

Zimbra

burtons@uwplatt.edu

Re: EMAIL UPDATE - Can we call a spade a spade? (Please Read)

From : Sabina Burton <burtons@uwplatt.edu>

Fri, Jun 06, 2014 03:38 PM

Subject : Re: EMAIL UPDATE - Can we call a spade a spade?
(Please Read)

To : Michael Dalecki <dalecki@uwplatt.edu>

Cc : Thomas E Caywood <caywood@uwplatt.edu>, Dana L Cecil <cecild@uwplatt.edu>, Steven Elmer <elmerst@uwplatt.edu>, Cheryl Fuller <banachoc@uwplatt.edu>, Lorne Gibson <gibsonlo@uwplatt.edu>, Joe Lomax <lomaxj@uwplatt.edu>, Rex Reed <reedre@uwplatt.edu>, Deborah L Rice <ricede@uwplatt.edu>, Edward Ross <rosse@uwplatt.edu>, Pat Solar <solarp@uwplatt.edu>, Sheri Kratcha <kratcha@uwplatt.edu>, Amy Nemmetz <nemmetza@uwplatt.edu>, Valerie Stackman <stackmanv@uwplatt.edu>, Diana Johnson <johnsondi@uwplatt.edu>

Then why, WHY did you not call me or ask me to talk to you? You had my number. Your previous long email "incited a strong emotional response." Next time follow your own advice.

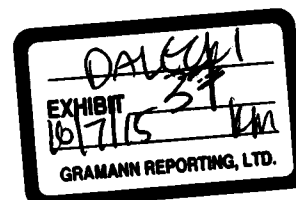
----- Original Message -----

From: "Michael Dalecki" <dalecki@uwplatt.edu>
To: "Sabina Burton" <burtons@uwplatt.edu>
Cc: "Thomas E Caywood" <caywood@uwplatt.edu>, "Dana L Cecil" <cecild@uwplatt.edu>, "Steven Elmer" <elmerst@uwplatt.edu>, "Cheryl Fuller" <banachoc@uwplatt.edu>, "Lorne Gibson" <gibsonlo@uwplatt.edu>, "Joe Lomax" <lomaxj@uwplatt.edu>, "Rex Reed" <reedre@uwplatt.edu>, "Deborah L Rice" <ricede@uwplatt.edu>, "Edward Ross" <rosse@uwplatt.edu>, "Pat Solar" <solarp@uwplatt.edu>, "Sheri Kratcha" <kratcha@uwplatt.edu>, "Amy Nemmetz" <nemmetza@uwplatt.edu>, "Valerie Stackman" <stackmanv@uwplatt.edu>, "Diana Johnson" <johnsondi@uwplatt.edu>
Sent: Friday, June 6, 2014 3:33:17 PM
Subject: Re: EMAIL UPDATE - Can we call a spade a spade? (Please Read)

As I noted, if you have concerns, please see me. I do not intend to get in long email discussions about these things.

I don't think I could have been clearer.

Mike



On 6/6/2014 3:17 PM, Sabina Burton wrote:

> Mike,

>

> I request that difficult matters be communicated by email as they hold ALL of us accountable for our words. I am CONFUSED by your email as it contradicts what you have said this week and last year about Dutelle when he left you hanging with FI courses uncovered. You told me and Cheryl that Dutelle told you then to just "cancel his FI courses."

>

> You wrote: "These kinds of conversations, which are likely to incite a strong emotional response, are not suitable for e-mail." - Says who? Which authority? Does that authority trump the First Amendment? I have the right to express myself in email!!!

>

> You wrote: "The nuances of face-to-face communication are lost in emails, often leading to misunderstandings." - Have you ever responded to a domestic dispute call? Do you think the conflict started as an email?

>

> You wrote: "I would rather have an open dialogue in person to avoid potentially unnecessary conflict and misunderstanding." - I requested that a discussion about policies, especially on sexual harassment, be placed on the agenda for a department meeting, which you never did. So it doesn't work, Mike!

>

> To this day you have not explained to me why you felt the need to artificially mark me lower on teaching performance to give me "room to grow" when you were on the CJ DRB in 2010/11 but didn't do the same with Dutelle, who only had a MS and less teaching experience than me. Now I am asking you again in email: Do women need more "room to grow" than men? In the verbal conversation we had about this subject you avoided answering the question. Verbal communication doesn't always work, Mike!

>

> After Valerie was hired you called me into your office, closed the door, and told me you were about to "rip me a new one." You were under the false impression that the reason Valerie didn't rent the apartment in Twin Pines from your friend, to whom you had referred her, was that my husband, a realtor, had referred her to a competing place. You argued that if my husband was involved there was a conflict of interest, while referring Valerie to your friend was not a conflict of interest on your part. An email exchange would have been more correct and collegial as I doubt you would have included the phrase "rip you a new one." I did not appreciate the verbal conversation we had that day!

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> Another example why email is better:

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> When you replaced Diana as coordinator for the FI program, with Pat Solar, it seemed you blindsided Diana. At the department meeting you said you had discussed it with her. She said "it was the first time she had heard about it." I was surprised by that and honestly shocked as your move appeared inappropriate especially since Diana had been doing a good job.

>

> There are only two possible scenarios: #1: You did tell Diana and she either forgot or lied about it.

