

CASE C

TIMOTHY MULLIN

## HARASSMENT/DISCRIMINATION COMPLAINT FORM

This form provides the opportunity for a person to report violation(s) of University policy and to secure an equitable, prompt, and satisfactory solution. This procedure shall be implemented in compliance with University policy.

Complainant's Name	[REDACTED]		
Western Kentucky University ID#	[REDACTED]	Date of Birth	[REDACTED]
Address	[REDACTED]		
Home Phone ( )	[REDACTED]	Cell Phone	[REDACTED]
Status of Complainant:	Student _____	Employee <input checked="" type="checkbox"/>	Other _____
Name of Accused:	<u>Timothy Mullin</u> (Alleged Accused)		
Status of Accused:	Student _____	Employee <input checked="" type="checkbox"/>	Other _____

Date received by Equal Opportunity/Affirmative Action/University ADA Services: \_\_\_\_\_

HARASSMENT/DISCRIMINATION COMPLAINT: FORMAL ☒ INFORMAL ( )

Identify the harassment/discrimination you alleged has occurred. Complete and use full names, titles, dates, exact location(s), and specific occurrence(s) if appropriate.

See attached documents

WHAT RESULTS ARE YOU SEEKING BY FILING THIS FORM?

Termination of Timothy Mullin's  
employment by The University - WKU

**CONFIDENTIALITY:** Although discretion will be exercised, guarantee of confidentiality or anonymity cannot be made since the investigation will involve discussions with other parties. Information about the complainant and the incidents giving rise to the complaint will be revealed only as investigatory and disciplinary processes require. Confidentiality will be observed to the extent permitted by law and consistent with protecting the welfare of faculty, staff, students, and the interests of the University.

**SIGNATURE:** My signature below indicates that to the best of my knowledge and belief, my statement is true. My signature also indicates that I have read the paragraph above entitled "Confidentiality."

Signed \_\_\_\_\_

Date \_\_\_\_\_

It is a violation of the policy for anyone to knowingly or with reckless disregard for the truth make false accusations of harassment and/or discrimination. Failure to prove a claim of harassment and/or discrimination is not equivalent to a false allegation. Sanctions may be imposed on individuals who knowingly or with reckless disregard for the truth make false accusations of harassment and/or discrimination.

Huda - Please Call me 10  
Explain The enclosed Pictures

Since his arrival at WKU, Timothy Mullin [REDACTED] has frequently made unprofessional comments and exhibited improper sexual behavior in the presence of [REDACTED].

In 2007 [REDACTED] against Timothy. Timothy was allowed to continue in his position of authority over [REDACTED].

After 2007, Timothy took over total control of [REDACTED] allowing him to hire and supervise [REDACTED] that would tolerate his improper sexual conduct in exchange for employment, preferential treatment, gifts and entertainment. These [REDACTED] were paid more than other [REDACTED] and were employed in [REDACTED] during the [REDACTED].

After 2007, Timothy's inappropriate sexual behavior continued and escalated because the [REDACTED] understood that their employment was dependent upon their cooperation with his sexual impropriety.

I have observed Timothy's inappropriate sexual conduct involving employees, [REDACTED]  
[REDACTED].

This behavior is currently being tolerated by [REDACTED] Timothy's control including [REDACTED] and a [REDACTED] that Timothy is trying to "groom" with promises of continued employment.

The following list is my attempt to apprise the University of inappropriate behavior by Timothy Mullin that they are unaware of or have chosen to ignore. This list is not all-inclusive. The inappropriate behavior is so common, it is impossible to remember every incident.

Most of the past and present [REDACTED] will have a similar list of incidents.

The following list is a brief overview of incidents that I can attest to and provide supporting evidence.



Among the incidents in which I was personally involved and personally offended are:

I moved a heavy desk in the [REDACTED]. Timothy commented that I must be “really strong” and proceeded to feel and caress my upper arm. It was very awkward and embarrassing. I didn’t know how to react because he was [REDACTED].

Timothy asked me to change a light bulb [REDACTED]. When I started up the ladder, he placed both hands on the ladder and gazed directly at my butt. It was a short (six foot) ladder on a hard level surface. I did not want or need anyone to hold the ladder. His face was literally inches away from my butt. I still get a creepy feeling when I think about that.

I was talking to Timothy outside the [REDACTED]. A group of about [REDACTED]. Timothy stopped talking and said, “Oh look! Naked men!” and stared at the group until they disappeared out of sight, about a block away. He then turned back toward me and resumed talking as if nothing had happened.

In a meeting about [REDACTED] with other [REDACTED] [REDACTED] walked [REDACTED]. Timothy was talking at the time. He stopped talking and watched [REDACTED] approach. When [REDACTED] passed our table, Timothy smiled at him and then stared directly at [REDACTED] butt until he passed [REDACTED]. Timothy turned back to the meeting and resumed talking.

When Timothy took over control of [REDACTED], he hired [REDACTED]. It was immediately obvious that Timothy had an obsessive affinity for [REDACTED]. He hired all of [REDACTED] and later hired [REDACTED] (Timothy called them his [REDACTED]). He started going to [REDACTED]. (Timothy is not a sports fan.) He paid these [REDACTED] more than other [REDACTED]. Whenever [REDACTED] was at work he was always at Timothy’s side and they were often seen after hours [REDACTED]. Timothy hosted

birthday parties, tailgate parties and Mardi Gras parties both inside and outside [REDACTED]

At a tailgating event on the [REDACTED]  
[REDACTED]. Timothy cited his  
authority over the [REDACTED] [REDACTED]

Timothy often presented gifts to [REDACTED] including an [REDACTED]  
[REDACTED]

I was told that he [REDACTED]

I observed an unknown [REDACTED] loading [REDACTED]  
[REDACTED] into his personal vehicle. [REDACTED] [REDACTED]

from Timothy.

Timothy often loaned the universities [REDACTED] [REDACTED]  
[REDACTED] Several times, when setting up t [REDACTED]

[REDACTED] Timothy would have to call [REDACTED] at home to bring [REDACTED]  
back to campus.

Timothy loaned [REDACTED] the [REDACTED] to move [REDACTED] back to  
[REDACTED] This is against university and state laws.

Timothy gave [REDACTED] This was a  
[REDACTED] created by Timothy that [REDACTED]

When asked if [REDACTED] Timothy said,  
[REDACTED] talents can not be wasted [REDACTED]

[REDACTED] told Timothy that he was a [REDACTED] In fact, he had [REDACTED]  
[REDACTED], but Timothy would let him work on [REDACTED]  
[REDACTED]

[REDACTED] did operate the [REDACTED]  
[REDACTED] Timothy invited (and paid for) [REDACTED]  
[REDACTED]

After [REDACTED] graduated, Timothy hired [REDACTED] during the [REDACTED]

[REDACTED] and Timothy drove a [REDACTED] to

[REDACTED] to pick up [REDACTED] and then [REDACTED]

[REDACTED] This was a weekend trip paid for by the

[REDACTED] [REDACTED] was not a [REDACTED] at the time. [REDACTED]

[REDACTED] was available and ready to go [REDACTED]

[REDACTED] until the eve of the trip when Timothy announced that [REDACTED]

Bowling Green to [REDACTED]

Knoxville to [REDACTED]

Total [REDACTED]

Bowling Green directly [REDACTED]

Timothy drove 1 [REDACTED] The costs of transportation, food, lodging and [REDACTED] were charged to the university.

[REDACTED] usually picks up and [REDACTED] [REDACTED] does not have any training or experience that would qualify him to [REDACTED]

Timothy assembled a personal entourage of [REDACTED] to follow him throughout the day. He has taken over duties that should be performed [REDACTED]

[REDACTED] performing these tasks. He

allows [REDACTED] to perform tasks that they are not trained or qualified to do

[REDACTED] Timothy bought [REDACTED] allowed the

[REDACTED] to [REDACTED]. This [REDACTED]

Timothy frequently loads [REDACTED] into [REDACTED] (It has only [REDACTED]) or his personal vehicle [REDACTED]  
[REDACTED]

He took several [REDACTED] on two occasions to pick up [REDACTED] that he himself could easily handle. On these outings he allowed the students to choose where the university would buy their lunch.

Timothy constantly allows unauthorized students to drive university vehicles.

Timothy often takes his [REDACTED] outside [REDACTED] to do landscaping [REDACTED] (We have a [REDACTED] crew that gets paid to do this.) When he has [REDACTED] and orders the students around like a slave driver. He often talks about wanting to [REDACTED]

Timothy constantly takes phone calls and text messages from his students during [REDACTED]. He puts [REDACTED] on hold while he talks to or texts his students. His cell phone is a university account. The records over the last few years will show how often Timothy talks to, texts or emails his students.

Timothy starts the day with [REDACTED]. They spend an hour or so drinking coffee and joking around, then he takes them [REDACTED]  
[REDACTED] or hang out for hours in [REDACTED] or lounging around in Timothy's office while he reads them his email messages or job applications of prospective employees.

When Timothy has nothing for the students to do he allows them to watch movies on [REDACTED]. It is a common occurrence.

Timothy will spend hours sitting at [REDACTED] with students working crossword puzzles or playing on the computer. This is [REDACTED] where all the [REDACTED] come in. He likes to impress the students with his knowledge and he shares his negative opinions about his co-workers with the students.

When an attractive male visitor comes [REDACTED], Timothy visibly makes a fool of himself trying to get [REDACTED].

Timothy took control of a [REDACTED] that was planned and organized [REDACTED]. He allowed his students to trash the building. They destroyed [REDACTED] and [REDACTED]  
[REDACTED]

Timothy held [REDACTED] for himself [REDACTED]. This party extended late into the night. I was told that Timothy [REDACTED]. The next day [REDACTED] was littered with beer cans and other alcohol containers.

I have heard students talk about [REDACTED] that they attended that were hosted by [REDACTED] of Timothy.

I saw Timothy pretend to kiss [REDACTED] in the lobby.

Timothy often leads [REDACTED]  
[REDACTED]  
[REDACTED] When Timothy leads the group into [REDACTED], he stops in front of [REDACTED]  
[REDACTED] and asks the students questions about [REDACTED]. There are [REDACTED]  
[REDACTED]. The only one that Timothy [REDACTED]  
[REDACTED]

Timothy had a yard sale in the [REDACTED]. Several of his students helped him [REDACTED]. Timothy sold [REDACTED]  
[REDACTED]  
[REDACTED] Timothy used the proceeds [REDACTED] to have  
[REDACTED]

Timothy's behavior with his students is widely known throughout Western's campus. Other faculty members have cautioned students about working [REDACTED]  
[REDACTED]

Because of Timothy's [REDACTED]  
[REDACTED] Timothy is currently looking at ways to cut

[REDACTED] in other areas [REDACTED] to make up for his excessive use of [REDACTED]

Timothy is currently trying to groom [REDACTED] the same way he did [REDACTED]. He has promised him a job working [REDACTED] [REDACTED] and until the details of that position are worked out, Timothy has [REDACTED]. Timothy shadows him the [REDACTED]

While setting up [REDACTED], Timothy got on the [REDACTED] [REDACTED] [REDACTED] [REDACTED]

Last semester [REDACTED] with Timothy asked to be assigned [REDACTED] because he didn't want to work around Timothy any longer. He said he had [REDACTED] [REDACTED]

Timothy is currently looking for [REDACTED] so he can have [REDACTED] follow him around.

Timothy's unprofessional and inappropriate behavior is obvious, persistent and continuous.

There seems to be no end in sight.

There MUST be an answer!

Submitted To  
Huda Melky - EEO - WKU  
BV

[REDACTED]  
[REDACTED]  
7-22-14

Additional incidents:

Timothy routinely told his students to falsify their timesheets to get paid for hours they did not work. When [REDACTED] complained about [REDACTED], Timothy told him to just put additional hours on his timesheet to make up the difference.

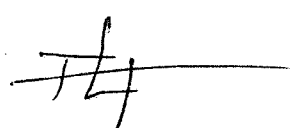
At our [REDACTED]  
[REDACTED] He asked if anyone had noticed sexual harassment in our department. [REDACTED] observed sexual impropriety in our department and [REDACTED] they saw sexual harassment. Timothy sat silently looking down at the table.

Any department head would want to know what kind of inappropriate behavior was going on in his department. Timothy remained silent. He didn't have to ask. He already knew. HE was the offender.

Timothy and [REDACTED].  
They used [REDACTED]  
[REDACTED]

There are literally hundreds of other incidents that I have not mentioned yet. If I had the time I could write a book.

[REDACTED]

*This is in addition to the  
7 page outline that I submitted  
on 7-21-14* 

### HARASSMENT/DISCRIMINATION COMPLAINT FORM

This form provides the opportunity for a person to report violation(s) of University policy and to secure an equitable, prompt, and satisfactory solution. This procedure shall be implemented in compliance with University policy.

Complainant's Name	
<small>Last</small>	<small>First</small>
Western Kentucky University ID#	Date of Birth
Address	
Home Phone ( )	Cell Phone
Status of Complainant: Student _____ Employee <input checked="" type="checkbox"/> Other _____	
Name of Accused: <u>TIMOTHY MULLIN</u> <small>(Alleged Accused)</small>	
Status of Accused: Student _____ Employee <input checked="" type="checkbox"/> Other _____	

Date received by Equal Opportunity/Affirmative Action/University ADA Services: \_\_\_\_\_

HARASSMENT/DISCRIMINATION COMPLAINT: FORMAL ☒ INFORMAL ☐

Identify the harassment/discrimination you alleged has occurred. Complete and use full names, titles, dates, exact location(s), and specific occurrence(s) if appropriate.

Gender based discrimination and Harassment.

WHAT RESULTS ARE YOU SEEKING BY FILING THIS FORM?

I would like to see MR. MULLIN removed from  
His

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**SIGNATURE:** My signature below indicates that to the best of my knowledge and belief, my statement is true. My signature also indicates that I have

Signature

Date

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[REDACTED]

To the Office of Equal Employment Opportunity

I have endured an increasingly hostile work environment for approximately the past couple of years, perpetuated solely by [REDACTED]

Mr. Mullin creates this toxic environment for [REDACTED] on a daily basis and none can discuss anything with him, or voice our opinions (either in person or e-mails) without being yelled at, bullied and/or belittled. He not only berates female employees, but he constantly makes condescending remarks about other females on campus as well...WKU staff/faculty, [REDACTED]  
[REDACTED]

I'd like to offer the following accounts of the discrimination and harassment I've been subjected to. Witnesses and dates will be noted.

The emotional and physical stress that has resulted from his treatment of me have, at times, been unbearable. And many, many times I've sought out co-workers to help me sift through yet another incident that has left me shaken and humiliated.

He has publicly humiliated me, habitually speaks to me in a condescending manner usually reserved for small children and animals, and has continually caused me to feel devalued as an employee and human being, by both his words and actions.

The harassment and discrimination from Mr. Mullin [REDACTED] has reached a culmination...he is [REDACTED]

[REDACTED] He has figured out the ultimate humiliation for me...to [REDACTED] I will have to give [REDACTED] and worse of all, my self-esteem. A person isn't much of anything without her self-esteem.

No university employee should be made to suffer at her job and I would like to this job reassignment [REDACTED] put on hold until this office can investigate and make a decision.

Sincerely,

[REDACTED]

## INCIDENTS...DATES & WITNESSES

[REDACTED] AFTERNOON

*★ please refer to Attachments 1 & 2 & 2A*

PUBLIC HUMILIATION [REDACTED]

WITNESSES: [REDACTED]  
[REDACTED]

(Earlier that morning, I had sent an e-mail to Timothy [REDACTED]  
[REDACTED] The e-mails that followed the initial one were harsh in tone, reprimanding me for including others on an e-mail that should've only gone to him, my supervisor. I apologized to Timothy in my last e-mail of the bunch and heard nothing more.)

Around 1:15 that afternoon, I decided on [REDACTED]  
[REDACTED]

[REDACTED] As I was preparing to go fill a bottle with water, Timothy appeared in the doorway. He begins to talk, "I know you and I had talked about you taking days off, but you REALLY should've just sent it to me FIRST instead of including everyone in the building." (he was not speaking loud or harshly) I said that I did realize that which is why I had apologized. He continues, saying the exact same thing he had just said, adding that he didn't think I understood. I said that I DID understand but there was no need of the harsh tone in the e-mail when he could've just spoken to me in person like we were doing now. As I said this, I moved [REDACTED] and paused at her desk to make sure I had the top to the water bottle...I was going [REDACTED] Timothy follows me and is at my side saying that he HAD to say things harshly because I chose to "include the entire building on your e-mails." I said, again, that I had apologized to him in the e-mail that morning, had just apologized to him in the supply room, and that I really didn't know what more there was to say.

I walked into [REDACTED] and made my way to [REDACTED] and I could hear timothy talking with [REDACTED] As I filled my water bottle, timothy was suddenly by my side and he was still talking about that morning's e-mails and how I had not gotten his approval (which I HAD) for taking time off. I turned to him and calmly said that I had apologized to him for this and didn't know what else he wanted me to say. Raising his voice, he says that I had no right to [REDACTED] what they needed to do while you were gone. "YOU are just a [REDACTED] employee...YOU have no right to give orders to other [REDACTED] staff!" I replied that I had not given orders to anyone, that I had merely asked for their help, which I'd done for the past [REDACTED]. Getting louder (and angrier) he said, "I am your supervisor...YOU do NOT ask other staff members for help...I am [REDACTED]...I will be the one to do that!"

I then asked him if he really wanted to continue this discussion the library with patrons and other staff around and he bellows, "no I do not! But YOU obviously do because YOU walked away from me a few

minutes ago!!" By this time I had turned away from him because I felt threatened and didn't want to interact with him anymore. As I walked across [REDACTED] away from him, he was still yelling at me..."Don't you walk away from me! This is insubordination!!"

A couple [REDACTED] looked up in disbelief as did [REDACTED]. I was embarrassed, humiliated and upset and I walked back downstairs to my office.

I would like to add that earlier that morning, after that round of e-mails, [REDACTED] had stopped me on the stairwell on her way out and told me that my e-mail replies had worded just right, very professional and that, of course, she [REDACTED] were my back-up [REDACTED]

[REDACTED]

DISCUSSION IN TIMOTHY'S OFFICE

*see attachment # 2b & 2c*

WITNESSES: [REDACTED]

( earlier that day, Timothy had come to [REDACTED] and asked for the [REDACTED] because he was [REDACTED]. I commented that I thought [REDACTED] was part of my job and he laughed and said, "It's OK...we'll talk about it later."

Later that afternoon, I decided to go to his office and speak to him as one professional to another and simply tell him that it seemed my job responsibilities were diminishing. He was in his office and I asked if he had a moment to talk and he said yes. I had asked [REDACTED] to sit in and take notes and she sat down while I stood. Timothy's office door was open to [REDACTED] and just beyond that were the [REDACTED]

I calmly asked him why it seemed as though HE was taking over things [REDACTED] and that I didn't understand. Within minutes, he began yelling at me, pounding his fist on his desk..."YOU are just [REDACTED]! I thought it was a good idea to [REDACTED] so I did!" I told him that it WAS a good idea [REDACTED] but asked why he didn't just instruct ME to do it. He yelled that I had not been at work the past week and he thought he needed to get it done. I said that was fine, but that [REDACTED] [REDACTED] did come under my responsibilities. I also asked what me being [REDACTED] had to do with anything.

"YOU are not very professional at your job!" I replied that I always tried to be professional at my job, be it the way I dressed or acted. He yells, "OH...you think you're professional? You walked away from me in the [REDACTED] a few weeks ago!" I said that there was no reason to bring that up again and he yelled, "You walking away from me constitute INSUBORDINATION! I haven't done your evaluation yet and I just might have to include THAT on it!"

About that moment, we heard someone out [REDACTED] and Timothy yells at me to close his door...I said his door was fine the way it was. All that yelling and pounding of his fist suddenly hit me and emotions got the best of me. I said, "this is why none of us can discuss anything with you because it always escalates into yelling at us." I was so humiliated that I said I could not do this, it was too stressful, and that I needed to leave.

After leaving his office, I sought out another staff person to talk to as I did not understand why timothy was being so hostile with me. [REDACTED] was in her office and I came in and asked if she had a minute. I was in tears telling her what had just happened and she said SHE had been a [REDACTED] earlier and that SHE had heard him yelling...she said she didn't hear what he was saying but saw me standing at his desk. She then told me, "[REDACTED] THAT is harassment and you do not have to take that from him".

[REDACTED]

EMAIL REGARDING MY OFFICE PHONE

*★ please refer to Attachments #3 & #4*

WITNESSES: [REDACTED]

On this day, I was in my office when [REDACTED] came to my office. He had a work order in his hand and told me that he was here to take the "call forwarding" off of my office phone.

This surprised me as I knew nothing about this...no one had mentioned this to me nor had I gotten an e-mail from anyone about this. Puzzled, I asked [REDACTED] who sent the work order and he replied Timothy. I said that I didn't understand [REDACTED] said he'd let me and timothy discuss this.

I e-mailed Timothy to ask him what this was all about...he said that he had just realized that my phone was ringing over to [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Timothy replied that it was fine to do that while [REDACTED] was here as I was the [REDACTED] but "the difference is when you become [REDACTED] employee, you no longer have any responsibilities for [REDACTED]". He added, "Your job will no longer be involved with [REDACTED] and you will only [REDACTED], there's no reason [REDACTED] should be taking your phone calls when you are not here."

Well, this seemed another way of alienating me for some reason. All the years I've worked at the [REDACTED] even before [REDACTED], I constantly helped out [REDACTED] when needed and it was better that my office phone DID ring [REDACTED] many times I needed to know that my elderly mother or my son had called and perhaps needed me. Even with voice mail, I did not always check that every ten minutes to see if anyone had called. And to tell me that MY calls did not need to be

[REDACTED]

E-MAIL REGARDING MAKING UP SICK DAYS

*\* please see Attachment #5*

WITNESS: [REDACTED]

As of July 1 [REDACTED] I became [REDACTED] employee again... [REDACTED]

I had missed a day [REDACTED] of work during one week [REDACTED] and I came into work an hour early the next week to make up for that. The day I turned my timesheet in that included these days, timothy called me to ask why I was at work at [REDACTED] I explained that I came in [REDACTED] to make up for that [REDACTED]

He told me that my hours were [REDACTED] and that he thought he had made himself clear that THOSE were my hours. He told me [REDACTED]

I told him I was not aware of that and he said that he would ok it THIS time, but if I ever did that again he would NOT approve my time. I was so surprised by this... it made me feel like a small child being reprimanded by her parent.

I e-mailed [REDACTED] to ask her if she knew about [REDACTED] not being allowed to make up sick days (hours) and she said, "of course [REDACTED] hours can be made up!" When I checked with HR, I found out there was no set policy...it was left up to the discretion of the supervisor.

When I first began working [REDACTED], I was [REDACTED] when it was at all possible. When I became [REDACTED] and now, I seem to not matter anymore and I don't understand [REDACTED]

[REDACTED]

E MAIL ABOUT [REDACTED]

*\* please see Attachment #6 & 6A*

WITNESS: [REDACTED] (EMAIL DOCUMENTATION)

I had been out the day [REDACTED] and had just read [REDACTED], where I read that [REDACTED] was going to [REDACTED] I thought this odd since she doesn't have [REDACTED] experience.

So I e-mailed Timothy to ask him about this and he replies that [REDACTED] will be going to [REDACTED] just to see what kind of [REDACTED] is out there, then he added, "not to be unkind...but it's difficult to include you [REDACTED]"

answered [REDACTED] because I was being [REDACTED], did not make any sense to me. It was hurtful that Timothy could not even discuss this with me...no e-mail, not even anything at any of our [REDACTED]. It seemed as if he was trying to get rid of anything that I HAD done before.

I forwarded these e-mails to [REDACTED] for documentation.

[REDACTED]

**MEETING DISCUSSING [REDACTED], MY JOB & WORKING RELATIONSHIPS [REDACTED]**

**WITNESSES:** [REDACTED]

Timothy and I had been requested to meet with HR and the Provost regarding my position, [REDACTED]

Just minutes into this meeting, headed by the [REDACTED], Timothy interrupts him to correct him, as he had referred to me as [REDACTED]. In a very nasty tone, timothy offered the correction saying, [REDACTED]"

Throughout the meeting we discussed the aspects of my job and the responsibilities and at one point, the [REDACTED] stated that I [REDACTED]...Timothy answered that no, I did not [REDACTED]

The last "correction" of this sort brought a reprimand from [REDACTED] who said to Timothy," TIMOTHY! You seem to be hung up on the fact [REDACTED] and I'm telling you that you need to get over THAT mindset. Your comments are devaluing her as an employee...she IS a valued employee here at WKU whether she's [REDACTED]"

Devalued is certainly the way I had been made to feel. And, when I was asked about waiting on [REDACTED] I said that I didn't really talk with [REDACTED] anymore, since Timothy has students scheduled [REDACTED]. The [REDACTED] asked me if I worked out [REDACTED] WITH [REDACTED] and I replied that we were never that busy for two of us to be in the store at the same time. He then asked what I did every afternoon in my office and I said that I [REDACTED] [REDACTED]e...Timothy added (in a very condescending tone)," Well, you can come out of your office anytime you want and walk around."

Not being to interact [REDACTED] is THE worst thing for someone with my personality. Taking this away from me along with everything else just adds insult to injury, and I don't understand it.

This was upsetting because HE is the one who decided [REDACTED] He makes it sound like it's my fault that I [REDACTED] for more hours.

It doesn't make any sense to me...the person [REDACTED] experience should be the one to go to a [REDACTED] [REDACTED] Whether or not I'm [REDACTED] shouldn't make a difference. I DID tell Timothy that I always went to [REDACTED] the entire time I've worked here...when I was [REDACTED] [REDACTED]!

[REDACTED]

[REDACTED] MEETING

*★ please see attach ment # 7 & 7A*

WITNESSES: [REDACTED]  
[REDACTED]

Our [REDACTED] and after several staff had their turn to report/discuss, it was my turn. I had seen an advertisement [REDACTED] asked Timothy were we indeed [REDACTED] He said yes, and several of the staff made comments about people they may know that would be interested. Someone...I believe it was [REDACTED] said, "Couldn't [REDACTED] apply for that job? She could work that job AND [REDACTED] job [REDACTED] And she already knows how to do [REDACTED].

Several others were in agreement that this might be the perfect way for me [REDACTED], but timothy immediately says loudly, "NO! NO!...We have discussed this before and I've already told you all that [REDACTED] does NOT have any extra money to pay for [REDACTED] [REDACTED] BOTH said almost at the same time, "Timothy you are wrong on this." Well, he blew his top and went into a three or four minute tirade..."Have YOU (pointing his finger at [REDACTED] y? NO you have NOT! You all don't know what you're talking about!" [REDACTED] said that she HAD talked [REDACTED] and that having [REDACTED] did not constitute [REDACTED]. Timothy yells at her asking her WHEN she had talked to HR...that it couldn't have been recently. She replied back that she had spoken to HR just the previous week. Timothy's face was red and he was still pointing his finger at her saying she didn't know what she was talking about.

Another staff said to me, "[REDACTED] [REDACTED] "NO!!!!", Timothy yelled. Then he smiled and leaned forward and said to me in a really condescending tone, "Well...you can apply for this job, but you'll just be wasting your time!"

After the meeting we were all flabbergasted at what had happened! None of us could understand what Timothy seemed to have against me...several staff said exactly that...it was VERY obvious to everyone.

And a couple of days later I sent an e-mail to Timothy telling him that I did not appreciate the tirade in the staff meeting and stated that he had been bullying me for about nine months, ever since he found out that I would be losing [REDACTED] and that I did NOT appreciate his actions or words and that I would not put up with it any longer.

