

## Damages:

- My health has suffered significantly since Dr. Caywood has begun retaliating against me. I have seen a doctor on several occasions and have been treated for sleep problems, headaches and anxiety. This has also affected my family negatively.
- After AT&T was cc'd on the embarrassing communication on Jan. 24, 2013 I am concerned that AT&T may balk at any further financial support wiping out all the effort I expended to get them on board. My reputation with AT&T has suffered as it was suggested that I misled them.
- A Cyber-Security program at UW-Platteville would be a fantastic opportunity. We could have had one of the early cyber-security programs for public and private security. With a grant I would have been able to pursue this field with release time. My opportunity for professional advancement has been damaged.
- Dr. Caywood has ignored many of my communication attempts, will not answer my questions and has been rude to me. My dignity is damaged.
- Dr. Caywood has minimized my accomplishments, embarrassed me in front of my peers and attempting to ruin my success thus damaging my reputation. I expect he will continue to hold a grudge against me so my work environment is damaged if he continues as my chair.
- Dr. Caywood assigned the chair position for several search and screen committees to Aric Dutelle while I was asked to give one of my two chair position to a colleague. Mr. Dutelle has only a one year online Master's degree and I have a full Ph.D. from the University of California, Irvine studying under some of the best names in Criminal Justice. Dr. Caywood called Mr. Dutelle the "logical choice" to chair search and screens and allows Mr. Dutelle to make far more pay than I receive.
- I have had to make do with an office space that does not reflect my rightful place in the department.
- I took my NSF proposal to the AT&T Regional Vice President who offered to help us get the program started. The AT&T donation to the UWP Foundation for the cyber-crime project was a result of my work but I was not mentioned in the press-release. I deserve recognition for my work.

## Damages to the school and department:

- Dr. Caywood made clear that Student Complaints, such as the one I handled, should be brought to him alone contrary to university guidelines. This opens the school up for legal liability as the university guide was written to follow the law.
- A Cyber-Security program would be a boon for the school and would give our graduates training that is needed in today's work force. Students recognize the need for Cyber-Security training and are eager to study the curriculum I was working to produce. My current topics classes on cyber-crime, terrorism and behavioral profiling have had record enrollment. Some of my students approached Dr. Caywood last fall requesting that I teach more of these courses. Classes would have been filled easily and it would attract more students to the school. By removing his support suddenly, at a time that should have been a celebration of my accomplishment, Dr. Caywood has wasted opportunities to get the program started greatly diminishing its chance of success.
- A Cyber-Security program would attract funding from federal and private sources but after the embarrassing email was sent to AT&T one private source may have dried up.

## My Demands:

- Restoration of my reputation with an official apology.
- Work environment stressors relating to my grievance must be eliminated.
- Dr. Caywood must be removed from the chair position of the Criminal Justice Department.
- Compensation for: Lost income and professional growth opportunities due to withdrawal of support after the student complaint. Health issues related to the stress I have suffered due to Cr. Caywoods retaliation. Past pay disparities between my pay and that of favored faculty commensurate with qualifications.
- The chair position must be staffed by a Ph.D. Mr. Dutelle must not become the CJ chair.
- Notices to all employees advising them of their rights under the laws EEOC enforces and their right to be free from retaliation must be posted in prominent places in our department. The posters can be ordered at: <http://www1.eeoc.gov/employers/poster.cfm>
- A window office commensurate with my qualifications and seniority within the department