

### **Who wrote the letter to Sabina (Exhibit A)?:**

These are some reasons I believe Mr. Dutelle wrote the harsh “letter to Sabina” (exhibit A) on Jan 24, 2013:

1. Dr. Caywood learned of the press release when I cc'd it to him on Jan 24 at 8:32 AM (Exhibit X). That gave him just under 5 hours to write and send the “letter to Sabina.” I believe this would be a nearly impossible task for Dr. Caywood considering his inability to write to the level displayed by the person who actually wrote the letter. Consider that Dr. Caywood had 10 days to write his rebuttal to my grievance against him (exhibit ZI). The quality of his rebuttal is far below the quality of the “letter to Sabina” in writing style, grammar, punctuation, spelling and proof-reading. How could his writing be so much better when he wrote a scathing letter to me in a rushed situation than when he was defending himself against grievous charges and had 10 days to respond? The answer I believe is that someone else wrote the “letter to Sabina.” (exhibit A)
2. The “letter to Sabina” said the same things that Mr. Dutelle had told me earlier in verbal conversation. The same wording, the same tone, the same messages.
3. The “letter to Sabina” (exhibit A) claims that the FI program had the entire department’s support but Dr. Caywood’s rebuttal claims that there were some in the department who were against the FI program. Why would Dr. Caywood write conflicting statements in these two documents? He wouldn’t, someone else wrote the “letter to Sabina.”
4. Mr. Dutelle is capable of writing a paper in the style and nearly perfect quality of the “letter to Sabina” (exhibit A).
5. After I applied for tenure on Jan 7, 2013 I believe Mr. Dutelle looked through my DRB file, looking for a way to injure me, and found reference to my open source journal website. Believing he had found something with which he could discredit me he included criticism of the website wording in his harsh “letter to Sabina” (Exhibit A). He probably did not realize that I had shown the website to Dr. Caywood over 3 months earlier. Why would Dr. Caywood make a big deal out of wording he had already approved months earlier?
6. Mr. Dutelle was so mad that ever since I requested tenure he couldn’t even look at me or greet me. He was mad so he had motive to hurt me.
7. He wanted to pass me in the department so there was also motive to hurt me for his ambition.
8. Dr. Caywood did not dispute my claim that Mr. Dutelle wrote the “letter to Sabina” in his rebuttal or in the grievance committee hearing.

Why it is significant that Mr. Dutelle wrote exhibit A for Dr. Caywood:

1. It shows that Dr. Caywood is comfortable allowing Mr. Dutelle to take charge of his affairs, affairs that should be the sole responsibility of the chair of the department.
2. It shows that Mr. Dutelle was interested enough in impeding me that he was willing to get involved in this way. It demonstrates his intent to injure me and supports my claim that he contributes to a retaliatory hostile work environment.
3. It shows that Mr. Dutelle was not my friend as he claimed. It shows that he lied to my husband when asked about his friendship with me and he replied "All's well" in his email on 1/18/2013. All was not well. Only six days later Mr. Dutelle wrote a scathing letter to me under the guise of Dr. Caywood.
4. It shows that Mr. Dutelle puts words in Dr. Caywood's mouth and Dr. Caywood allows him to do so. If he can put words in his mouth he can pull strings too.