[REDACTED]

WITNESSES: [REDACTED]

[REDACTED] were invited by Timothy to the [REDACTED] and he had told us exactly what we were to say and how long we had to say it. We all sat quietly just to the side of [REDACTED] while they discussed [REDACTED]

When it was Timothy's turn to report, he introduced each of us to the Board..." [REDACTED]  
[REDACTED] When he got to me, the [REDACTED]  
[REDACTED], he said (in a very condescending tone) "And this is [REDACTED]  
[REDACTED].. [REDACTED]

I was standing up ready to report and I was so VERY embarrassed...here I am standing in front of the [REDACTED] being introduced [REDACTED] who is smiling at me as he introduces me, and he's making it seem like he just doesn't have any idea of what I do, and doesn't know how to address me! I smiled [REDACTED] and replied, "Well...I was [REDACTED]  
[REDACTED], so I would say you can call me [REDACTED]" They all smiled, but I was VERY hurt by this .

Afterward, the other four museum staff asked me what was that all about? I said I had no idea. One of them asked what had I done to get on timothy's bad side? And I honestly did not have an answer. I just know that it was VERY humiliating to be talked about in such a condescending way and in front of an important group of people [REDACTED]

[REDACTED]

E-MAIL FROM TIMOTHY TO [REDACTED]

WITNESSES: L [REDACTED]  
[REDACTED]

On [REDACTED] sent an email to those on [REDACTED] new and old members. It was a short message just to welcome the new members and to let all know of the

*see attachment #8*



10 AM [REDACTED] present when Timothy said to [REDACTED], "\_\_\_\_\_, your hair is so beautiful it makes me want to touch it." [REDACTED] was on hold on the phone and was absolutely appalled by the Timothy's lechery and the [REDACTED] obvious distress over the remark. \* [REDACTED] is intentionally withheld.

A version of the above scenario with the same young man was repeated in June, 2014 in the presence of [REDACTED]. When [REDACTED] left the room, Timothy said to all present, "\_\_\_\_\_'s hair is just so beautiful, I want to touch it." \*The young man's name is withheld because he is familiar with what happened with Timothy and [REDACTED]s subsequent to their [REDACTED] and he is [REDACTED] Timothy [REDACTED]. Without Timothy's efforts on his behalf, [REDACTED]

[REDACTED] said he had been asked (never identified who asked) to do a session [REDACTED] Timothy, who was/is the source of the conflict at [REDACTED] was at first defensive and then defiant. Said he had requested a session on [REDACTED]

As [REDACTED] was reading aloud from [REDACTED] and got to "Sexual Harassment" he asked the group if that was a problem. You could have heard a pin drop. No one would say anything because everyone in that room had witnessed Timothy sexually harassing students both prior [REDACTED]. Everyone was also aware that the university knows Timothy sexually harasses [REDACTED] and despite written policy, in reality no real measures have been taken to stop him.

[REDACTED] inquired again if sexual harassment was a problem. Silence. Then [REDACTED] said, "Yes, it has occurred [REDACTED]." And then [REDACTED] said, "I have seen inappropriate behavior." But then the matter was just dropped. I assume [REDACTED] was employed by WKU to run [REDACTED]. In the course of that official WKU [REDACTED], the facilitator finds out that sexual harassment has gone on in the building and nothing is done about it? The subject is just dropped? And there is no follow up on the part of the university?

[REDACTED] During work [REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED] Both men were shocked and appalled.

[REDACTED] Timothy remarked in staff meeting in reference to discussion [REDACTED] with perhaps monetary assistance from [REDACTED]... Timothy implied

[REDACTED]  
[REDACTED] see Attachment #10  
[REDACTED]  
WITNESSES: [REDACTED]  
[REDACTED]

This meeting included three new members and I only list this meeting as documentation that nothing was discussed in any way, shape or form about my [REDACTED]

When the new members asked questions about why and how we did or didn't do things and suggested improvements, I replied each time with honestly, that MOST of the points they brought up I HAD done in the past. I let them know that I no longer [REDACTED] and that there was [REDACTED] [REDACTED] made comments about [REDACTED] [REDACTED] would benefit from better [REDACTED], how [REDACTED] than anytime...we all threw out comments and suggestions and I informed everyone how happy I was to work with them and how I had put my heart and soul into [REDACTED] and was looking forward to their help in making [REDACTED] more successful in the future. I also added that, in my opinion [REDACTED] would benefit more from me working more hours [REDACTED]

It was a very professional and constructive and the new members brought up some very good points. But at no time was there even an inkling that I might not be allowed [REDACTED]

[REDACTED] see Attachment #11  
[REDACTED]  
WITNESS: [REDACTED]

At the close of the day [REDACTED] Since I'm not in [REDACTED]  
[REDACTED]  
[REDACTED]

When I got [REDACTED], I was going to check [REDACTED] [REDACTED]. Thinking maybe someone had sent them upstairs to [REDACTED] office (where deliveries usually go, I sent an e-mail to [REDACTED] asking if anyone had seen the three boxes. No one replied and I was left wondering where the boxes could've disappeared to.

I was bothered by this because why would [REDACTED]  
[REDACTED]...in my office! If [REDACTED]  
[REDACTED]? So, I sent timothy an e-mail (ccing [REDACTED] telling him that I was not aware of  
[REDACTED] that I was here [REDACTED] and would be happy to train  
him because there was more to [REDACTED]e than just knowing [REDACTED]. I also  
noted that just the day before [REDACTED], we had discussed having student  
[REDACTED] who are friendly and outgoing and that this particular student was very friendly but  
very softspoken, and that I sometimes had a hard time understanding him and was a afraid [REDACTED]  
[REDACTED]

Timothy sent back an e-mail reply saying that "no on scheduled [REDACTED]  
[REDACTED]

Then a few weeks later on [REDACTED], this same [REDACTED], was [REDACTED] working when I  
came into work at [REDACTED]. I then checked the student schedule for that week and he was on the schedule  
[REDACTED], which I was not aware of. So, thinking that he needed to  
be trained, I asked him if he knew [REDACTED]  
etc. and he said yes he knew how to do all of that. I asked him how he knew this and who had trained  
him and he replied, "Mr. Timothy."

This was yet another example of how Timothy tells me one thing, then he turns around and does  
something different, which he has the prerogative to do, but why would he not include me in this? He  
had said in his e-mail of [REDACTED] that OF COURSE I would be the one [REDACTED] I want

[REDACTED]

WITNESS: [REDACTED]

*see Attachments  
#13 and #12c*

An e-mail was sent on this day to [REDACTED] with the minutes to [REDACTED]  
[REDACTED] attached. We were asked to provide any changes.

I replied to the group...I touched on three things. [REDACTED]. A short  
paragraph came after each of these things and each of these three things were a correction of what the  
minutes stated that timothy had said.

He had said that there had never been [REDACTED] had done  
one last year...I stated that I had taken [REDACTED] that I've worked here.

Later that afternoon, I went up to [REDACTED] to make sure that my order wasn't up there. She was standing in the doorway of her office and [REDACTED] when I came in. I asked her, "All right...where are my boxes!" She laughed and said she really didn't know. Just then we heard a person talking through the closed door that lead into Timothy's office...couldn't make out what was being said, nor did we know if that person was even talking to us.

The door to that office opened and Timothy stood in the doorway with a smile on his face but said nothing. [REDACTED] "Timothy was that you talking through the door just now? Were you talking to us?" He said, yes, and then he looked at me and bent forward a bit and said, "Your boxes are in the [REDACTED]...where they belong." I replied that I had already looked in [REDACTED] but didn't see them. Bending forward a little bit more (and smiling) he said, "we put them on the shelves where they should be." I replied, "Thanks for putting them up, but it would've been nice if you had left me a note or an e-mail letting me know where they were." Still smiling and bending forward a bit more he said very condescendingly, "Well, if you had thought to look [REDACTED] to in the first place, you would've seen them."

I went back to my office and, again, wondered why Timothy spoke to me in that tone...like I was a child.

I sent him an e-mail and included [REDACTED] (for documentation) and I said, "I appreciated the boxes being moved [REDACTED], but it would've been nice to know...a short e-mail, a note on my office door...I didn't appreciate the condescending tone that was used when you came [REDACTED] to tell me where they were, as if I had no brain cells to figure out that those boxes had been put away. Not really sure what the point was."

[REDACTED]  
[REDACTED] see Attachment #12, 12A, 12b & 12c

**WITNESS:** [REDACTED]

On this afternoon, I had just come into work and was sitting in my office going through e-mails, when Timothy passed by on his way [REDACTED] I figured he was going in [REDACTED] and I didn't get up because [REDACTED] was working. A few minutes later, I heard Timothy's voice..."Now [REDACTED]" I wondered why he seemed to be [REDACTED] when she already knew this, but I still did not go [REDACTED]

Sometime later, I did go [REDACTED] [REDACTED] and she and started chatting...I asked her why timothy was showing her [REDACTED] and she said, "Oh no...Mr. Timothy was not showing me, he was showing [REDACTED]" [REDACTED], so I was curious about this. [REDACTED] continued saying, "Yes. Mr. Timothy told me that [REDACTED] from now on.

He had said that had always been difficult to determine what [REDACTED]...I stated that it had never been difficult to do this, as I was here every day open to close AND [REDACTED]  
[REDACTED]

On student training, I reiterated that up until this past year, I had done all the [REDACTED]  
[REDACTED] which really makes a difference. I added that many times over the past year, anytime I had encountered a [REDACTED] [REDACTED] and started to give [REDACTED] the majority of them had told me that Timothy had already [REDACTED].

I also added that [REDACTED] DOES directly [REDACTED] and that I've gotten to know [REDACTED]  
[REDACTED]  
[REDACTED]

Later that day, Timothy replied to me [REDACTED], saying that my comments concerning [REDACTED]  
[REDACTED], "you specifically bring my name into it so I would like to pursue it. Your job description states that YOU [REDACTED] I have never trained a [REDACTED]" then he asked that I supply him the names of the students who claimed that he trained them.

I replied back on [REDACTED] that most of the students [REDACTED] [REDACTED] ones that were here...[REDACTED] told me that she [REDACTED] [REDACTED] and [REDACTED] told me that he was [REDACTED]! On [REDACTED] I sent an email to [REDACTED] for documentation...that one [REDACTED] when I got to work and I thought I'd better train him...he told me that he already knew how to do everything because Timothy had trained him!

[REDACTED]

[REDACTED]

**WITNESS:** [REDACTED]

This [REDACTED] had been on the calendar for a week or more and I thought nothing of it...figured it was that time of year to talk [REDACTED].

Timothy started with compliments of me and my people skills...in fact he went on for several minutes about how I certainly was great with people and that I was a very welcoming and warm person, and "that's where your talents lie... [REDACTED]" I replied, "so my [REDACTED] of [REDACTED] is NOT where my talents lie?" "No", he said smiling. Then he told me he was reassigning me [REDACTED]...same hours, same pay. I had to stop him to ask him what exactly he meant. Did this mean I was being allowed to work [REDACTED] He smiled and said, "no...INSTEAD OF!" I still didn't understand so I asked if this was something I was being asked to choose between and he said, (still smiling),"no...this is what you'd call an appointment. You have no

decision in this. As [REDACTED] I can reassign any staff member I choose...I cannot reassign faculty, even though there are some I'd like to reassign!"

I was speechless. I wasn't sure what was really happening.

He told me that he hoped I would take this "reassignment" and that I had until [REDACTED] to clean out my personal effects [REDACTED] and my office.

Stunned at the news that [REDACTED], I was being demoted to [REDACTED], I finally thought to ask him who would [REDACTED]? He was still smiling and he answered (in that same condescending tone)..."someone...someone we'll hire."

I felt like someone had punched me in my stomach. I didn't say anything for a minute but then I said to timothy, "this is a really rotten thing to do...how would YOU like it if someone took away a job you had held for [REDACTED] and placed you at another position [REDACTED] from your former job, so you would be able to watch someone new do the job that you loved?" He suddenly stopped smiling and leaned over towards me and snapped, "[REDACTED]"

Still stunned, I asked if there was anything else to discuss, and he said no...I stood up and said I would let him know what my decision will be.

I was (and am) devastated. As I walked out of that meeting [REDACTED] saw me as I passed her desk and I was in tears...she asked if I was ok and I could only shake my head and say no. [REDACTED] actually came by my office later, on her way out of the building to see how I was doing and if there was anything she could do.

A little later [REDACTED] came to pick me up and when he saw my face, he knew something was wrong.

**CONCLUSION...**

Timothy Mullin has made [REDACTED] a toxic work environment for the female employees here, but he doesn't just stop there...many, many times has he said something negative/condescending about other females.

[REDACTED] comment [REDACTED]

Witnesses: [REDACTED]

(no email to document, but meetings notes)

*see attachment # 14*

During this meeting, I reported on [REDACTED] had a week or so ago who hadn't realized the [REDACTED] She told me that had she not [REDACTED] that wouldn't have known and suggested [REDACTED] Timothy laughed and said, "So, she didn't know [REDACTED] how did she know [REDACTED]" I said, she is a WKU employee so she saw the [REDACTED]

Timothy says, "GEEZ...you mean she works JUST [REDACTED] and she couldn't walk across to see [REDACTED]?"

[REDACTED]

[REDACTED]

(DOCUMENTED BY MEETING MINUTES)

*see attachment # 15*

WITNESSES: [REDACTED]  
[REDACTED]

During this meeting, timothy was giving us an idea of upcoming events for the week and he said, "next week, [REDACTED]

[REDACTED]  
[REDACTED]

[REDACTED]

Email documentation.. [REDACTED]

*see attachment # 16*

Witness: [REDACTED]

At the end of this day, Timothy was at the front desk with [REDACTED] gathered as he told them what he expected them to do the next day concerning [REDACTED] that would be coming in [REDACTED]

As Timothy gave instructions, he kept referring to [REDACTED] and made other derogatory remarks about her to the students.

This was very unprofessional...timothy was making fun of [REDACTED] were laughing right along with him which was very disrespectful of this woman.

[REDACTED]  
REMARK ABOUT A FEMALE WKU DEAN

*see attachment #17*

WITNESS: [REDACTED]

Timothy came [REDACTED] and asked me if I had seen the e-mail where [REDACTED] was requesting a meeting with him concerning [REDACTED]

He said to me, "I think [REDACTED] is in denial... [REDACTED]  
[REDACTED] then we'll do whatever we want!"

In conclusion,

Timothy Mullin has whittled away at my self-esteem and my confidence until I have none left and it's affected my emotional and physical being.

I've been harassed to the point that I don't know what I'm supposed to do and now, less than a month and a half after meeting with [REDACTED] and making plans for the future [REDACTED], I find out that I'm being stripped of the job I've had for [REDACTED]...and for what reason?

Years ago, [REDACTED] after it was determined that a situation that was happening [REDACTED] (and Timothy) was greatly affecting me...at that time Timothy and a [REDACTED] suddenly "took over" [REDACTED] I had no say so in anything and it got to the point where, behind my back, my name/phone number was being removed [REDACTED] that I always attended, and [REDACTED]. It was awful...people thought I had quit my job! My identity [REDACTED] was slowly being erased, as if I never existed.

The situation over the past year or so has made feel the same way, but this time (unlike years ago) I cannot afford to [REDACTED]

The university does not need someone like Timothy Mullin... [REDACTED] doesn't need someone like Timothy Mullin to be in any type of authoritative office. The hostile work environment he creates for female employees is unwarranted and is something that I and other university employees should not have to put up with.



The university needs to pay attention to this discrimination and harassment of female employees and put a stop to it.

Sincerely,

[REDACTED]

## HARASSMENT/DISCRIMINATION COMPLAINT FORM

This form provides the opportunity for a person to report violation(s) of University policy and to secure an equitable, prompt, and satisfactory solution. This procedure shall be implemented in compliance with University policy.

<b>Complainant's Name</b> [Redacted] [Redacted] [Redacted]		
<small>Last</small>	<small>Middle</small>	
<b>Western Kentucky University ID#</b> [Redacted]		<b>Date of Birth</b> [Redacted]
<b>Address</b> [Redacted] [Redacted] [Redacted]		
	<small>Zip Code</small>	
<b>Home Phone</b> [Redacted]	<b>Cell Phone</b> [Redacted]	
<b>Status of Complainant:</b> Student _____ Employee <input checked="" type="checkbox"/> Other _____		
<b>Name of Accused:</b> <u>Timothy Mullin</u>		
<small>(Alleged Accused)</small>		
<b>Status of Accused:</b> Student: _____ Employee <input checked="" type="checkbox"/> Other _____		

Date received by Equal Opportunity/Affirmative Action/University ADA Services: \_\_\_\_\_

HARASSMENT/DISCRIMINATION COMPLAINT: FORMAL ☒ INFORMAL ( )

Identify the harassment/discrimination you alleged has occurred. Complete and use full names, titles, dates, exact location(s), and specific occurrence(s) if appropriate.

See Attached  
I and other [Redacted] have suffered serial gender  
discrimination. I and the others [Redacted] have  
suffered verbal abuse, sufficiently persistent & severe to  
interfere with my/our work. I believe if I were male, Timothy  
would not discriminate or harass me.

WHAT RESULTS ARE YOU SEEKING BY FILING THIS FORM?

Termination of employment of Timothy Mullin with  
WKU

**CONFIDENTIALITY:** Although discretion will be exercised, guarantee of confidentiality or anonymity cannot be made since the investigation will involve discussions with other parties. Information about the complainant and the incidents giving rise to the complaint will be revealed only as investigatory and disciplinary processes require. Confidentiality will be observed to the extent permitted by law and consistent with protecting the welfare of faculty, staff, students, and the interests of the University.

**SIGNATURE:** My signature below indicates that to the best of my knowledge and belief, my statement is true. My signature also indicates that I have read the paragraph above entitled "Confidentiality."

Signed \_\_\_\_\_

Date \_\_\_\_\_

It is a violation of the policy for anyone to knowingly or with reckless disregard for the truth make false accusations of harassment and/or discrimination. Failure to prove a claim of harassment and/or discrimination is not equivalent to a false allegation. Sanctions may be imposed on individuals who knowingly or with reckless disregard for the truth make false accusations of harassment and/or discrimination.

## Introduction

In forums such as [REDACTED], it is commonplace for [REDACTED] Timothy Mullin to criticize and belittle non present female subordinates, colleagues and female superiors, as well present female faculty and staff in attendance.

Former female workers [REDACTED] are talked of dismissively and/or criticized for something "wrong" they did during their tenure here.

His blatant sexism is pervasive when he frequently criticizes [REDACTED]  
[REDACTED]  
[REDACTED] Whether it is a criticism or an exaggerated eye roll, the message is conveyed that the above women are horrible, stupid, incompetent . . . take your pick.

[REDACTED] is no longer Timothy's [REDACTED] due to the fact that [REDACTED]  
[REDACTED] Timothy is [REDACTED] While [REDACTED]  
[REDACTED] Timothy made many disparaging remarks about her: remarks female faculty and staff feel he would have never made [REDACTED] He still occasionally makes negative remarks about [REDACTED]

Timothy also often gaslights, belittles, and verbally subjugates current female faculty and staff during staff meetings, as well as at other times as documented below.

[REDACTED]  
I brought up issues with high turnover rates of [REDACTED]s were making on exit interviews. Timothy lashed out. He said this wasn't "the purple dinosaur house (reference to Barney and inference that I coddled students). That we were supposed to be preparing students for, "the real world" and that he didn't know where [REDACTED] had worked, but in his experience his bosses were not all "warm and fuzzy." I tried to speak, and he snarled, "Let me finish!" People were absolutely shocked. When he paused, I asked, "May I speak?" He reluctantly agreed and I reiterated what I was talking about was treating the students with basic courtesy and respect. Several faculty and staff congratulated me on not "losing it," in the face of his rabid attack.

Timothy followed up with a [REDACTED] about my "misconceptions" (see attached).

[REDACTED] Chastising [REDACTED] for suggesting a program

[REDACTED] sent out an email about [REDACTED] she had seen over the weekend. Timothy shoots back an email blasting her. He tone is condescending explaining to [REDACTED]  
[REDACTED]. See attached email

[REDACTED] Chastising [REDACTED]

In an email, Timothy blasting [REDACTED] Just read the attached email. It speaks for itself. This is one of MANY instances of [REDACTED] getting blasted via email. This one she

was simply attempting to congratulate a fellow colleague. Timothy explains to her why she is wrong to do so. [REDACTED] has numerous absurd emails of Timothy telling her why she is "wrong," as [REDACTED] just innocently went about her business of being one of the most [REDACTED]. [REDACTED] needs to be interviewed! She [REDACTED] before she wished as a result of Timothy's harassment. She has her own set of documentation, etc.

[REDACTED] Faculty care to shake off the [REDACTED]

[REDACTED] sent an email concerning [REDACTED] Timothy blasts his own faculty at the time stating "if anyone would care to [REDACTED] and seek the mantle of possibilities in the rest of the US and the world." The faculty [REDACTED] collectively have traveled the world far more than Timothy, and yet the women who work here have often discussed that Timothy perpetually views us with contempt as a bunch of provincial hicks. See attached email.

[REDACTED] Chastising [REDACTED]

Evidently [REDACTED] did not congratulate as Timothy thought she should . . . just read the attached email. Speaks for itself.

[REDACTED] Chastising [REDACTED]

[REDACTED]  
[REDACTED] Nonetheless, Timothy devalues [REDACTED] via email. See attached email.

[REDACTED] 8:45AM [REDACTED]

[REDACTED] had brought up issue of unprofessionalism [REDACTED]

[REDACTED] Timothy said [REDACTED] should have done better. [REDACTED] brought up about [REDACTED] Timothy said that would have been [REDACTED].

[REDACTED] talked about [REDACTED] e. Said it was unprofessional and that [REDACTED] was still going on. Timothy said, "Well, you already saw that email I sent." [REDACTED] used some verbiage to convey that problems are still continuing. Timothy, in a loud curt manner, told [REDACTED] that [REDACTED] had brought it up and there was no need to bring it up at a [REDACTED] [REDACTED] asked, "When do you bring it up?" That's when he got really mad and yelled at her, "Quit talking about it!" [REDACTED] calmly said she was going downstairs to work. She was clearly upset, but was very professional.

The mood of [REDACTED]g was tense and incredulous. People were appalled by Timothy's behavior and his once again total lack of professional decorum. Most people didn't say anything when it was their turn to "report." Timothy has had episodes of prolonged yelling or "going off on" [REDACTED] [REDACTED] and who knows who else. These episodes occur [REDACTED] are sometimes in offices and sometimes in public areas.

██████████

Please see attached email with Timothy's response to ██████████'s observation about dirty dishes in the sink ██████████. Timothy's response, "if you'd like to help by washing them . . . you're more than welcome" because you know, that is what women are supposed to do - - wash dishes.

██████████

I conceived of and worked out all of the logistics for ██████████. I spent hours working with ██████████ signed up volunteers, worked with ██████████ to do ██████████. Had the whole evening planned and organized. Timothy descends on evening with ██████████ and has them s ██████████. I asked ██████████ to stop, and they seemed to get where I was coming from and complied. ██████████. ██████████. ██████████ making it impossible for ██████████ to do ██████████. Timothy snarled at me that he was "In charge!" He tone was angry and demeaning, as is his norm when he is laying into one of his female subordinates. ██████████ was present and was absolutely horrified and appalled. My response to her was, "Welcome to my world."

██████████ Emails, Faculty Senate Etc.

Timothy lashed out at anyone, particularly ██████████ who dared to question with his party line about the fantastic ██████████. He denigrated ██████████ in an email ██████████ sent out to everyone in the building. Unlike Timothy states in the conclusion of his email, the rest of us know and respect ██████████ and as a fellow ██████████ and I have never heard her "babble" about any subject. I have heard her on many occasions speak intelligently and thoughtfully about a variety of topics. See attached emails from ██████████.

██████████

██████████ needs to be interviewed for two reasons 1. while working ██████████ Timothy continuously referred to her disparagingly as, ██████████ 2. Timothy's negligence boarding on malice resulted in ██████████ losing her position ██████████ is more than willing to be interviewed, "He treated me like a dog when ██████████."

██████████ not knowing how to do her job

This is just one of MANY emails I have of Timothy blasting me for no valid reason. I had simply left a note ██████████ explaining a tricky situation I felt was coming their way . . . Timothy read the note and inserted himself via email. He treats all female employees as if we are incompetent, incapable of troubleshooting or performing our job duties adequately. See attached email.

██████████ Staff Meeting

Timothy said during the staff meeting, referencing his dissatisfaction with the professional review process, "Makes me start wanting to bring a gun to work . . . not that I would but I understand why people do." He says, "[REDACTED] doesn't like me very much, and I don't like her."

#### [REDACTED] Staff Meeting

Timothy makes another reference to both guns and to his dislike [REDACTED] was looking at the [REDACTED], trying to figure out who is who's boss. Timothy says, "I'll bring a gun . . ." and [REDACTED] said, "Don't say assault rifle," to which Timothy responds, "I should say 'antique rifle'." He also includes another derogatory [REDACTED] reference, "She would say, 'Screw you,' but of course she would never use that word . . . but I would."

#### [REDACTED] Staff Meeting

I was asking for clarification about [REDACTED] and he barked in a horrible, bully tone of voice, "Don't look at her [REDACTED] Look at me!" I responded with, "What?" Timothy said, "You are looking at her! I WILL provide you [REDACTED]" The room went silent and everyone was in shock. I felt demeaned and humiliated, which of course was his intention.

Received an email later that evening (see attached). Not an apology for his abhorrent behavior in the staff meeting, but a rationalization. He humiliated me in a staff meeting in front of my colleagues, and addressed it only with a late night email to me? Anyone who was present at this staff meeting can testify that Timothy did not, "Sort of jump on" me. **He angrily shouted orders at me as if I were a misbehaving dog.**

#### [REDACTED] Tuition Waiver Request

I applied for acceptance into [REDACTED] I intentionally did not ask Timothy Mullin to write a letter of recommendation, because I feared he might try to sabotage my efforts. I contacted several other mentors and colleagues and received many wonderful letters, emails and calls offering encouragement and support. On [REDACTED] I filled out [REDACTED] [REDACTED] and sent it to Timothy for his signature with an accompanying email. No response. Followed up with an email dated [REDACTED] inquiry about the form. No response. Sent a third email [REDACTED] stating that I had to pay the bill soon and what was the status of the form??!!

Timothy's response,

*Sorry...I believe I did...and whatever was screeching for my attention drew me away, believing I'd come back to that.... I'll get it done.*

This is not an anomaly, but his standard operating procedure. It is all part of a sort of a passive aggressive dance that he does to mess with female subordinates.

#### [REDACTED] A Typical Interaction

I was standing in Timothy's office trying to get answers to brief [REDACTED] questions, and only needed three minutes of his undivided attention. He answered his ringing cell phone as he typically does when I am standing in front of him—no matter how brief the meeting. He had a lengthy

conversation with the person on the other end. He often ignores his cell phone in other situations when it suits him; however, he rarely gives his female subordinates his full attention when we have asked to meet with him. Message conveyed: you are not worth 5 to 10 minutes of my undivided attention. I cannot begin to count the number of times I have met briefly with him and he has answered his cell phone, with me standing in front of him just trying to get some simple logistical question answered. The calls he is receiving are never critical or pressing. It is all just a power play.

#### ██████ Presentation ██████

██████ called a meeting for all the ██████. She discussed Timothy stepping ██████. The meeting lasted less than 30 minutes, with 10 minutes additional for questions. Timothy sat directly behind me. ██████. The whole time of ██████ presentation, Timothy made comments and groused to ██████. I distinctly heard him say, "God . . ." with the exasperated tone of voice, as in God I can't believe I have to listen ██████. I heard him making asides to ██████ six separate times while ██████ was speaking. He was very disrespectful, acting like some sort of disgruntled frat boy instead of a professional and ██████.

