
Harassing phone call by Lana Caywood at my home - Please help!

From : Sabina Burton <burtons@uwplatt.edu> Thu, Jul 11, 2013 01:24 PM
Subject : Harassing phone call by Lana Caywood at my home - Please help! 1 attachment
To : Dennis J Shields <shieldsd@uwplatt.edu>
Cc : Mittie Nimocks <nimocksm@uwplatt.edu>, Shane Drefcinski <drefcins@uwplatt.edu>, Elizabeth A Throop <throope@uwplatt.edu>

At 9:48 am on July 11, 2013 my husband received a call on his cell phone number 608-331-0000 from Lana Caywood, Dr. Caywood's wife, from 563-451-8645, that lasted for 1 hr 40 min 11 sec.

My husband has been my support and sounding board at home. He had to listen to my worries and concerns.

Lana Caywood was very rude, she admitted that she hasn't even seen any of the emails. She is judgmental without knowing the facts. She had no right to call us AT HOME to yell at my husband about an employment issue! I have the legal right to file a grievance when a superior harasses or retaliates against me at work. I have a legal right to bring up issues of discrimination by my boss. Lana Caywood's call was harassment.

One of her statements to my husband causes me great concern. Lana implied that Mike Dalecki would be unfair to me when he becomes chair. (see my husband's statement attached) Why does the Dean select a chair that was recommended by Dr. Caywood and nobody asked me if I was ok with it? I am not ok with Mike Dalecki becoming chair, interim chair or in any way involved in my affairs. Lana Caywood believes he will be unfair with me so I think so too.

Please act to make Dr. Caywood and his wife cease all retaliation and harassment. Please make them understand that it is too late for mediation now. I have been harmed. I am still being harmed by having to work in a hostile work environment and now that hostility has entered my home. I am seriously considering actions outside of the university system as things just keep getting worse. The foot dragging has gone on long enough.

Today is my daughter Sarah's 16th birthday. Both of my children have suffered by Dr. Caywood's retaliation against me. Their mother has been stressed and very anxious. Now Lana Caywood had to attack us on my daughter's special day and wasted our off time. How much more negativity has to happen for the Dean to see the truth? A big focus of the LAE Dean Search & Screen process was to find a Dean who would be willing and capable to stop bullying behavior of senior faculty against junior faculty. Dr. Throop pledged that she would be the person to put an end to this type of abuse but she has failed.

Thank you,
Sabina Burton

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

From: "Dennis J Shields" <shieldsd@uwplatt.edu>
To: "Sabina Burton" <burtons@uwplatt.edu>
Cc: "Mittie Nimocks" <nimocksm@uwplatt.edu>, "Dennis J Shields" <shieldsd@uwplatt.edu>, "Shane Drefcinski" <drefcins@uwplatt.edu>, "Elizabeth A Throop" <throope@uwplatt.edu>
Sent: Wednesday, July 10, 2013 10:28:05 PM
Subject: Re: Interim Chair

To All:

After some thought I have decided that I will not weigh in on the merits of any of the issues raised. We will move forward with new leadership of CJ at the start of the new academic year. And that is as much as is needed to be said about this transition.

It is my hope that we can agree to move forward with our goal to be the continuing development of our CJ program.

Dennis J. Shields

Sent from my iPad

On Jul 10, 2013, at 6:33 PM, Sabina Burton <burtons@uwplatt.edu> wrote:

> Mittie,

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> Dean Throop just sent the email below to the entire CJ department stating that Dr. Caywood decided to "step away from being chair." This contradicts the email that Dr. Caywood sent out this morning in which he wrote that he "was removed as chair by the provost" (I will forward this email to you). The subject line of this email was "removal as chair." I think this is an important difference and the members of the department deserve to know the truth.

