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>
> ----- Original Message -----
> From: "Elizabeth A Throop" <throope@uwplatt.edu>
> To: "Thomas E Caywood" <caywood@uwplatt.edu>, "Robert G Cramer"
> <cramerr@uwplatt.edu>
> Cc: "E.Jeanne Durr" <durre@uwplatt.edu>
> Sent: Wednesday, February 6, 2013 2:39:42 PM
> Subject: Joe Lomax

>
> Tom:

①
> It's my understanding that you asked Rob Cramer to approve Joe Lomax's work this semester. As I thought I had made clear to you, Joe cannot work for UW Platteville this semester. If he would like to continue to teach the class, we cannot pay him. Making arrangements for him to teach this class prior to the effective date of his retirement--as you told me you did--was in complete violation of the law, as I told you. I cannot allow this situation to continue. I told you that you had to find someone else to teach this class. This remains the case. I will not sign the Form 5.

>
> Please understand that this is a very serious situation. Again, you have violated the law and I cannot allow this situation to continue. Joe is free to teach for us in the summer or fall, but he cannot be paid for teaching this spring.

>
> Dr. Elizabeth A. Throop
> Dean, College of Liberal Arts and Education
> 160 Gardner
> University of Wisconsin Platteville
> 1 University Plaza
> Platteville, Wisconsin 53818-3099
> 608-342-1151
> 608-342-1409 (fax)
> throope@uwplatt.edu



Subject: Re: Joe Lomax

I'm confused. I would not have talked to Rob Cramer but as I remember our phone conversation he had the final say. Otherwise I have no direct dealing with Rob. Why else would I have known to talk to him unless I got that information from you.

3 I followed the model this University has used since I have been here. An employee retires and after 30 day the employee is back on campus working. That is what we did for Joe. It was not until late last semester that he decided when he would retire. We had spoken about this before as to when would be the time to go, fall semester or wait until end of Spring semester. I think he checked with HR as to his retirement date specifically to ensure that there would be a 30 day break from campus employment. We followed the precedent set on this campus. Retire, wait 30 days and come back.

As to what Rob told me yesterday, I might be confused. Again this may be on me, I might not be firing on all thrusters anymore. At this point I think not only are we not on the same page I don't think we're even in the same book on this matter. If we can't stay on the same page regardless of the issue then it is time for you to start thinking about a replacement for the department chair. In the mean time I will fight tooth and nail for my faculty, use every trick available, I won't break any laws but I will bend them to fit our needs. My job is to take care of cj members. You see the bigger picture and are concerned with all in the college.

Tom

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

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

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

Sent: Wednesday, February 6, 2013 6:28:36 PM

Subject: Re: Joe Lomax

2A I cannot understand how you could interpret my remarks, that you were in violation of the law and that this was serious and that you had to get someone else to teach this class, in the way you indicate. I have NOT signed the form 5, which I told you, and I will not sign the form 5.

Liz

Sent from my iPad

On Feb 6, 2013, at 6:20 PM, Thomas E Caywood <caywood@uwplatt.edu> wrote:

> Liz:

> I was under the impression from our conversation that Rob Cramer made the final decision. That you had reluctantly sign form 5 and sent it forward.

2 > That is why I spoke to him today. It is my understanding from him that he would forward a form to me to fill out for an exemption to the rule.

>

> Tom

Zimbra

caywood@uwplatt.edu

Re: Joe Lomax

From : Elizabeth A Throop <throope@uwplatt.edu> Thu, Feb 07, 2013 08:30 AM
Subject : Re: Joe Lomax
To : Thomas E Caywood <caywood@uwplatt.edu>
Cc : E.Jeanne Durr <durre@uwplatt.edu>

Tom,

(4) Last week I told you over the phone that Joe could not be working for us this semester. I said that very clearly. I said you were in violation of the law--which we talked about when it was changed, in November. That law has been publicized lately in the press as well. I said I would not sign the form 5 and that you had to find someone else to teach the class--I remember saying that very clearly.

Joe will not be paid for teaching this class. You should not have had a conversation about him in December, as you said you did, about him working post-retirement, and he should not have entertained that conversation. That is in violation of the law. I told you that several times in that phone conversation, and you laughed and said that's par for the course for those involved in criminal justice. That was a very disappointing remark.

I'm sorry that you're confused. I thought I was being very clear in our phone conversation.

As for leadership in the department, that is an internal decision. I do not intend to interfere in faculty governance processes.

Dr. Elizabeth A. Throop
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----- Original Message -----

From: "Thomas E Caywood" <caywood@uwplatt.edu>
To: "Elizabeth A Throop" <throope@uwplatt.edu>
Sent: Thursday, February 7, 2013 8:21:56 AM