#### ██████ Performance Appraisal Subversion

I evaluated ██████ as I do each year. ██████ is an outstanding employee; a true asset ██████. I forward the completed performance appraisal on to Timothy. I have email documentation of Timothy instructing me to change (lower) my evaluation ██████. I refused.

As ██████, I object to Timothy Mullin's subversion of my evaluation ██████. It is more of Timothy's wholesale misogyny; ██████ doesn't "understand" how to effectively evaluate ██████. I have a ██████.

██████ and yet somehow, according to Timothy, I just don't "understand" how the WKU performance appraisal system "works."

#### ██████ Performance Appraisal Subversion Continued

I received notice that ██████ performance appraisal has not been received by WKU Human Resources. I emailed HR back that it was sent to Timothy, and I did not know why he had not forwarded it on.

His emailed response:

*Yes... you did... and I sent it back to you asking that you re-evaluate ██████. Because, as I explained at ██████.... No one can get all "3"s...that would suggest that they walk on water.... and even though ██████ is an outstanding employee... giving her all "3"s suggest that she has no room for growth, that she is performing miracles. I was waiting for you to send the revised performance evaluation as asked. I will forward the one you sent on Jan. 28...and make notes that this was not done correctly*

This is not the first time Timothy has interfered in evaluative process between supervisors and staff at [REDACTED]. I objected to his assertion, "this was not done correctly," and would not roll over for his "notes" on an evaluation I prepared.

#### [REDACTED] Performance Appraisal Subversion Continued

I emailed [REDACTED] Glisson, as his office is in charge of the collection of WKU Performance Appraisals, requesting a meeting for me [REDACTED], without Timothy, to discuss his subversion of my role as her supervisor. No response of any kind to either email.

#### [REDACTED] Performance Appraisal Subversion Continued

Requested and received an appointment to meet with [REDACTED] to discuss problems with Timothy's interference in evaluation process.

#### [REDACTED] Performance Appraisal Subversion Continued

[REDACTED] I both met with [REDACTED]. He conveyed to us that occasionally WKU [REDACTED] [REDACTED] such as Timothy, who for some reason, felt no one deserved 3s under any circumstances . . . "no room to improve." [REDACTED] advised us to just sort of stand down. Unless one was talking about 1s on evaluations that the difference between all 2s or all 3s was a non-issue from the institution's standpoint. He intimated he was aware that our experience with Timothy was not uncommon.

#### [REDACTED] Meeting

Timothy continued his pattern of serial misogyny in staff meetings. Present were [REDACTED] [REDACTED] were late arrivals due to other commitments.

When it was [REDACTED] turn as we went around the table she asked about [REDACTED] [REDACTED] Timothy talked and then [REDACTED] talked and then the condescending, angry switch was flipped, "I am just explaining this . . . if I may!" Timothy frequently feels the need to **angrily EXPLAIN** work related topics in a condescending tone to his female faculty and staff.

When it was my turn going around the table, I asked about [REDACTED] the day before. What did they do? Did [REDACTED] decide on [REDACTED] etc. I asked about minutes from [REDACTED] and was treated to a lengthy lecture about [REDACTED] [REDACTED]. After much verbiage, Timothy finally declared they [REDACTED] could share them with us [REDACTED] if they wished. There was discussion between [REDACTED] myself about the possibility of us [REDACTED] being provided just simple, brief bullet points in lieu of minutes- decisions made [REDACTED] are prohibited by Timothy from attending [REDACTED] [REDACTED] etc. and we often feel out of the loop when it comes to what is going on in our workplace.

At this point, Timothy became very tense/ angry and said, "That is my role! To tell you (the group) about what [REDACTED] does!" I cannot begin to convey how angry and condescending his tone was. At one



point, he flipped open his portfolio, read a couple of short items and said to me, "There are YOUR bullet points."

After he went on for a while, again angrily EXPLAINING the way the world works, and conveying to me just how wrong headed I was to even suggest such a thing, the s[REDACTED] seated around the table were completely silent. He has achieved his goal- which is frequently to verbally bully his female faculty & staff into silence.

Another of his favored tactics with females is "gaslighting," often by perception blaming. I have heard him gaslight in various forms at so many staff meetings, I have literally lost count. Just one recent example from a staff meeting two weeks ago when I asked a follow up question concerning [REDACTED] Timothy's response, "I thought I explained that already . . ." followed by his overwhelming and complete exasperation at my simple question. Message: you are delusional; your perceptions are wrong. It is a deliberate psychological tactic he uses repeatedly to make women doubt their gut instincts of what is going on.

#### **[REDACTED] Email from Timothy**

All of us received a lengthy email from Timothy (see attached). In the 7th paragraph he states in reference to [REDACTED] "the possibility exists that, if you no longer wish to be part of [REDACTED], you may request to be transferred to another position [REDACTED], since you are [REDACTED] [REDACTED] I am the [REDACTED] I were the only ones present at [REDACTED] meeting. When have any of us expressed that we do not want to be part of [REDACTED]? Are we not considered "team players" because we ask questions? Who is this comment directed to? Me? [REDACTED] Timothy made the comment to [REDACTED] recently that he could reassign staff duties in any way he chose, and he wished he could reassign [REDACTED], but due to university policy he couldn't.

Timothy's contempt for us [REDACTED] is clear. In the preceding paragraph he states clearly that he evaluates our job performance. In the seventh paragraph he states that we could go to another department "if you no longer wish to be part of [REDACTED]." I have been part [REDACTED] [REDACTED], receiving several awards [REDACTED] [REDACTED] Why would my boss suggest the possibility of me going to another department?

How can the [REDACTED] [REDACTED] Timothy succeed in our careers at WKU when our boss suggests in mass emails that we might wish to transfer to another department? We none have [REDACTED] or the offer of escaping from Timothy might be enticing. In fact, [REDACTED] [REDACTED] retired before they would have preferred, simply because they were sick and tired of the way they were treated by Timothy.

#### **Conclusion**

Timothy can be charming and gregarious to outsiders. He can also often be toxic and bullying to the women who have to work for him daily.

Timothy has created a hostile work environment through his misogynistic behavior. Female faculty and staff cannot ask simple questions or solicit information about their work in staff meetings without risking being verbally abused by Timothy.

Both [REDACTED] I have had Timothy wrongfully and repeatedly insert himself into our jobs. [REDACTED] and Timothy frequently shoves her to the side to “take over” some aspect of her job. Not that she is not capable or competent; Timothy just does this to female subordinates. It goes beyond micromanaging into interfering in the daily execution of our responsibilities. I am [REDACTED] and I cannot count the times he has hijacked various components of my job.

Once Timothy is aware of my complaint, my “whistle blowing,” I will be punished in some way. I know university policy prohibits, but I’ve been down this road before with Timothy. He will find a way to retaliate. However, I have no intention of suffering in silence in overtly demeaning sexist staff meetings and will continue to aggressively pursue solutions, both within and outside of WKU, on behalf of myself and my [REDACTED] colleagues—we are done.

I have no doubt Timothy will continue to “gaslight” such complaints as some form of oversensitivity in a desperate effort to minimize his serial sexist behavior. Frequently in emails and in conversation Timothy states, “I have to be the voice of reason on this . . .” Nice to know that as a male he has a capacity for rationality that his female subordinates lack due to biology. I and others are at a point where we have had enough and call on WKU to remedy the situation—we are done.

Female faculty and staff having to continuously deal with Timothy, and the emotional stress that he creates results in untold loss of work hours and dramatically lowers our collective work productivity. In addition, most of the female faculty and staff (present and retired) have their own “Timothy files” consisting of a variety of documentation attesting to his sexist, pervasive unprofessionalism.

I am an accomplished seasoned female professional. I have worked in a variety of fields over the course of a lifetime. I have NEVER experienced anything even remotely like the demoralizing corrosive way Timothy interacts with his female faculty and staff. If I could have been provided a magic mirror in [REDACTED] that allowed me to see what working with Timothy would be like, I would have NEVER accepted the position- nor would any woman.

This list is not comprehensive, but merely a sampling of Timothy’s pattern of sexism in the workplace. There are women in the WKU community, and the public that Timothy has yelled at, and/or attempted to subjugate. These women are not comfortable coming forward to WKU because they feel, “They aren’t really going to do anything . . .” I am confident if WKU does not remove Timothy from any [REDACTED] more women will come forward, perhaps in a courtroom.

This is not some personality conflict. There are [REDACTED] who firmly believe Timothy Mullin should be removed from [REDACTED] at WKU.

The problem is not a singular complaint, or a singular subordinate but serial, prolonged misogynistic fueled unprofessionalism. I have no interest in meeting with Timothy to “try and work out the problem.” I and the women who work [REDACTED] past, present and future are not the problem. Timothy is the problem.

Female faculty and staff having to continuously deal with Timothy, and the emotional stress that he creates results in untold loss of work hours and dramatically lowers our collective work productivity.

This is not a personality conflict. There are [REDACTED] who firmly believe Timothy Mullin should be removed from [REDACTED] at WKU.

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## Introduction/Overview

Timothy Mullin has engaged in serial sexual harassment of young male student workers for years. Several faculty and staff members in the building can testify to something sexually inappropriate they have heard Timothy say to male student workers, and male [REDACTED] since September, 2007.

[REDACTED] filed complaints against Timothy in September, 2007. From what I understood, Huda Melky and [REDACTED] issued a formal warning in writing about his behavior toward male student workers. They also instructed Timothy not to be alone with male student workers, which he appeared to observe from late September, 2007 until January, 2008.

Both [REDACTED] quit soon after (Timothy would [REDACTED] [REDACTED], and Timothy treated [REDACTED] with contempt until [REDACTED].

In December of 2007, Timothy reorganized [REDACTED]. [REDACTED] Beginning in 2008, Timothy hired [REDACTED] each semester [REDACTED] and they worked for him alone. He took them out to lunch. They hung out in his office draped over furniture, in the floor. He treated them like his peers. Part of his "hiring process" seemed to be who would put up with his sexually charged comments.

[REDACTED] have been watching since 2007, and Timothy continues to say inappropriate things to [REDACTED] and [REDACTED]. He has created a sexually charged work place for [REDACTED]. Faculty in other departments have picked up on his behavior and warned their male students not to be alone with him.

### Inappropriate fraternization with male student workers

- Allowing them to drink while *on the clock* [REDACTED] attached email response when [REDACTED] objected
- Providing numerous [REDACTED] to student workers [REDACTED]
- Timothy purchased wine [REDACTED] supposedly for [REDACTED]. It became clear to [REDACTED] that [REDACTED] was primarily for Timothy [REDACTED]. At each [REDACTED] Timothy and [REDACTED] would consume 4 to 6 glasses of wine each. The [REDACTED] [REDACTED], but encouraged by Timothy to "drink up." [REDACTED]

██████ became aware of the practice and Timothy announced that he would no longer "be donating wine" ██████

- Hosting tailgate parties on ██████ and after hours parties
- Having movie watching parties ██████
- Because he treats them as "peers or friends" he allows them to be late to work, or just not show up at all on the weekends- ██████. He never disciplines them, or trains them for that matter.
- Gives them responsibilities for which they are untrained: ██████
- He has spent hours ██████ seated next to certain ██████

## Timeline

### SEXUAL HARRASSMENT/ SEXUALLY INAPPROPRIATE REMARKS

*\* Numerous instances from ██████ WKU's EOO provided with documentation of multiple observed instances of male student harrassment. ██████ filed complaints against Timothy in ██████*

2006-2007

As part of my duties ██████, I was the r ██████  
I ██████ I was disturbed by the serial sexual harassment I observed by Timothy toward ██████ and began documenting instances.

8/31/07 As the ██████, I had brought up at a ██████ about the high turnover rate, negative comments on the ██████ exit interviews, etc. One of many things I suggested to those present both verbally and on a handout, "Watch what comes out of your mouth around them ██████ The law says they are entitled to work in an environment where they are not made to feel uncomfortable." Timothy was absolutely enraged and yelled at me during ██████ meeting.

9/4/07

I took a typed report to the EOO of instances of sexual harassment of male student workers. Huda Melky was out of the office, but contacted me later that day. She said she needed the students to come talk to her.

████████████████████ filed "informal" complaints. ██████ told me later he wanted to file a formal complaint, and thought that was what he had done (?).

9/10/07

█████ returned to ████████████████████ and met Timothy in the stairwell. It had been raining outside and Timothy said, "You are all wet" and reached out to touch his chest. ██████ had to move back to prevent Timothy from touching him and ██████ quickly wet down the stairwell. ██████ relayed this to me, ████████████████████ late September 11<sup>th</sup>. ████████████████████ when Timothy first began harassing him.

9/13/07

I requested and received a meeting with Huda, after ████████████████████ filed complaints, and after I received news of the latest incident with ██████ in the stairwell. I was thinking that we (myself and the WKU administration) had to get Timothy away from ████████████████████

When I arrived, I found ████████████████████ also was included in the meeting. I relayed the latest incident with ██████. I was told that they had met with Timothy ████████████████████ on 9/11/07. They had showed Timothy the complaints and "put him on notice." They suggested that Timothy not be alone with ████████████████████

They both said they had taken their cue from the ████████████████████ and what they wanted done. My take was that the ████████████████████ wanted Timothy fired and/or removed from the ████████████████████. All ██████ expressed that wish to me before filing their complaints and afterwards.

I listened to ████████████████████ talk at length about diversity in the workplace. ████████████████████ seemed to think that these ████████████████████ might have misinterpreted Timothy's actions. I was incredulous and very upset.

Timothy ████████████████████

As part of ████████████████████ duties, I was ████████████████████ and ████████████████████

Immediately after students filed complaints, Timothy inserted himself into both areas.

See email dated 9/14/07 and my response, and Timothy's response 9/17/07. Timothy wanted to keep ████████████████████ out of the ████████████████████ ████████████████████ WKU, where ████████████████████. ██████ needed ████████████████████ for ████████████████████. I had him ████████████████████. I was the ████████████████████, all I heard prior from Timothy was the mantra, "██████████████████."

Same email talked about being more involved in the hiring and if necessary firing of students. Up until the harassment complaints, this was my sole responsibility. Timothy did not care who I hired. Prior to the filing of the three complaints, when I wanted to fire a female student for repeated lateness Timothy's response, "Do what you want. They [REDACTED] are your responsibility." He could have cared less. Now that [REDACTED] fired complaints against him, he was going to micromanage who I hire.

See email 10/3/07. Timothy notified me that he was making changes in how we select students and that he was going to be part of the interview process.

See email 10/04/07. Timothy notified everyone that he would be "making the choice of who I hire to work [REDACTED] He stated [REDACTED] will be divided up. Some will work in [REDACTED] [REDACTED] would no longer rotate their duties. This effectively cut off my relationship with students in the building, other than the ones who worked [REDACTED].

See email 10/04/07. Timothy was still fixated [REDACTED] being in the building. At this point, both [REDACTED] due to Timothy. Although [REDACTED] had every right to be in a public building as [REDACTED] WKU's campus, Timothy simply couldn't stand it.

Beginning in 2008, each semester Timothy had his own group of [REDACTED] employees that he hired and worked with. The rest of us [REDACTED] had little contact with his students.

1/17/08 [REDACTED] relayed the story of how [REDACTED] [REDACTED] was told by Timothy, "I want a foot massage." [REDACTED] thought Timothy was "joking" and ignored him but Timothy said pointedly to one student, "No, seriously, I'll give you more money if you give me a foot massage." Student said it made him uncomfortable.

See email 11/18/2009. [REDACTED] expressed her concern over Timothy's [REDACTED] on the clock drinking. See Timothy's response. Timothy's relationship with his [REDACTED] [REDACTED] was one of fraternization and friendship- not professional supervisor. His defense in the email was that they were [REDACTED]. Were they? Who knows? One would have to pull up their birthdays from TopNet and subtract from the incident that [REDACTED] referenced.

8/14/12 9:10AM

Timothy screamed, "Christ Almighty!" outside [REDACTED] yelling at [REDACTED] [REDACTED]. He yelled at the top of his lungs, "We are in the middle of a disaster.

Why the FUCK is he ( [REDACTED] standing [REDACTED] [REDACTED]?" Timothy was yelling at the top of his lungs "Fuck" in [REDACTED] [REDACTED]. He was frustrated by the [REDACTED] and is taking that frustration out on verbally abusing his [REDACTED].

12/1/12 12:00PM [REDACTED]

Timothy, [REDACTED] I were i [REDACTED]. [REDACTED] walked in. I and [REDACTED] chat and [REDACTED], "I smell like cinnamon, or at least my hands do," at which point Timothy grabbed [REDACTED] and says, "I want to smell your hand," and proceeds to hold and smell. [REDACTED] was appalled and in shock and makes a point of saying, "[REDACTED]... " Not the first time Timothy has been witnessed "hitting" on a [REDACTED].

Habitual flirting/hanging out [REDACTED] while [REDACTED]. This at times had been so commonplace as to become a bad joke amongst faculty and staff in the building. Someone would inquire as to Timothy's whereabouts and the response was, "Oh, so-in-so is [REDACTED], so Timothy is down there in his lap."

His constant presence when certain young men were on duty [REDACTED] led to myself and [REDACTED] briefly keeping a running "tab" of his presence fall of 2012 , until we both got worn down with his near constant lechery. Why would Timothy have the free time or the inclination to "hang out" chatting FOR HOURS with [REDACTED] is the question? Certain male employees could be seen standing [REDACTED] instead of the customary sitting in an effort to establish some personal space from themselves and Timothy.

1/28/2013 -12:50 Reported by [REDACTED] Timothy [REDACTED] showing [REDACTED] and Timothy said, "Isn't that beautiful it almost makes be hard in my pants."

*Example of one entry from mine [REDACTED] log*

1/31/13 - 12:50 Timothy was right behind t [REDACTED] Practically on top of him. Student was sitting and looking at laptop. Timothy talking on his phone standing over him. Came back through [REDACTED] at 1:45 and he was still there flirting with student.

2/1/13 - 3 PM [REDACTED], in [REDACTED] [REDACTED] Timothy approached and began asking about book and said, "Can you believe how awful book is?" "We'll put a match to it." [REDACTED] couldn't [REDACTED] because Timothy wouldn't leave him alone, wanted to talk. [REDACTED] had to leave [REDACTED] and told [REDACTED] he'd have to go back, "When Timothy was not around."



4/5/13 10 AM [REDACTED] present when Timothy said to [REDACTED] graduate student [REDACTED] your hair is so beautiful it makes me want to touch it." [REDACTED] was on hold on the phone and was absolutely appalled by the Timothy's lechery and [REDACTED] obvious distress over the remark. \* The student's name is intentionally withheld.

A version of the above scenario with the same young man was repeated in June, 2014 in the presence of [REDACTED] and others at [REDACTED] When [REDACTED] left the room, Timothy said to all present, " [REDACTED]'s hair is just so beautiful, I want to touch it."

\*The young man's name is withheld because he is familiar with what happened with Timothy and [REDACTED] subsequent to their complaints in 2007, and he is [REDACTED] Timothy [REDACTED] Without Timothy's efforts on his behalf, [REDACTED]

Retreat [REDACTED] led by [REDACTED] [REDACTED]. [REDACTED] said he had been asked (never identified who asked) to do a session on " [REDACTED] Timothy, who was/is the source of the conflict [REDACTED], was at first defensive and then defiant. Said he had requested a session on "team building" not [REDACTED]"

As [REDACTED] was reading aloud from his [REDACTED] and got to "Sexual Harassment" he asked the group if that was a problem. You could have heard a pin drop. No one would say anything because everyone in that room had witnessed Timothy sexually harassing students both prior to 2007 and since. Everyone was also aware that the university knows Timothy sexually harasses students and despite written policy, in reality no real measures have been taken to stop him.

[REDACTED] inquired again if sexual harassment was a problem. Silence. Then [REDACTED] said, "Yes, it has occurred [REDACTED]" And then [REDACTED] said, "I have seen inappropriate behavior." But then the matter was just dropped. I assume [REDACTED] [REDACTED]. In the course of that official WKU faculty and staff retreat, the facilitator finds out that sexual harassment has gone on in the building and nothing is done about it? The subject is just dropped? And there is no follow up on the part of the university?

5/20/13 During work [REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED] Both men were shocked and appalled.

5/28/13 Timothy remarked in [REDACTED] in reference to discussion [REDACTED] [REDACTED] with perhaps monetary assistance [REDACTED] [REDACTED]..." Timothy implied

in a [REDACTED]  
[REDACTED]  
[REDACTED] Both men were told of the remark by people present at the staff meeting, and both were shocked and appalled.

**Incidents that have taken place since 2008, but I do not know the dates, and other faculty, staff and former students can speak to more fully:**

After hours movie watching parties [REDACTED] for Timothy and several of the [REDACTED] They had beer and snacks. [REDACTED] was present and I think [REDACTED] I heard about it the following Monday. There was also an afterhours party one year for Timothy's [REDACTED] [REDACTED] The rumor we all heard the next day was that Timothy attended in his [REDACTED] [REDACTED] can speak to more fully. They both saw the evidence the next day—mini fridge, beer bottles, etc. Also, several instances during the work day with students [REDACTED] watching movies. Sometimes Timothy would be with them- sometimes not.

Parties in and around [REDACTED] for Timothy and [REDACTED] [REDACTED] One instance [REDACTED] can speak more fully to. [REDACTED] Timothy [REDACTED] were [REDACTED] Individuals from [REDACTED] to complain a [REDACTED] showed up and some type of verbal altercation ensued between him and the boys . . . or with Timothy . . . or both. [REDACTED] can also speak to the incident. I believe I remember hearing about the campus cops getting involved in some way.

One instance [REDACTED] was working on a Saturday [REDACTED] She saw Timothy standing [REDACTED] saw [REDACTED] coming down the sidewalk. Timothy went [REDACTED] and said something [REDACTED]. They scrambled away. [REDACTED] came inside; she thought to see the [REDACTED] After [REDACTED] left, boys returned to their partying [REDACTED] can speak more fully to.

Drinking by Timothy's [REDACTED] [REDACTED] Multiple faculty and staff members can attest that this was not just a couple of social drinks. Timothy and [REDACTED] were engaged in power drinking- often consuming anywhere from 4-6 glasses of wine or bottles of beer each.

At the [REDACTED] Timothy was on the microphone [REDACTED] [REDACTED] and made some inappropriate sexual reference to [REDACTED] [REDACTED] Several in attendance gasped. [REDACTED] [REDACTED]

\_\_\_\_\_ could discuss more fully. I was not there, but heard about it the following Monday. \_\_\_\_\_ something along those lines. I remember people talking about it the following Monday and just being appalled.

Timothy himself often drank to excess at many of these events. \_\_\_\_\_ described an incident after \_\_\_\_\_ in which she encountered Timothy visibly drunk \_\_\_\_\_. She was upset that he was getting into his car and the position she found herself in -- she related feelings of anxiety and helplessness.

Use of \_\_\_\_\_ by \_\_\_\_\_ for personal use. He allowed \_\_\_\_\_ to use \_\_\_\_\_ for a \_\_\_\_\_ that one or both \_\_\_\_\_ were making.

\_\_\_\_\_ could provide information to the whole Timothy \_\_\_\_\_ needed to go up to \_\_\_\_\_ thought as \_\_\_\_\_ she would be going with Timothy \_\_\_\_\_ Shortly before the trip, she found out that she wasn't going and that Timothy was taking \_\_\_\_\_

Timothy drove \_\_\_\_\_ Timothy drove \_\_\_\_\_ They drove the \_\_\_\_\_ Do not know if Timothy drove his car, a rental car or \_\_\_\_\_ as full time \_\_\_\_\_ would have been the logical choice to accompany Timothy.

Timothy hosts \_\_\_\_\_ with \_\_\_\_\_ He sent an email to the faculty and staff talking about the damage and what had gotten broken in \_\_\_\_\_

Timothy's behavior toward \_\_\_\_\_ can relate the story of Timothy's inappropriate behavior.

## **Conclusion**

Timothy Mullin is a lawsuit against WKU simply waiting to happen. If he remains employed by the university it is simply a question of *when*. If his serial sexual harassment of male students becomes public knowledge, it will result in irreparable harm to WKU's reputation with students, parents and the community at large.

His serial sexual harassment of [REDACTED] harms the victims, and has caused me extreme emotional and physical stress resulting in anxiety, loss of sleep and decreased professional productivity. I am confident that has taken a toll on other faculty and staff as well.

**Melky, Huda**

---

**From:** [REDACTED]  
**Sent:** [REDACTED] 2:11 PM  
**To:** [REDACTED]  
**Subject:** [REDACTED]

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

Ms.Melky,

I am writing in response to your request for information regarding [REDACTED]. I apologize for the lateness of my response, I have been on vacation with little internet access.

I have on several occasions been witness to behavior by Timothy Mullen that is sexist and belittling to female employees. Timothy has created a hostile work environment that is evidenced in [REDACTED] we are required to attend. Timothy conducts [REDACTED] in a manner that is hateful and mean spirited towards several of the female staff and faculty. I have documented these events so please contact me if you need further information. I do not have phone service currently so you should use email . [REDACTED]

**Miller, Richard**

---

**From:** Mullin, Timothy  
**Sent:** [REDACTED] 3:34 PM  
**To:** [REDACTED]  
**Cc:** [REDACTED]  
**Subject:** [REDACTED]

[REDACTED]

It is with regret that I inform you of my intention of retiring [REDACTED]

In the [REDACTED]s I served as [REDACTED] I dragged [REDACTED]  
[REDACTED]  
[REDACTED] and created income streams where there had been none. And after [REDACTED]  
[REDACTED].

Of course it was often difficult. Faculty and staff who had spent [REDACTED] comfortably coasting with no vision, no leader, and few demands, did all they could to undermine any sense of teamwork, often with behavior that would have gotten them dismissed in [REDACTED]. It is this negative, hateful behavior that has brought me to the conclusion that someone else should be given the chance to get [REDACTED] moving in a positive direction.

In my [REDACTED] this has been the most difficult assignment I've faced.

[REDACTED]

Timothy J. Mullin  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

## Melky, Huda

---

**From:** [REDACTED]  
**Sent:** Monday, July 28, 2014 12:53 PM  
**To:** Melky, Huda  
**Subject:** RE: Timothy Mullin

I understand...if [REDACTED] approaches me again and wants to discuss anything, I'll stop him.  
Thanks.

---

**From:** Melky, Huda  
**Sent:** Saturday, July 26, 2014 6:07 PM  
**To:** [REDACTED]  
**Cc:** Hayes, Joshua  
**Subject:** Re: Timothy Mullin

[REDACTED]

I appreciate the info. I am in a middle of investigation , it is best not to talk with anyone in reference to this case. Please stay out of any discussion with [REDACTED] or anyone else.  
I will call if I need to speak with you.  
Huda

Sent Fromm my iPhone

On Jul 26, 2014, at 5:51 PM, "[REDACTED]" wrote:

Huda,

I thought you needed to know about something that happened [REDACTED].

When I got to work [REDACTED] [REDACTED] was manning the [REDACTED]. As I took over [REDACTED] for the afternoon, [REDACTED] said he was going to take a smoke break before he started on his afternoon jobs...there is a designated smoking area [REDACTED] and that's where he went. A few minutes later, [REDACTED] Timothy walked up [REDACTED], as i was looking out. When he saw [REDACTED] outside, Timothy walked right over and starting talking with him...guess they stood outside talking for about 10-15 minutes.

