

Timeline - Signs of disparate impact of Dr. Caywood's practices in the form of retaliation and favoritism

January 21, 2011 8:38:12 PM: I sent an email to Joe Lomax, former CJ department chair and DRB chair asking him to intervene in what I considered an unfair mark in my evaluation (exhibit EZZZS).

In his reply on January 23, 2011 1:18:46 PM (exhibit EZZZS) Joe Lomax wrote. "I received and read your concern and I lean in favor of your argument. With your permission, I will forward this information to the other two members of the DRB and request that we meet and upgrade the evaluations to reflect your outstanding work as opposed to trying to calculate a future impression. Thank you for expressing how you are feeling. You already have one of the three DRB members in favor of the change." My DRB score was never changed.

Jan, 2012: When Mr. Dutelle put in for promotion to associate professor, in his 2nd year of faculty employment, he was approved by the DRB on first review. At the same time, when I put in for promotion, with a 16 year teaching record and in my 3rd year of UWP faculty employment, the DRB rejected my request giving as a reason that there was not enough evidence of teaching history. My DRB file contained teaching evaluations dating back to 1996 and 3 letters of support naming me as one of the most efficient and flexible instructors in UC Irvine's CJ department. After I pointed out the oversight and filed an appeal my promotion was finally approved.

On May 31, 2012 I wrote a concern to Dr. Caywood. In that email I told him that I had received an unsolicited job offer that I turned down because I wanted to stay at UW-Platteville and that I was happy here. In his response Dr. Caywood stated "if you are unhappy I understand the need to relocation." [sic] (exhibit EZZZB) In his written response to my grievance charges Dr. Caywood said he saw this email as a "veil threat." [sic]

On Oct 16, 2012 I sent Dr. Caywood an email telling him of the news crew that would be filming the next day. He never responded (exhibit EY). He never informed Dean Throop and Dean Throop scolded me for not letting her know (exhibit EZ). This should be something the Chair takes care of but he did nothing to help me out. He should keep the Dean informed of this sort of thing.

On Nov 14, 2012 I sent Dr. Caywood an exciting string of emails about the television news spots I had done (exhibit EX). He didn't respond and he never mentioned my efforts in department

meetings. He never said so much as a good job or thank you. News of the event was never disseminated on campus level (exhibit EZC).

On Nov 14, 2012 I sent Dr. Caywood an email asking if he could schedule a meeting in Dean Throop's office the following day to discuss the cyber-crime proposal but I received no response (exhibit EZB).

On Nov 14, 2012 I sent Dr. Caywood an email informing him of the KCRG airing of my news spots filmed on Oct 17 and to be aired on Nov 15, at 10 pm. His response was simply "congrats." At least he responded but the short response, not even capitalized or punctuated, shows he responded reluctantly and lacked sincerity. (exhibit EZD) To be fair, it is possible that he was just in a big hurry and wanted to send something quick. Given recent events, however, I don't think that was the case.

Intern Assignments

On Dec 4, 2012 Dr. Caywood sent info about interns (exhibit ER).

On June 1, 2012 I sent a respectful email to Dr. Caywood that explains my concerns about the internship assignments. (exhibit EZZZK)

In January 2013, when I put in for tenure at the same time as Mr. Dutelle, Dr. Caywood favored Dutelle's request and argued that I should wait another year. Dr. Fuller told me that she advocated for me and said she would support both, Mr. Dutelle & Dr. Burton's request for tenure if Dr. Caywood did likewise. This and my impeccable performance record may have swayed Dr. Caywood to give in and endorse both of us. Dr. Caywood sent me an emotionless email on Jan 15, 2013 (exhibit EZZZN) stating "The tenured faculty of the criminal justice department has voted unanimously to support your request for tenure." That's it, no congratulations, no emotion of any kind. That is because he didn't want me to receive tenure. He didn't want me to receive tenure because he was angry with me. He wouldn't have voted for me if he had been willing to fight for his conviction. In his rebuttal Dr. Caywood admitted that he was "hesitant" to endorse my tenure request (exhibit ZI).