



## University of Wisconsin-Stevens Point

Office of Provost and Vice Chancellor

Stevens Point, WI 54481-3897 (715) 346-4686

FAX (715) 346-4132

February 1, 2012

Mr. Matt Lehman  
News Director, WSAU  
matt.lehman@mwcradio.com

Dear Mr. Lehman,

I am responding to your open records request of December 13, 2011 "for the personnel file of UWSP faculty member Meghan Buckley, including any records of disciplinary proceedings, letters of reprimand and/or letters of commendation." As you know from previous communications, Dr. Buckley filed a court action pursuant to Wis. Stat. § 19.356(4) seeking to restrain us from releasing the records you requested. Because this court action was voluntarily dismissed on January 27, 2012, I am now releasing these records to you.

I am also providing you a statement prepared by Dr. Buckley that she has requested be included in any release of her personnel file. She alleges that the University did not release the preliminary investigation report to her when requested because it was confidential. This is not entirely correct; the University did not release the investigation report to Dr. Buckley when she requested it because the investigation then was active and to release the report at that time could have compromised its integrity.

I have redacted student names and personally identifying information from the enclosed records because those are confidential under the Family Educational Rights and Privacy Act, 20 U.S.C. 1232g and 34 CFR Part 99, and can only be released with the written consent of the student in question. Even if these student privacy laws did not exist, I would redact this student information pursuant to the Wis. Stat. § 19.35(1)(a) balancing test to protect the privacy of the students involved and facilitate student cooperation with future investigations involving alleged misconduct by University faculty. I find that any public interest in these names and identifying information is outweighed by the significant public policy interest in full and fair investigation of alleged University faculty misconduct, including the cooperation of students without fear that their privacy or academic interests will be unnecessarily compromised. In addition, in one instance I have redacted allegations that one student made about another student that are not relevant to the alleged actions of Dr. Buckley that were the subject of the investigation. I have done so pursuant to the balancing test of Wis. Stat. § 19.35(1)(a), because I find that the public

interest in having access to the redacted information is outweighed by the public policy interest in keeping confidential allegations of student conduct that could not be verified, especially when the alleged student conduct is not relevant to the investigation of alleged faculty conduct in question, and in protecting the privacy and safety of the student involved and ensuring that students may speak freely and confidentially to University personnel investigating alleged faculty misconduct.

Because I have made these redactions, I am obligated, pursuant to Wis. Stat. § 19.35(4)(b), to inform you that my determination is subject to review by mandamus under Wis. Stat. §19.37 or upon application to a district attorney or the Attorney General.

Sincerely,

A handwritten signature in black ink that reads "Katherine Jore". The signature is written in a cursive, flowing style.

Dr. Katherine Jore  
Associate Vice Chancellor for Personnel, Budget and Grants  
Records Custodian

Pursuant to the University of Wisconsin – Stevens Point Handbook, I, Meghan Buckley, have respectfully requested the following information be inserted into my personnel file:

In response to Dr. Katherine Jore's notes to the Chancellor, Bernie Patterson, dated September 2, 2011, I state the following: initially I opposed the release of this document along with its accompanying notes. However, at this time I see no harm in releasing this to the public and if members of the public, such as the media feel it's necessary to review these notes, I have no objection. I originally was hesitant of the release of this information because I was told these were unavailable informal files when I requested them in September 2011 and questioned why they were now subject to release. It should be noted that my opinion regarding the release of records is limited to Dr. Jore's summary and notes of interviews dated September 2, 2011. If notes from conversations with John Houghton, James Cook, Student 3 or anyone else that I am unaware of that was interviewed are to be released, I respectfully request the University give me an opportunity to review those records as they did with the September 2<sup>nd</sup> notes of Dr. Jore.

In reviewing Dr. Jore's summary, it is evident that it contains several opinions and conclusions that I believe are unfounded by the information she received from the students. The information from the students' shows that no one is certain what took place on July 12, 2011 and what action, if any I took.

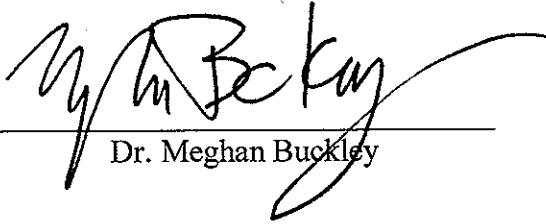
The report, as stated by Dr. Jore herself, indicates the investigation has not been concluded. To my knowledge, no further investigation has been done beyond what is contained in this report, and I have not received any additional recommendations from the University regarding this report. Nonetheless, I chose to resign from the University of Wisconsin – Stevens Point for a variety of professional and personal reasons, none of which had anything to do with the July 12, 2011 incident.

