

Mr. Dutelle's unethical behavior:

Mr. Dutelle has a reputation of talking down to female employees. Dr. Caywood does nothing to stop this behavior and in fact does the same thing.

After my television news spots aired on the Iowa TV station KCRG I received a call from a high school teacher in Iowa who was organizing a trip for 15 students to visit our CJ/FI programs because he had seen my television news spots. Mr. Dutelle took charge of the group against my wishes and is taking credit for the visit because he is being paid to go to high schools and recruit. Though these students came to our school as a direct result of my unpaid efforts to advertise our school Mr. Dutelle includes them in the tally of students he claims to have brought in. I have received no public, or even private, accolades for my efforts in bringing students to the school through my effective use of free media coverage. Credit should be given where credit is due. All my efforts in this regard have been unpaid. Mr. Dutelle is being paid by the university to visit high school campuses on recruiting tours where he also pitches his books and does book signings. Other students may come to our school as a direct result of my efforts. Will I get credit for them or will Mr. Dutelle? He should be eager to give me credit so I would continue to advertise our school. Instead he seems angry that I invited the television news crew. I believe he feels threatened by my success and ability so he attempts to disrupt my future success, discourage and discredit me. I don't mind competition but this is unfair and it is encouraged by Dr. Caywood.

Mr. Dutelle once went on a paid trip to Haiti but was recalled after the chancellor's office found out that he had left during the teaching quarter. The fact that Mr. Dutelle traveled toward Haiti shows that he was willing to abandon his teaching duties, while getting paid for them, on a paid trip to Haiti thereby double dipping (getting paid twice for work done once). He has left during the quarter on paid trips before as well. He has become so accustomed to getting paid twice for his work that he actively seeks out, and aggressively protects, these types of opportunities. He seems to believe he is entitled to them. Mr. Dutelle also listed this Haiti trip as one of his community service projects in his DRB file. Claiming credit for a charitable act while being paid for it twice shows Mr. Dutelle's ethics when it comes to his professional and financial advancement. This sort of behavior is not only condoned but is encouraged and enabled by Dr. Caywood.

Mr. Dutelle was clearly against me receiving tenure. When he found out that I applied for tenure his attitude toward me changed overnight. On 1/17/13 I told my husband that "He (Mr. Dutelle) doesn't like me anymore, it's very very clear he doesn't like me anymore." My husband knows Mr. Dutelle from social events and has gone boating with him. Roger felt like he had a friendship with Mr. Dutelle and so as a personal favor he asked Mr. Dutelle in an email exchange to reaffirm that he still liked me by telling me so or sending a friendly email to me (Exhibit Q). Roger was sure there was a logical explanation and that Aric would respond with a warm email quickly. Though he responded to my husband that "All's well" Mr. Dutelle never sent me the friendly email requested and has yet to give me warm reassurance of friendship. This convinced my husband that Mr. Dutelle was angry with me for some reason, probably tenure related. Instead of writing a friendly email to me Mr. Dutelle wrote a harsh and defamatory letter for Dr. Caywood to send to me six days later. I believe he did this in an attempt to undermine my cyber-security program and assure his dominance in the department. This is unfair, unethical and is not in the best interest of the department and school.

Mr. Dutelle applied for the position for which I was hired. I was not aware of this until Apr 19, 2013 when I looked for the missing job description for the position to which he was hired in 2010. I served on the search committee that hired him to that position so I have access to the files. He may have held resentment toward me ever since I arrived at UW Platteville, secretly plotting against me because I got the position he wanted. He did a good job of masking his resentment for a long time, pretending to be my friend but I see a dark side of Mr. Dutelle now.

Does Mr. Dutelle hold resentment toward me for being hired into the position he wanted? It is clear that he resents me for something. His resentment seems to have been intensified by my application for tenure and my complaints against Dr. Caywood, which have exposed some of the lucrative, career enhancing and closed door schemes he has been orchestrating for the past several years. Mr. Dutelle's attitude toward me became very angry immediately after the grievance committee hearing. Even in the hallways when I greet him he cannot say "good morning" or look me in the eye. Mr. Dutelle acts unprofessionally and his anger toward me is palpable.