

## Re: my apology

Mittie Den Herder <denherderm@uwplatt.edu>

Mon 1/28/2013 4:48 PM

Inbox

To: Sabina Burton <burtons@uwplatt.edu>;

Hello Sabina,

I apologize to you as I just am now catching up on my emails and have only now read both your messages. We all have emotional days and outbursts we regret. I admire the fact that you could quickly realize and take reparative action. I appreciate your work to find outside funding and hope that your meeting with Liz goes well tomorrow.

Sincerely,

Mittie

----- Original Message -----

From: "Sabina Burton" <burtons@uwplatt.edu>

To: "Mittie Den Herder" <denherderm@uwplatt.edu>

Sent: Friday, January 25, 2013 4:46:12 PM

Subject: my apology

Dear Provost Mittie,

I regret sending you my previous email. I have had a very emotional day and I would like to let you know that I am not planning legal action.

There is an issue that I need to address but I don't want to do anything rash. I apologize that my message gave the impression of an impending law suit. I feel unappreciated in my department and am hurt by the way the chair has been treating me. I feel I have been wronged but I want to resolve it peacefully if that is at all possible. I don't know what

to do about this matter. I know something needs to be done but I promise that I will do all I can to try to resolve the matter without legal action.

I don't know what to do about the AT&T grant. I feel pressure to make a decision since we are scheduled to accept the grant on Monday. I thought I had done a good thing by seeking out this grant but right now I feel only pain and disappointment. Perhaps tomorrow will be a better day. I would like to know what you and Dean Throop think I should do about the grant. I will not take any more action on the grant until I hear from one of you. I don't want to bring any discredit upon the university.

Dean Throop offered to discuss the issue with me today and I acted badly by not accepting her offer of counsel. I have apologized to her and I hope that she will forgive my rudeness. I will try to settle my issues in a calm and peaceful manner and I hope that you and Dean Throop will accept my apology for acting out of my hurt feelings.

Sincerely,

Sabina Burton

On 1/25/2013 4:05 PM, Sabina Burton wrote:

>

> ----- Forwarded Message -----

> From: "Sabina Burton" <burtons@uwplatt.edu>

> To: "Mittie Den Herder" <denherderm@uwplatt.edu>

> Sent: Friday, January 25, 2013 1:28:55 PM

> Subject: Case of unfair treatment and discrimination

- >
- > Mittie,
- >
- > Out of respect and appreciation for you and the school I want to contact you before I take any legal action.
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- > Under the circumstances outlined below I feel it is best for me to reject AT&T's generous offer to support cyber-security efforts at UWP. While I enjoyed full support from my dept./chair on my cyber-efforts and NSF grant request submitted to the NSF on April 17, 2012 I have been discriminated against, unfairly treated and bullied by Tom after responding to a student's request to help her with a sexual harassment problem by a CJ faculty member in Oct. 2012. After briefly consulting with Dean Throop I informed both Tom and Student Services of the incident in hopes that the problem would be resolved quickly and with as little harm to the student and department as possible. I have documentation of unfair treatment by Tom since then. Recently he informed Dean Throop that I falsely claimed to have support of the department when soliciting funding from outside sources.
- >
- > Mittie, as you can see in the NSF proposal below I acted correctly and did not falsify information. The chair, the dean's office (under Anderson), and the school supported my proposal to the NSF in April 2012. In my donation application to AT&T I used portions of the NSF proposal. I have always kept Tom and the Dean informed of AT&T's willingness to support my efforts with a donation.
- >
- > [https://zimbra.uwplatt.edu/service/home/~/.NSF%20Proposal.pdf?auth=co&loc=en\\_US&id=52214&part=2](https://zimbra.uwplatt.edu/service/home/~/.NSF%20Proposal.pdf?auth=co&loc=en_US&id=52214&part=2)
- >
- > Here's the summary of the NSF proposal:
- >
- > "PROJECT SUMMARY
- > The growing number of attacks on our cyber networks has become, in President Obama's words, "one of
- > the most serious economic and national security threats our nation faces." (Remarks by the President on
- > Securing Our Nation's Cyber Infrastructure, 2009) University of Wisconsin-Platteville, through a funded
- > National Science Foundation project, intends to develop a multi-disciplinary curriculum designed to
- > streamline partnerships between the private sector, government, and academic institutions with the
- > objective of educating students in the interests of establishing a safe, secure, and resilient cyber
- > ecosystem. This project will result in an Applied Bachelor of Science Degree in Cyber Science with
- > curriculum allowing students to get certificates and/or minors in cyber security specializations."
- >
- > I have come to the sad realization that the accusations against Tom made by Cheryl Fuller, Amy Nemmetz and Deb Rice that Tom runs a sexist department are true. I have excellent documentation to prove my point.
- >
- > When rejecting the AT&T offer I will inform them of the true reasons for the rejection.
- >
- > Please read Tom's letter to me (attached) first. Then my response below.
- >
- > I have turned to Liz for support in this bullying matter but she has repeatedly told me that she will not get involved in department affairs. I cannot address bullying

by my boss by bringing it to my boss' attention. I tried, it didn't work.