A final point where I believe some clarification will be helpful to those reviewing the notes is in regards to the notes from a conversation with Christine Thomas. Dean Thomas refers to an allegation made by my fellow Soil and Waste Resources faculty, Aga Razvi, that a previous incident with a student may have occurred. This is completely false and I have no idea what prompted Dr. Razvi to make such an allegation. Additionally, I am disappointed that the allegation was not brought to my attention by Dean Thomas. Aga Razvi's credibility, as indicated by Dr. Jore, was called into question and his claim was unsupported by any student observations. Moreover, the best proof I can offer that this accusation is completely false is the fact that I reported that there was an incident on July 12, 2011 to my supervisor immediately.

In summary, I do not agree with [REDACTED]'s version of the events on July 12, 2011, nor do I agree with Dr. Jore's conclusions of what occurred on July 12, 2011. However, at this time I am choosing to not comment on the incident any further and let those interested draw their own conclusions from the inconsistent student statements and implausible false allegations made by Mr. Shaw.

Accordingly, I request those reviewing the report and records of Dr. Jore use prudence when reviewing the records and refrain from jumping to conclusions that are not supported by consistent and accurate facts.

Respectfully submitted by:



Dr. Meghan Buckley



**University of Wisconsin-Stevens Point**

Office of the Chancellor

Stevens Point WI 54481-3897  
715-346-2123; Fax 715-346-4841  
www.uwsp.edu

August 29, 2011

Dr. Meghan Buckley  
TNR 274

Hand Delivered

Dear Dr. Buckley,

On Friday, August 19, 2011, we received an informal complaint of misconduct against you by one of your students, [REDACTED]. The complaint alleges that on Tuesday, July 12, 2011, you assaulted [REDACTED] on a bus during a field experience. It is alleged by [REDACTED] during this field experience that you left some of the students on the bus, while you went to find a remaining group of students so the class could return to Treehaven Field Station. Upon your return with these students, [REDACTED] began clapping. You are then alleged to have entered the bus, swearing as you came down the aisle toward [REDACTED]. You are then reported to have said that he should not treat other students that way, and then proceeded to strike him approximately three times, with a closed fist. Interim Provost and Vice Chancellor Summers has filed a formal complaint with me over this incident which I attach.

According to University of Wisconsin-Stevens Point Handbook, Chapter 4, Section 7 – Procedures for Hearings for Faculty on Complaints of Misconduct under UWSP 6.01, "misconduct" is defined as an "action or behavior which violates university policies, or which adversely affects performance of obligations to the university, and which might warrant disciplinary action." A preliminary investigation of fact surrounding this complaint has indicated that the procedures outlined in Chapter 4, Section 11 – Overview of the Process and Procedures for Hearing of Charges and Notice of Dismissal of Faculty under UWSP 4.04 may also apply. As described in the Handbook, I would like to offer you the opportunity to meet with me and discuss the complaint; however, you are not obligated to meet with me

Dr. Buckley, these are very serious allegations. I am considering several possible responses that I would like to discuss with you including the potential of your immediate reassignment this coming semester to non-classroom duties. I will be assigning Dr. Jore to continue her investigation in accordance with Wisconsin Administrative Code § UWS 4.02, and I must be clear that, if the investigation supports the allegations in the complaint, I will issue charges under § UWS 4.02 for discipline up to and including dismissal. Pursuant to § UWS 4.09, if during dismissal proceedings, after consultation with appropriate faculty members, I find that substantial harm to the University may result if you are continued in your position, I may also suspend you from your duties immediately.

Because the start of the semester is rapidly approaching, I have set aside 8:00 am on Thursday, September 1, 2011 for a meeting with you. Please contact my office assistant, Jean Scherer, at 346-3963 to inform me of your decision as to whether or not you would like to meet on this. I intend to have Dr. Jore present at the meeting. Please let me know if you wish to bring someone with you.

Thank you for your prompt response to this matter.

Sincerely,



Bernie L. Patterson, Chancellor

**Enclosures:**

University of Wisconsin – Stevens Point Handbook, Chapter 4, Section 7 – Procedures for Hearing for Faculty on Complaints of Misconduct Under UWSP 6.01

University of Wisconsin – Stevens Point Handbook, Chapter 4, Section 11 – Overview of the Process and Procedures for Hearing of Charges and Notice of Dismissal of Faculty under UWSP 4.04

Complaint of Interim Provost Summers

Cc: Dr. Christine Thomas, Dean of the College of Natural Resources  
Dr. Greg Summers, Interim Provost and Vice Chancellor of Academic Affairs



**University of Wisconsin-Stevens Point**

Office of Provost and Vice Chancellor

Stevens Point WI 54481-3897  
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www.uwsp.edu/admin/acadaffairs

To: Dr. Bernie Patterson, Chancellor  
University of Wisconsin-Stevens Point

From: Dr. Greg Summers, Interim Provost and Vice Chancellor

Date: August 29, 2011

Re: Complaint against Dr. Meghan Buckley

A handwritten signature in cursive script that reads "Greg Summers".

