

Promotion / Tenure:

When I applied for promotion in 2010 I told Mr. Dutelle that I had applied. He applied after I did but never told me about having done so. On the day of the DRB meeting I asked him why he didn't tell me. He did not have an answer for me but was upset that I questioned him about it. He also told me that he was limited to assistant professor because he only had a Master's degree. Obviously that was not true since he was promoted to associate professor. He was informed of his promotion right away but my promotion was delayed because the board claimed that I didn't have sufficient evidence of teaching experience. But the evidence of my teaching experience was in my folder the whole time. Dr. Caywood knew of my experience and did nothing to bring it to light but instead allowed the board to reject my promotion request using this faulty reasoning as a basis. I received my rejection notice after the deadline for appeals but was able to appeal and finally receive my deserved promotion (exhibit ZB).

Mr. Dutelle was hired Aug 23, 2010 and requested promotion before Jan 11, 2012. So he was promoted after 1.5 years teaching as assistant professor. Mr. Dutelle's promotion went through quickly and he was informed of his selection for promotion weeks before I was informed of my rejection. This is evidence of Dr. Caywood's favoritism of Mr. Dutelle over me and is clear indication of disparate impact.

In 2009 Mr. Dutelle used the fact that he had applied with Upper Iowa University to leverage his position in the application process to gain faculty status in FI starting in the 2009/2010 year. His leveraging seemed to be instrumental in his ability to get a deal giving him 2 years toward tenure. In contrast after Dr. Amy Nemmetz told Dr. Caywood that she was a finalist for a position with Las Loras University in Dubuque, IA, Dr. Caywood said to me in early 2010 that he "doesn't accept blackmail and he'll be happy to write her a letter of recommendation for Las Loras." Dr. Caywood brought up the issue of her "blackmail" repeatedly at search & screen meetings in 2010 and again in 2011. Also in contrast to Mr. Dutelle's "leveraging," when I mentioned to Dr. Caywood that I had been offered an unsolicited position he saw it as a "veil threat." [SIC] When Mr. Dutelle leverages other job opportunities he gets hired with unfair benefits but when Dr. Nemmetz or I mention our other options we get retaliation. That is the definition of Disparate Impact and supports my claim of discrimination on the basis of sex.