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> Why does the Dean feel the need protect Dr. Caywood? In the past several months she has swallowed his defamatory statements and supported him over me. She refused to assist me in my time of need. She showed her support for him at the day of the grievance meeting when she attended the department meeting clearly showing her support for him. I have demonstrated inappropriate actions on his part. The grievance committee found in their investigation that Dr. Caywood "hung me out to dry" (audio recording of grievance hearing). I have had to work in a hostile work environment because I took on a student's concern and handled it according to Dean Throop's instructions and university policy. Dr. Caywood even admitted in the grievance hearing that he acted "very poorly." Dean Throop was cc'd on the grievance committee's report. Still, Dean Throop misrepresented the fact that Dr. Caywood was removed by the Provost in an effort to protect the reputation of the person who retaliated against me and has led a dysfunctional department. Dean Throop defamed me to ATT. Why at this point does she once again choose to take Dr. Caywood's side and thank him for this mess? Over the past several years there

have been at least three independent investigations into Dr. Caywood's inappropriate actions and the Dean openly shows her support for Dr. Caywood but she has not done the same for me.

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> Dean Throop's email was inappropriate and there was no need for it. Dr. Caywood had already informed the department of his removal from the chair position and Dr. Dalecki's acceptance of the intermediate chair position.

Dean Throop's email was meant to be a slap in my face and to further isolate me within the department. This sort of thing has probably been going on behind my back for some time, enables dysfunction and it needs to be stopped.

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> Sabina

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> ----- Original Message -----

> From: "Elizabeth A Throop" <throope@uwplatt.edu>

> To: "Cheryl BanachowskiFuller" <banachoc@uwplatt.edu>, "Danelle Bemis" <bemisd@uwplatt.edu>, "Sabina Burton" <burtons@uwplatt.edu>, "Thomas E Caywood" <caywood@uwplatt.edu>, "Dana L Cecil" <cecild@uwplatt.edu>, "Aric W. Dutelle" <dutellea@uwplatt.edu>, "Steven Elmer" <elmerst@uwplatt.edu>, "Lorne Gibson" <gibsonlo@uwplatt.edu>, "Diana Johnson" <johnsondi@uwplatt.edu>, "Joe Lomax" <lomaxj@uwplatt.edu>, "Rex R Byberg-Reed" <reedre@uwplatt.edu>, "Deborah L Rice" <ricede@uwplatt.edu>, "Edward Ross" <rosse@uwplatt.edu>, "Richard H Cowan" <cowanr@uwplatt.edu>, "Joshua S Grabandt" <grabandt@uwplatt.edu>

> Cc: "Michael Dalecki" <dalecki@uwplatt.edu>, "Mittie DenHerder" <denherderm@uwplatt.edu>, "Elizabeth Gates" <gatese@uwplatt.edu>, "Rosalyn Broussard" <broussar@uwplatt.edu>, "Melissa Gormley" <gormleym@uwplatt.edu>, "Kerry F Hogan" <hoganke@uwplatt.edu>, "Karen Stinson" <stinsonk@uwplatt.edu>, "Colleen A McCabe" <mccabec@uwplatt.edu>, "Teresa Burns" <burnst@uwplatt.edu>, "Travis P Nelson" <nelsontr@uwplatt.edu>, "Adam Stanley" <stanleya@uwplatt.edu>, "Nancy Turner" <turnern@uwplatt.edu>, "David Cooper" <cooperd@uwplatt.edu>

> Sent: Wednesday, July 10, 2013 2:46:24 PM

> Subject: Interim Chair

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> Dear Criminal Justice/Forensic Investigation Faculty,

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> I understand that Tom Caywood has communicated with you this morning about his decision to step away from being chair of the Criminal Justice department. In the conversation that he had with the Provost and me on Monday, he suggested that Mike Dalecki would be a good person to tap to serve as interim Chair. After some discussion and deliberation, I asked Mike if he would be willing to take on the interim Chair position. I am pleased to report that Mike has agreed to serve in this position starting in mid-August. We will be conducting a national search for a permanent leader for Criminal Justice; I will be in touch with you all when you return from summer about that search.

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> I want to thank Tom for his years as chair and to express my very deep appreciation for the many important contributions he has made to this university and our students in the decades that he has worked here. I look forward to many more years working alongside him!

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> Please let me know if you have any questions or concerns--I hope your
summers are going well and that you are finding ways to find rest and
relaxation!
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> Best to you all,
>
> Liz
>
>
> Dr. Elizabeth A. Throop
> Dean, College of Liberal Arts and Education
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> University of Wisconsin Platteville
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