Pursuant to Wis. Admin. Code § UWS 4.02 or § UWS 6.01 and the related UW-Stevens Point policies, I am submitting this complaint against Dr. Meghan Buckley. I seek an appropriate response to an incident involving Dr. Buckley in which she lost her temper and struck a student.

On Thursday, August 18, 2011, UWSP received a telephone call from the father of one of Dr. Buckley's students stating that, while leading a field experience, Dr. Buckley had hit his son with closed fists. Dr. Katherine Jore conducted a preliminary investigation into the complaint by interviewing the complaining student [REDACTED] three other student witnesses, the teaching assistant, and Dr. Buckley. As a result of her preliminary investigation, Dr. Jore concluded that, on Tuesday, July 12, 2011, [REDACTED] was on the bus with other students waiting to return to the Treehaven Field Station, when Dr. Buckley left the bus to search for some students who had not yet boarded. When Dr. Buckley returned to the bus with the missing students, [REDACTED] probably to tease the students, began clapping and encouraging others to clap. Dr. Buckley swore loudly at [REDACTED] as she walked down the aisle, telling him that he should not treat the other students that way. When she reached his seat, she struck the student three times with a closed fist. Dr. Buckley admitted to Dr. Jore that she had shoved WS and was unable to come up with any explanation for her actions other than that she "just lost it."

Dr. Buckley's reaction to [REDACTED] clapping by punching him was, obviously, grossly excessive. Her inability to offer a reasonable explanation for her overreaction is very troubling, and leads me to lose confidence in her ability to interact with students in a safe and professional manner. Additionally, such conduct violates UWS 18.10 (1)(a) regarding Assaultive Behavior which states that "No person may intentionally strike, shove, hit, punch, kick or otherwise subject another person to physical contact or cause bodily harm without the consent of the person."

Thank you for your attention to and help with this difficult matter.



**University of Wisconsin-Stevens Point**

Office of the Chancellor

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715-346-2123; Fax 715-346-4841  
www.uwsp.edu

September 2, 2011

Dr. Meghan Buckley  
TNR 274

Hand Delivered

Dear Dr. Buckley,

On Friday, September 2, 2011 at 10:00 am we met to discuss the complaint alleging that you assaulted one of your students. During our conversation we reviewed the details of the allegations as well as possible actions that may take place in the event that a formal investigation supports these allegations and charges are issued. We also discussed the recommendations by the campus threat assessment committee as well as the Executive Council of Faculty Senate regarding possible reassignment of duties while this more formal investigation takes place.

After consultation with these committees and because of the serious nature of these allegations, I am requesting that Dean Thomas immediately reassign you to non-classroom duties for this coming semester while this process continues.

We also agreed to meet again within the next two week period to again discuss an informal resolution to this issue. After that meeting I may assign Dr. Jore to continue her investigation in accordance with Wisconsin Administrative Code § UWS 4.02, and I must be clear that, if the investigation supports the allegations in the complaint, I will issue charges under § UWS 4.02 for discipline up to and including dismissal. Pursuant to § UWS 4.09, if during dismissal proceedings, after consultation with appropriate faculty members, I find that substantial harm to the University may result if you are continued in your position, I may also suspend you from your duties immediately.

Sincerely,

A handwritten signature in cursive script that reads "Bernie L. Patterson".

Bernie L. Patterson, Chancellor

Cc: Dr. Christine Thomas, Dean of the College of Natural Resources  
Dr. Greg Summers, Interim Provost and Vice Chancellor of Academic Affairs





**University of Wisconsin-Stevens Point**

Office of the Chancellor

Stevens Point WI 54481-3897  
715-346-2123; Fax 715-346-4841  
www.uwsp.edu

September 29, 2011

Dr. Meghan Buckley

Dear Dr. Buckley,

I accept your resignation from your faculty appointment in the College of Natural Resources effective May 27, 2012. I also release you from your contract for 2012-13 academic year. During your remaining time at the University of Wisconsin – Stevens Point you will continue to be reassigned by Dean Thomas to non-classroom duties. I thank you for your service to the University.

Enclosed is a "Check-Out List for Faculty and Academic Staff." Please have the appropriate individuals initial the form before returning it to the Personnel/Payroll Office, prior to leaving UW-Stevens Point.

Sincerely,

A handwritten signature in cursive script, appearing to read "Bernie L. Patterson".

Bernie L. Patterson, Chancellor

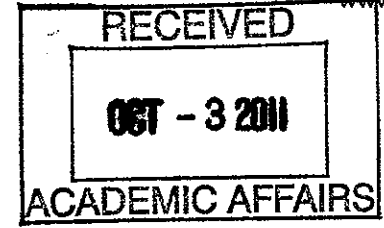
Cc: Dr. Christine Thomas, Dean of the College of Natural Resources  
Dr. Greg Summers, Interim Provost and Vice Chancellor of Academic Affairs



**University of Wisconsin-Stevens Point**

College of Natural Resources

Stevens Point WI 54481-3897  
715-346-4617; Fax 715-346-3624  
www.uwsp.edu



September 29, 2011

**MEMORANDUM**

TO: Dr. Greg Summers  
Interim Vice Chancellor and Provost

FROM: Christine Thomas, Dean

SUBJECT: Meghan Buckley Resignation

A handwritten signature in black ink, appearing to be "Christine Thomas".

