

To: Chancellor Dennis Shields
From: Complaints and Grievances Committee
Re: Addendum to the Burton-Caywood Grievance
Date: April 17, 2013

Dear Chancellor Shields,

In the course of reviewing a complaint brought by Dr. Sabina Burton against Dr. Tom Caywood, specific information was discussed related to a third party. While the grievance committee was not paneled to determine a course of action related to this third party, his actions were so egregious that the committee felt compelled to provide this letter to your for review.

The Facts

On Wednesday, October 10, 2012, by his own admission, Dr. Lorne Gibson conducted a "sample breaching experiment" in two of his Criminal Justice research methods courses. In both cases, he approached a female student prior to the start of the lecture and handed her a note without saying a word. On the half-page of paper was a handwritten note : "call me tonight!!!642-0020" Dr. Gibson confirmed to his department chair, Dr. Caywood, that is indeed his personal cell phone number. The next day, upon learning from Dr. Caywood that one of the two women selected for this "experiment" had complained to another faculty member, Dr. Gibson emailed all his students in both sections an explanation of the events of the previous day. Included in this email were the following statements:

I would like to apologize to any students who weren't aware of the experimental nature of the note. I made a mistake in assuming it was easily apparent given the context of the lesson topic and how often I make fun of myself. I apologize to anyone who wasted time outside of class in reacting to my example, or for any anxiety it may have caused. Please do not feel compelled to identify yourself as one of the example subjects or groups.

Our Concerns (in ascending order of seriousness)

1. Dr. Gibson showed extremely poor judgment in conducting an in-class example of a study, *which purpose is to elicit strong, uncomfortable reactions in the participant*. The committee also questions Dr. Gibson's use of his personal number, as that had no relevance to the alleged purpose.
2. Dr. Gibson, it appears given his email of the following day, failed to debrief his class about the nature of this experiment. This is concerning for any first year research student and undermines Dr. Gibson's competence to teach research methods ethically and effectively.
3. Dr. Gibson's email is beyond reprehensible. Given the likelihood his note passing was witnessed by at least one other student, his "please do not feel compelled to identify yourself" comment rings hollow. He effectively "outed" the young women by his email, which he then compounds by suggesting they were too stupid ("I made the mistake of assuming it was easily apparent") and over-reactive ("anyone who wasted time outside of class"). This version of "slut-shaming" suggests Dr. Gibson has serious liabilities and lacks even a fundamental understanding of structural sexism.

Our Recommendations

1. Dr. Gibson should be required to attend instruction in maintaining an equitable and safe classroom for all his students
2. All of Dr. Gibson's lectures and "class-room activities" should be reviewed by the Criminal Justice Department for appropriateness.
3. Dr. Gibson should take a refresher course in professional ethics as it relates to research participants.