> #2: You didn't tell her and you forgot or ...

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> Again, email would have held both parties accountable. In a department with such serious dysfunction email or written memos should be the main method of communicating serious matters.

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> I stand by my opinion - which I, as tenured faculty, am entitled to. My opinion should matter as I earned this title by working hard in this department since 2009 and in the criminal justice field since 1985.

>

> I think your response to me was uncalled for. When you perceive that others are out of line you choose to keep quiet (not to step on anyone's toes or give them the benefit of the doubt, probably as an attempt to garner support for your election as chair in this department). I just got my first ever pedicure - so get off my toes!!!!

>

> How many adjuncts are teaching in FI now? What are their academic qualifications? I recommend that all department members re-read the student comments attached to the CJ/FI program evaluation, emailed out by you a few weeks ago. Students are not pleased with the current covering of FI courses. Aren't they entitled to an education by primarily faculty and full time academic staff? Isn't that what they paid for?

>

> Am I wrong for advocating for the rights of students and their paying parents?

> Am I wrong in demanding transparency?

> Am I wrong in demanding accountability?

> Am I wrong in requesting professional courtesy?

> Am I wrong to expect ethical behavior?

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> I request that you answer these questions to all of us in public or in written form.

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> As you have told me more than once: "Sabina so far everything you have told me about this department and what happened to you has turned out to be true." "Sabina, you have been wronged." Why have you never made these statements publicly? Why do you keep telling me to leave the past in the past? Is that really your call to make? Are you now denying you said this to me? Again, I want accountability!

>

> Gorbachev changed the world with Perestroika and Glasnost. We seemed

to have moved far away from that philosophy.

>
> Please do not write me back "Let's talk." I want transparency and
accountability.

>
> Sabina

> ----- Original Message -----

> From: "Michael Dalecki" <dalecki@uwplatt.edu>
> To: "Sabina Burton" <burtons@uwplatt.edu>
> Cc: "Thomas E Caywood" <caywood@uwplatt.edu>, "Dana L Cecil"
<cecild@uwplatt.edu>, "Steven Elmer" <elmerst@uwplatt.edu>, "Cheryl
Fuller" <banachoc@uwplatt.edu>, "Lorne Gibson" <gibsonlo@uwplatt.edu>,
"Joe Lomax" <lomaxj@uwplatt.edu>, "Rex Reed" <reedre@uwplatt.edu>,
"Deborah L Rice" <ricede@uwplatt.edu>, "Edward Ross"
<rosse@uwplatt.edu>, "Pat Solar" <solarp@uwplatt.edu>, "Sheri Kratcha"
<kratcha@uwplatt.edu>, "Amy Nemmetz" <nemmetza@uwplatt.edu>, "Valerie
Stackman" <stackmanv@uwplatt.edu>, "Diana Johnson"
<johnsondi@uwplatt.edu>
> Sent: Friday, June 6, 2014 11:39:50 AM
> Subject: Re: EMAIL UPDATE - Can we call a spade a spade? (Please Read)

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> Sabina, and all:

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> These kinds of conversations, which are likely to incite a strong
emotional response, are not suitable for e-mail. The nuances of
face-to-face communication are lost in emails, often leading to
misunderstandings. I would rather have an open dialogue in person to
avoid potentially unnecessary conflict and misunderstanding.

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> Please recall that Aric Dutell was not going to be in the department
next year had he stayed at UW Platteville. His plan was to continue in
Sponsored Programs. Thus, his leaving at this time has little bearing on
our staffing of the FI courses for next year.

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> I am somewhat confused by your comments regarding Diana Johnson. She
resigned her position months in advance of classes starting in the fall.
She has cleaned up and organized the lab. She gave me a tour of the lab
so I would know what we have and where it is, and she indicated her
willingness to work with us as we prepare the instructor for the
Rockford course in the fall. I do not believe our relationship with

Diana is ended, nor do I wish it to be ended. I believe we have no reason for enmity on anyone's part. I certainly have no ill-will towards her. Ultimately when one wishes to make a career change, one can make it should the opportunity arise. None of us are chained to any position.

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> Informing students about any of this is not the responsibility of a single faculty member; no one should be putting their own spin on what has happened, why or how. Communication of this sort of information is delicate and needs to be intentional and well-conceived. A single faculty member might communicate it well or might communicate it poorly. If done well it will be no better than the message the students will receive when we officially notify them. If done badly it can cost us students' confidence in the program. I cannot abide by anyone doing that. This is my responsibility; please do me the honor of reserving it for me.

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> I have been researching the issue of job opportunities for FI graduates. There are more jobs than some people's conventional wisdom suggests. The jobs are not all in Wisconsin, but that is the job market. To my knowledge this is being communicated to FI students. That being said, I am certainly open to discussions and an exchange of ideas regarding how we can better serve our students.

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> I believe endless conflict in our department will distract us and detract from our effort to deliver the quality education our students deserve. I expect disagreements to be productive, collegial and less inflammatory than has been the case in the recent past. To that end I do not want to continue the practice of long email chains back and forth. If you have a concern I expect you to see me.

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> We have an opportunity to look forward here; looking back serves little if any purpose, and distracts us from our mission. Let's endeavor to keep our focus on what is ahead of us.

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>

> Mike

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--

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Department of Criminal Justice

Zimbra

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