On behalf of the College of Natural Resources I accept the resignation of Meghan Buckley, Assistant Professor in the Soils and Waste Resources Discipline of the College of Natural Resources and recommend that the University of Wisconsin-Stevens Point accept her resignation effective May 27, 2012.

Cc: Meghan Buckley  
Steve Levine  
Personnel file

Attachment-- Copy of Letter of Resignation by Meghan Buckley



# College of Natural Resources

University of Wisconsin-Stevens Point

Stevens Point, Wisconsin 54481-3897

(715) 346-2853

FAX (715) 346-3624

September 26, 2011

Dr. Bernie Patterson  
Chancellor, UW – Stevens Point  
213 Old Main  
2100 Main Street  
Stevens Point, WI 54481-3897

Dear Chancellor Patterson,

I am writing to resign from my faculty position within the College of Natural Resources effective May 27, 2012. Thank you for allowing me the opportunity to complete the research I have conducted while at UW – Stevens Point. It has been a pleasure to be surrounded by the support of the CNR faculty and staff.

Sincerely,

Meghan E. Buckley  
Assistant Professor  
Soil and Waste Resources  
College of Natural Resources  
UW – Stevens Point  
Stevens Point, WI 54481

*meb*

CC: Christine Thomas, Dean of the College of Natural Resources

September 2, 2011

To: Chancellor Bernie Patterson

From: Katherine Jore, Associate Vice Chancellor for Personnel Budget and Grants

Re: Initial determination of fact regarding the complaint involving Dr. Meghan Buckley and [REDACTED]  
[REDACTED]

### **Introduction**

On Thursday, August 18, 2011 Provost Gregory Summers received a complaint from the parent of a student, [REDACTED], regarding a possible assault on this student by Dr. Meghan Buckley. Provost Summers charged AVC Katie Jore to do a preliminary finding of facts, to be reported to the Chancellor, to make a determination if any misconduct had occurred. To date, statements have been taken from [REDACTED], Dr. Meghan Buckley, the teaching assistant present, and four student witnesses. In addition, Dr. Christine Thomas and Dr. John Houghton have been consulted to provide background, course and evaluation information. Once a clear determination that an assault had been made, the threat assessment committee was consulted for their recommendation as to whether students are currently at risk from this professor.

### **Summary of incident on Tuesday, July 12, 2011**

On Tuesday, July 12, 2011, Dr. Meghan Buckley and a teaching assistant brought 17 students out into the field at Treehaven to do a mapping exercise. Both Dr. Buckley and [REDACTED] agree that the only prior contact they had had was the day before, when Dr. Buckley was reviewing the mapping exercise. Neither reported any previous interaction.

During this mapping exercise in the field, the students are put into groups and assigned different areas to map. Once the exercise is completed, they return to the bus, and wait for all of the groups to return. [REDACTED]'s group was one of the first groups to return. While they were waiting for the groups to return, Dr. Buckley and the groups ate lunch and talked.

The group of four women was the last to return. When it was getting close to the time to leave, Dr. Buckley instructed all of the students to get on the bus while she found the last group of students. As Dr. Buckley returned with the four women, [REDACTED] started clapping and encouraged other students to do as well, possibly as a way to tease those students. Some other students possibly started clapping. At that point, Dr. Buckley came on to the bus, while the all-women group was still off the bus. She is reported to have sworn at [REDACTED] at least once and then scream "you don't treat students that way". At that point she either shoved [REDACTED] into his seat (per MB) or struck him approximately 3 times ([REDACTED] and three student witnesses). [REDACTED] then reports that she said "And by the way, your marks on the 40 were way off." This statement has not yet been corroborated. Two students report that she then apologized, and then turned away and returned to her seat.

Although some people did express annoyance at [REDACTED]'s actions, none of the students (female or male) interviewed or Dr. Buckley indicated that they felt threatened by [REDACTED] at any time leading up to the incident. The students on the bus that were interviewed appear to view the clapping as either in fun or as mild teasing.

### **Recommendation of Threat Assessment Committee**

The Threat Assessment Committee (Kris Hoffenberger, Stacy Gerken, Al Thompson, Katie Jore, Bill Rowe) met on August 24, 2011 to review the incident and make a determination of any future threat that Dr. Buckley poses to her students. The group's main concern is that the assault on the student appears to be unprovoked. Although it is likely that [REDACTED]'s clapping was an attempt to tease the all-girl group, Dr. Buckley's reaction was extreme in comparison to the circumstances – especially since the two individuals involved did not meet until the day before the incident. Because it is unclear from any witness or Dr. Buckley herself why her reaction was so extreme, there is concern that in similar circumstances a similar reaction could occur, especially during field experiences.

