



UNIVERSITY OF WISCONSIN  
**PLATTEVILLE**  
DEPARTMENT OF HUMANITIES

To: Chancellor Dennis Shields  
From: Complaints and Grievances Commission  
Re: Follow-up of the Burton grievance against Caywood  
Date: July 10, 2013

RECEIVED  
DEAN'S OFFICE

JUL 10 2013

COLLEGE OF LIBERAL  
ARTS AND EDUCATION

Dear Chancellor Shields,

Jennifer Sloan Lattis, Senior System Legal Counsel, recently advised our committee to narrow the Burton grievance to the following three issues:

- 1) Whether Dr. Caywood withdrew support for Burton's AT&T grant by a letter dated 1/24/13, and whether, if he did so, his action was unreasonable or because of Dr. Burton's sex.
- 2) Whether Dr. Caywood improperly maintains a policy requiring that Dr. Burton's "cyber-crime efforts" receive department approval, but does not follow such a policy for similar efforts by male faculty members in their areas of academic interests.
- 3) Whether Dr. Caywood maintains a practice of assigning Dr. Burton to teach lower level courses while giving higher level courses to less qualified instructors, and whether he has done so unreasonably or because of Dr. Burton's sex.

Based on the evidence already presented to us by Dr. Burton and Dr. Caywood:

- 1) The withdrawal of support for Burton's AT&T grant was not because Dr. Burton is female. However, because Dr. Caywood signed off on the grant proposal, he should have communicated more clearly to Dr. Burton that his endorsement of her grant proposal does not imply that the Criminal Justice department approves a cyber-security curriculum, for such a curriculum requires formal approval at the department, college, and university levels. Moreover, Dr. Caywood previously indicated support for such a curriculum. Consequently, his last-minute withdrawal of support was unreasonable and caused harm to Dr. Burton's professional reputation.
- 2) The requirement that a cyber-crime curriculum receive department approval is a standard requirement of all curriculum proposals and so is not discriminatory against Dr. Burton.
- 3) There is not enough evidence to show that Dr. Caywood assigns Dr. Burton lower level courses in favor of assigning higher-level courses to less qualified male colleagues because Dr. Burton is female.

Ms. Sloan Lattis suggested that the committee meet with Dean Elizabeth Throop to discuss the AT&T grant, but the committee does not believe that this is necessary in order to determine that sexual discrimination is not the reason why support for the cyber-crime grant was withdrawn.

At our June 20 meeting, you indicated that Provost Nimocks Den Herder will meet with the Criminal Justice Department in order to help the members resolve their differences. This is consistent with one of our earlier recommendations

As a result, the Complaints and Grievance Committee judges that the evidence presented against Dr. Caywood does not support the charge of discrimination against Dr. Burton based on her sex. However, since Dr. Caywood's last-minute withdrawal of support for the cyber-security proposal was unreasonable, we reaffirm that some action should be taken to remedy the harm done to Dr. Burton's professional reputation. We leave it to the Chancellor to decide the best way to do this.

Sincerely,



Shane Drefcinski  
Chair of the Complaints and Grievances Committee

CC: Provost Mittie Nimmocks Den Herder  
Dean Elizabeth Throop, College of LA&E  
Dr. Thomas Caywood  
Dr. Sabina Burton