

Timeline showing my efforts to regain fair treatment:

Dec. 3, 2012 (10-10:30 am): Meeting with HR Director Jeanne Durr to address hostile work environment by Dr. Caywood for having reported student complaint. Jeanne Durr told me: "Tom is Tom," as though I should accept his unacceptable behavior because he has a reputation of mistreating women; "He will calm down again," as though I should just wait for him to begin treating me fair without addressing the problem; "He will retire in about 2 years," as though I should be willing to continue to suffer unfair treatment for another two years.

Dec. 10, 2012 (7:57 pm): I shared my concern of discrimination with Dean Throop by email.

Dec. 11, 2012 (7:29 am): Dean Throop's response to Search & Screen issue. "I appreciate your concerns. However, this is an internal department issue and, as the dean, I do not want to interfere in faculty governance matters."

Dec. 11, 2012 (10:30 am): Since I was denied support from the dean my husband, Roger Burton, offered to sit down with Dr. Caywood in an attempt to re-open communication between Dr. Caywood and myself by explaining to him my views on some issues. Roger and Dr. Caywood have met at numerous occasions. Both have a military background and Dr. Caywood always seemed very comfortable talking to my husband. At the Dec. 11 meetings topics discussed included: the sexual harassment incident, the fact that I feel intimidated by Dr. Caywood and don't feel comfortable communicating with him, the search and screen chair position issue, the fact that I was concerned that he might withdraw his support of my cyber-security efforts and finally that although I supported him in Cheryl Fuller's sexual harassment claim against him I was beginning to see her point. Roger said that Dr. Caywood seemed disappointed with me but could not articulate a reason why. Roger suggested to Dr. Caywood that it would be good for Dr. Gibson to apologize to me for having involved me in the "experiment" and Dr. Caywood seemed to agree. Though they touched on difficult subjects Roger felt that the discussion was conducted professionally by both men, was a step in the right direction and ended on a good note. After the discussion with my husband Dr. Caywood seemed friendlier to me and I was hopeful that things were returning to normal. I am still waiting for an apology from Dr. Gibson.

Jan. 29, 2013 (8:15-9:15 am) I met with Jeanne Durr and Dean Throop in HR in response to Dr. Caywood's letter and harsh treatment. I asked about grievance process but didn't get a clear answer on how to proceed.

Feb. 7, 2013 (8:30 -9 am): I met with HR Director Jeanne Durr to discuss how to handle the hostile work situation. Jeanne Durr told me "Tom does not have to respond to your questions." She said she would address my concerns with Dr. Caywood. I again asked how to go about filing

a grievance. Jeanne Durr recommended mediation between Dr. Caywood and I and wanted me to talk to an "Ombudsman" person on campus.

Feb. 27, 2013 (8:46 am): Email to me from HR Director Jeanne Durr stated that she has been busy and will discuss mediation options, between Dr. Caywood and I, with Dean Throop after March 13.

March 8, 2013 (9 am-10 am): I asked to talk to the Assistant Chancellor Joanne Wilson. She provided me with information on members of grievance committee. Joanne Wilson offered to look over my grievance report.

March 13, 2013 (10:30 am): I turned in draft grievance report package to secretary of Assistant Chancellor Joanne Wilson. The material in that draft grievance report is incomplete and is not to be used for this settlement or for any other purpose.

March 21, 2013 (12:10 – 12:25 pm): I had a meeting with Dr. Joanne Wilson who provided me with a contact person for the grievance committee: Mary Rose Williams, Media Studies.

March 22, 2013 (12:39 pm): I received an email from Jeanne Durr informing me that Dr. Caywood has not responded to her requests to schedule a time to meet with her.