

Zimbra**burtions@uwplatt.edu**

Re: CJ search

From : Sabina Burton <burtions@uwplatt.edu>

Sun, Dec 15, 2013 11:26 PM

Subject : Re: CJ search**To :** Catherine Kutka <kutkac@uwplatt.edu>**Cc :** Mike Dalecki <dalecki@uwplatt.edu>, John A Lohmann
<lohmannj@uwplatt.edu>**Bcc :** Cheryl BanachowskiFuller <banachoc@uwplatt.edu>

Cathy,

Some members of our department blatantly violate policy and bylaw when it fits their agenda and staunchly hold others to the letter of the law.

Sometimes they attempt to hold others to made-up policy that is impossible to follow and use vagueness and intimidation to their advantage. All of us must exercise correct actions in this situation and we should address and correct other violations retroactively.

Amy Nemmetz has been discriminated against in past searches. Her Ph.D. has been discredited by Dr. Caywood as just an "online degree." In the 2011 search, that produced Dr. Gibson as the chosen candidate, Dr. Caywood called up Dr. Nemmetz' dissertation and picked it apart. Her dissertation was the only one that he reviewed. Caywood made it very clear that Dr. Nemmetz was not a qualified candidate and put pressure on me, the chair of the 2011 search, to list her as "unqualified." Valerie Stackman, who at that time was an ABD, was our number 2 finalist.

Now two members of our search committee, Dr. Gibson and Dr. Reed, who both have been close with Dr. Caywood, again listed Dr. Nemmetz as "unqualified." Both voiced strong opposition to Dr. Stackman, who in the last 3 years not only received her Ph.D. but also served as an Assistant Professor and Program Coordinator at a university in Kentucky. Dr. Valerie Stackman graduated from Howard University, a predominately black university. Dr. Stackman is openly gay.

Dr Caywood has discredited Dr. Nemmetz' online Ph.D. but has elevated Mr. Dutelle, who holds a one-year M.S. from an online for-profit school, to a full faculty member and put him on the fast track for promotion and tenure. Another former male faculty member who pursued his Ph.D. online (but failed), Mr. Roberts, also received Dr. Caywood's strong support.

Dr. Caywood's strong opposition against Dr. Nemmetz and Dr. Stackman reflect the sexual discrimination that he and his proteges have practiced for years. I personally have been a victim of their discriminatory actions and can produce evidence to show it.

I was a member of the search and screen committee which hired Dutelle. I do not recall that the department voted on the position description. I did, however, observe that Dutelle was "consulted" on the job description and I believe he wrote the job description specifically tailored to him-self. I found this odd at the time but as a brand new faculty member didn't dare to speak up as the power distribution within the CJ department was very obvious. As a result of the very narrow definition of the position two other candidates (one a minority candidate with a Ph.D. in forensic psychology) were disqualified right from the start and Dutelle was hired without competition. If you look up the job description you will see that it fits Dutelle to a "t."

Under Title VII of the Civil Rights act of 1964 it is illegal to discriminate in any aspect of employment including: Job Advertisements.

Dr. Caywood violated this law when he allowed Mr. Dutelle to write his own job description and be involved in his own hiring process. Mr. Dutelle wrote his own job description and involved himself in his own hiring process I believe to purposely exclude other potential candidates from applying and from consideration.

Faculty Constitution and Bylaws, Part III, Article 3, section 1 states:

"All department members shall be eligible to take part in the recruitment and initial appointment process described in this article, except: ... b. candidates for the position who are already department members." Mr. Dutelle wrote his own position statement and in so doing took part in the recruitment process. He also took part in the process in other ways such as discussions with members of the search and screen committee as well as discussions with Dr. Caywood about the position, taking an active role in his own selection for the position. Dr. Caywood also violated the bylaw by allowing, even encouraging, Mr. Dutelle to take part in his own hiring though he was already a department member. Dutelle wrote a book on ethics "Ethics for the Public Service Professional." He was very aware that his actions were unethical.

A PhD was required for Dutelle's position but Caywood made Dutelle's MS a "terminal degree." This was definitely not discussed in the CJ department as required and would not have received a majority vote.

Strangely the search & screen folder of the 2010 search for Dutelle "disappeared" after I made my allegations in the spring grievance.