The committee's recommendation is that in the short-term, while the investigation is being concluded, that at minimum, Dr. Buckley should have another instructor present when she is in the field with students. Any determination of long term threat to students would require more information, including, potentially, an expert evaluation to determine what triggered such an extreme reaction to the situation.

## Notes of Interviews and Contact Information

### Initial Contact by father of [REDACTED]

On Thursday, August 18, 2011 the father of [REDACTED] contact the provost, stating that while taking a class at Treehaven, a faculty member has repeatedly struck his son. The father indicated that on the second day of class, ~50 students were getting on a bus, returning from a field trip. Meghan Buckley asked students to remain on the bus while she went to find four female students who had not yet returned from their assignment. When she returned with the students, [REDACTED] started clapping. Meghan Buckley then strode to the back of the bus and struck [REDACTED] with closed fists. The father indicated that [REDACTED] did not initially report the incident because he wanted to finish the class and was afraid of potential repercussions. The father also indicated that a somewhat similar, but unrelated incident had occurred at a previous school.

Katie Jore consulted with Jennifer Lattis at UW System General Counsel. She recommended that we start a preliminary investigation in order to establish the facts of the situation, and then determine whether we would pursue official action under UWSP 4 or UWSP 6. She recommended that [REDACTED], as well as Meghan Buckley be interviewed.

Greg Summers did call the father back to assure him that we would be investigating.

### Information from Christine Thomas

On Thursday, August 18 I initially spoke with Christine Thomas, informing her that this incident had been reported and asking for any further information that she may have. The dean indicated that Meghan Buckley has had concerns expressed on her student evaluations regarding her behavior toward students, but nothing that indicated assault.

Dean Thomas also indicated that last year Aga Razvi informally reported that Meghan had shoved a student, but no student name was given. However, there have been some concerns about Aga Razvi's credibility in the past. Student comments for that class were reviewed, but no information regarding that incident was forthcoming.

On Friday, August 19 Dean Thomas called to say that she had reviewed student evaluations of this course and said that only 10 of the approximately 100 evaluations had comments. Of those, half were extremely glowing while the other half were as low as possible, accusing Meghan Buckley of being unapproachable, rude, unprofessional and angry.

On Wednesday, August 24, 2011 Dean Thomas stated that she had reviewed student evaluations for all previous field courses and other courses. Although there were some negative comments, overall the results for Meghan were very positive, citing Meghan as an excellent and engaging instructor.

Dean Thomas has also noted that although Meghan is not scheduled to have [REDACTED] in any of her classes this coming fall, that she will be teaching at least one field course (NR 343).

#### Contact and Interview with [REDACTED]

[REDACTED]'s father provided contact information. I initially called to see if he could set up an interview. He agreed to meet on Friday, August 19 at 2 PM once he returned from Treehaven. On Thursday evening he left a message. When I returned the call he said he had spoken with his father and was requesting that I talk with Meghan Buckley first. I indicated that I would try, but that Meghan Buckley may not be available for an interview that quickly. He said that he would come in at 2 pm on Friday regardless. [REDACTED] did indicate that he is nervous about reporting the incident.

#### Interview on Friday, August 19, 2011 at 2 pm:

[REDACTED] reported that on Tuesday, July 12, Dr. Buckley brought the students out to do "40s", a mapping exercise. There were approximately 17 students on the trip as well as MB and the teaching assistant. The students went out in groups to do the mapping, returning when they were done with the exercise. [REDACTED] returned with his group earlier than most other groups and waited for the other groups to return. When all but the last group (comprising of four girls) had returned, Dr. Buckley went out to find the group. [REDACTED] saw the girls coming back, but did not see Dr. Buckley. [REDACTED] started clapping. Dr. Buckley then stomped on to the bus. He reports that she swore using f-bombs up half of the bus. She then hit [REDACTED] three times on the neck, shoulder and chest with fists. [REDACTED] reports that he curled in to a ball. Dr. Buckley stopped hitting him and then said "And by the way, your marks on the 40 were way off."

[REDACTED] indicated that he had not had any interaction with Dr. Buckley on any day prior to the incident, nor did he know of any time when she did this to another student.

[REDACTED] said that he spoke with Dr. Buckley on the way off of the bus and said that he wanted to set the incident aside. [REDACTED] did not report the incident to anyone at camp. When I asked why he did not report it, he said he was scared and did not want camp messed up.

[REDACTED] said that he did speak to Dr. Buckley at least one other time a few days later regarding the incident. At that time Dr. Buckley indicated that she had told another instructor, Melinda Volkoum about it. [REDACTED] states that he advised Dr. Buckley to talk to her superiors, but he did not know what happened. When I asked why he thought she hit him, he said she had indicated that when she heard the clapping she felt protective of the girls and that it just kind of happened.