Timothy then walked [REDACTED] and continued on through that [REDACTED]...on his way [REDACTED] to his office, I assumed. [REDACTED] then comes [REDACTED] a couple of minutes later and said that he had something to tell me, but he wanted to make sure timothy wasn't around, so he'd tell me later.

About an hour and a half later [REDACTED] came back [REDACTED] and told me that, earlier, Timothy had confided to him that he (Timothy) had just come from a meeting with "Huda", and had been asked why he had [REDACTED] and that [REDACTED] should expect a call from Huda.

[REDACTED] said he wasn't really sure why Timothy had told him all of this, and that he really didn't know who "Huda" was.

He added that, of course, he would answer any questions asked of him (by anyone) honestly.

I also wanted to add something else...if I remember correctly, Timothy approached [REDACTED] just before he was [REDACTED] and offered the [REDACTED] so he could

do that while he waited to hear [REDACTED] When Timothy [REDACTED] to [REDACTED] he moved [REDACTED] and after that was completed, [REDACTED] had nothing to do. Timothy then decided that [REDACTED], and one day last week, timothy even took [REDACTED] [REDACTED] even told me that Timothy told him that he could work whatever hours he wanted...he could [REDACTED]

Anyway, I wanted to e-mail you about this yesterday, but since I no longer have my own office and computer, it's hard to compose any personal e-mails. And...I apologize for not calling you back a couple of weeks ago, but it's near impossible to make personal calls...[REDACTED] so I have no privacy for phone calls or e-mails. If you need to talk with me just shoot me an e-mail or call [REDACTED]...I'm always there [REDACTED] is very leniant about letting me off for whatever, so if you ever need to schedule a meeting with me, the mornings would be best.

Thanks,

[REDACTED]



**Melky, Huda**

---

**From:** [REDACTED]  
**Sent:** Friday, August 01, 2014 1:35 PM  
**To:** Melky, Huda  
**Subject:** [REDACTED]

FYI

---

**From:** [REDACTED]  
**Sent:** Friday, August 01, 2014 1:13 PM  
**To:** Mullin, Timothy  
**Cc:** [REDACTED]  
**Subject:** [REDACTED]

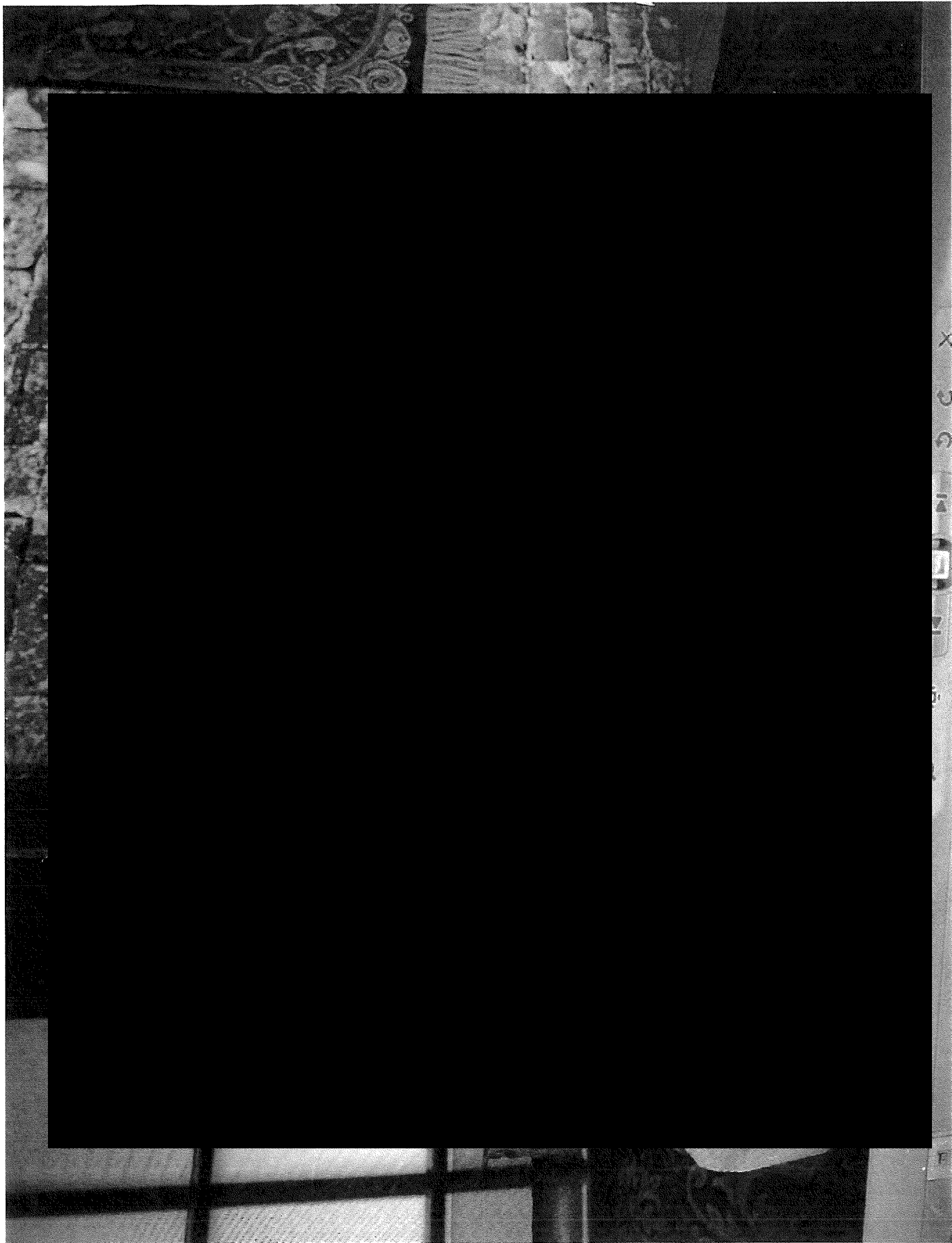
Tim,

Thank you for your [REDACTED] in which you informed me of your [REDACTED]. Since you informed me that the earliest you [REDACTED], from a planning standpoint that date would be acceptable.

Assuming [REDACTED], you would be relieved of your duties [REDACTED]  
[REDACTED]. You would have [REDACTED]  
[REDACTED] during which time you would continue working [REDACTED]  
[REDACTED]. Also, you will be expected to [REDACTED]

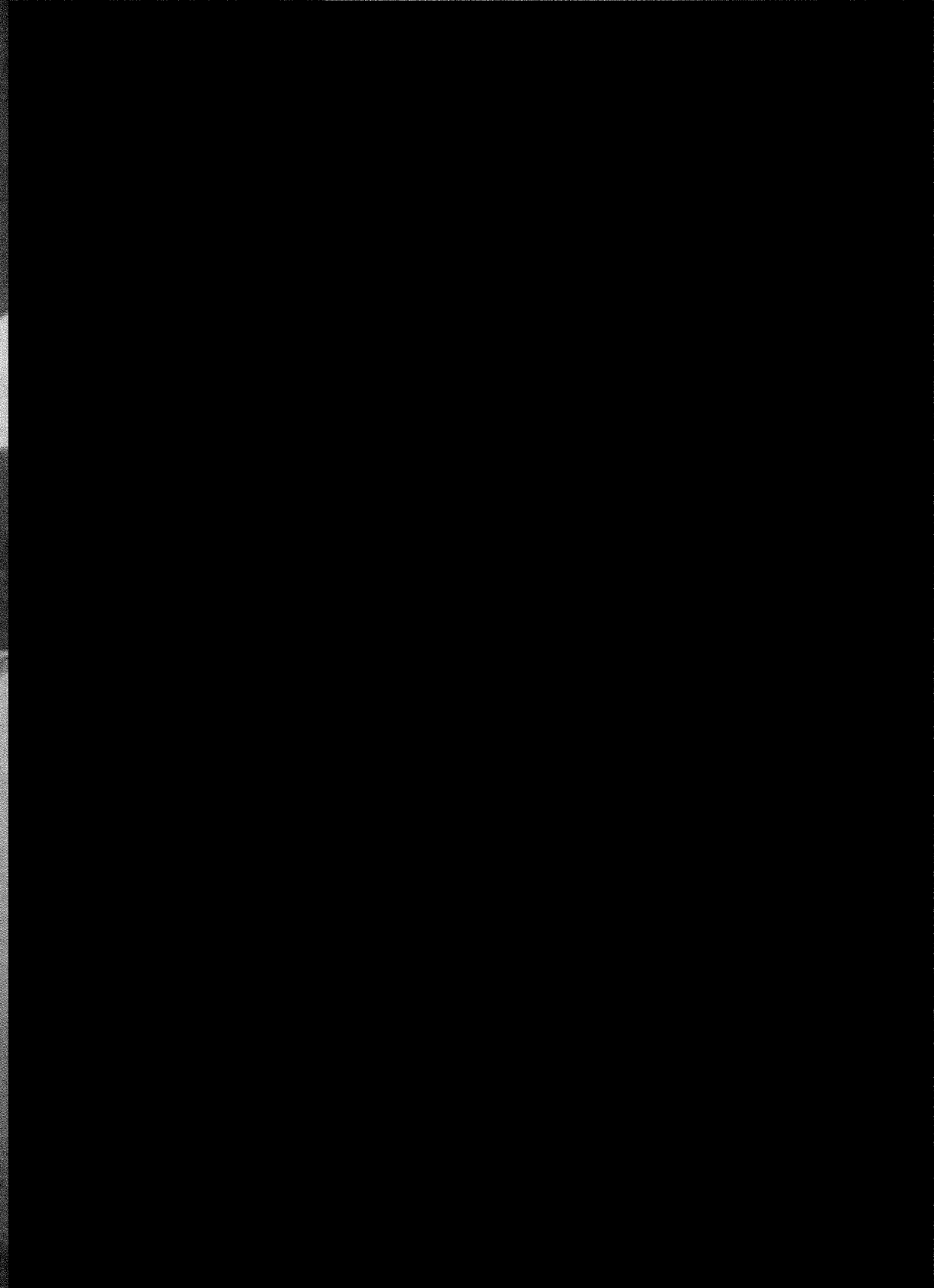
Please let me know when final preparation for [REDACTED]

Thank you,  
[REDACTED]



[REDACTED]

[REDACTED]



HUDA,

PLEASE FORGIVE THE HANDWRITTEN "REPORT"  
BUT I DON'T HAVE A PRIVATE AREA AT THE  
[REDACTED] OR HAVE A COMPUTER AT HOME  
WHERE I COULD HAVE DONE THIS AS A WORD  
DOCUMENT.

THE FOLLOWING INCIDENTS ALL HAPPENED  
AFTER [REDACTED] I HAVE NOTED APPROXIMATE  
DATES. OVER THE YEARS THERE HAVE BEEN  
NUMEROUS INSTANCES OF UNPROFESSIONAL  
BEHAVIOR AND SEXUAL INTENDOS WITH  
TIMOTHY TOWARDS [REDACTED]

Thank you,

INCIDENTS ...

[REDACTED] - [REDACTED]  
[REDACTED] with his (Timothy) group of [REDACTED]  
[REDACTED]

[REDACTED] TIMOTHY'S  
[REDACTED] INCLUDES PROVIDING SNACKS AND  
ALCOHOL (USUALLY BEER) FOR THESE STUDENTS  
- ONE PARTICULAR SAT. AFTERNOON,  
TIMOTHY AND HIS STUDENTS WERE ACTUALLY

[REDACTED] AT THE SAME TIME;  
[REDACTED] WAS TAKING PLACE

IN THE [REDACTED] OF THE [REDACTED]  
THERE WAS SO MUCH NOISE FROM TIMOTHY  
AND HIS STUDENTS THAT MEMBERS OF  
[REDACTED] STEPPED OUT  
ONTO [REDACTED] TO ASK TIMOTHY TO  
KEEP THE NOISE DOWN... THEY ALSO  
TOLD TIMOTHY THAT THEY INTENDED TO  
TAKE [REDACTED] ON [REDACTED]  
SO HE AND [REDACTED] WOULD HAVE  
TO MOVE. TIMOTHY REFUSED, SAYING  
THAT HE AND [REDACTED] WERE  
IN A [REDACTED] AND  
DID NOT HAVE TO MOVE. THE [REDACTED]  
[REDACTED] THEN CONTACTED [REDACTED]  
AND [REDACTED]  
TO CLEAR UP THE MATTER.

[REDACTED] OF [REDACTED]  
[REDACTED] TIMOTHY AND HIS GROUP OF  
[REDACTED] SPENT THE BETTER PART OF  
[REDACTED] MAKING  
THE NIGHT BEFORE [REDACTED]  
SURE [REDACTED] WAS FINISHED... [REDACTED]  
[REDACTED] OF [REDACTED] ETC. DURING  
[REDACTED] AND  
THAT EVENING, ~~THEY~~ THE [REDACTED]  
TIMOTHY WERE CONSUMING BEERS FROM THE  
[REDACTED] IN [REDACTED]  
ONE OF THE STUDENTS TOLD ME THE BEERS WERE

These  
students drank beer the entire evening  
while they [redacted]  
The [redacted] on that [redacted] came to  
me the next day to tell me about  
all the beer cans and bottles she [redacted]  
[redacted]

— Over the past several years, Timothy has  
constantly made comments to one  
particular [redacted]  
[redacted] It's usually when  
[redacted] has been working [redacted]  
[redacted] "Timothy always made  
a point to also be at [redacted]  
while [redacted] was working, usually  
[redacted] constantly chatting about different  
things. [redacted] never really participate  
in these chats until Timothy would  
say, "Maybe I could sit in your lap  
for the rest of the afternoon!" to  
which [redacted] always replied, "Tim  
[redacted]  
Timothy has also been overheard to  
say to this [redacted]

[REDACTED] ? I know ...  
we could [REDACTED] " And [REDACTED]  
always would reply, "TIMOTHY I told  
[REDACTED] "To  
which Timothy would laugh!

Timothy and his [REDACTED] were

[REDACTED]  
I walked thru [REDACTED]  
[REDACTED] And saw A [REDACTED]

[REDACTED] Climbing  
up the [REDACTED] and Timothy  
was holding [REDACTED] "spotting",  
him. But Timothy's "spotting" consisted  
of [REDACTED]

[REDACTED] ("student was [REDACTED]  
[REDACTED] and "pretending" to [REDACTED]

[REDACTED] The [REDACTED]  
was also standing there with a strange  
look on her face as Timothy did this.  
I stopped and asked "what's going on?"  
[REDACTED] turned to  
see Timothy's [REDACTED]  
[REDACTED]



— Many times, while [REDACTED]  
[REDACTED] were [REDACTED]  
at the [REDACTED] Timothy let  
them [REDACTED]  
[REDACTED] Neither [REDACTED]  
was on the official WKA vehicle driver  
List.

— Over the years, Timothy has allowed  
[REDACTED]  
while [REDACTED]  
[REDACTED] And on numerous occasions  
would send the [REDACTED]  
[REDACTED] with opened bottles of  
wine that were left over [REDACTED]

[REDACTED]  
[REDACTED] were all gathered  
[REDACTED] while Timothy gave  
them instructions concerning [REDACTED]  
[REDACTED] that would be coming  
[REDACTED] the next day to  
[REDACTED] ... Timothy referred to this  
woman as [REDACTED] making fun  
of her to this group [REDACTED]

[REDACTED] Timothy was in his office with his group of [REDACTED]

[REDACTED] Lying about on the floor and draped over chairs, (these [REDACTED] were [REDACTED] Some of them were asleep on the floor, some were on their phones.) And he was reading, aloud, ~~the~~ the online applications that had been submitted for the job of [REDACTED] (I stepped into Timothy's office to ask for his signature [REDACTED])

He was making fun of the applicants to his students! He would read an applicant's work experience out loud, then laugh and mock this person to his students!

[REDACTED] told me that [REDACTED] had

A [REDACTED] expressed concern about Timothy discussing PERSONAL info about [REDACTED] Faculty / Staff to [REDACTED]

[REDACTED] on a daily basis...

[REDACTED] (can't remember his name, but he was [REDACTED])

[REDACTED] had just started working

AS ONE OF TIMOTHY'S [REDACTED]  
AND WOULD COME HOME EACH DAY TELLING  
[REDACTED] ABOUT TIMOTHY TALKING  
TO ALL [REDACTED]  
each day about personal information  
~~THE~~ regarding [REDACTED]  
This young man could not believe  
that Timothy was telling them [REDACTED]  
[REDACTED] about who on staff  
did not get tenure and which  
Faculty voted yes or no, for example.

[REDACTED] — [REDACTED]  
[REDACTED] told me that she and  
another [REDACTED]  
were helping Timothy [REDACTED]  
[REDACTED] at [REDACTED]  
[REDACTED] when Timothy got several  
calls from [REDACTED]  
[REDACTED] regarding [REDACTED]  
[REDACTED] ... [REDACTED] told me that  
Timothy kept [REDACTED] in the  
loop of these phone calls from the other  
employee. She told me that each time  
this employee called (several times in one  
afternoon) Timothy to discuss [REDACTED]  
Timothy would tell her and the other (

Student Everything that this other employee had told him ... [REDACTED]

[REDACTED] ... NOT SURE IF HE [REDACTED] " etc

Then she said Timothy would mock this other employee to her ... making fun of him ~~to her~~ and laughing about [REDACTED] and the

Fact that this employee ended up [REDACTED] He (Timothy) kept up a running discussion about another employee's personal info & problems to [REDACTED]

[REDACTED] — Timothy was constantly taking [REDACTED] [REDACTED] with him for EVERYTHING. IF a [REDACTED] they were working on needed a [REDACTED] they would ALL stop what they were doing and [REDACTED] ... to buy [REDACTED] ... the entire group of [REDACTED] PLUS Timothy.

Also, during this summer, Timothy made several trips [REDACTED]

on [REDACTED] (to [REDACTED])  
[REDACTED] and would always  
take his group of [REDACTED]  
with him ... [REDACTED]  
[REDACTED] and he bought  
them lunch each time. These  
students were on the clock and  
these [REDACTED]  
responsibility [REDACTED] in  
the past as [REDACTED]  
[REDACTED]  
~~there~~ was a one person job.

- [REDACTED]
- On several occasions, Timothy's  
group of [REDACTED] would  
wait [REDACTED] for him after  
lunch. I worked [REDACTED]  
at [REDACTED]  
and one afternoon, the students  
were [REDACTED] and told me  
that they really didn't have any-  
thing to do that afternoon or any  
afternoon. That day, they and  
Timothy spent the afternoon  
[REDACTED]  
They were all ~~being~~ on the clock. (9)

[REDACTED] came

[REDACTED] There was [REDACTED]  
[REDACTED] That night and Timothy was manning  
[REDACTED] and I both  
stopped to tell Timothy good bye  
and while the [REDACTED] of us were  
chatting, Timothy comments on my  
[REDACTED] [REDACTED] had been

[REDACTED] saying, "Wow ... [REDACTED]"

[REDACTED] He did reach over and  
felt [REDACTED] arms and wouldn't let go,  
until I looked at Timothy and  
sternly said, "[REDACTED]"

[REDACTED] told me later that it was  
really creepy how Timothy wanted  
[REDACTED] I agreed with  
him and told him to let me know if  
anything ever happens again like  
that regarding Timothy.

[REDACTED] - During [REDACTED]

During the time [REDACTED]  
Timothy made a habit of [REDACTED]  
[REDACTED] ~~for some reason~~.

When we finally got to move  
[REDACTED]

[REDACTED] I noticed something on  
my desktop (computer) that I  
hadn't noticed before... there was  
an icon that ~~said~~ said [REDACTED]  
Thinking I had accidentally put one  
[REDACTED] here, I opened it...

It was a [REDACTED]  
of ~~a~~ a male [REDACTED] This ~~male~~  
was a picture from the waist up of  
a male [REDACTED]  
Seated in [REDACTED] The face  
of this [REDACTED] looked exactly like  
[REDACTED]

Knowing that Timothy had a [REDACTED]  
[REDACTED] I knew this was his, but  
it was really creepy to see this  
"image" of one of [REDACTED]  
[REDACTED]

One of [REDACTED]  
has (what we assume) [REDACTED]  
He's a very [REDACTED] worker, but (11)

Timothy constantly berates him. I've  
seen [REDACTED]

[REDACTED] and he cried out,  
"It upset [REDACTED] Mr. Mullin, [REDACTED]  
Timothy just laughed and laughed  
and I had to reassure [REDACTED]  
that the [REDACTED] that Mr. Mullin  
was just kidding."

Another time, [REDACTED] were helping,  
[REDACTED] Timothy clear away [REDACTED]  
behind [REDACTED] As Timothy  
handed each [REDACTED] he barked out  
an order in where it needed to go.  
The other boys paid no attention to  
Timothy's yelling ~~instructions~~, but  
[REDACTED] seemed upset. I told  
[REDACTED] that Mr. Mullin was "kiddi-"  
and [REDACTED] thank me, then said, "  
Don't like it when Mr. Mullin uses  
angry words." When I told Timothy  
later, how [REDACTED] was upset, he just  
laughed.



— In preparation for a [REDACTED]  
[REDACTED] Timothy and a few of [REDACTED]  
[REDACTED] were in  
[REDACTED] and  
[REDACTED] ... Timothy was overheard  
asking these students their ages.  
A Bit Later, these [REDACTED]  
and Timothy, walked past my  
office [REDACTED] and Timothy  
was asking one of the [REDACTED]  
"What kind of wine do you like?"  
(Wine was being served at that [REDACTED]  
[REDACTED])

④ — One of our [REDACTED]  
[REDACTED] told me that he came into work  
[REDACTED] and that  
when he arrived [REDACTED] Timothy  
was [REDACTED]. As [REDACTED] got  
settled in for the evening, Timothy  
excused himself to the rest room, but  
had left the Laptop Computer [REDACTED]  
[REDACTED] on. [REDACTED] not knowing  
Timothy had not logged out of what he'd  
been working on, sat down to the  
computer. ~~Timothy~~ THE screen was  
still showing something Timothy was

Working on [REDACTED] accidentally read  
a bit of it... it seemed to be  
a journal entry and Timothy was  
describing how awful it was going to  
be when [REDACTED]  
to [REDACTED] and how he cared for [REDACTED]  
and that he didn't know how he would  
live without him. Actually, [REDACTED] said that  
it was either a letter [REDACTED] or  
a journal entry. Very personal either way.

[REDACTED] called me on [REDACTED] to give me  
a "heads up", telling me that he had overheard  
"someone" talking about how [REDACTED]  
gonna be very happy after that meeting.

Initially [REDACTED] would not tell me who had  
said this, but then he told me that  
[REDACTED] had  
walked thru [REDACTED] talking to each other  
about me.

Weeks later, I was told (by Timothy) [REDACTED]  
that one of my [REDACTED]  
was not [REDACTED] thus I would be  
losing the [REDACTED] that allowed me to  
be a [REDACTED]

When I told Timothy (weeks later) that I'd already heard about the [REDACTED] [REDACTED] ... from a student ... I asked him why he was discussing my personal information with his students and he denied it.

— Timothy said [REDACTED] more than [REDACTED], even though other students also worked at the [REDACTED] complained that [REDACTED] got paid [REDACTED] for [REDACTED] but when either of them worked [REDACTED] they got their normal pay.

— One of [REDACTED] asked me why he ~~was~~ was not treated the same as Timothy's [REDACTED] ... he said he always was scheduled to work [REDACTED] when none of Timothy's [REDACTED] had to.

Timothy and [REDACTED] came [REDACTED] They are hanging out till it's time to go home. He had [REDACTED] in the

[REDACTED] When suddenly I hear laughing and yelling and the "F" word from [REDACTED] Afraid our [REDACTED] would hear this, I went out to [REDACTED] and told everyone to be quiet as we had [REDACTED] Timothy was the ring leader, so I told him, as well as the other students, to keep it down. Timothy just giggled.

[REDACTED] OF Timothy's [REDACTED] [REDACTED] were appointed (by Timothy) to drive [REDACTED] [REDACTED] had [REDACTED] This trip was [REDACTED] to and from, a total of [REDACTED] These [REDACTED] were never on the University's Approved Driver list.

This was yet another job that [REDACTED] usually is done [REDACTED] but Timothy has taken over every area and put his [REDACTED] working jobs that [REDACTED] are paid to do.

— For years now, ever since Timothy has been [REDACTED] he promises and gives [REDACTED] a week during the [REDACTED] and during [REDACTED]

Most of the time there's not enough work for [REDACTED] to do. One time, Timothy and I were walking to the elevator when he started laughing... seems [REDACTED] had reprimanded him for using [REDACTED]. He was not concerned at all.

