

Timeline of events surrounding the student complaint:

Oct. 10, 2012 (4:30 pm): A female student approached me with her friend and showed me a note that Dr. Lorne Gibson slipped to her during her Research Methods class in the morning. The note stated: *"Call me tonight!! 642-0020."* The phone number is Dr. Gibson's private cell phone number. The female student was very upset and felt violated. I told her I would inform our Chair Dr. Caywood about the incident to which the student replied "I don't want to talk to a man about it." I replied that our chair must be informed but would also check with our Dean to see to whom I could refer her.

Oct. 10, 2012 (5:01 pm) I informed Dean Throop by email that a student approached me with an inappropriate note and asked whether I should take it to Dr. Caywood or Student Affairs.

Oct. 10, 2012 (5:12 pm): Dean Throop suggested that I direct the student, who received the inappropriate note, to Artanya Wesley, the dean of students.

Oct. 11, 2012 (8:15 am): I Informed Dr. Caywood in person about the student complaint.

Oct. 10, 2012 (8:25 am): I checked with Student Affairs to see if Artanya Wesley was available. Since she was not available I was referred to Kate Demerse, her assistant, whom I briefed on the incident.

Oct. 11, 2012 (11:28 am): Dr. Caywood emailed me that "Lorne explained the note as part of a breach experiment to get peoples eractions [sic.]"

Oct. 11, 2012 (1:50 pm): I emailed Dr. Caywood "May I request that we are informed of such experiments in the future. It certainly interrupted my schedule having to attend to a student who was visibly upset. I wish I knew about it before and could have put her mind at ease right away."

Oct. 11, 2012 (2:32 pm): Dr. Caywood's response: "I don't think we need to do that. That in and of itself could bias the results of the experiment. If a student is having a problem with a faculty member he or she needs to come see me and let me sort it out." This shows that Dr. Caywood believed the note to be part of an actual experiment and that the results extended outside the classroom. If he believed the event to be merely a lecture about how to conduct an experiment he would not have been concerned about biasing the results.

Oct. 11, 2012 (4:27 pm): I informed Dean Throop that Dr. Caywood told me that the incident was just an "experiment."

Oct. 11, 2012 (6:30 pm): The female student who brought forward the complaint mentioned in an email to me that Dr. Gibson had previously made her uncomfortable with statements in

class. She wrote that once he gave an example of a breach experiment as "... him walking into the class naked and what some of our reactions would be," and that it made her feel "uncomfortable hearing a male teacher say that."

Oct. 11, 2012 (8:19 pm): email to me from Dr. Caywood: He asks for the name of the student "so I can interview her." He also offers a brief definition of a breach experiment as: "In the field of social psychology, a breaching experiment is an experiment that seeks to examine people's reactions to violations of commonly accepted social rules or norms." He further explains that: "This sounds exactly what he (Dr. Gibson) did – pass a note to a student which is a violation of a commonly accepted norm. Particularly inappropriate behavior since we all received the warning from the Dean about student contact."

Oct. 11, 2012 (9:31 pm): I asked Dr. Caywood if I was part of the experiment. This question has never been answered.

Oct. 16, 2012 (10:20 am): Dr. Caywood sent out a department email with attachment on "how we should deal with student complaints." His procedure is contrary to UW-Platteville guidelines and is against the law. He generated this procedure as a direct result of the student complaint of Oct. 11 and shows that he disapproved of the way I handled the event.

Oct. 16, 2012 (4:07 pm): I informed Dean Throop that I was uncomfortable and felt stressed by the way Dr. Caywood implied that I had mishandled the student complaint incident and his insistence that it should have been handled within the department.

Oct. 17, 2012 (8:42 am): Dr. Caywood asks for a time line, wants to know who, and when, I informed about the student complaint and whether I contacted or attempted to contact Dr. Lorne Gibson about the note.

Oct. 17, 2012 (12:09 pm): I responded to Dr. Caywood's inquiry in detail.

Oct. 17, 2012 (5:59 pm): HR Director Jeanne Durr emails Dr. Caywood directing him to "cease further communication" regarding the student complaint. "Under the circumstances Sabina acted quite appropriately." [...] "I do not want there to be any perception that we are retaliating against one of our employees ..."

Nov. 15, 2012 (8:00 am): Department meeting. Tom brought up how student complaints are supposed to be handled. They are to be brought to his attention immediately. He scoffed that "somebody overreacted and brought a student complaint all the way to the provost and everything got out of hand." (Paraphrased by S. Burton)

Nov. 17, 2012 (1:32 pm): Because Dr. Caywood had become cold to me, short with me and his actions made me feel intimidated and detracted from my ability to do my job I asked HR

Director Jeanne Durr to begin a full investigation into circumstances surrounding my reporting of the student complaint.