When I asked if the girls had been on the bus at the time of the incident, [REDACTED] indicated that they had not yet entered the bus.

I asked if [REDACTED] subsequently had Dr. Buckley for a class. He said no, that his group's schedule was changed and that he took the soils portion of the course with a different instructor.

I asked [REDACTED] about any other incidents that may be relevant to his complaint. He spoke of two incidents:

- Later on during the session, [REDACTED] did get in to an argument with Dr. Tim Ginnett regarding the no smoking policy for that portion of the course. Although it appears to have been a very strong discussion, with [REDACTED] aggressively arguing against the policy, there was no physical contact. Eventually [REDACTED] talked with Paul Doruska, the camp coordinator for those three weeks to seek resolution. [REDACTED] did note that he believes the other faculty feel that he is very out spoken and at least verbally aggressive.
- During the last week of the session, some of the students were being rowdy at a campfire. One of the TA's came out to the campfire and the reported names of students to Paul Doruska. Paul Doruska interviewed those students and at least one was disciplined. Although [REDACTED] was not interviewed, he reported that Dr. Doruska pulled [REDACTED] aside later on and warned him to watch out and behave. Because Dr. Doruska is in charge of the forestry program, this made [REDACTED] nervous.

#### Interview with Meghan Buckley – August 22, 2011 – in person

Meghan stated that Tuesday, July 12 was an orientation day. She bussed the students out to the field to do a mapping exercise. Two of the groups had already come back and they were chatting and eating lunch. It was getting late, so she sent the TA out after one of the missing groups and she went to get the other group. Prior to Meghan leaving to get the all-girl group, [REDACTED] made comments that it was the all-girls group that were still out. Meghan found the girls and returned. She heard the students starting to clap, but was unclear if it was just [REDACTED] or other students as well. She came on to the bus and shoved [REDACTED] in to his seat.

Later she did pull [REDACTED] aside and say that she should not have done it.

When asked what happened after the incident, she said that the students were seated and quiet on the bus.

When asked why she shoved [REDACTED], she said that she had asked the students to stop clapping and that she didn't want the girls to feel bad.

When asked if she struck him more than once, she said no, that she had grabbed him by his shoulder and shoved him into the seat. When again asked why she shoved him, she responded that she wanted him to stop right away. She said she was possibly feeling sensitive to anti-female vibes from the



student. She did not want the girls to feel worse about it since they had struggled with material the previous day. She thought that [REDACTED] would have made more comments.

When asked if [REDACTED] had harassed the girls prior to the incident, Meghan responded that to her knowledge there had been no harassment.

When asked if the girls had reported being harassed in general prior to the incident, Meghan responded that to her knowledge there had been no harassment.

When asked where the girls were located when she shoved [REDACTED], she said she was not sure.

When asked if she reported the incident, Meghan said that she did report it to James Cook, the Academic Coordinator at Treehaven, and that James did ask her in detail about the incident.

Meghan did report that [REDACTED] came back about 3 days later (Thursday or Friday) while she was teaching a class and said he wanted to talk with her. They met and walked around while talking. Meghan reports that [REDACTED] said that he did not want to just let it go. Meghan apologized for her actions. [REDACTED] said that he wanted to wait and not talk to the Dean at this point. She also reports that [REDACTED] said that Meghan was lucky he wasn't drunk since he would have beat the crap out of her. Meghan was upset and worried since then.

Meghan said that James Cook did change around the course schedules so that [REDACTED] did not have Meghan as an instructor for the course.

When asked if she felt threatened by [REDACTED] when he came and spoke to her, Meghan responded that she did not feel threatened physically, but was worried about assault charges.

When asked if something like this has happened before, she said no, that she has taught for 10 years, but nothing like this has happened.

#### Interview with Teaching Assistant – August 23, 2011 – by phone

The TA was out of town and would not return until the start of classes. However, he did consent to a phone interview. The TA indicated that he did not witness the incident on the bus because he was outside, near the back of the bus, loading on equipment when it happens. He stated that he did hear Dr. Buckley yell "don't make fun of other students", but that was all he heard or saw. When he came on the bus no one seemed upset. No students reported to him regarding the incident.

#### Interview with Student 1 – August 23, 2011 – in person

Student 1 was part of the group of 4 girls that were the last to return from their assignment. She stated that Dr. Buckley came to get her and the other girls. Student 1 was two girls behind Dr. Buckley.

She said that after Dr. Buckley got on the bus she heard her scream “You don’t treat people like this”, but she did not see what happened on the bus. When Student 1 got on the bus, Dr. Buckley was walking back to her seat. A few weeks later she heard from the other students said that Dr. Buckley had tried to punch [REDACTED]. Afterwards, Dr. Buckley remained quiet.