— Currently, Timothy has [REDACTED] a [REDACTED] to work the [REDACTED]. When I was [REDACTED] from [REDACTED] work in [REDACTED] Timothy gave this [REDACTED] since I ~~was~~ would now be [REDACTED] in [REDACTED] in [REDACTED] (he [REDACTED] in [REDACTED] This [REDACTED] told me that Timothy has promised him the job of [REDACTED] but, until [REDACTED] that actually becomes a job, Timothy has him [REDACTED] he worked on the [REDACTED] for a few weeks, but now, there's nothing for him to do, so Timothy is having him [REDACTED] he!

paying this kid [redacted] an hour to [redacted]  
[redacted] And he's doing this to  
[redacted] kid around, just like he [redacted]  
keep this [redacted] [redacted]  
did with [redacted]

**Formal Complaint Against Timothy Mullin**

**Complainant:** [REDACTED]

**Accused:** Timothy Mullin

**Thursday, July 10, 2014**

Witness #1 – [REDACTED]

Witness #2 – [REDACTED]

Witness #3 – [REDACTED]

Witness #4 – [REDACTED]

Witness #5 – [REDACTED]

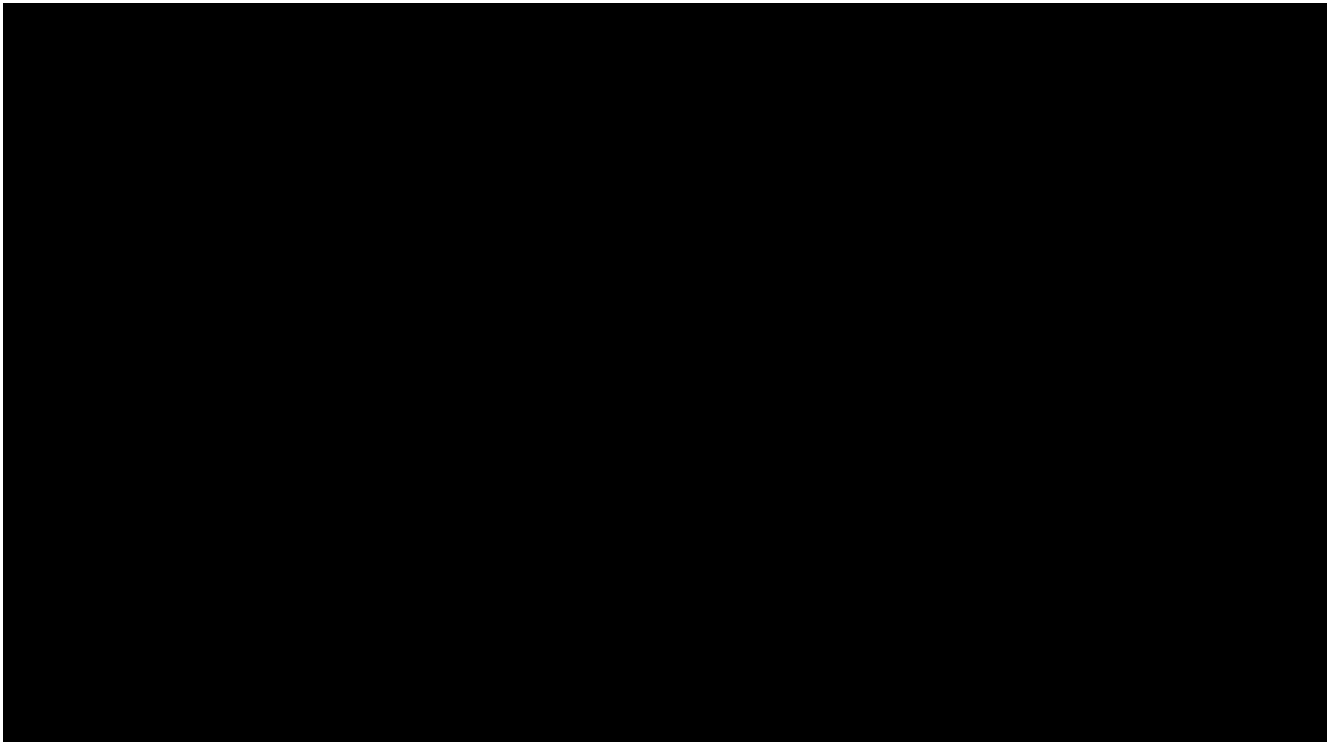
Witness #6 – [REDACTED]

Witness #7 – [REDACTED]

Witness #8 – [REDACTED]

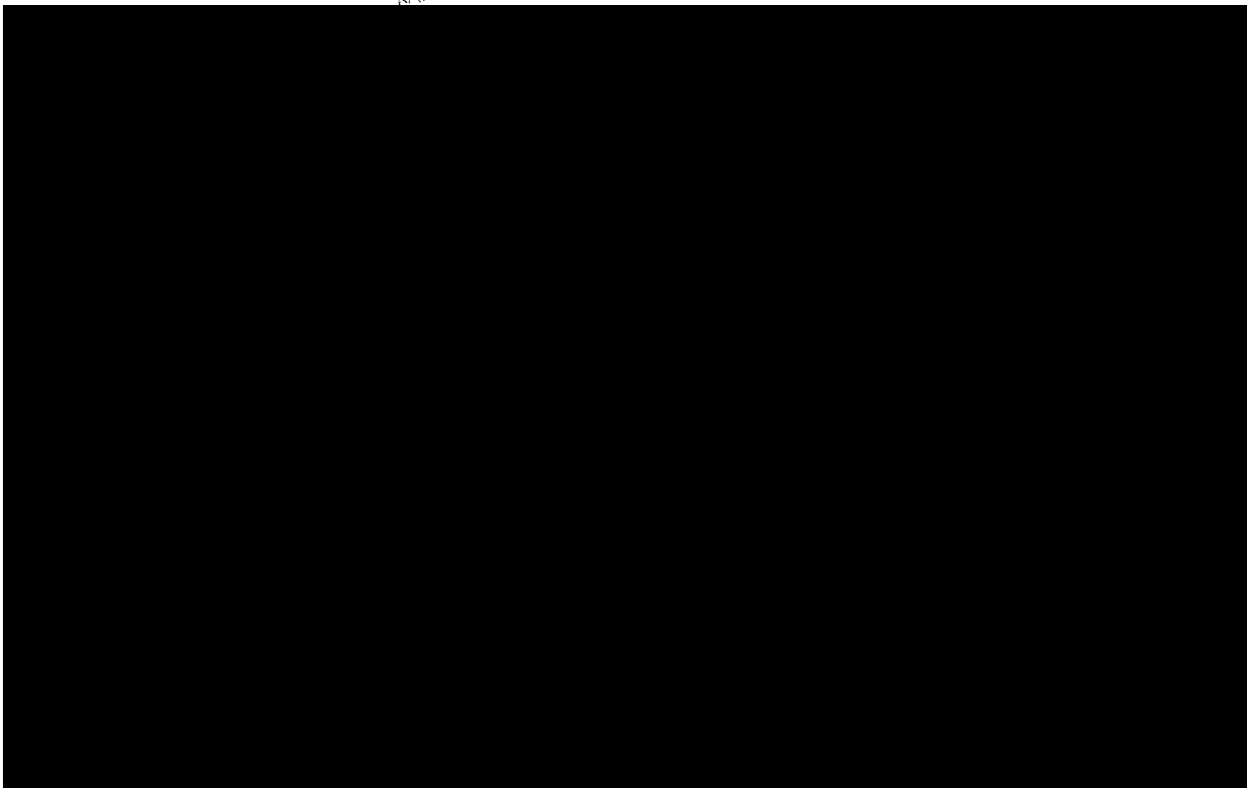
Witness #9 – [REDACTED]

**NAMES/CONTACT NUMBERS OF WITNESSES:**





## Witness List



\*While not present a [REDACTED] can attest to Timothy's behavior at the [REDACTED]  
[REDACTED] she conducted. I do not want to appear pres Hey [REDACTED]  
has had her own negative sexist experiences with Timothy, her  
authority as a [REDACTED] and to treat her with the professic Please schedule

Also that Sue Lynn Mc Daniel and I met with Dean [REDACTED] Jai these meetings reasons why  
Timothy needed to be removed from any type of supervisor for next Thursday. onally, I met  
with [REDACTED] to discuss Timothy's serial: we do not need solicited  
advice via email again [REDACTED] about Timothy's serial [REDACTED] [REDACTED] can  
confirm that this is not an isolated incident, but an ongoing pa and [REDACTED]

[REDACTED] Harassed by Timothy while she w  
her not by name but as [REDACTED] seriously co  
the time.

Thank you,  
Josh

red to  
plaint at

[REDACTED] Has a negative professional history with Timothy and [REDACTED]  
before she wished due to Timothy's harassment.

★ Attachment 1

**From:** [REDACTED]  
**Sent:** [REDACTED] 9:32 AM  
**To:** Mullin, Timothy  
**Cc:** [REDACTED]  
**Subject:** RE: taking a week off...

(Last email sent)

I realize I didn't actually use the word "request" in my initial e-mail, but I omitted using that wording, as I thought I already requested the days off (not the exact dates) with you when we spoke in person. I apologize for not sending an e-mail just to you, requesting specific dates.

I DID actually specify that I would take a week off in [REDACTED] and I thought that would be the best solution and you agreed. You told me to just let you know what days I chose. I told you I would check with them and make sure of the days I would need them to work since they needed 9-4 on those days. It wasn't till Friday that I confirmed the specific week with them, and that's when I e-mailed.

Copying [REDACTED] is not [REDACTED] and I included the [REDACTED] of them because [REDACTED] are my backup for the store, and [REDACTED] I was making sure my area was covered was gone, which I thought was my responsibility. I know in the past, when I've been off [REDACTED] I've come back to work only to find out that no one had [REDACTED] and or that it had [REDACTED] decided that [REDACTED] since I hadn't bothered to make sure [REDACTED] wasn't covering trying to make sure that nothing like that happened.

Again, I apologize for not following the appropriate course of action.

**From:** Mullin, Timothy  
**Sent:** Monday, January 07, 2013 8:46 AM  
**To:** [REDACTED]  
**Cc:** [REDACTED]  
**Subject:** RE: [REDACTED] a week off...

Yes...you did talk to me...in the broadest of terms about the possibility of [REDACTED] And, you still needed my approval when you identified which specific dates and times you wished to take off. An email to me, not [REDACTED] would have been the appropriate course of action. Then we could have discussed how to arrange covering your absence....and only THEN a general email to the rest of the department would have been appropriate...coming from me [REDACTED]

Timothy J. Mullin  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

**From:** [REDACTED]  
**Sent:** Monday, January 07, 2013 8:24 AM  
**To:** Mullin, Timothy  
[REDACTED]  
**Subject:** RE: taking a week off...

It hasn't sunk in yet, that [REDACTED] are [REDACTED]...that's a good point/solution!

And, I DID discuss taking off [REDACTED] with you...last week, the first day we were back. I thought it would be best to take off in [REDACTED] and you agreed. I sent an e-mail out to everyone before I forgot. I was not assigning tasks to others, I was merely asking for help in my absence, like I have for the [REDACTED].

**From:** Mullin, Timothy  
**Sent:** Friday, January 04, 2013 6:25 PM  
**To:** [REDACTED]  
**Cc:** [REDACTED]  
**Subject:** RE: taking a week off...

Actually...since we now have [REDACTED]..they could take responsibility for the [REDACTED].as this is a standard feature of their operation on weekends.....and we would only have to bother other [REDACTED] the end of the day.

In future, please discuss the days you wish to take off with me, and allow me to work out how the store will be covered in your absence.....as your supervisor...prior to sending announcements to everyone and assigning tasks to others.

Timothy J. Mullin  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

**From:** [REDACTED]  
**Sent:** Friday, January 04, 2013 3:40 PM  
**To:** Mullin, Timothy  
**Cc:** [REDACTED]  
**Subject:** taking a week off...

*initial email*

Just wanted to let everyone know, I'm planning on taking off [REDACTED] as I worked the week before [REDACTED] I've already made out the schedule for that week, and have my [REDACTED]  
[REDACTED]

[REDACTED]..would you mind taking care of the [REDACTED] while I'm gone? I know [REDACTED] has put the [REDACTED] so maybe he could do the PM and ya'll do the AM?

We can talk about that more next week.

I just wanted to send an e-mail way ahead of time before I forgot!

[REDACTED]

Attachment 2

[REDACTED]  
**From:** [REDACTED]  
**Sent:** Monday, [REDACTED] 1:43 PM  
**To:** [REDACTED]  
**Subject:** FW: incident that just happened with timothy

Please file this for documentation.

Thanks.

**From:** [REDACTED]  
**Sent:** [REDACTED] 1:42 PM  
**To:** [REDACTED]  
**Subject:** incident that just happened with timothy

[REDACTED]. I am so very upset at this moment...my heart is racing and I'm on the verge of tears. I just went up to [REDACTED] timothy's [REDACTED]. As I was [REDACTED] timothy appeared in the doorway of [REDACTED]. He just starts talking..."I know you and I talked about you taking days off, but you really should've just sent it to me FIRST instead of to everyone in the building." He wasn't speaking mean, or harsh. I told him I realized that, and that's why I apologized. He continues, saying basically the exact same thing he'd just said. I smiled, and said, "I DO understand, but there was no need to be so harsh in that e-mail, when you could've just spoken to me in person...like we're doing now." As I said this, I moved [REDACTED]. Timothy follows me, saying that he had to say things harshly because I chose to reply to him and cc the others. As I walked into [REDACTED] with timothy behind me, I told him (again) that I had apologized in the e-mail, and had just apologized again, and that there really wasn't any need for anymore.

I get to [REDACTED] and I heard him talking to [REDACTED] near all those offices. I was [REDACTED], when suddenly, timothy was by my side...still talking about me not getting his approval [REDACTED] turned to him and said calmly, that I truly did apologize, and I didn't know what else to do. He tells me that I had no right to instruct [REDACTED] on what they had to do while I was gone, and he starts raising his voice. I then asked him if he really wanted to discuss this [REDACTED], with [REDACTED]. He got louder and said, "Obviously YOU are the one who wants to discuss this in here...YOU walked away from me when I was trying to discuss this with you!!" I turned to go back [REDACTED] telling him that I will NOT discuss this [REDACTED], he starts yelling at me! He yells that "you most certainly WILL discuss this, whether [REDACTED] wherever!" I continued walking [REDACTED] as [REDACTED] looked up then back down. He continues yelling, "Oh, just walk away!!!!"

I DID walk away because I did NOT feel comfortable in the situation. I've never had anyone treat me like that. When I [REDACTED], she could see that something was wrong and I told her what happened. She had been in the [REDACTED], and had no idea that all this happened.

No one needs to be treated in this manner by [REDACTED] or anyone else. And just before I went [REDACTED] had stopped me on her way out and told me that my e-mail replies this morning were worded just right, and that, of course, [REDACTED] were my backup.

I'm not sure I can stay here the rest of the afternoon.

proof that in [redacted] Timothy file / Personnel - [redacted]  
[redacted] Had no problem with me asking asking [redacted]  
[redacted] to [redacted] while I'm [redacted]

From: [redacted]  
Sent: Wednesday, [redacted] 4:20 PM  
To: Mullin, Timothy  
Cc: [redacted]  
Subject: [redacted]

★ Attachment  
#2A

Might I be able to take several days off next week? Well, [redacted]? I'll come to work on [redacted] so I can do a [redacted] check up on things.

[REDACTED]

---

**From:** [REDACTED]  
**Sent:** Thursday, [REDACTED] 2:56 PM  
**To:** Mullin, Timothy  
**Cc:** [REDACTED]  
**Subject:** [REDACTED]

FYI...I'll be taking off the following days next week: [REDACTED]  
[REDACTED] If someone would take [REDACTED], I'd appreciate it. I'll come in and work on [REDACTED] so I can do a [REDACTED] and check up on things. Also, if ya'll can keep an eye out on [REDACTED], I'd appreciate it.

Thanks!

I'll just be at home so call my home phone if ya need me.. [REDACTED]

[REDACTED]

From: [REDACTED]  
Sent: Monday, August 08, 2011 12:13 PM  
To: Mullin, Timothy  
Cc: [REDACTED]  
Subject: [REDACTED]

st wanted to let ya'll know that [REDACTED] just called me to come [REDACTED]...says he's got things going [REDACTED] and  
: [REDACTED] I shouldn't be gone more than [REDACTED] and will take this [REDACTED]

12:17p.m.  
Copies to: [redacted] [redacted]  
[redacted] requested a meeting with Timothy in his office.

[redacted] - voiced concerns about her responsibilities diminishing.

Timothy has placed [redacted] consulting her.

Timothy stated that she was out @ least [redacted] failed to contact him. Advised her that it is not her job to contact others when out.

[redacted] stated she feels ~~she~~ that Timothy's handling of things appears that she isn't doing her job.

Says everytime she voices concern, the conversation <sup>escalates</sup> ~~is escalated~~. Feels communicating with her is the professional way to handle things.

Timothy stated that [redacted] has failed to complete things such as the [redacted] and this is not professional.

[redacted] stated that she had been [redacted] [redacted]

Timothy reported that it is her responsibility [redacted] on needed duties when she is out. Her evaluation is based on the things she accomplishes or fails to accomplish.

#ACH [redacted]  
#2b



Timothy stated that she has not submitted the [redacted] requested of her [redacted] responded that they have discussed this several times in casual conversation.

[redacted] reminded Timothy that the incident [redacted] where she was publicly reprimanded in front of [redacted] is the reason she confided to him.

Timothy said he can also list [redacted] 16 remarks as insubordination. Reminded [redacted] that he is [redacted] and that he is the person she should listen to.

[redacted] responded that she has always done things the way she is currently.

Timothy stated that he has gone over and over again with her that she is to follow [redacted] instructions.

[redacted] he came emotional and stated that she has to leave because she is so upset. Left the meeting in tears.

Timothy said he has trouble communicating with [redacted] because she interrupts him during conversations.

[redacted]

[REDACTED]  
From: [REDACTED]  
Sent: Tuesday, [REDACTED] 12:03 PM  
To: [REDACTED]  
Subject: [REDACTED]

Please file this for documentation.

Thanks.

*\* Attachment 2c*

From: [REDACTED]  
Sent: Tuesday, [REDACTED] 12:00 PM  
To: S [REDACTED]  
Subject: another thing just now...

Timothy just came to my office, with some guy, and said, "Oh [REDACTED], we need your [REDACTED]" Uh...what? "This gentleman is from [REDACTED]...we're going to run [REDACTED]" So, I get [REDACTED] for him, and Timothy tells me, that it's the same [REDACTED]. "We'll talk later about this." I said back to him, "WELL, I certainly would appreciate talking about this, since I thought that it was MY job to [REDACTED]" Then he starts acting like he usually does...."Oh, the [REDACTED] told me that he wants to see more professional type things around here, like [REDACTED], and THIS will be [REDACTED] so the [REDACTED] will be pleased."

Why the hell am I here?

Stranger

(made by Timothy) to remove my office  
from [REDACTED]  
Because [REDACTED]

From: Mullin, Timothy  
Sent: Thursday, June 06, 2013 2:29 PM  
To: [REDACTED]  
Cc: [REDACTED]  
Subject: RE: [REDACTED]

★ Attachment  
#3

Last Email

In answer to your question.....anyone calling [REDACTED] has dialed a wrong number....your voice mail message could give them the correct number if that is a problem. As I said, I was told that you didn't [REDACTED]...so it seemed OK to make the receptionist take messages for you. And, since you were the [REDACTED]....it seemed appropriate that someone might be calling you with questions regarding the [REDACTED] and those calls needed to be answered...no argument there.

The difference when you become a [REDACTED] is that you no longer have any responsibilities for the [REDACTED]....so you should only be getting calls related [REDACTED]

Your phone can roll-over to [REDACTED]...so that [REDACTED] can answer questions about the [REDACTED] or give correct numbers for mis-dialed calls ....that is completely appropriate.

Timothy J. Mullin  
[REDACTED]  
[REDACTED]  
[REDACTED]

From: [REDACTED]  
Sent: Thursday, June 06, 2013 1:41 PM  
To: Mullin, Timothy  
Cc: [REDACTED]  
Subject: RE: my office phone

No problem.

Long before [REDACTED] helped me change my [REDACTED] in order for an actual human to answer calls (when I couldn't get to the phone) pertaining to [REDACTED] We did it for the [REDACTED] not for my own personal benefit.

About half the phone calls I get on a daily basis are regarding [REDACTED], which I happily transfer to the correct area...not sure what me being cut back to part time has to do with phone calls [REDACTED], but I will take that function off of my phone as soon as possible.

thanks.

From: Mullin, Timothy  
Sent: Thursday, June 06, 2013 1:13 PM  
To: [REDACTED]  
Subject: Re: [REDACTED]

Yes...sometimes people like [REDACTED] get things done right away...when I expect it might take two or three weeks. When I first asked why your phone rang [REDACTED] I was told you didn't [REDACTED] But since then voice mail has been added to your phone....so like everyone else when you are not in your office, your calls will go to voice mail.

Also, as we change from you being [REDACTED], there is no reason that your phone should ring [REDACTED]. Your job will no longer be involved [REDACTED] and since you will only be [REDACTED], there's no reason [REDACTED] should be taking your phone calls when you are not here.

Didn't mean for [REDACTED] to spring that on you by surprise.

Sent from my iPhone  
Timothy J. Mullin

[REDACTED] wrote: *☆ initial e-mail*

So, [REDACTED] just came to my office and asked if it was my phone that needed the "call 40" taken off...I had to ask what that was, and he told me it was the forwarding of my phone [REDACTED] after 2 rings...which [REDACTED] helped me program to do that, in case I couldn't get to the phone right away. I told him I didn't know anything about that request.

Timothy, [REDACTED] said you had requested this? Would appreciate a heads up.

So, just to make sure we're on the same page...you DON'T want my phone to forward [REDACTED] at all? Oh, and I can take that off, there's no need for [REDACTED] to do it...it's pretty simple.

Thanks,  
[REDACTED]

[REDACTED] →  
[REDACTED]  
From: [REDACTED]  
Sent: Thursday, [REDACTED] 1:29 PM  
To: [REDACTED]  
[REDACTED] none

★ Attachment #4 Personnel/Cole

Documentation email  
to [REDACTED]

Please file this.

What in the world does me being part time have to do with the lobby not taking my calls? You and I set my phone to do this a long time before the [REDACTED] came along...we did it for the convenience of [REDACTED]  
[REDACTED]

---

From: Mullin, Timothy  
Sent: Thursday, June 06, 2013 1:13 PM  
To: [REDACTED]  
Subject: Re: [REDACTED]

Yes...sometimes people like [REDACTED] get things done right away...when I expect it might take two or three weeks. When I first asked why your phone rang [REDACTED] I was told you didn't have voice mail. But since then voice mail has been added to your phone....so like everyone else when you are not in your office, your calls will go to voice mail.

Also, as we change from you [REDACTED] [REDACTED]  
[REDACTED]. Your job will no longer be involved [REDACTED] and since you will only be [REDACTED] there's no reason [REDACTED] should be taking your phone calls when you are not here.

Didn't mean for [REDACTED] to spring that on you by surprise.

Sent from my iPhone  
Timothy J. Mullin

[REDACTED] wrote:

So, [REDACTED] just came to my office and asked if it was my phone that needed the "call 40" taken off...I had to ask what that was, and he told me it was the forwarding of my phone [REDACTED] after 2 rings...which [REDACTED] helped me program to do that, in case I couldn't get to the phone right away. I told him I didn't know anything about that request.

Timothy, [REDACTED] said you had requested this? Would appreciate a heads up.

So, just to make sure we're on the same page...you DON'T want my phone to forward [REDACTED] at all? Oh, and I can take that off, there's no need for [REDACTED] to do it...it's pretty simple.

Thanks,  
[REDACTED]

Trudhy tells me I cannot make up  
hours I've missed due to [REDACTED]  
Because I'm [REDACTED]

**From:**  
**Sent:**  
**To:**  
**Subject:**

[REDACTED]  
Friday, [REDACTED] 4:00 PM  
[REDACTED]  
RE: hmmm

1st email  
★ Attachment #5

Please file all of these e-mails for me.

Thanks.

Oh, and I DID e-mail [REDACTED] AND payroll just a bit ago.

**From:** [REDACTED]  
**Sent:** Friday, [REDACTED] 3:27 PM  
**To:** [REDACTED]  
**Subject:** RE: hmmm

I say [REDACTED] will disagree! But....who knows!

But you need to stop being someone for him to pick on.

**From:** [REDACTED]  
**Sent:** Friday, August 23, 2013 3:18 PM  
**To:** [REDACTED]  
**Subject:** RE: hmmm

He said my schedule is [REDACTED], and that I cannot work other hours unless he oks it. So, if I happen to be [REDACTED]

**From:** [REDACTED]  
**Sent:** Friday, [REDACTED] 3:17 PM  
**To:** [REDACTED]  
**Subject:** RE: hmmm

And you need to follow-up with [REDACTED]

Of course [REDACTED]

**From:** [REDACTED]  
**Sent:** Friday, [REDACTED] 3:15 PM  
**To:** [REDACTED]  
[REDACTED]

That's what he just told me.

**From:** [REDACTED]  
**Sent:** Friday, [REDACTED] 3:09 PM

**To:** Colk [REDACTED]  
**Subject:** RE: hmmm

Since when! That is not so.

**From:** [REDACTED]  
**Sent:** Friday, [REDACTED] 3:07 PM  
**To:** [REDACTED]  
**Subject:** hmmm

*initial email*

Timothy just called me and told me that if I miss a day of work, I cannot make those hours up by working an extra hour on other days. He said he'd sign my timesheet this time, but I couldn't do that again.

condescending —  
Gaslighting — putting blame on me  
because I only work

From: [REDACTED]  
Sent: Thursday, [REDACTED] 1:34 PM  
To: [REDACTED]  
Subject: FW: [REDACTED]

★ HE'S the one who decided I would

Please file this for documentation as well.

From: Mullin, Timothy  
Sent: Thursday, [REDACTED] 12:47 PM  
To: [REDACTED]  
Cc: [REDACTED]  
Subject: RE: [REDACTED]

Yes...during the [REDACTED] when the water was rising...someone moved [REDACTED] line. We couldn't get the [REDACTED] t....so as soon as they get the line working...batch that puppy out.

★ [REDACTED] is going to [REDACTED] to see what kind of stuff is out there....collecting info...not [REDACTED] Not to be unkind...but its difficult to include you when you [REDACTED] That might be ok if there were a [REDACTED] but possible.

Timothy J. Mullin

★ Attachment #6

From: [REDACTED]  
Sent: Thursday, [REDACTED] 12:40 PM  
To: Mullin, Timothy  
Cc: [REDACTED]  
Subject: [REDACTED]

Just wanted to let ya'll know that there's a guy working on the phone [REDACTED]

Also...just glanced at the [REDACTED] notes from [REDACTED]. what "[REDACTED]" would [REDACTED] be going to? Is it a [REDACTED]?



From: Glisson, [REDACTED]  
Sent: Wednesday, April 17, 2013 4:31 PM  
To: [REDACTED]  
Cc: [REDACTED]  
Subject: RE: couple of things

*★ Attachment #61*

Sorry for this delayed response.....I was out attending a conference last week.

Concerning your designated working hours, while there may be disagreement, the determination of employee working hours is the University's decision to make as personified through the supervisor/department head. So, in this case, it is Timothy [REDACTED]. The hours originally designated for your position have no relevance to the present and future. As reference, below is a section from University Policy #4.2000 where this is clarified.

With respect to [REDACTED] while it seems logical that you have input and make some decisions in this regard, Timothy has [REDACTED] and can over-rule your recommendations. You are accountable to Timothy and Timothy is accountable to [REDACTED] for his actions and departmental outcomes.

I realize that many of the current changes are difficult for you, however, if you are to be successful you will need to make the required adjustments. We want you to be successful in overseeing the continuing [REDACTED]

1

to only [REDACTED] but I was [REDACTED]  
was [REDACTED]. When campus [REDACTED] was missing out on [REDACTED] I then contacted [REDACTED], told him about the [REDACTED] and asked if [REDACTED]...he agreed to that AND also agreed to the [REDACTED]  
[REDACTED] I would think that I would go back to the [REDACTED]

I was VERY concerned when I saw my work hours would be [REDACTED], and asked Timothy who would be [REDACTED]. He told me [REDACTED]. Recently at a [REDACTED], I brought up an idea that if [REDACTED] is indeed all that I get, that I work [REDACTED], so there would be continuity [REDACTED] and that [REDACTED]. He said continuity would be better served with me [REDACTED]

I strongly disagree with that. The [REDACTED] should be an [REDACTED]. [REDACTED] would be better served that way.

I also am curious as to how my hours would be cut back to LESS than I was hired on to work. Wouldn't [REDACTED] STILL be considered [REDACTED]?

The second thing I'm concerned with in this [REDACTED] is that several times he states that the [REDACTED], but that Timothy will have "general over-arching authority to [REDACTED] Now I have no problem [REDACTED] from whomever gives them, but back last summer, when I was [REDACTED] Each time I presented Timothy with what I found, he would tell me we didn't need [REDACTED] that reflected, say, [REDACTED]. (I found [REDACTED] He instructed me to only [REDACTED] reflecting that. It was the same with almost everything I approached him with.

2

Thank you,

Policy 4.2000

B. General Working Conditions

1. The official workweek for full-time employees is established at thirty-seven and one-half (37.5) hours per week which equates to nineteen hundred and fifty (1,950) hours per year. A workweek begins at 12:01 a.m. on Monday and ends at 12:00 midnight on the following Sunday.
2. Supervisors/department heads are authorized to establish working schedules for employees consistent with requirements for efficient operations. Employees shall be expected to work the specific times, hours, and days as required by their employing unit/department, including overtime when requested.

From: [REDACTED]  
Sent: Thursday, April 11, 2013 12:25 PM  
To: [REDACTED]  
Cc: Glisson, [REDACTED]  
Subject: couple of things

*email about*

I just wanted to clarify a couple of things pertaining to my job things are a bit confusing.

First, a couple of weeks ago Timothy gave me a [REDACTED] for my position, in which he has stated that [REDACTED]. Of course, I DO realize that I'm going back to only [REDACTED], but I was hired [REDACTED]. I then contacted [REDACTED], told him about [REDACTED]. he agreed to that AND also agreed to [REDACTED], bringing me to [REDACTED]. I was working [REDACTED] up until I was offered [REDACTED]. I would think that I would go back to [REDACTED] with the [REDACTED].

I was VERY concerned when I saw my work hours would be [REDACTED], and asked Timothy who would be [REDACTED]. He told me that [REDACTED]. Recently at [REDACTED], I brought up an idea that if [REDACTED] is indeed all that I get, [REDACTED], so there would be continuity [REDACTED], and that [REDACTED]. He said continuity would be better served with me [REDACTED].

