



UNIVERSITY OF WISCONSIN
PLATTEVILLE
OFFICE OF THE CHANCELLOR

TO: Complaints and Grievances Commission
Shane Drefcinski, Chair

FROM: Dennis J. Shields
Chancellor

A handwritten signature in black ink, appearing to read "Dennis J. Shields".

DATE: 26 July 2013

RE: Response to findings and recommendations in the Burton grievance against Caywood

Your second more focused report and findings from the Commission on the grievance filed by Dr. Sabina Burton against Dr. Thomas Caywood are appreciated. After consulting Jennifer Sloan Lattis UW System, Senior Legal Counsel, you were able to clearly narrow Dr. Burton's grievance to three salient issues. As indicated in your memo of July 10, 2013 to me, you reiterated that the evidence presented against Dr. Caywood does not support the charge of discrimination based on sex. You do find that his unclear communication regarding establishment of a cyber-security curriculum and his withdrawal of support for the AT&T grant was unreasonable and should be addressed. Finally, you continue to recommend that the Criminal Justice Department receive assistance in resolving their departmental issues.

I accept the Commission's findings regarding the grievance.

Based on my review of the material in this grievance and your recommendations I respond as follows:

1. I accept the committee's assessment that while Dr. Caywood's response to and handling of the AT&T grant was unreasonable, the evidence does not support the claim that Dr. Caywood discriminated against Dr. Burton on the basis of sex.
2. The proposed "cyber-crime" program is appropriately subject to departmental process and review that has not yet been completed.
3. The evidence does not support a finding that course assignments were discriminatory.

The balance of the Commission's commentary about issues within the Criminal Justice Department is outside of the scope of the grievance and will be dealt with by the Vice Chancellor for Academic Affairs and Dean of the College of Liberal Arts and Education. I will be corresponding with the VC, Dean and department faculty in a separate memo.

C: Dr. Thomas Caywood, Chair, Criminal Justice
✓Dr. Sabina Burton, Associate Professor, Criminal Justice
Dean Elizabeth Throop, Liberal Arts and Education
Provost Mittie Nimocks Den Herder
Vice Chancellor Robert Cramer
Director Jeanne Durr, Human Resources