

## **Mr. Dutelle's Application, Resume and other Hiring issues:**

Under Title VII of the Civil Rights act of 1964 it is illegal to discriminate in any aspect of employment including: Job Advertisements (appendix III). 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 purposely trying to exclude other potential candidates from applying.

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 (appendix VIII)." 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 in violation of this bylaw. 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.

Part III, Article 3, section 2 (appendix VIII) states: "By majority vote of the full department membership (defined in Section 1 above), a statement shall be adopted specifying: a. the responsibilities to be assigned, b. the corresponding competencies required in the person filling the vacancy, and c. what type of contract is desired." The position statement for which Mr. Dutelle was hired was not voted on by the full department membership but Mr. Dutelle wrote the job specifications to suit himself with the express purpose of excluding other potential applicants, and it worked.

I applied for my current position on 2-10-2009 and came for my interview on 3/27/2009. Mr. Dutelle applied for the same position on 4-10-2009. Dr. Caywood seemed to try to discourage me from taking the position, which at the time I found odd. But now I see a possible scheme that was at the time hidden to me. It is plausible that Dr. Caywood wanted to convince me that I would be better off going to a different school, because he and Mr. Dutelle viewed me as someone who would be on Dr. Fuller's side and who would give Mr. Dutelle competition for advancement within the department. They likely hoped I would turn down the job and Mr. Dutelle would get the job by default. Mr. Dutelle could not compete with me head to head because my qualifications are clearly superior. What has changed now to make him Dr. Caywood's "logical choice?" I wonder if Dr. Caywood and Mr. Dutelle were waiting for the right moment to announce Mr. Dutelle's candidacy, perhaps after I had declined the position? Mr. Dutelle and Dr. Caywood have used timing to hurt me recently so it is believable that they were doing the same back in 2009 as a tactic against Dr. Fuller.

Mr. Dutelle's resume shows an employment gap from 1996 to 1999. This was not questioned in his hiring process.

In his resume obtained from the university website, updated on 03/09/2011, (Exhibit G) Mr. Dutelle claims that he did POST Certification Training in 2000. In his resume Dated April, 2009 (exhibit S), which was submitted with his application (exhibit Y) for the position to which I was hired in 2009, he claims to have done POST Certification Training in 1999. It would be interesting to see what he claimed on the resume he submitted for the position to which he was hired in 2010, but his file is suspiciously missing. It would be interesting to find out from the Colorado Sheriff's Training Institute in Highlands Ranch, CO, where he claims to have received this training, exactly when he began and ended his training so we could calculate exactly how much law enforcement experience he fabricated.

Giving Mr. Dutelle the benefit of the doubt and assuming that he completed the POST training on Jan 1<sup>st</sup>, 1999 and assuming the training to be 6 months long, he began the training on July 1, 1998. From July 1, 1998 to April 9, 2009 is about 10 years and 9 months. In Mr. Dutelle's application (exhibit Y), dated April 9, 2009, he wrote that he had "eight years of law enforcement and crime scene related experience, as well as five years of teaching experience at the university level..." a total of 13 years. What happened to the other 2 years and 3 months of law enforcement or crime scene related experience (3 years and 3 months if he completed POST training in 2000 vice 1999 as per exhibit S)? Mr. Dutelle has something to hide. That is why his file is missing.

Some people in the department thought Mr. Dutelle had indicated that he had been in the military. Perhaps this could explain some of the missing time. Why did Mr. Dutelle claim POST training in 1999 on one resume and in 2000 on another resume? What did Mr. Dutelle do from 1996 to 1999 and why was it not included on his resume? How could he have accumulated law enforcement and crime scene related experience prior to his POST training? His application claims that the missing time on his resume was spent in law enforcement and/or crime scene related experience but was it? If it was, why did he not include it in his resume? I believe he was doing something unrelated to law enforcement or crime scenes from 1996 to 1999. If this is true, then his application was puffed up by adding false time to his experience claims. Falsifying a job application could be grounds for firing an employee. This is probably why his 2010 application file has "disappeared."

Mr. Dutelle's application (Exhibit Y) shows only three references, all from UW Platteville. One of the references is a secretary in our department who would suffer if she said anything bad about Mr. Dutelle, a clear conflict of interest. Mr. Dutelle's resume claims "world- renown" yet he lists as a reference the secretary of the department where he works. None of the three references he gave have any background in Criminal Justice and all three work at UW Platteville. Why couldn't Mr. Dutelle come up with better and more diverse references? Is it because he has a bad reputation with previous employers? Did anyone do a background check to find out about this? Did anyone call his references to get their input about Mr. Dutelle? I believe calling on the references he listed would produce unfavorable recommendation(s) if the responders could be guaranteed confidentiality and protection from retaliation.

Were all of these references called during the screening process? What were their responses if they were? I was a member of the search and screen process and don't remember any discussion about reference checks. Why does Mr. Dutelle's application not contain references from the varied and impressive background he claims to have? Maybe nobody exists who could verify the claims he has made on his resume. Maybe the people at his previous employment would not say good things about him. For someone who claims to have a solid background Mr. Dutelle's application was curiously light on references. Was Mr. Dutelle's previous employment verified? I don't recall any discussion on employment verification during the search and screen process.

In his 2009 application (exhibit Y) Mr. Dutelle states that he has "extensive experience in forensic work, statute law, and the criminal investigative process at the municipal, county, state and federal levels." I believe he has puffed up his resume. I believe he has had experience in these fields but not "extensive" experience. He should be required to quantify his experience to determine if it is really "extensive."