I strongly disagree with that. The [REDACTED] should be an [REDACTED] [REDACTED] would be better served that way.

I also am curious as to how my hours would be cut back to LESS than I was hired on to work. Wouldn't [REDACTED] STILL be considered [REDACTED]?

The second thing I'm concerned with in this [REDACTED] is that several times he states that [REDACTED] but that Timothy will have "general over-arching authority to [REDACTED] Now I have no problem [REDACTED] from whomever gives them, but back last summer, when I was [REDACTED] I found many, many [REDACTED] that reflected many of the items. Each time I presented Timothy with what I found, he would tell me we didn't need [REDACTED]. He instructed me to only [REDACTED] It was the same with almost everything I approached him with.

In my [REDACTED], I have learned a thing or two...there needs to be lots of different [REDACTED]. I could have [REDACTED], but I've not been allowed to. I am willing and able to find [REDACTED] but do I present my [REDACTED], or to Timothy? I [REDACTED], and Timothy says no, then what do I do? I'm not quite sure how to proceed. And, this morning, I was [REDACTED]...had just explained to her [REDACTED], when Timothy walked in seconds later and told [REDACTED] the same thing.

Again, I feel like Timothy is not letting me do my job. And, I'm really good at my job. He's already discussed with some of [REDACTED] And, once more, I'd like to say that to have a successful [REDACTED] should be there [REDACTED] I don't normally brag on myself, but I feel I must...I provide [REDACTED]...since I [REDACTED] I will know more about it...and this is my life...it's only a [REDACTED].

Please let me know about my hours...I dearly love this job and will do anything it takes to make [REDACTED] [REDACTED], but I don't feel that can be accomplished if I'm [REDACTED].

thank you,

[REDACTED]

Timothy,

★ Attachment #7

It made me feel good that several of my [REDACTED] voiced their hope that I might perhaps be able to finally find a [REDACTED] What was terribly upsetting and stressful was your tirade in response to those comments.

For some reason, I have been the target of your bullying (for lack of a better word) for the [REDACTED], during which you have publicly humiliated me, yelled at me, etc., basically making me feel more devalued in each instance.

For the record... Your behavior towards me these [REDACTED] is offensive, unwelcome, and will not be tolerated.

And I'm asking that [REDACTED] Glisson please file this e-mail for documentation.

[REDACTED]  
[REDACTED]  
**From:** Mullin, Timothy  
**Sent:** Wednesday, [REDACTED] 8:00 AM  
**To:** [REDACTED]  
[REDACTED]  
**Subject:** more than [REDACTED]

I had a conversation with [REDACTED] Glisson yesterday after our meeting. So many of you felt so strongly about the rules and regulations of [REDACTED]

A person can have [REDACTED] ...doesn't matter. However, as soon as that person goes over [REDACTED] the budgeting area MUST pay a percentage of benefits. Our budgeting area doesn't have [REDACTED].

[REDACTED] will work [REDACTED] and as many hours as are scheduled in the evenings...for [REDACTED] that would be a [REDACTED] for the month [REDACTED].

[REDACTED] you could sign up for [REDACTED]

Timothy J. Mullin

[REDACTED]  
**From:** [REDACTED]  
**Sent:** Tuesday, [REDACTED] 5:02 PM  
**To:** Mullin, Timothy; [REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

**Subject:** Home Depot tax exempt

I now have [REDACTED] from Home Depot.

If you obtain the [REDACTED] to go there, please remember to get the [REDACTED] as well.

*with states that [redacted] budgeting area  
could have [redacted] AFTER HIS TIRADE @ [redacted]*

*my reply to Timothy where I state how he's made  
me feel*

**From:**  
**Sent:**  
**To:**  
**Cc:**  
**Subject:**

Friday, [redacted] 4:19 PM  
Mullin, Timothy  
[redacted] Glisson, [redacted]  
RE: more than [redacted]

*Attachment 7A*

Timothy,

It made me feel good that several of [redacted] voiced their hope that I might perhaps be able to finally find a [redacted]. What was terribly upsetting and stressful was your tirade in response to those comments.

★ For some reason, I have been the target of your bullying (for lack of a better word) for the [redacted], during which you have publicly humiliated me, yelled at me, etc., basically making me feel more devalued in each instance.

For the record... Your behavior towards me these [redacted] is offensive, unwelcome, and will not be tolerated.

And I'm asking that [redacted] Glisson please file this e-mail for documentation.

[redacted]  
[redacted]

**From:** Mullin, Timothy  
**Sent:** Wednesday, [redacted] 3:00 AM  
**To:** [redacted]  
[redacted]  
**Subject:** more than [redacted]

I had a conversation with [redacted] Glisson yesterday after our meeting. So many of you felt so strongly about the rules and regulations of [redacted].

A person can have [redacted]...doesn't matter. However, as soon as that person goes over [redacted] Our budgeting area doesn't have [redacted]

[redacted]  
[redacted] for November that would be [redacted] for the month [redacted]

Timothy J. Mullin

[redacted]

**From:** [redacted]  
**Sent:** Tuesday, October 29, 2013 5:02 PM  
**To:** Mullin, Timothy; [redacted]  
[redacted]  
[redacted]

RE: [REDACTED]

*need the 1st  
message*

Page 1 of 3

*pg 1 of 4*

RE: [REDACTED]

*\* Attachment  
# 8*

OH MY GOD!

From: [REDACTED]

*documentation  
e mail to*

This one he JUST sent...at the very end he says that perhaps [REDACTED] could just be run by the [REDACTED]  
[REDACTED] I am SO upset about this! And, [REDACTED]  
[REDACTED]...why does he hate me so much?

From: Mullin, Timothy

Sent: Friday, [REDACTED] 1:42 PM

To: [REDACTED]

Cc: [REDACTED]

Subj: [REDACTED]

*last email*

Continuing....

[REDACTED] but I think a more standard understanding of this  
[REDACTED] Money credited in/expenses debited out.

[REDACTED] are deposited into this account, and [REDACTED] t....there  
are a few small line items [REDACTED]

There is no concern for [REDACTED] There is no concern/consideration of value of [REDACTED]

There is 'carry forward' money...funds not used the previous year are added to the spending limit for the current  
year.

We project our income for the year, add any carry forward, and that sets our spending limit.

[REDACTED] downward spiral for [REDACTED] In [REDACTED] were about  
[REDACTED] T [REDACTED] we hope [REDACTED]  
SO...with [REDACTED]

Currently our [REDACTED]

[REDACTED] is horridly expensive, and I don't believe [REDACTED]  
independent unit anyway.... Our efforts should be to [REDACTED].... At any rate, the cost of

[REDACTED] I don't believe it makes any kind of business sense to spend [REDACTED] of a limited budget [REDACTED]....when those [REDACTED] have not done anything to [REDACTED]

The revenue from [REDACTED] does not support [REDACTED] in any way. All revenue [REDACTED] goes toward [REDACTED]

[REDACTED] however, pays the employees who [REDACTED], which costs [REDACTED]

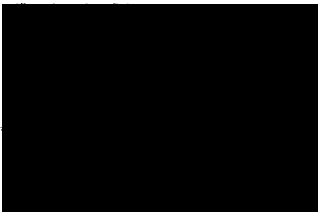
Discussion:

Can [REDACTED] be put on a more business-like footing to better manage costs and income...support the employees, and find a way for [REDACTED]?

Could [REDACTED] be reduced in size and scope, [REDACTED], with only [REDACTED] responsible for [REDACTED]...to reduce the burden on [REDACTED]

Even the smallest little mom and pop [REDACTED] if only to [REDACTED]....but could that function be handled by the [REDACTED]s?

Timothy J. Mullin

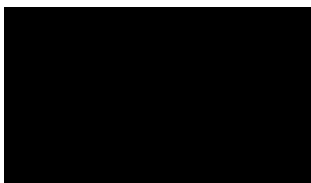


From: [REDACTED]  
Sent: Friday, [REDACTED] 8:09 AM  
To: Mullin, Timothy  
Cc: [REDACTED]  
Subject: RE: [REDACTED]

*Timothy J. Mullin*

That would be great. Thank you

WKU



Re: [REDACTED]

[REDACTED]

pg. 3 of 4

Re: [REDACTED]

Mullin, Timothy

Sen [REDACTED]

Cc: [REDACTED]

[REDACTED] is not viewed by [REDACTED], but as an [REDACTED]  
[REDACTED]. It can be successful, and financially support [REDACTED] but profit should not  
be the driving focus.

To see a very well [REDACTED] They carry [REDACTED]  
[REDACTED]  
[REDACTED]

It doesn't especially matter [REDACTED].. As long as it relates to [REDACTED]  
[REDACTED] In other words, everything you sell should have [REDACTED]  
[REDACTED]  
[REDACTED]

We used to [REDACTED]  
[REDACTED]

\* [REDACTED] would be greatly improved with [REDACTED], and  
[REDACTED]. We have worked to make the space more a [REDACTED] but perhaps [REDACTED]  
[REDACTED] would provide the inspiration we need.

[REDACTED] should be concentrated on [REDACTED] seem  
unnecessecary.

More later... Including financials and operations.

Sent from my iPhone  
Timothy J. Mullin

On [REDACTED], at 8:08 AM, [REDACTED]:

That would be great. Thank you

<image001.jpg>

From: Mullin, Timothy  
Sent: Thursday, [REDACTED] 8:55 PM



**From:** Mullin, Timothy  
**Sent:** Thursday, [REDACTED] 8:55 PM  
**To:** [REDACTED]  
**Cc:** [REDACTED]  
**Subject:** Re: [REDACTED]

I'll be happy to send basics for how [REDACTED]....and some possibilities to discuss how [REDACTED]

Sent from my iPhone  
Timothy J. Mullin

On Mar 20, 2014, at 4:22 PM, [REDACTED]

Welcome to the [REDACTED]

Here are the [REDACTED] which was prior to the [REDACTED] These give you a sense of our discussion and ideas.

I will convene a meeting prior to [REDACTED] so we can have some specific recommendations and weave [REDACTED] [REDACTED]. Perhaps [REDACTED] will be in place for the [REDACTED] too.

I'll gladly get us going and then maybe someone else will jump in later in the year when my term is up.

Thank you all very much.  
[REDACTED]

<image001.jpg>

**From:** [REDACTED]  
**Sent:** Thursday, [REDACTED] 12:45 PM  
**To:** [REDACTED]  
**Subject:** [REDACTED]

Happy Friday Eve,

Attached are [REDACTED]  
held [REDACTED] Have a splendid afternoon. [REDACTED]

<[REDACTED]>  
[REDACTED]

*initial e-mail*

[REDACTED]  
Mullin, Timothy

Sent [REDACTED] 8:57 AM

To: [REDACTED]

*\* Attachment #9*

[REDACTED]  
I'm sorry and had no intention of causing distress regarding the several emails to [REDACTED]... They asked for the information I sent... The topics of discussion.

If....and that's a big....IF.... there is any change to [REDACTED]  
[REDACTED] your job will continue...perhaps [REDACTED]  
[REDACTED]... Or [REDACTED].something.....no matter  
what [REDACTED] may suggest, you will have a [REDACTED]

Sent from my iPhone  
Timothy J. Mullin

\* Attachment # 10

— 3:00 p.m.

Those Attending:

opened the floor for discussions, asking Timothy to expound on the statement

### Discussions

Timothy – 1.

T

Timothy – Our parent organization is WKU, so WKU products, white Squirrels, Big Red are also acceptable.) 3.

4. Since the

Since there have been many complaints about the prices especially when the same item can be found

– 1. A

– 1. P

2. Suggests having WKU

– 1. F

(Timothy – until the recent establishment of ) 5.

Voiced concern that Staff behavior

– suggested a

(Timothy –

Stated that an afternoon

6. Distributed statistics of past

(Timothy –

1. *Journal of the American Medical Association*, 1997; 277: 1001-1005.

\_\_\_\_\_

\_\_\_\_\_

[REDACTED]

Age Group	All	18-29	30-49	50-69	70+
18-29	75%	85%	75%	65%	55%
30-49	70%	80%	70%	60%	50%
50-69	75%	85%	75%	65%	55%
70+	70%	80%	70%	60%	50%
All	75%	85%	75%	65%	55%

[REDACTED]

1. *Journal of Management Studies*, 1996, 33, 1, 1-14.

\_\_\_\_\_

\_\_\_\_\_

- 1

\_\_\_\_\_

\_\_\_\_\_ / \_\_\_\_\_

\_\_\_\_\_

© 2006 The Authors

RE: [REDACTED]

Sent: [REDACTED] 3:18 PM  
To: Mullin, Timothy  
Cc: [REDACTED]

★ Attachment #11  
Documentation sent to [REDACTED]

I appreciate the [REDACTED] but it would've been nice to know...a short e-mail, a note on my office door... didn't appreciate the condescending tone that was used when you came into [REDACTED] to tell me where they were, as if I had no brain cells to figure out that [REDACTED] had been put away. Not really sure what the point was.

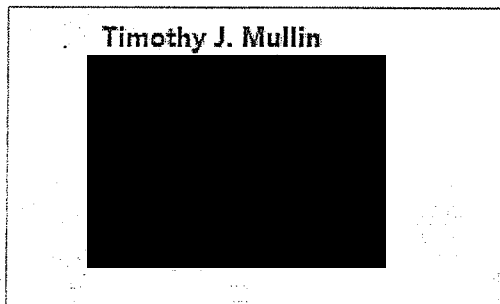
thanks.  
[REDACTED]

---

From: Mullin, Timothy  
Sent: Wednesday, May 14, 2014 1:49 PM  
To: [REDACTED]  
Subject: RE: [REDACTED]

Sorry...didn't see your message until just now....

We couldn't leave [REDACTED]r.....and it was just as easy to put them where they belong.



From: [REDACTED]  
Sent: Wednesday, [REDACTED] 1:12 PM  
To: Mullin, Timothy  
Cc: [REDACTED]  
Subject: [REDACTED]

Has anyone seen [REDACTED]? Didn't have time to put them away last night, but I did make sure [REDACTED]

thanks,  
[REDACTED]

**Sent:** Wednesday, [REDACTED] 3:12 PM  
**To:** [REDACTED]  
**Attachments:** Timothy J Mullin.vcf (5 KB)

★ Attachment #12, ~~#12A~~

So wonder why he took [REDACTED] this afternoon to show him how to [REDACTED] And why does he seem a little hostile?

And did I not ask about [REDACTED] in our [REDACTED]?

Please file this as well.

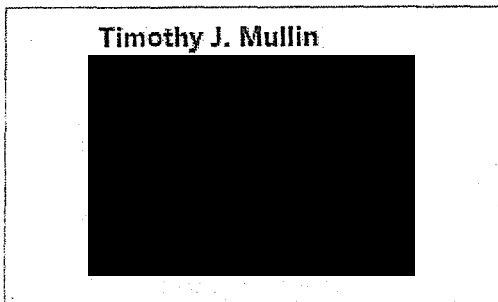
---

**From:** Mullin, Timothy  
**Sent:** Wednesday, [REDACTED] 2:47 PM  
**To:** [REDACTED]  
**Cc:** [REDACTED]  
**Subject:** RE: [REDACTED]

First.... [REDACTED] Of course you will [REDACTED] you feel will best suit [REDACTED]

Next...this is for the summer...which begins at the end of next week.... we looked at [REDACTED] and discussed who we thought would be best as an [REDACTED]...since she can't [REDACTED] a [REDACTED] I asked [REDACTED] he felt comfortable working [REDACTED]....that was all. No one has been [REDACTED] You are welcome to choose....besides [REDACTED] and someone else (both of whom have never [REDACTED]).

If someone other than [REDACTED] suits you better, we will schedule them....or if none of the [REDACTED] are acceptable you are welcome to cover the afternoons yourself.



**From:** [REDACTED]  
**Sent:** Wednesday, [REDACTED] 2:08 PM  
**To:** Mullin, Timothy  
**Cc:** [REDACTED]  
**Subject:** [REDACTED]

*initial email*

[REDACTED] told me that [REDACTED] will now be working [REDACTED] I was not aware of that.

Since I'm here [REDACTED], it might be a good idea to schedule [REDACTED] for [REDACTED] and I would be happy to do that. There IS a little bit more to the store than just knowing how to [REDACTED]

And, as we were discussing in [REDACTED], it would be a good idea to [REDACTED]  
who are outgoing and friendly... [REDACTED] is [REDACTED] but he's also [REDACTED] and I have a hard time

Thanks,

please document this...

Page 1 of 1

please document this...

Attachment  
#12A

Sent: Wednesday, [REDACTED] 1:45 PM  
To: [REDACTED]

[REDACTED] but timothy went in [REDACTED] and I thought I heard him "teaching" someone how to [REDACTED] and I know [REDACTED] So after timothy [REDACTED] I walked out to make sure [REDACTED] was still there and she was. She said that [REDACTED] had just been [REDACTED] and that timothy was teaching him [REDACTED] because [REDACTED] will be working [REDACTED] now.

Did I not just ask at our [REDACTED] who would be working [REDACTED]? I didn't hear Timothy say anyone needed to be trained, but he certainly DID state [REDACTED] that I am the [REDACTED] [REDACTED] and clearly I am NOT the [REDACTED]

And I'm HERE!!!! All he had to do was ask me to give [REDACTED] I don't understand.



please file this for documentation...

please file this for documentation...

*★ attachment  
# 12b*

Sent: Monday, [REDACTED] 2:38 PM

To: [REDACTED]

[REDACTED]  
[REDACTED] when I got into work, and I asked him if he knew [REDACTED]  
[REDACTED] and he said, yes he knew how to do all of that...then I asked who trained him in those things and he replied, "Timothy."

So, a couple of weeks ago, timothy said that he had NEVER trained ANY student.

RE: [REDACTED]

Mullin, Timothy

Sent: Friday, [REDACTED] 4:16 PM

To: [REDACTED]

Attachment #12C

I am doing basic [REDACTED]....any other day he [REDACTED] are [REDACTED]  
[REDACTED] so that you have a [REDACTED]  
[REDACTED].....and you are welcome to ask [REDACTED] that is  
convenient so that [REDACTED] for as long as you feel he [REDACTED]... that needs to be arranged  
between you and him.

Timothy J. Mullin

---

From: [REDACTED]

Sent: Friday, [REDACTED] 4:08 PM

To: Mullin, Timothy

Cc: [REDACTED]

Subject: RE: M [REDACTED]

So... [REDACTED]  
[REDACTED]n? The only thing he knows how  
to do [REDACTED]e, which YOU showed him how to do a week ago...and I was in my  
office at the time and would've been [REDACTED]

[REDACTED] told me he was [REDACTED]

[REDACTED] I'll get back with you on the others.

---

From: Mullin, Timothy

Sent: Thursday [REDACTED] 10:02 PM

To: [REDACTED]

Cc: [REDACTED]

Subject: RE: [REDACTED]

[REDACTED]

In your comments, #3 specifically, you bring my name into it so I would like to pursue this. Your job description  
specifically [REDACTED] [REDACTED]  
[REDACTED]

Please supply the [REDACTED], as soon as you can....so that I can  
follow up on these claims.

Timothy J. Mullin

RE: [REDACTED]

Page 2 of 3

Attachment #13

From: [REDACTED]

Sent: Thursday, [REDACTED] PM

To: [REDACTED]

Cc: Mullin, Timothy

Subject: RE: [REDACTED]

Good Afternoon everyone,

I'd just like to add a few things if I may...

1) [REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED] ever needed to consult that.

2) [REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED] and what wasn't.

3) [REDACTED]  
[REDACTED]  
[REDACTED] the majority of them have told me they've already been trained by Timothy.

Last thing...yes, I said [REDACTED] ... [REDACTED]  
[REDACTED]  
[REDACTED] They know I'll treat them right and go out of my way to help whether it's [REDACTED]  
[REDACTED]  
[REDACTED]

Someone at the meeting asked about who some of our [REDACTED]  
[REDACTED]  
[REDACTED]

I look forward to working with everyone on [REDACTED] because I've poured my heart and soul into the [REDACTED] and I certainly want it to be successful.

Thank you,

[REDACTED]

---

From: [REDACTED]

Sent: Thursday, [REDACTED] 10:12 AM

To: [REDACTED]

Cc: Mullin, Timothy; [REDACTED]

Subject: [REDACTED]

Good morning. The minutes of [REDACTED] are attached. If you have any changes, please let me know. Thank you. [REDACTED]

[REDACTED]

[REDACTED]

\* Attachment #14

[REDACTED] [REDACTED]  
B. asked

Me - I reported that a [REDACTED]  
[REDACTED] made comment  
that she didn't know other the

[REDACTED] ..  
wouldn't have known if she hadn't  
B. [REDACTED]  
Suggested [REDACTED]

TJ says (nasty like) "well how did she  
know about [REDACTED]"

Me - [REDACTED] so I imagine  
she gets [REDACTED] and  
she suggested we might want to  
send [REDACTED]  
[REDACTED]

TJ - "So [REDACTED]  
& doesn't know about us?"

I said - She's the [REDACTED]  
→

[REDACTED]

11 - "Geez... she works  
(understandably) [REDACTED]

and she CAN'T see  
[REDACTED]

[redacted] [redacted]  
TJ - talks about [redacted]

SS - could we use laptop & run program?

TJ - lets not do it this time

[redacted] TJ - yes

[redacted] - something going on - sustainability  
early morning - sent over [redacted]

next week - [redacted]

★ Attachment #15

next week [redacted]

[redacted] will be here all week making our  
"life ~~and~~ miserable" = [redacted]

[redacted] - all computers put wedges in under  
the

TO [redacted]

[redacted]

[redacted]

[redacted]

VP & new

derogatory comments about

From:

Sent:

To:

Subject:

Friday, 11:58 AM

please file this for documentation

★ Attachment #16

Yesterday [REDACTED] timothy gathered [REDACTED]...the [REDACTED]  
[REDACTED]. I stood close by, as Timothy was filling them in on what he wanted  
them all to do on Friday (today) concerning [REDACTED] that would be coming [REDACTED]  
[REDACTED] as he would be out on Friday. I listened in since I WOULD be here on Friday.

Anyway, as he was giving instructions to the students, he kept referring to [REDACTED] and  
made other derogatory remarks about her to the students. As he went on, the students would chuckle, then look over  
at me, with the look, "wow, [REDACTED] is really bashing this woman...should we be laughing?" But timothy  
laughed and the students laughed, as Timothy continued mocking and making fun of [REDACTED].. [REDACTED]  
[REDACTED]

Even though [REDACTED] and there were [REDACTED], I found this VERY unprofessional.

This morning, [REDACTED] was waiting around for [REDACTED] to show up, and when she finally  
arrived, A [REDACTED] "well, she's here! This  
ought to be real fun!" Now, I'm not sure whether this woman was [REDACTED], but I certainly hope  
she didn't hear him.

The [REDACTED] take their cue from their boss, so if HE is mocking and disrespectful, how do we think they are  
going to act?

- negative comment  
re [REDACTED]

Call

From: [REDACTED]  
Sent: Friday, [REDACTED] 4:09 PM  
To: [REDACTED]  
Subject: please file for documentation

★ Attachment # 17

This morning, timothy came [REDACTED] and asked me if I'd seen the e-mail [REDACTED] ws requesting a meeting with him, and me [REDACTED]. I told him I had not seen that as of yet, and he said to me, "I think [REDACTED] is in denial...she only has [REDACTED] of being able to tell us what to do. Well, we'll do as she says [REDACTED]. then we'll do whatever we want!"

thanks,  
[REDACTED]



1:25pm

meeting with Tim Mullin  
"only informed him; did not give allegation  
yet"; notified it will be open for  
investigation

Tim is comfortable with EGO doing  
investigation

Tim does not believe statement on true  
gender does not matter

U [redacted] has been difficult for many  
years<sup>+</sup> not because she's a woman."

[redacted] is a very angry person, anyway."

Tim argues with untimely expenditure,  
if he gets yelled at "I will be just  
as forceful back"

Has a staff of [redacted]

Expects everyone to do their job  
next meeting EGO will provide him with  
allegation + will allow him to respond  
case + discuss as convo

"I don't believe that I do that"

[redacted] a speak with her

[redacted]

Tim will  
supply  
contact  
info.

[redacted] is doing an excellent

Jodi, her [redacted]

she felt like she got [redacted]

[redacted]; Tim put her [redacted]

[redacted] to help her out; [redacted]

whether or not serious it could have been

# FORMAL COMPLAINTS

7/10/14

## Jim Mullin's Case

\* Notes from [redacted] and [redacted] Documented  
[redacted] gender based discrimination & harassment

• [redacted]  
[redacted] Mullin creates toxic environment for female employees

• [redacted] Mullin yells, bullies, & belittles  
[redacted] gender based discrimination & harassment

• Mullin criticizes and belittles female employees  
who are not present at staff meetings  
and even those who are

• Mullin would not make the same remarks to  
male employees

• High turnover rates of student workers

• negative emails [redacted]

• male [redacted]

"He treated me like a dog."

"from [redacted]"

• Why was [redacted]

[redacted] back [redacted]

[redacted] allowed to work [redacted] per

• [redacted] week in the [redacted] about

"Jim pointed his finger at [redacted]"

HR policy

• Mullin said regardless, he will make sure [redacted]

has a job [redacted] AAP [redacted]

[redacted] with [redacted]

• Has he made negative remarks about male  
employees?

males? <sup>Des</sup>  
females?  
both?

males?  
females?  
both?