Feb 8, 2012 - Dr. Caywood wrote a letter to the College of LA&E CRST stating: "The Criminal Justice Department approved that Aric Dutelle's Master of Forensic Science degree is considered as a terminal degree for tenure track forensic investigation position (LAE CJ TSI 01)." Neither Dr. Fuller nor I concurred with this. It is not true that Dutelle's MS degree is a terminal degree.

The form: UW-Platteville RECOMMENDATIONS FOR REAPPOINTMENT OR TENURE FROM THE DEAN TO THE VICE CHANCELLOR states:

"Tenure should be recommended only in those cases where the candidate has received the appropriate terminal degree and is deemed to be an exceptional present and future asset to the department and university."

In order to satisfy this terminal degree requirement Dr. Caywood falsely informed the CRST, in writing, that Mr. Dutelle's degree is a terminal degree. Mr. Dutelle's tenure, which was awarded in 2013, should be revoked due to the fact that it was awarded based on false pretense and violated bylaw.

Just 1 1/2 years after he was hired as faculty Dutelle was promoted to Associate Professor in Aug 2012 with only eight of the required ten years of teaching.

UNIVERSITY RANK, SALARY, AND TENURE (URST) PROCEDURES states:

"Promotion to the Rank of Associate Professor

The candidate must have demonstrated significant achievement in teaching effectiveness, scholarly and professional activities, and university service and also must meet one of the following criteria:

2) a master's degree in an appropriate discipline plus at least 10 years of documented effective teaching at the college level. (At least 7 years at UWP). To be interpreted as 10 years (at least 7 at UWP) at the time of receiving the promotion. Also to be interpreted as 9½ years (6½ years at UWP) at the time of applying for the promotion."

http://www.uwplatt.edu/committees/urstpc/forms/files/2013-2014_URSTPC_Guidelines.pdf

Dutelle's college level teaching career began in Aug 2004. He is not eligible for promotion to Associate Professor until Aug 2014 yet he was given promotion in Aug 2012, two years earlier than allowed by URST procedure. This violation should be corrected.

Academic staff Dana Cecil was hired in spring 2012, the chair of the search & screen was Dutelle, her boyfriend. Perhaps her position should be opened up for a national search to correct this unethical and perhaps illegal search.

Dutelle had his former girl-friend Stacy serve as diversity officer on the search & screen for the CJ faculty position in 2012/13 which he

chaired, a conflict of interest.

Dr. Gibson gave a note to a female student on Oct 10, 2012 that said "Call me tonight!!" with his personal cell phone number. The student asked me for help. I reported the incident to proper authorities and Dr. Caywood and Mr. Dutelle began fierce retaliation against me. Dr. Gibson on the other hand was given a recommendation for merit pay in Jan. 2013 in spite of his illegal act. There seems to be an ongoing investigation into Gibson's actions.

These are just a few of the examples where policies, bylaws, ethics and state and federal law have been violated in our department. It is interesting that the most notorious violators are now fighting for strict adherence to policy in an attempt to maintain their unfair advantage.

The above information is given to the best of my knowledge and recollection. I have evidence to back up my claims and will be glad to produce it if you would like to see it.

Sabina

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

From: "Catherine Kutka" <kutkac@uwplatt.edu>

To: "Sabina Burton" <burtons@uwplatt.edu>

Cc: "Mike Dalecki" <dalecki@uwplatt.edu>, "John A Lohmann" <lohmannj@uwplatt.edu>

Sent: Friday, December 13, 2013 1:17:59 PM

Subject: CJ search

Good afternoon,

A question has been raised with regard to hiring a second position for the Criminal Justice search, specifically with relation to Faculty Bylaws (Part III, Article III, Section 2 Position Description and Vacancy Announcements), in which "By majority vote of the full department membership (defined in Section 1 above), a statement shall be adopted specifying:

1. the responsibilities to be assigned,
2. the corresponding competencies required in the person filling the vacancy, and
3. what type of contract is desired.

The vote may reaffirm a previous statement of such responsibilities and competencies."

Through discussion of this issue with John Lohmann, Interim Director of Human Resources, we have determined that you should continue with checking finalist references but refrain from making an offer until the issue has been resolved. John is occupied for the remainder of the afternoon and I will be out of the office but will respond to emails. We will hope to resolve this issue quickly so that your search may reach a successful resolution.

Thank you,

Cathy.

Catherine Kutka

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