>

> Thank you for your time.

>

> Sabina

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> ----- Forwarded Message -----

> From: "Sabina Burton" <burtons@uwplatt.edu>

> To: "Thomas E Caywood" <caywood@uwplatt.edu>

> Cc: "Elizabeth A Throop" <throope@uwplatt.edu>

> Sent: Thursday, January 24, 2013 3:45:09 PM

> Subject: Re: press conference

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> Tom,

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> Thank you for outlining your position in detail.

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> Concerning your statements: "I'm not aware that the CJ Department approved a cyber security program or the development of one." and "You are advertising in press releases and websites that the department and university are supportive of what you are doing. That is in error."

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> You officially endorsed the April 2012 NSF proposal titled "Institutionalizing Cyber Education" that clearly outlines the plans for a cyber-security program at UW-Platteville's Criminal Justice Program.

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> The proposal was also signed off by the LAE Dean's office. Kathy Lomax and Bob Roberts were a driving force in creating the proposal. Bob also put me in touch with the DOJ and they are very interested in seeing a cyber-security program developed here. I have talked to and consulted with Rob Hasker (CompScience), Dean Hudson (Engineering), Todd Carothers (Accounting) and Travis Nelson (Pol Sci) multiple times. All were listed on the NSF proposal. In your email to me you state that the FI program "had the overwhelming support of the department" which was not the case. I know that Dr. Cheryl Fuller and Dr. Susan Hilal did not fully support it. Also I doubt, as you say, that "all were involved in every step of the process." This would be a logistical nightmare. I am doing everything necessary to keep principle parties informed of my progress and intentions. I did not write the offending press release but I cc'd everyone who might need to see it before it was published.

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> I worked long hours yesterday and today. I did not write the press-release. It was sent to me yesterday afternoon and I added the location for the ceremony as requested. Again, I did not write the press release.

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> I approached AT&T with my original NSF proposal that you, the Dean's office and the school signed off on for the purpose of gaining a grant. Did you ever read the proposal? In their peer review NSF reported that their reason for not funding the proposal titled "Institutionalizing Cyber Education" was that NSF does not fund curriculum development. So last summer I pursued other avenues of funding especially since I thought I had your support, the Dean's support and the school's support as indicated on the NSF proposal.

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> My websites, journalofcybersecurity.com and journalofcriminaljustice.com were created in support of the proposal and clearly indicated that we are looking for funding to create the curriculum. The wording on the websites mirrored the wording in the proposal. I understand that you don't want the UW-Platteville name on the websites so I have removed all reference to UW-Platteville. The url addresses to the websites were included in the original NSF proposal so you had a chance to review them when the proposal was first submitted and you have had since April 2012 to tell me if you found anything in the sites offensive. Your original response was very positive so what has changed? Is your shift in attitude because of the way I handled the October student complaint? The websites did not indicate that there exists a program at UW-Platteville but that I propose to build such a curriculum and they inform readers that we are seeking funding for the program as spelled out in the NSF proposal that you signed.

>

> I truly feel developing a cyber-security program would benefit our department, our school and our region. The tone of your letter indicates that you don't support it, or me, anymore. I have received mixed signals from you in this regard. I have worked on cyber-security curriculum plans, teaching tools etc. without pay. I direct student undergraduate research without getting paid for it. I do this for our students and for UW-Platteville. I have devoted my own time and efforts in developing a curriculum to share with the department and in order to help gain funding for the school. How do my efforts deserve the kind of harsh criticism you sent me?

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> So tell me what you want me to do. I am ready to tell AT&T to give their money to a different school if that is what you want. This donation does not benefit me financially and actually creates extra unpaid work for me that I am willing to do for the benefit of our great school and students. If you are withdrawing your support please do so in writing so I know what to tell AT&T about this check presentation. If you have withdrawn your support for the course development we should not accept the grant.

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> Sabina Burton

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> ----- Original Message -----

> From: "Thomas E Caywood" <caywood@uwplatt.edu>

> To: "Sabina Burton" <burtions@uwplatt.edu>

> Cc: "Elizabeth A Throop" <throope@uwplatt.edu>

> Sent: Thursday, January 24, 2013 1:27:36 PM

> Subject: press conference

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> Sabina:

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> Plesae see attached letter. It brings to light some of the issues about the events of next Monday and other concerns.

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> Tom Caywood, Ph.D.

> Chairman, Criminal Justice Department

> UW-Platteville

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Roger Burton

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