10:00am

Jim since he became  
one of intimidation, "I try to stay out of  
his way", and works. "Yeah, not en-  
positive uncomfortable  
toxic env. yes, we are deamed, negative  
well as fonde status, well in a messy  
sent trail to what I really means the  
boy

cordless up to this independent lead  
you to have seen him beat any of my  
male colleague

to him. He sits at end,  
goes over calendar or phone and ask  
which project each person is working on  
"He doesn't want to comm. about things we  
want to know"

"He wanted me to stop asking questions"  
"I think it's a power thing" "to decide the

people in place  
before he comes

mod. than  
leadership style to not adequate, so low  
show inadequate "it is the worst placed

"I don't think he has a monogamous style"

"you don't know what will trigger him"

"mentioned that he understands why people bring guns to work"

"[redacted] is concerned about her job)  
feels he will ~~retire~~ if he knows  
she is testifying

"the last word he described him it is  
toxic"

10:30am

"intolerable for many people) never for the  
female"

"Mullin seems to be intimidated & humiliated  
more"

[redacted] had problem with Tim initially  
through male, ~~not~~ to have face-to-face  
with [redacted] would you please? to [redacted]  
order the females around

"Was Tim yelling at women really"

[redacted] Mullin beat him ok

4 [redacted] heard [redacted] make comment  
about what Tim did

by [redacted] is very prepared

12 new gun to staff meeting

"I don't think he has a monogamous style"

"you don't know what will trigger him"

"mentioned that he understands why people bring guns to work"

"[redacted] is concerned about benzoin)  
feels he will ~~retaliate~~ if he knows  
she is testifying"

"the last word to describe him is  
toxic"

10:30 am

"intolerable for many people) nervous for the  
female"

"Mullin seems to be intimidated + humiliated  
woman"

[redacted] had problem with Tim initially  
through male, was no issue for to face  
with [redacted] would you please? to [redacted]

Or the females argued

"Was Tim yelling at woman really"

[redacted] Mullin beat him the

↳ [redacted] heard [redacted] make comment  
about what Tim did

↳ (whispering) [redacted] is very professional

↳ never goes to staff meetings

[redacted] would always be in team

"Jim has no regret, nothing came up  
which is good energy

[redacted] [redacted]  
[redacted] time ago / "can't sit there as a young  
man and wait for the talk to come"

"Mullin has been reported to HR several  
times be due to issues with [redacted]

"Mullin said [redacted] didn't  
know what they were talking about

"Mullin treats [redacted] bad in a really  
[redacted] just chokes you down. Makes  
it your fault

"how are you managing putting up with  
Jim

"at work he other people, he has to live  
alone with [redacted]  
sends length, voice mails

[redacted] Mullin has no background in  
[redacted]

"He has" - Timothy

"in front of others figure Timothy with act  
timid"

"Jim was fired from his last job,  
tempers, videos bullies, voice mails  
Mullin mentioned Jim's gun to work

around you occasionally "I will try a rifle"  
AND "I understand why people do"

[REDACTED], shot his eye out  
out [REDACTED]

"I feel uneasy" "I feel I was forced to  
protect myself" → [REDACTED]

"Muller pulled [REDACTED] up [REDACTED]  
[REDACTED] took mail away

"Muller did not point finger or get in  
his face

"Muller raised his voice, "I DID CHECK  
WITH HUMAN RESOURCES. I DID"

"I don't so much yell at [REDACTED] but  
Muller "jagged on her"

"everybody for the only reason [REDACTED] then  
conflict with [REDACTED]

inappropriate sexual behavior with students [REDACTED]

[REDACTED] told [REDACTED] for him; Muller was  
looking at [REDACTED] [REDACTED]

"you must be strong" Muller yelled on  
Muller's [REDACTED] [REDACTED] [REDACTED] [REDACTED]  
started

clothes under, naked, [REDACTED]  
Muller grabbed with [REDACTED] Muller  
grabs [REDACTED] [REDACTED]

[REDACTED], Muller got fixed [REDACTED]  
[REDACTED], [REDACTED] came, running in shot clock

stopped [REDACTED]  
[REDACTED]

• Mullin said, "oh, naked men"

• [redacted] - see his numerous crosses  
have a [redacted] to do  
quadrant integrations to them, loads of  
inconspicuously

• " [redacted], I've got exactly for you"  
• pushed [redacted] (Mullin); "here it's you  
check

• Mullin [redacted]

• "we have a fucking catastrophe here and  
you're sitting in the lobby"

• [redacted] has never yelled at [redacted]  
workers; Mullin "playmate"

• [redacted] crew

• Timely yelled at [redacted] Mullin  
yelled [redacted]

• Mullin has problem dealing with N.Y. type  
of violence

• Mullin was nice [redacted] but jagged  
for behind closed doors

11:20 am

• [redacted]  
• [redacted] changed when he came  
• Mullin took over



"my style different than what others  
used to

"sometimes it was good  
"article I think I can get very  
angry, especially in meetings  
"angry issue

"I treat everybody the same;  
Only 2 men [redacted]

"Muller seems to prefer [redacted]  
to follow him around; they helped [redacted]  
too; he socialized with [redacted]  
outside; made friends

"I don't pattern care for Tenor  
" [redacted] based off, evaluation

" [redacted] better than [redacted]

"had them only; carry stuff  
"didn't see he was [redacted]  
differently

"hasn't interest in appropriate touch [redacted]

"stop [redacted] filed complaint

" [redacted] -> Muller got mad  
"one with Muller would be sitting  
watching them

"one were all yells at each other

"but I have seen [redacted] no discussion, no  
I am the boss

• Mullin tried to [redacted] a [redacted] just as  
bad as everyone else  
• doesn't go against Jim; does not want  
to "bitch him"  
• "I will yell at anybody who challenges him"

12:30pm

• at least good, at least bad  
• not necessarily grade-related  
• mgmt style for both male & female has  
been problematic  
• gets in face of all employees; his "managerial  
style" (woman overall do not tend to  
respond back); "he's not a good mgr."  
• some female personalities don't mix with  
Jim more than other females  
• he does not like to be disagreed with  
rel. with student unless it's problematic  
↳ 12 to 18 year olds = friendly with students  
instead of mentor-mentee rel.  
↳ sometimes students were of legal age of  
drinking, white washing; it is b/c of [redacted] to  
↳ friendship, not male & female  
↳ students with long hair; Jim said  
in front of employees that he would like  
to [redacted]

not addresses his teaching students  
inappropriately

issue with Tim - [REDACTED]

one event Mullis yelled at students very  
loudly; both male & female

1:00pm

• favored male student workers with assignments  
• last observed conversation with male & female  
employees

• "Timothy and I try to avoid each other"

• not listed leaves women; poor  
communication & leadership, overall

1:55pm

Telephone  
Interview

2:00pm

• an interesting person; has his own ideas  
about things; wants things done his way  
~~earlier this week~~ →

• not yelling per se; "He is a little  
difficult to read"

• "kind of pop off" to students

• Mullis is very attentive to detail

• no discrimination or harassment ~~always~~  
toward women; I don't know enough  
about him to say; doesn't attend  
meetings

• student workers don't have enough  
information about

2:10pm  
~~2:00pm~~

[redacted]  
He wanted to get rid of [redacted]  
she was nude; never knew what  
she was going to go off  
was told he had to live [redacted]  
for place

was told he could not get rid of [redacted]  
because she is the [redacted]  
one

"believes he discriminated against women;  
mentioned [redacted] name

"Bunker would place male students in  
authorities one [redacted]

"there not a whole lot of her over there)  
didn't know [redacted]

[redacted] - heard him say, go  
around

feels he discriminated. called me the  
[redacted] Leary

"if he was having a bad day, she was  
the one he would take it out on"

she argued back [redacted]

"Bunker doesn't like to be questioned  
will say and do anything to get his  
way"

2:45pm

3:00pm

[redacted]

"I think that he is the most despicable  
that ever hit the camp" just a people  
person, [redacted]

Mullin used to walk [redacted]

[redacted]

no knowledge of how to speak to people

chaps email from Jim

we don't have many males

Timothy got around with the boys)

didn't look innocent

"young boys are persuaded through"

[redacted]

3:30pm

Timothy can get along 3 new houses

[redacted]

was [redacted]

if male,  
Timothy told  
you at

these moments in meetings I wouldn't

describe other as disseminator

difficult, as he was

"we have avoided each other in a sense"

"I wouldn't want to work closely  
with Timothy" Mullin said [redacted]

wouldn't start he denied; in fact he

was [redacted]

97% of [redacted] he would be  
one young male; he would form  
friendships [redacted] Jim

1. address now [redacted] second to

telephone

Friday

11:20am

Jim Mullin

about

Jim Mullin

believes Mullin has a relationship of some sort with [redacted]; predictable  
has made students, and "will hang with them all day" and do this [redacted] supposed to do

ride together for [redacted] would be gone for 2 years  
paid more [redacted] months

Mullin's brother [redacted] in

underage drinking - left him alone

"we see things now that are so common place we don't pay attention to  
just last week, [redacted] - Jim [redacted]

[redacted] were there, Jim & [redacted]  
he asked the students their age ([redacted]) he said [redacted]

"What kind of wine do you like?"  
"game [redacted] that was WWS  
[redacted] then, now for the to [redacted]

Jim tried [redacted] as his [redacted]

~~just after meeting~~  
"Everybody hates this guy"

Jim Muller 2nd Interview

11:45am

guns

at young male student worker

gives tips to student worker

"I may have said it; something I say when I am frustrated."

"I should have brought my rifle; did not say that; 'I hate guns'"

"I try to be friendly to them"; work with them to [redacted]

"no party"

only for [redacted]

"there were some years ago"

everybody [redacted] around it; I [redacted]

with everyone else

drinks up to them

he was out there at [redacted] & would drink with the student; on outside [redacted]

"I know nothing about that"; "for the

life of me I don't know"; "I have

never had a party there"

allow of age students to drink if a invited guest

work relationship; try to be friendly

with [redacted]; "I am friendly to anyone

who is friendly to me"

[redacted] and then to work

last

fall

↓

I am

not there

allaned

was went to Mrs  
's beautiful; said to him 'I would  
like [redacted] that sometime'

to be a [redacted]  
I was a [redacted]  
moved [redacted] maybe someone in [redacted]  
privilege & [redacted]  
no other tips;

\* [redacted] - 2nd volume 42:35pm  
telephone 12:35pm

2007; everything went down; Le restaurant

even after 2007; still inappropriate  
↳ 'that's a whole other set of  
documents I can give you'

'has parts with [redacted]; [redacted]

[redacted] guest given 2; [redacted]  
get [redacted] while they are  
[redacted]



~~Kneels~~

Lin always took note student notes  
closely [redacted] not diffused

(telephone  
interview)

top harassment complaint  
from [redacted] 10:55am

Jim Mullin

• still have more people to talk in regards  
1<sup>st</sup> complaint; Mullin thought Ebel's investigation  
was complete

~~response~~

"I can't even imagine that"

[redacted] informed; [redacted]

[redacted]  
normally stayed only a month, most  
confused men I have ever seen in my  
life. Students were in tears because of  
how bad [redacted] treated them; "like dirt  
under her shoes." admitted to sitting at

[redacted] should have been fired" due to  
his [redacted] [redacted] by  
the documentation "he has always been  
an unpleasant person"

[redacted] has [redacted]

"He is just making the stuff up"

[redacted] was hired [redacted]

"I certainly never loved his 'ugliness'"

commented on how strong he was;  
prejudice against [redacted]  
hold me, I know that that."

[redacted] was fired [redacted]

and [redacted]

[redacted] "I will stand on the bottom

stop to give it balance") "I have not  
interest [redacted]

"jogging by [redacted] may have said, "oh, look at  
that" - "half-naked men" - "I don't know"  
table incident - [redacted] walked in, may  
have stepped table, [redacted] didn't hear  
convo; didn't look at [redacted]

[redacted] very good employee, opposite  
them/ him

related to as [redacted], not my [redacted]

character I have on [redacted]

"photo [redacted] laughed; "that is ridiculous"  
"that is not so"; has [redacted]"

"The most ridiculous story I have heard  
in my life."

that computer is used by everybody [redacted]  
worked [redacted]

"picture was taken developed in [redacted]  
[redacted] would ask  
me what was needed

[redacted] already talked about

- "Gida more info; religious drunk (Jim +  
the students)" [redacted] (come out)

(1) Jim shut that person down [redacted]  
[redacted] called [redacted] "that's not a  
true story"; Gida communicated with a  
male witness



"I have let student [redacted] from time  
to time => "I did that"; "I don't think of  
[redacted] socializing"

=> students were [redacted] and  
[redacted]

"I didn't do it for everybody  
- we have never [redacted] to [redacted]  
[redacted] that I know of  
- student I argued on glass, broke it, was  
sent home

[redacted] => (fascinating) [redacted]  
[redacted]

"I didn't have [redacted] => [redacted]  
[redacted]

[redacted] => no idea where that  
came from; several witnesses, stored  
the story

# misogynist

mi·sog·y·nist

[mi-soj-uh-nist, mahy-] Show IPA

noun

a person who hates, dislikes, mistrusts, or mistreats women.

---

Formal Complaint Against Timothy Mullin

Complainant: [REDACTED]

Accused: Timothy Mullin

Thursday, July 10, 2014

Witness #1 –

Witness #2 –

Witness #3 –

Witness #4 –

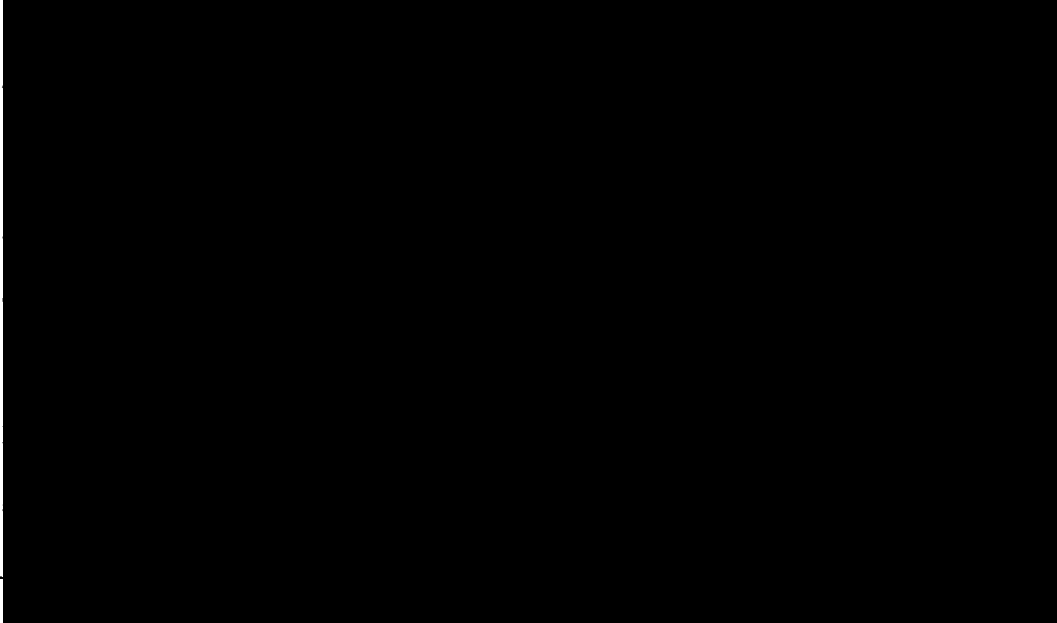
Witness #5 –

Witness #6 –

Witness #7 –

Witness #8 –

Witness #9 –



[REDACTED]

---

**From:** Timothy Mullin <timothy.mullin@wku.edu>  
**Sent:** Friday, [REDACTED] 6:59 PM  
**To:** [REDACTED]  
**Subject:** meeting

Please find time to meet in my office on Tuesday afternoon to clear up some of your misconceptions about your role regarding [REDACTED]



[REDACTED]

---

**From:** Timothy Mullin <timothy.mullin@wku.edu>  
**Sent:** Friday, [REDACTED] 12:09 PM  
**To:** [REDACTED]  
**Subject:** [REDACTED]

[REDACTED]

I was surprised to find out that [REDACTED] and someone mentioned that [REDACTED]

[REDACTED]

Long before I [REDACTED] I had a conversation with [REDACTED]..he was quite adamant that [REDACTED]  
[REDACTED]. Not to be unkind at all, just factual.... [REDACTED]  
[REDACTED] If you need to hire [REDACTED] you need to do, please  
hire one.

Also, I will be much more involved in the hiring...and if necessary... the [REDACTED] from now on. We can talk  
more about this at your weekly meeting with me.

[REDACTED]

---

**From:** Timothy J. Mullin <timothy.mullin@wku.edu>  
**Sent:** Monday, [REDACTED] 3:15 PM  
**To:** [REDACTED]  
**Subject:** Re: [REDACTED]

I was unaware that [REDACTED], I don't doubt her skills an ability..... [REDACTED]  
[REDACTED] g. [REDACTED]  
[REDACTED]  
[REDACTED]....we shouldn't be using [REDACTED]...agreed the  
skill level can't be compared. BTW...I haven't seen any background checks [REDACTED] I signed [REDACTED]  
[REDACTED]

[REDACTED] wrote:

> I am sorry but I am confused? Yes, [REDACTED]  
[REDACTED]  
[REDACTED] She is a phenomenal resource and over the years as a  
> [REDACTED]  
[REDACTED]  
[REDACTED] Looking at the hours used in [REDACTED]  
[REDACTED] we are running right at where we usually are.  
> [REDACTED], just as I assume [REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED] Should we turn them both away?  
>  
> [REDACTED] He asked if  
> we [REDACTED] I said, "Sure" and  
> put him to work [REDACTED] We often accommodate these types of  
> requests from students in support of the university's commitment to  
> service learning. [REDACTED]  
[REDACTED]  
> I. [REDACTED]  
> [REDACTED] and I discussed her background and interests and put her  
> to work [REDACTED]  
[REDACTED] She won't be taking [REDACTED]  
> Should we turn her and other student requests away?  
> I am not trying to be argumentative - I am just confused. The  
> [REDACTED]. With  
> the opening [REDACTED], we will see a dramatic  
> increase [REDACTED]  
> Thank you,  
> [REDACTED]  
>  
> Timothy Mullin wrote:  
>  
>> [REDACTED]

>> I was surprised to find out that A [REDACTED]

[REDACTED]  
[REDACTED].

>> Long before I [REDACTED] I had a conversation with the [REDACTED]

[REDACTED] Not to be unkind

>> at all, just factual.... [REDACTED]

[REDACTED] If you need to hire [REDACTED]  
[REDACTED], please hire one.

>> Also, I will be much more involved in the hiring...and if  
>> necessary... the firing of students from now on. We can talk more  
>> about this at your weekly meeting with me.

>>

>>

--

Timothy J. Mullin, [REDACTED]

[REDACTED]

\_\_\_\_\_

Please make sure [REDACTED]  
[REDACTED]

Timothy J. Mullin, [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

\_\_\_\_\_

[illegible]

\_\_\_\_\_

**From:** Timothy J. Mullin <timothy.mullin@wku.edu>  
**Sent:** Wednesday, [REDACTED] 4:38 PM  
**To:** [REDACTED]

I found out today that [REDACTED]. perhaps he hasn't done his [REDACTED]...just a reminder that [REDACTED]. I haven't seen [REDACTED] please get that to me asap. Before you begin looking for a replacement for [REDACTED] I'm making some changes in how we s [REDACTED] I will be involved in their interviews from now on.... you are welcome to do preliminary interviews....but they will meet with me as a part of the interview process, \_before\_ any decision is made. I will make the final decision, in discussion with you, if you like. This is an effort to avoid some of the problems we have experienced recently. We'll talk about [REDACTED]....since we [REDACTED] it should be returned to us when [REDACTED]s.

Thank you

**Timothy J. Mullin,**

[REDACTED]

---

**From:** Timothy Mullin <timothy.mullin@wku.edu>  
**Sent:** Thursday, [REDACTED] 3:13 PM  
**To:** [REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

Due to some recent unpleasantness, it has become important for me to be part of the interview process for all [REDACTED]. Not just signing a purple sheet, not just meeting them... but being part of the interview process, and making the choice of who I hire to work in my department. I don't mind if you do preliminary interviews, but the decision will rest with me. Beginning now.

Also, do we have an application [REDACTED]? I've never seen one. We need to begin this process. The [REDACTED] may have an area where they would prefer to work, but they offer their services to the department....and then are assigned to an area. No one should be working in this department who has not first met me and gotten my approval.

These changes are both part of our continuing effort to work together as one unit...one department...rather than a confusion of many parts.

In an attempt to address [REDACTED] concerns over keeping [REDACTED], we will adopt the [REDACTED] example of fewer students working in just one area. We will make this transition over [REDACTED] will choose the 2 or 3 students who will work [REDACTED] can choose those 2 or 3 students who will work [REDACTED]... [REDACTED] will select those students who will [REDACTED] [REDACTED] And I'll work with [REDACTED] to select and schedule those students [REDACTED] We can work out details over the next couple of months so this new system can go into effect [REDACTED] Perhaps, the concern over 'to many bosses' will be eased with this change....working in one area with one supervisor, rather than being pulled in five directions each with its own supervisor, might give the students a sense of place with less confusion, less disorganization. AND we might achieve a more efficient use of student time. Less playing games on computers, or text messaging their friends.

We can discuss any or all of these changes at upcoming meetings....

[REDACTED]

---

**From:** Timothy Mullin <timothy.mullin@wku.edu>  
**Sent:** Thursday, [REDACTED] 3:17 PM  
**To:** [REDACTED]  
[REDACTED]

[REDACTED]

I would like to know exactly what [REDACTED]

[REDACTED]

---

**From:** Timothy Mullin <timothy.mullin@wku.edu>  
**Sent:** Monday, [REDACTED] 10:33 AM  
**To:** [REDACTED]  
[REDACTED]

Thanks...the form is fine....I should have been more clear...I've never seen one filled out, or been involved in selecting who might make [REDACTED]. I'm glad we have [REDACTED].

[REDACTED] wrote:

> This is the form I have been using for about 1.5 years for  
> [REDACTED] I showed you a copy when I first came up with it. We  
> have copies [REDACTED] This week we have the [REDACTED]  
> scheduled to help different days different times [REDACTED]:

>

> [REDACTED]

[REDACTED]

[REDACTED]

>

> [REDACTED]

>

> Timothy Mullin wrote:

>

>> Due to some recent unpleasantness, it has become important for me to  
>> be part of the interview process for all [REDACTED] Not just  
>> signing a purple sheet, not just meeting them... but being part of  
>> the interview process, and making the choice of who I hire to work in  
>> my department. I don't mind if you do preliminary interviews, but  
>> the decision will rest with me. Beginning now.

>>

>> Also, do we have an application form [REDACTED]? I've never seen  
>> one. We need to begin this process. [REDACTED] may have an area  
>> where they would prefer to work, but they offer their services to the  
>> department....and then are assigned to an area. No one should be  
>> working in this department who has not first met me and gotten my  
>> approval.

>>

>> These changes are both part of our continuing effort to work together  
>> as one unit...one department...rather than a confusion of many parts.

>> In an attempt to address [REDACTED] concerns over keeping [REDACTED]  
[REDACTED] we will adopt the [REDACTED] of fewer students  
>> working in just one area. We will make this transition over [REDACTED]  
[REDACTED] [REDACTED] will choose the 2 or 3 students who will [REDACTED]  
[REDACTED] can choose those 2 or 3 students [REDACTED]  
[REDACTED]....[REDACTED] will select those students [REDACTED]

[REDACTED]. And

>> I'll work [REDACTED] to select and schedule those students [REDACTED]  
[REDACTED]. We can work out details over the next couple of  
>> months so this new system can go into effect [REDACTED] Perhaps,



>> the concern over 'to many bosses' will be eased with this  
>> change....working in one area with one supervisor, rather than being  
>> pulled in five directions each with its own supervisor, might give  
>> the students a sense of place with less confusion, less  
>> disorganization. AND we might achieve a more efficient use of  
>> student time. Less playing games on computers, or text messaging  
>> their friends.  
>>  
>> We can discuss any or all of these changes at upcoming meetings....  
>>  
>>

--  
Timothy J. Mullin, [REDACTED]

[REDACTED]  
[REDACTED]  
[REDACTED]  
  
[REDACTED]  
  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
  
[REDACTED]

[REDACTED]

---

**From:** Timothy Mullin <timothy.mullin@wku.edu>  
**Sent:** Monday, [REDACTED] 4:30 PM  
**Cc:** [REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]s

**Subject:** Re: [Fwd: fyi]

First...[REDACTED], you might have someone help you enter my name into your email addresses so I get these messages, and then remove [REDACTED]...then you can reach everyone.

Next, the [REDACTED] is possibly the BEST thing we could hope for...its called the [REDACTED] (have we not discussed this in our meetings??). ALL of the most well-heeled folks this university can attract will be here for the [REDACTED]....nothing we could think up, or pay for, could possibly compare.

Since this is [REDACTED], we have many years of [REDACTED] in connection with it, and the following [REDACTED]...so we have lots of opportunities [REDACTED] around that....

Timothy

>

>

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

> Subject: fyi

> Date: Mon, [REDACTED] 16:06:36 -0500

> From: [REDACTED]

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

>

>

>

> Are we going to offer [REDACTED]

[REDACTED] I heard a [REDACTED]

[REDACTED]  
[REDACTED] it was humorous, informative, thought provoking, etc.

> and sponsored (paid for) by the Ky Humanities Council. I'm not aware  
> that he's spoken here [REDACTED] His calendar may be full to  
> overflowing but. . .!

>

Timothy J. Mullin, [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

---

**From:** Timothy Mullin <timothy.mullin@wku.edu>  
**Sent:** Tuesday, [REDACTED] 3:26 PM  
**To:** [REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

**Subject:** Re: [Fwd: Congratulations due]

Of course, we need to compliment everyone who has published an article, won an award, or achieved some accomplishment...but be careful not pick and choose. [REDACTED]  
[REDACTED] We need to be careful not to gush over some while ignoring others.....

Also, [REDACTED] you still have not added my name to your email list....[REDACTED].....although you did remove [REDACTED].

> Subject: Congratulations due  
> Date: Tue, [REDACTED] 10:36:44 -0500  
> From: [REDACTED]

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

>  
>  
>

> Congratulations to [REDACTED]  
[REDACTED] I put a couple [REDACTED]  
[REDACTED]

>

--  
Timothy J. Mullin, [REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

[REDACTED]

[REDACTED]  
[REDACTED]

[REDACTED]

---

**From:** Timothy Mullin <timothy.mullin@wku.edu>  
**Sent:** Wednesday, [REDACTED] 8:35 AM  
**To:** [REDACTED]  
**Subject:** [REDACTED]  
**Attachments:** Attached Message Part.htm; [REDACTED]

If anyone would care to shake off the 'Kentucky-only' cloak and seek the mantle of possibilities in the rest of the US and the world....I would encourage and support your efforts.

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

**Subject:** [REDACTED] **Fw:** [REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED] Timothy Mullin <timothy.mullin@wku.edu>

Great opportunity here for valuable learning experience for faculty interested in international ventures. Please alert me to any of your faculty who decide to apply. Thanks.

[REDACTED]

Sent via BlackBerry by AT&T

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

**From:** [REDACTED]

[REDACTED]  
**To:** faculty-all@wku.edu

**Subject:** [REDACTED]

Office of Internationalization & Office of Sponsored Programs

APPLICATION FOR GRANT-WRITING WORKSHOP PARTICIPATION

Using Grants to Fund Innovative International Learning Initiatives

Presenter: Alicia Skinner Cook, Ph.D., Colorado State University

Summer, 2008 (workshop date is July 10, 2008)

This one-day workshop is designed to introduce faculty to funding opportunities that will enhance their ability to facilitate and support student learning, their own professional development, and the larger internationalization vision at

Western Kentucky University (WKU). An emphasis will be placed on matching faculty interests with available funding sources and utilizing available resources. The presenter will discuss a variety of grant programs in detail, give examples of exemplary projects recently funded, offer tips for preparing winning proposals, and discuss issues of curriculum enhancement, faculty development, and student engagement in the international arena. The workshop will be interactive with the opportunity to further develop ideas, identify potential for collaboration with other faculty, and pursue interdisciplinary linkages.

Workshop attendance is limited and will target faculty and staff who are committed to preparing and submitting a grant supporting an international initiative (either individually or as a member of a team). The participants will be composed of individuals with varying levels of international and grant-writing experience.

Submit applications by June 16, 2008 to Dr. Cornell Menking, Chief International Officer, 128 Grise Hall, WKU Campus. Final acceptance is dependent on the Dean's or Department Head's recommendation. Invitation announcements will be made by the Chief International Officer by June 30, 2008.

The application is attached to this email.

--

--

Timothy J. Mullin, [REDACTED]

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

[REDACTED]

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Thank you [REDACTED] did a great job, and [REDACTED] worked hard, but your message didn't go to all [REDACTED] at the last minute. Without their help [REDACTED] ... we would have had an [REDACTED] that would have looked terrible, and reflected very poorly on this department. Who knew that we had such amazingly talented students!!!!...PLUS they [REDACTED]  
[REDACTED]  
[REDACTED] [REDACTED]  
[REDACTED].and happily did any other tasks asked of them. The kudos indeed need to be spread around, but high praise and honor go to those students who pulled off the last minute work that gave us the successful [REDACTED] \* OUR STUDENTS ROCK!!!\*

- > Bouquets to all who worked so hard on the [REDACTED] It
- > looks great! The [REDACTED] LOVED it!
- > Take a bow! Your hard work was/is appreciated!

--  
Timothy J. Mullin, [REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

---

**From:** Timothy Mullin <timothy.mullin@wku.edu>  
**Sent:** Wednesday, [REDACTED] 12:42 PM  
**To:** [REDACTED]  
[REDACTED]  
[REDACTED]

Thank you.