In his application Mr. Dutelle claimed to have "completed 28 PhD credits toward his doctorate in Criminal Justice through Capella University, with an anticipated graduation date of December 2010." (exhibit Y) (exhibit M.a) (exhibit M.b) Mr. Dutelle has not completed his PhD as of June, 2013. Though he did not follow through on his intentions to gain a PhD he was still hired in 2010 to a full faculty position, given two years toward tenure when he was hired and given tenure another year early. I believe he was given the extra two years toward tenure to put him ahead of me in seniority, a sign of favoritism.

Why were these issues not questioned during his search and screen? Could it be because Dr. Caywood, who shows clear signs of favoritism toward Mr. Dutelle, was a senior member of his search and screen? Could it be because Mr. Dutelle took part in the search and screen process for his own hiring? The unethical tactics used by Mr. Dutelle in his hiring process probably explains why his file has disappeared. I believe he removed it to cover his other unethical acts. I believe a speedy and thorough investigation into this matter is warranted.

The file for the search and screen efforts which resulted in Mr. Dutelle's employment as a faculty member is not on file with the other files in violation of UW-Platteville's Hiring Policies and Procedures/Recruitment/Search and Screen Committee/Prepares (appendix VIII). I believe Mr. Dutelle removed it in an attempt to hide his unethical and possibly illegal behavior. I believe a review of the missing files, if they have not been altered, would show that the steps encouraged by policy were not taken in the search for the faculty position which was filled by Mr. Dutelle. I believe Mr. Dutelle, who enjoys favor with Dr. Caywood, influenced the search process to limit the number of other applicants for the position. I believe Mr. Dutelle wrote his own job description, in violation of university bylaw, state statutes and federal law, in order to discourage qualified candidates from applying. I believe that the qualifications required by the job advertisement so narrowly suit Mr. Dutelle's qualifications that a reasonable person could easily believe that it was written with him in mind. I heard him say that he wrote it and I have another witness, who shall remain nameless, with first-hand knowledge that Mr. Dutelle wrote his own job description. The job description was not voted on by the department as required by university bylaws (appendix VIII).

I request that a full and invasive search for these missing files be conducted and that, if they are found, a copy be provided to me. I was a member of the search and screen board that hired him so I am allowed access to the files by university bylaw. Any electronic files, including email, in existence relating to this issue should be located and considered in this investigation.

In fall 2009 Mr. Dutelle wrote his own job advertisement. I was part of the search and screen committee in 2009/10. At various meetings the categories for the job descriptions were discussed and customized to give Dutelle great advantage by narrowly specifying the job description to suit him perfectly thereby discouraging other applicants not meeting those specific qualifications. A department member (who I will leave unnamed at this point) stated that the member overheard a conversation between Mr. Dutelle and Dr. Caywood where Mr. Dutelle stated that he wrote the advertisement in a way that no one else should be able to apply.

We had 2 other applicants who were very quickly dismissed as potential candidates. As a new department member and new to the academic hiring process I found this odd. My desire, however, was to fit in and do well in the department and I did not express my concerns at that time. Mr. Dutelle was the only candidate invited to campus as a finalist for that position and he was offered the job. In contrast; another faculty position search in 2011 failed to fill the position. Dr. Joe Lefevre was the only finalist for this position and he was rejected. I believe the rationale was that there were "not enough candidates from which to choose." Dr. Lefevre has

since accepted a position at another school. He seems to feel as though he was treated unfairly. His testimony would shed more light on the dysfunction within the CJ department.

Forensic Investigation programs at other higher education schools above community college level typically require a Ph.D. in CJ or in science for their faculty positions. How does Mr. Dutelle, with a one year online Master's degree rate extra pay, unfair benefits, exclusive lucrative assignments, extra prestige, tenure three years early and early promotion?

On Apr 19, 2013 at 12:15 PM and again on Apr 22, 2013 at 8:15 AM I looked for Mr. Dutelle's search and screen file for the forensic investigation faculty position within the department of criminal justice for the position starting Aug 2010, which was filled by Mr. Dutelle. We were unable to locate this file. I was a member of the search and screen committee so I have access by university bylaw. I looked for it again on the morning of May 24 and the file was still missing. Is it coincidence that this file is missing or did Mr. Dutelle remove the file to avoid scrutiny of his hiring process? It is very suspicious that only his file is missing. The missing file puts the department in violation of university hiring policies and procedures (appendix VIII).

Mr. Dutelle's resume, (exhibit G) (obtained from <http://www.uwplatt.edu/cj/staff/dutellea.html>), shows puffing comments such as: "Extensive experience in writing and executing search warrants at state and federal level." "Extensive experience with investigations and testifying before municipal, county, district, state, and federal courts of law." "Extensive training in impression evidence identification, collection, and analysis." "Extensive" is a rather generic term that is open to interpretation by the reader. Mr. Dutelle should be required to quantify his experience in these areas. How many search warrants did he write and execute at the state/federal level? Is it fair to refer to this as "extensive?" How many times did he investigate and testify and in which courts did he testify? Is it fair to refer to this as "extensive?" How many hours of training did he undergo in impression evidence identification, collection, and analysis? Is it fair to refer to this as "extensive?"

What institution provided his training? I believe the answers to these questions would show that he used the term "extensive" very liberally on his resume. Mr. Dutelle's resume shows extensive experience in writing and executing search warrants and testifying before courts on the federal level between April 2000 and July 2004. It seems unlikely that a new officer could amass "extensive" experience testifying in federal court in his first four years as he claims. Can Mr. Dutelle provide certifications to verify all of the claims in his resume?

Mr. Dutelle's resume shows that he was "NCCIA's Officer of the Month for 5/2002. Why did he not use the person who nominated him for officer of the month as a reference? What is NCCIA? I can't find it on Google.com. Is it a real entity?