When asked if Student 1 had heard the guys on the bus making fun of them, she said no. When asked if she felt threatened prior to the incident, she responded no, but it felt like they didn’t like the girls. Student 1 stated that she did not like them from the start. She also noted that she did not know any of the other students prior to the field trip.

When asked what interactions she had with Dr. Buckley, Student 1 said that Dr. Buckley had helped map out the 40 acres. The first day she used photos, the second day in the woods.

Student 1 also stated that [REDACTED], in general did not get along with professors. She stated that he was rude to the Wildlife professor, Tim Ginnett later on during the session.

When asked if she later felt threatened, she said that she was not afraid of [REDACTED], but found him annoying. She stated that he was always high at Treehaven, and that on one occasion pulled down his pants in front of the girls.

#### Interview with Student 2 – August 23, 2011 – by phone

Student 2 could not come in person for an interview because he is out of town, but did consent to a phone interview. The student reported that he was part of [REDACTED]’s group and that they were waiting on the bus for the group of girls to return from the mapping exercise. When the girls and Dr. Buckley were seen returning, there was talk on the bus to “slow-clap” to give the girls a hard time about being last. Student 2 thought the girls may have been getting on the bus. He then reports that the teacher came on the bus and was mad. She stated that “you don’t treat students that way” and swore. The student indicated that [REDACTED] laughed and kept clapping. Dr. Buckley then struck [REDACTED]. She punched him at least once, possibly with closed fist. Student 2 then turned away because “it was not what I wanted to see – a student being hit”. The student then reported that [REDACTED] stopped laughing and then everyone on the bus was quiet.

When asked how [REDACTED] reacted, the student reported that [REDACTED] appeared shocked, and later said that he didn’t want to deal with it now, but later.

When asked why Student 2 thought Dr. Buckley struck [REDACTED], he said that he was not sure but that it could have been a reaction to an earlier conversation when they were waiting for the girls to return. During that conversation one of the students asked Dr. Buckley who was last. Dr. Buckley indicated that it was the group of four girls. The students then asked if the girls had been assigned the swampy land to map, and when told yes, they indicated that that was a difficult one to map. Student 2 thought that Dr. Buckley could have taken this as a sexist comment.

When asked if the student felt that anyone was being threatened prior to [REDACTED] being hit, the student said no.

When asked if the students expressed any concern or commented after [REDACTED] was hit, Student 2 indicated that the students couldn't believe what happened and didn't know what to think. They appeared to think that the teacher shouldn't have hit him, but that [REDACTED] in general did not mind the teacher, and that if they were his parent they would have disciplined him.

When asked for any further relevant information, Student 2 expressed concern about his safety. He said that he was one of [REDACTED]'s roommates at camp and part of his group, but did not get along well with him. He indicated that [REDACTED] used marijuana during class time and possibly operated school machinery while under the influence of marijuana. He stated that [REDACTED] had smoked marijuana when out in the field later on during the class, but did not think [REDACTED] had done so on July 12. Student 2 indicated that later on during the time at Treehaven he and [REDACTED] argued since [REDACTED] was very loud and disruptive, sometimes waking up his roommates [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Interview with Student 4 – September 2, 2011 – in person

Student 4 is a male student on the bus. He was not part of [REDACTED]'s group. Student 4 states that on Tuesday, July 12, 2011 all of the groups originally went out to mark their 40's. His group was the second group to return, with [REDACTED]'s group already being back when he arrived. He states that the third group came in, and then they waited for a while for the all-girl group. Dr. Buckley started to get worried, and went out looking for this last group. By the time that Dr. Buckley and the group returned, all of the other groups had got back on the bus.

[REDACTED] was seated about 2/3 of the way back on the driver's side of the bus. Student 4 was seated about two seats in front of him on the passenger side. When they were seen returning, [REDACTED] started clapping in an obnoxious manner. All of the all-girl group was still outside the bus. Dr. Buckley became upset. She came down the aisle and said something like "you don't treat students that way". Dr. Buckley then hit [REDACTED] on the shoulder. Student 4 likened it to hitting a brother who go you mad – not to hurt, but because she was upset.

When asked what type of contact she made, Student 4 stated that he was not sure if it was open or closed fist, but that she struck fairly hard and multiple times.

Dr. Buckley then stopped, look shocked, and apologized. Everyone got on the bus and they returned back to Treehaven.

When asked if he knew what motivated Dr. Buckley, Student 4 stated that [REDACTED] does like to rub people the wrong way. [REDACTED] was being rude. Dr. Buckley was hot and upset and seemed to be protecting the girls.

Student 4 also stated that at no time was [REDACTED] being threatening or saying mean things. Student 4 just said that he was being rude.

When asked about the reaction of the students on the bus, Student 4 stated that they were mainly surprised and shocked. He also stated that during the remaining weeks, not many of the students said anything about it. He said that it was between Dr. Buckley and [REDACTED] and the other students respected that and didn't talk about it much to the rest of the class.