First, I drink [REDACTED] where alcohol is served.....I am 'on the clock' as well as every other faculty and staff memb[REDACTED]. If there is a concern about alcohol consumption at [REDACTED]...perhaps they should all be dry...but that isn't likely, nor would that go over well with [REDACTED] who seem to have no problem with drinking as they usually run the bar dry. Or we make up a rule that no one who works here can drink...which is ridiculous...I'd never agree to that.

Second, I have been at local drinking establishments where every one of those students you mentioned have been carded and served....good enough for me. All of those students drink at tailgating events...on this campus...sanctioned by this campus...just because they are inside our building shouldn't mean that the rules change. Also, they are being served by Aramark. Aramark is the responsible party, to card anyone they suspect of being underage, to deal with guests who have been over-served...not really up to us, unless we simply want to make up rules that apply only to students. However, this is not a prison camp. None of our student workers should feel like working here is a sentence, rather than a joy. There is no reason to treat the students any differently than anyone else who works here...we don't talk down to them...we don't treat them like slaves...we don't make up rules for them to which we ourselves are not subject. The students should not come to me in tears because their supervisor has been thoughtless or unkind (although this has happened on a number of occasions). We'll have a training session for faculty and staff again, regarding making the workplace fun.... and treating the students and our guests with respect....good public relations. Also, I do not share the overly conservative attitudes of this community, in house or out....and...going by the amount of alcohol they consume at our events, those people who support our museum are not all among the overly conservative. And..well...enough about that.

Third, it is the duty of the caterers, who are serving the alcohol, to monitor guests who become intoxicated. Its is up to Aramark to card anyone they think might be underage. If, for some reason, whoever is monitoring an event and feels that a guest has been over-served...mention your concern to the bar tenders..it is THEIR job...not ours... to take care of that situation.

We can discuss this further at our next retreat....

[REDACTED] wrote:

> Timothy,

>

> The opening of the [REDACTED]

[REDACTED] was an extremely successful [REDACTED]. [REDACTED] was one that I

> believe every member of this department was proud of [REDACTED]

> looks marvelous, and the public reaction from both the on-and

> off-campus communities was enthusiastic. One aspect was not positive



[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

---

**From:** Timothy Mullin <timothy.mullin@wku.edu>  
**Sent:** Sunday, [REDACTED] 8:35 AM  
**To:** [REDACTED]  
**Subject:** Re: [Fwd: recent photo [REDACTED]]

Yes....best selling authors write about ghosts, and vampires, and monsters, and other fantastic things...Hollywood makes millions with their scary movies...and places like that university in Florida take it to the limit when they include "dealing with zombies" in their emergency procedures handbook, which their board of regents had removed due to its idiotic and embarrassing content.

To put up [REDACTED] is what we do, I'm not suggesting we censor [REDACTED]..I've not seen how [REDACTED]  
[REDACTED]  
[REDACTED]

On Sat, [REDACTED] 09:38:53 -0600

[REDACTED] wrote:

> I'll admit that such [REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

>

> On [REDACTED] 9 09:19:37 -0600

> [REDACTED] wrote:

>> [REDACTED]  
[REDACTED]

[REDACTED], I certainly did not intend

>> anything in it to signify that we [REDACTED] As

>> [REDACTED] says, [REDACTED] but that's

>> not the same as saying they are true (we'll leave that up to the

[REDACTED]

>>

>> Nevertheless, we shouldn't censor this aspect [REDACTED].

>> [REDACTED]  
[REDACTED]

[REDACTED]  
[REDACTED]  
[REDACTED]

[REDACTED] and a few months ago I exchanged e-mails with a

> student

>> doing [REDACTED] I deposited

an

>> [REDACTED]

>> t [REDACTED]  
[REDACTED] Perhaps that is where I should put [REDACTED]  
[REDACTED]  
[REDACTED]  
>> well – it would be good for my "numbers!"  
>>  
>>  
>>  
>> On Fri, [REDACTED] 23:01:15 -0600  
>> "Timothy Mullin" <[timothy.mullin@wku.edu](mailto:timothy.mullin@wku.edu)> wrote:  
>>> The [REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED] Any other reflections are very definately the  
>> reflections  
>>> of the tree....AND...who put those [REDACTED]??  
can  
>> we  
>>> remove them...please??? [REDACTED]..its fine...but I  
>> really  
>>> don't want the public to think we're all nuts....  
>>>  
>>>  
>>>  
>>>  
>>>  
>>> On Fri, [REDACTED] 09:39:13 -0600 [REDACTED]  
[REDACTED]  
>>>> Anyone have an explanation for this? Could there have been an  
> [REDACTED]  
>> [REDACTED] I don't  
>> know  
>>> that I agree that this is a figure though. Maybe [REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
>>>>  
>>>  
>>  
>

[REDACTED]

---

**From:** Mullin, Timothy  
**Sent:** Tuesday, [REDACTED] 8:35 AM  
**To:** [REDACTED]  
**Cc:** [REDACTED]  
**Subject:** Re: [REDACTED]

If you'd like to help by washing them...you're more than welcome.

Sent from my iPhone

On [REDACTED], at 8:30 AM, [REDACTED] wrote:

We have to "work around" a lot of things in this building. For example, [REDACTED]  
[REDACTED] ??

---

[REDACTED]

---

**From:** [REDACTED]  
**Sent:** Tuesday, [REDACTED] 8:16 AM  
**To:** [REDACTED]  
**Cc:** Mullin, Timothy  
**Subject:** RE: [REDACTED]

## Incident Report

6/17/14

1:30 PM Staff meeting

Timothy continues his pattern of serial misogyny in staff meetings. Present were Timothy, Fran, [REDACTED], Deborah, and myself. [REDACTED] and [REDACTED] were late arrivals due to other commitments.

When it was Deborah's turn as we went around the table she asked about store advertising, relating a camp parent's tale of buying several things yesterday and stating, "I didn't know the museum had a store." Timothy talked and then Deborah talked and then the condescending, angry switch was flipped, "I am just explain this . . . *if I may*," Timothy frequently feels the need to **EXPLAIN** work related topics to his female faculty and staff. The women who work on the museum side of the house are often the target of his serial misogyny.

When it was my turn going around the table, I asked about the K [REDACTED] Board meeting yesterday. What did they do? Did they decide on a name change, etc. I asked about minutes from the board, and was treated to a lengthy lecture about board not "having to provide" minutes because of "private" not public status. They (the board) could share them with us (faculty and staff) if they wished. There was discussing about the possibility of us (museum faculty and staff) being provided just simple, brief bullet points in lieu of minutes. Decisions made by the board. [REDACTED] faculty and staff are prohibited by Timothy from attending board meetings and we often feel out of the loop when it comes to what is going on in our workplace.

At this point, Timothy became very tense/ angry and said, "That is my role! To tell you (the group) about what the board does." I cannot begin to convey how condescending and patronizing his tone was. After he goes on for a while, EXPLAINING the way the world works, and conveying to us just how wrong headed we were to even suggest such a thing, the six women seated around the table are completely silent, he switches to smarmy sweetness. He has achieved his goal- which is frequently to verbally bully his female staff into silence.

I have been at the KY Museum since November, 2005. I have never heard a female staff member address Timothy in tone or language disrespectfully. Questions and comments in staff meetings are stated in a professional matter. Timothy does not reciprocate with female faculty and staff members.

Timothy is serial misogynist. In public forums such as weekly staff meetings, it is commonplace for Timothy to criticize and belittle non present female subordinates, colleagues and female superiors. Former female workers including [REDACTED] Baird, Earlene Chelf and Laura Harper Lee are talked of dismissively and/or criticized for something "wrong" they did during their tenure here. His blatant sexism is pervasive when he frequently criticizes mothers of the bride, brides, Melanie Shy, Rachael Goodman, Lucinda Anderson or any woman who has anything to do with the KY room. Whether it is a

criticism or an exaggerated eye roll, the message is conveyed that the above are horrible, stupid, incompetent . . . take your pick.

In emails and in conversation, "I have to be the voice of reason on this . . ." Nice to know that as a male he has a capacity for rationality that his female subordinates lack due to biology.

8/31/07 Staff Meeting

Christy brought up issues with high turnover rates of our student workers, and comments students were making on exit interviews. Timothy lashed out. He said this wasn't "the purple dinosaur house (reference to Barney and inference that Christy coddled students). That we were supposed to be preparing students for, "the real world" and that he didn't know where Christy had worked, but in his experience his bosses were not all "warm and fuzzy." Christy tried to speak, and he snarled, "Let me finish!" People were absolutely shocked. When he paused, Christy asked, "May I speak?" He reluctantly agreed and she reiterated what she was talking about was treating the students with basic courtesy and respect. Several faculty and staff congratulated Christy on not "losing it," in the face of his rabid attack.

8/24/10 [REDACTED]

[REDACTED]

1/16/13 [REDACTED]

[REDACTED]

1/22/13 [REDACTED]

[REDACTED]

6/4/13 [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Timothy's response,

[REDACTED]

12/3/13

[REDACTED]

6/18/14

## Introduction

In forums such as weekly [REDACTED] it is commonplace for director Timothy Mullin to criticize and belittle non present female subordinates, colleagues and female superiors, as well present female faculty and staff in attendance.

[REDACTED] talked of dismissively and/or criticized for something "wrong" they did during their tenure here.

His blatant sexism is pervasive when he frequently criticizes [REDACTED]

Whether it is a criticism or an exaggerated eye roll, the message is conveyed that the above women are horrible, stupid, incompetent . . . take your pick.

Timothy also often gaslights, belittles, and verbally subjugates current female faculty and staff during staff meetings, as well as at other times as documented below.

## 8/31/07 Staff Meeting

I brought up issues with high turnover rates of our student workers, and comments students were making on exit interviews. Timothy lashed out. He said this wasn't "the purple dinosaur house (reference to Barney and inference that I coddled students). That we were supposed to be preparing students for, "the real world" and that he didn't know where Christy had worked, but in his experience his bosses were not all "warm and fuzzy." I tried to speak, and he snarled, "Let me finish!" People were absolutely shocked. When he paused, I asked, "May I speak?" He reluctantly agreed and I reiterated what I was talking about was treating the students with basic courtesy and respect. Several faculty and staff congratulated me on not "losing it," in the face of his rabid attack.

## 2/18/10 8:45AM Staff Meeting

[REDACTED] had brought up issue of unprofessionalism at the front desk, with specific examples from 2/17/10 and 2/16/10 i.e. visitors wandering in search of galleries, people on duty eating at the front desk, etc. Timothy said John knew there was not student on duty and John should have done better. [REDACTED] brought up about a new student worker dancing at the front desk 2/16/10. Timothy said that would have been Roger.

Deborah talked about front desk being a gathering place. Said it was unprofessional and that the eating, etc. was still going on. Timothy said, "Well, you already saw that email I sent." Deborah used some verbiage to convey that problems are still continuing. Timothy, in a loud curt manner, told Deborah that [REDACTED] had brought it up and there was no need to bring it up at a staff meeting. Deborah asked, "When do you bring it up?" That's when he got really mad and yelled at her, "Quit talking about it!" Deborah calmly said she was going downstairs to work. She was clearly upset, but was very professional.

The mood of the staff meeting was tense and incredulous. People were appalled by Timothy's behavior and his once again total lack of professional decorum. Most people didn't say anything when it was



2/12/14          Performance Appraisal Subversion Continued

I received notice that [REDACTED]'s performance appraisal has not been received by WKU Human Resources. I emailed HR back that it was sent to Timothy, and I did not know why he had not forwarded it on.

His emailed response:

*Yes... you did... and I sent it back to you asking that you re-evaluate [REDACTED].... Because, as I explained at your museum staff meeting.... No one can get all "3"s...that would suggest that they walk on water..... and even though [REDACTED] is an outstanding employee... giving her all "3"s suggest that she has no room for growth, that she is performing miracles. I was waiting for you to send the revised performance evaluation as asked. I will forward the one you sent on Jan. 28...and make notes that this was not done correctly*

This is not the first time Timothy has interfered in evaluative process between supervisors and staff at the KY Building. I objected to his assertion, "this was not done correctly," and would not roll over for his "notes" on an evaluation I prepared.

2/12/14 and again 2/14/14   Performance Appraisal Subversion Continued

I emailed [REDACTED] Glisson, as his office is in charge of the collection of WKU Performance Appraisals, requesting a meeting for me and [REDACTED], without Timothy, to discuss his subversion of my role as her supervisor. No response of any kind to either email.

2/20/14   Performance Appraisal Subversion Continued

Requested and received an appointment to meet with Dr. Larves, WKU ombudsman, to discuss problems with Timothy's interference in evaluation process.

2/26/14   Performance Appraisal Subversion Continued

[REDACTED] and I both met with Dr. Larves. He conveyed to us that occasionally WKU had department heads/directors such as Timothy, who for some reason, felt no one deserved 3s under any circumstances . . . "no room to improve." Dr. Larves advised us to just sort of stand down. Unless one was talking about 1s on evaluations that the difference between all 2s or all 3s was a non-issue from the institution's standpoint. He intimated he was aware that our experience with Timothy was not uncommon.

6/17/14          Staff Meeting

Timothy continued his pattern of serial misogyny in staff meetings. Present were Timothy, Fran, [REDACTED], Deborah, and myself. [REDACTED] and [REDACTED] were late arrivals due to other commitments.

When it was Deborah's turn as we went around the table she asked about store advertising, relating a camp parent's tale of buying several things yesterday and parent stating, "I didn't know the museum had a store." Timothy talked and then Deborah talked and then the condescending, angry switch was

flipped, "I am just explaining this . . . if I may!" Timothy frequently feels the need to **angrily EXPLAIN** work related topics in a condescending tone to his female faculty and staff.

When it was my turn going around the table, I asked about the **K** Board meeting the day before. What did they do? Did board decide on a museum name change, etc. I asked about minutes from the board, and was treated to a lengthy lecture about board not "having to provide" minutes because of "private" not public status. After much verbiage, Timothy finally declared they (the board) could share them with us (faculty and staff) if they wished. There was discussion between Fran and myself about the possibility of us (museum faculty and staff) being provided just simple, brief bullet points in lieu of minutes- decisions made by the board. **K** faculty and staff are prohibited by Timothy from attending board meetings, seeing the minutes of the meetings, etc. and we often feel out of the loop when it comes to what is going on in our workplace.

At this point, Timothy became very tense/ angry and said, "That is my role! To tell you (the group) about what the board does!" I cannot begin to convey how angry and condescending his tone was. After he went on for a while, again angrily EXPLAINING the way the world works, and conveying to me just how wrong headed I was to even suggest such a thing, the six women seated around the table were completely silent. He has achieved his goal- which is frequently to verbally bully his female faculty & staff into silence.

Another of his favored tactics with females is "gaslighting," often by perception blaming. I have heard him gaslight in various forms at so many staff meetings, I have literally lost count. Just one recent example from a staff meeting two weeks ago when I asked a follow up question concerning potential name changes to the museum. Timothy's response, "I thought I explained that already . . ." followed by his overwhelming and complete exasperation at my simple question. Message: you are delusional; your perceptions are wrong. It is a deliberate psychological tactic he uses repeatedly to make women doubt their gut instincts of what is going on.

## **Conclusion**

Timothy can be charming and gregarious to outsiders. He can also often be toxic and bullying to the women who have to work for him daily.

Timothy has created a hostile work environment through his misogynistic behavior. Female faculty and staff cannot ask simple questions or solicit information about their work in staff meetings without risking being verbally abused by Timothy.

Once Timothy is aware of my complaint, my "whistle blowing," I will be punished in some way. I know university policy prohibits, but I've been down this road before with Timothy. He will find a way to retaliate. However, I have no intention of suffering in silence in overtly demeaning sexist staff meetings and will continue to aggressively pursue solutions, both within and outside of WKU, on behalf of myself and my **K** female colleagues. I have no doubt Timothy will continue to "gaslight" such complaints as some form of oversensitivity in a desperate effort to minimize his serial sexist behavior. Frequently in emails and in conversation Timothy states, "I have to be the voice of reason on this . . ." Nice to know that as a male he has a capacity for rationality that his female subordinates lack due to biology. I and others are at a point where we have had enough and call on WKU to remedy the situation.

## Contacts

After December 2007, I was no longer in charge of [REDACTED] and subsequently do not have access to the lists of names or contact information for the students who worked for Timothy.

I believe WKU EOO should pull records from [REDACTED] and attempt to talk with EVERY [REDACTED] possible who worked for the [REDACTED] from October 2007-June 2014. The females would often relate things they had witnessed.

If above is not possible, I would suggest contacting [REDACTED] and asking for lists of students or payroll records. **Do NOT ask** [REDACTED] handles student paperwork and could provide lists, names, etc. but would be on the phone telling Timothy what she was doing within 5 minutes.

Off the top of my head, people to talk to

1. Myself [REDACTED]
2. [REDACTED] [REDACTED] [REDACTED]
3. [REDACTED]
4. [REDACTED] [REDACTED] [REDACTED]
5. [REDACTED] [REDACTED] [REDACTED]
6. [REDACTED]
7. [REDACTED]
8. [REDACTED]  
[REDACTED]
9. [REDACTED]  
[REDACTED]  
[REDACTED]
10. [REDACTED]  
[REDACTED]  
[REDACTED] [REDACTED]  
[REDACTED]
11. [REDACTED]  
[REDACTED]  
[REDACTED]
12. [REDACTED] Cannot remember his last name.
13. [REDACTED]
14. [REDACTED]
15. [REDACTED]
16. [REDACTED]
17. [REDACTED]
18. [REDACTED] [REDACTED]

[REDACTED]

---

**From:** Mullin, Timothy  
**Sent:** Wednesday, [REDACTED] 48 AM  
**To:** Mullin, Timothy  
**Cc:** [REDACTED]  
**Subject:** Re: Faculty Senate Resolution [REDACTED]

Btw....any emails I send to you....the faculty in this department.....should be treated as confidential and not forwarded outside this department!

Sent from my iPhone

On [REDACTED] 7:31 AM, "Mullin, Timothy" <[timothy.mullin@wku.edu](mailto:timothy.mullin@wku.edu)> wrote:

First, I'm pleased that enough people on this campus care about [REDACTED]  
[REDACTED] I had conversations with [REDACTED], and I wish they had listened more carefully to what I said....none of this was necessary....and could hurt us, more than help.

In their first...clause....they are completely misinformed. [REDACTED] are at much more risk NOW as [REDACTED].....which is why putting them [REDACTED] would be the best thing possible. Whatever [REDACTED] is established....they HAVE TO approve and abide by OUR [REDACTED] !! or [REDACTED] We need to pull those policies out, give them a dust off, and make sure they are tight.

The second clause is really of more concern. The reason for this is that [REDACTED] wants to protect our [REDACTED]....which is good. We were all at the meeting where [REDACTED] answered [REDACTED] question about this...assuring us that we would always hold [REDACTED]. She thought that should be in writing...and I agree!! However, the other part, about insisting that [REDACTED] remain part of [REDACTED] is NUTS! The [REDACTED] has been pretty outspoken about his dislike for [REDACTED]....why would we want to remain beholden to someone who doesn't think we need to exist?? Who thinks we'd be getting the funds we need to operate in such a situation?? I'll repeat what I told both [REDACTED]  
[REDACTED]  
[REDACTED] I'd prefer reporting to the president, [REDACTED]  
[REDACTED]

What do you think....[REDACTED] who doesn't think [REDACTED] or the president [REDACTED]?? easy choice for me.

And I am concerned that not one person on [REDACTED] has any [REDACTED] little knowledge, and I doubt seriously if any of them have actually gone through [REDACTED] yet they feel comfortable voting on a resolution that could dash our future. It would be like the [REDACTED] voting on how [REDACTED] should be organized...

You certainly all have the right to voice your opinion.....I'll have a conversation [REDACTED].....and attend the [REDACTED]

Timothy J. Mullin  
[REDACTED]

From: [REDACTED]  
Sent: Wednesday, [REDACTED] 7:15 AM  
To: [REDACTED]  
Subject: [REDACTED]

FYI – the F [REDACTED]

At the [REDACTED]  
[REDACTED] The meat of the resolution is as follows:

*"RESOLVED THAT The [REDACTED]  
[REDACTED]  
[REDACTED] and be it*

*FURTHER RESOLVED THAT the operations of [REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]."*

(I have attached the full text of the resolution, or you can view it on the [REDACTED]  
[REDACTED]  
[REDACTED]

Essentially, this resolution holds that 1) [REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

The [REDACTED]  
[REDACTED]. I wanted all of you to be aware, and I welcome any feedback you have on the issue. I would hate to see the [REDACTED]  
[REDACTED]



**Subject:** updates

I wanted to update you all on a few things......

Internationalization!!!

The resolution, as published...was not the resolution they were discussing (OK...a discussion requires more than one point of view)..even the last minute, updated published resolution was not the one they were voting on....the one they voted on was handed out at the meeting....I've made copies and distributed them to all of you.

examples of a ██████ gone bad....from the tens of thousands ██████ AND...just because one

coach at a public university is showering with little boys doesn't mean that it happens on EVERY public university campus...that's flat earth logic at its best. I don't know if anyone who spoke knows anything at all about setting up a [REDACTED] anything else...they have no experience whatever with the [REDACTED]...but they felt free to express their opinions about it.

Pretty much...the [REDACTED] that they voted on...says two things....1. [REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

All in all...mis-informed, ill-advised, sensationalism.....my respect for certain faculty members has slipped considerably.



[REDACTED]

---

**From:** [REDACTED]  
**Sent:** Thursday, [REDACTED] 3:28 PM  
**To:** Mullin, Timothy  
**Subject:** RE: couple fo things

1. I am perfectly aware that [REDACTED] When I was on the phone with the lady from [REDACTED] [REDACTED], she asked if they could [REDACTED] with a [REDACTED]. I told her I thought so, knew it had been done in the past [REDACTED] ... but she should check with you. She said something about [REDACTED] and it sounded like something outside the norm to me ... Since to my knowledge we hadn't attempted it yet (on this one), I simply didn't want her to show up with [REDACTED] and her [REDACTED]
2. [REDACTED] is not like [REDACTED] Don't think [REDACTED] anyone else [REDACTED] [REDACTED] has attempted to use this one in here. It is not [REDACTED] [REDACTED] [REDACTED]
3. I left a typed note a [REDACTED].
4. I am not clear what I have done that has upset you. I am diligent in my job and to the public we serve.
5. [REDACTED] will be out the better part of [REDACTED].

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

**From:** Mullin, Timothy  
**Sent:** Thursday, [REDACTED] 3:05 PM  
**To:** S [REDACTED]  
**Subject:** couple fo things

Just need to clear up a couple of things with you....

1. The only reason you got [REDACTED] was because it was to be shared v [REDACTED] On the rare occasion that we [REDACTED] [REDACTED] We talked about this [REDACTED] And yes, there were protests from your area...but the question is....do you want [REDACTED]? Then the compromise is that [REDACTED]

[REDACTED]

---

**From:** Mullin, Timothy  
**Sent:** Tuesday [REDACTED] 8:40 PM  
**To:** [REDACTED]  
[REDACTED]

Sorry, I sort of jumped on you...didn't mean to as much as get your attention back since I'm in charge of [REDACTED] and could answer the questions you were directing [REDACTED]. She opened a discussion that we had not had...she was not expressing anything but her own opinion, and I needed to reign that in.

[REDACTED] will be working for us...not directing us in [REDACTED]. I've been doing [REDACTED] can run ideas by me, but t [REDACTED] will be what we need it to be.

[REDACTED] that was done didn't meet many of the basics of [REDACTED]. I was not impressed...and while the students may be cheap, and might know everything about [REDACTED], they are not experts in [REDACTED] and have room for improvement. I was not in a position to argue, then...but things have changed.

The main point, I guess, is.... I have the final say over [REDACTED]. And I'll be happy to answer any other questions you might have regarding [REDACTED] and they should be directed to me.

Thanks....

Timothy J. Mullin  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

[REDACTED]

**From:** Mullin, Timothy  
**Sent:** Thursday, [REDACTED] 12:00 PM  
**To:** [REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

After [REDACTED] which only a few people attended, and [REDACTED] I felt it was important to clarify points for the benefit of everyone.

[REDACTED] asked about our organizational structure, which we've discussed several times over the past two years, but we haven't discussed this thoroughly enough since the question was asked.....

I would begin by saying... look at the organizational chart on our web site...but I can't find it there myself. It needs to be added so that others with the same question can glance at a visual and see the lines of authority/responsibility.

1. Get the organizational chart on our web page.....and rearrange the 'about us" page to be more easily found, it is currently under "Plan" which suggests a visit and isn't where I'd be looking for 'about us" information.
2. Make sure that our mission statement is on the home page...and on our FB page....and on everything we publish...hung on a plaque over the door if necessary....we need to always remember our purpose, and the board always needs to remember what our purpose is.

Then to answer the question, I'm tempted to say 'nothing has changed'... [REDACTED] are still university employees as they always have been, same benefits, same lines of communication with the exception that the dean and the dean's office have been removed from the chain of authority. ■ [REDACTED] All travel, hiring and firing, and any other university procedures now skip the deans office and go directly from me to the provost's office. The faculty still have a tie to [REDACTED] as their 'tenure home,' and their voice in university politics is heard through the departmental representative to the university senate. We have yet to settle faculty evaluations, I will evaluate your job performance....I imagine [REDACTED] I'm not sure how we will deal with your [REDACTED] however, the provost fully supports [REDACTED]

In essence, the faculty have been "assigned" [REDACTED]....the possibility exists that, if you no longer wish to be part of [REDACTED], you may request to be transferred to a another position [REDACTED] since you are 'officially' [REDACTED] The staff, on the other hand, work for me as [REDACTED] And all rules and regulations of Human Resources apply...I take no personnel actions without the consent of the Provost and Human Resources.

What has been added is a [REDACTED] with the full authority and enthusiastic support of [REDACTED] The mission [REDACTED] Again, they have the full enthusiastic support [REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

Their By-Laws follow standard [REDACTED] by-laws...in general, there is nothing remarkable with the exception of those sections required [REDACTED]. With over 100 years of experience [REDACTED]  
[REDACTED]

4. AND...when we pay [REDACTED] we always need to provide a call for action...

In answer to [REDACTED] question.....There should never be a surprise move [REDACTED] Any action they take should only be moving us closer to accomplishing the goals in our strategic plan....because that is the path [REDACTED] has set for themselves as well as for us. Read the Strategic Plan, it outlines all [REDACTED] years.....their only actions should be taking steps to reach those goals...there should be no surprises.

*we all have*

Also, I'll repeat, [REDACTED] ... [REDACTED]  
[REDACTED]  
[REDACTED] I don't get copies of their [REDACTED].....they don't seek my input, or my opinion. They haven't yet asked me to serve on [REDACTED] or even meet with them, I have no clue who [REDACTED]...nor should I. They tell me what I need to know, and I get behind that decision, regardless of my personal opinion, because that is my job. Likewise, I will inform you of any actions the [REDACTED] takes, and we will get behind their decisions and be good team members.

[REDACTED] AND a very important aspect required by [REDACTED]  
[REDACTED] in both directions. [REDACTED] stay out of daily  
[REDACTED] These best practices are REQUIRED for [REDACTED]  
[REDACTED]...that's how important it is. [REDACTED]  
[REDACTED] They may offer advice.....but the real purpose of their attendance at [REDACTED]  
[REDACTED] so they can be our advocate [REDACTED] Those

I've worked places where the Board chair occasionally attended staff meetings, and I can ask [REDACTED] if he would like to come to [REDACTED].....but beyond that we each need to get behind the decisions [REDACTED], and maintain the

Our