesae see attached letter. It brings to light some of the issues about the events of next Monday and other concerns.

Tom Caywood, Ph.D.
Chairman, Criminal Justice Department
UW-Platteville