Student 4 also stated that he was not concerned with how she handled the situation. He believes she is a good teacher and she was protecting the students. She took a hard line but he respects her keeping students in line. He also stated that he could understand her reacting and that she had been provoked and that he doesn't want to see her reprimanded. Students can be disrespectful and this allowed her to control the class.

When asked if he could identify any student who may have had a better vantage point to witness what occurred on the bus, he suggested Student 2.

#### Interview with Student 5 – August 26, 2011 – by phone

Student 5 is a female student on the bus, but not a member of the all-female group. Student 5 states that on Tuesday, July 12, 2011, she was on the field trip working on mapping the 40's. Three of the groups, including hers, had already returned, but the crew of all girls was taking longer. She reports that Dr. Buckley appears worried and that she and the TA went to look for them. When she returned with the last group, all of the other students were on the bus. Student 5 states that [REDACTED] started "slow-clapping" in an attempt to get other students to clap as well. Student 5 viewed this as an attempt by [REDACTED] to have some fun and to tease the last group. Student 5 said that only one other student on the bus joined in the clapping, but that they stopped as soon as Dr. Buckley entered the bus. [REDACTED] continued to clap.

Student 5 then reports that Dr. Buckley appeared to be "in a rage" coming down the aisle of the bus. Dr. Buckley said "you don't treat people that way" and started punching [REDACTED]. Student 5 said that she did not see Dr. Buckley's fist actually strike [REDACTED] since the bus seat blocked her view, but that she could see her arm moving up and down. When asked how many time, she responded that it moved up and down 3 or 4 times. Student 5 then reports that Dr. Buckley stood for a moment, apologized, and then went to the front of the bus and drove them back. She states that on the way back the bus was quiet.

When asked why Student 5 thought Dr. Buckley struck [REDACTED], she said she was unsure, but that her best guess was because it was hot, Dr. Buckley could have been stressed out and felt protective of the girls. However, Student 5 did not think that Dr. Buckley needed to strike a student.

When asked if she thought [REDACTED] had been threatening or mean to the girls prior to this incident, Student 5 responded by saying no. She thought that overall [REDACTED] was nice and was trying to tease and have fun, but was not trying to be mean.

After they returned, Student 5 did ask [REDACTED] if he would report the incident, but he stated that he did not want to at that time. Student 5 did want to report the incident, but did not feel it was her place if [REDACTED] was not going to report it.

Student 5 also noted that this was her first interacting with Dr. Buckley. She had not met Dr. Buckley prior to July 11, 2011 when they went over the aerial maps of the 40s.

When asked about the general student reaction to the incident at Treehaven, she stated that there was not much reaction since the group on the bus kept the incident on the “down-low” since [REDACTED] did not want to be known as the student that was hit by an instructor. Student 5 does not believe that many of the other students at Treehaven knew about the incident.

Student 5 did say that she could provide a signed statement as to what she saw and heard that day. She also said that she was glad that the incident had been reported and that someone was doing something.

#### Information provided by Bill Rowe – Protective Services

On Wednesday, August 24, 2011 I consulted with Bill Rowe regarding the incident. He noted that on Wednesday, July 13, 2011 he was contacted by Assistant Chief Brian Bridges from the UW-Madison police department. AC Bridges stated that a friend had contacted him saying that their child had witnessed an instructor assaulting at student on a bus at Treehaven. AC Bridges was calling to find out what the reporting procedures were at UWSP. Bill Rowe outlined the procedures. No report was filed either with Protective Services or with Academic Affairs. Although Bill Rowe did try to follow up with AC Bridges, he did not get further information.

**Contact Information**

|                       | <b>Name</b>    | <b>Date of Initial Conduct</b> | <b>Date of Interview</b> | <b>Type of Interview (phone, in person)</b> | <b>Contact Information</b> |
|-----------------------|----------------|--------------------------------|--------------------------|---|----------------------------|
| Student – Complainant | [REDACTED]     | 8/18/11                        | 8/19/11                  | In person                                   | [REDACTED]                 |
| Faculty               | Meghan Buckley | 8/18/11                        | 8/22/11                  | In person                                   | Campus email               |
| TA                    | [REDACTED]     | 8/22/11                        | 8/23/11                  | By phone                                    | [REDACTED]                 |
| Student 1             | [REDACTED]     | 8/22/11                        | 8/23/11                  | In person                                   | [REDACTED]                 |
| Student 2             | [REDACTED]     | 8/22/11                        | 8/23/11                  | By phone                                    | [REDACTED]                 |
| Student 3             | [REDACTED]     | 8/22/11                        |                          |   | [REDACTED]                 |
| Student 4             | [REDACTED]     | 8/22/11                        | 9/2/2011                 | In person                                   | [REDACTED]                 |
| Student 5             | [REDACTED]     | 8/25/11                        | 8/26/11                  | By phone                                    | [REDACTED]                 |