

## Re: Scheduling of Skype Interviews

Sabina Burton <burtons@uwplatt.edu>

Fri 11/22/2013 2:23 PM

To: Rex R Byberg-Reed <reedre@uwplatt.edu>;

Cc: Michael Dalecki <dalecki@uwplatt.edu>;

Rex,

As soon as I have time I will reply to this.

Thanks for your patience,

Sabina

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

From: "Rex R Byberg-Reed" <reedre@uwplatt.edu>

To: "Dr Lorne Gibson" <gibsonlo@uwplatt.edu>

Cc: "Sabina Burton" <burtons@uwplatt.edu>, "Edward Ross" <rosse@uwplatt.edu>

Sent: Friday, November 22, 2013 2:02:40 PM

Subject: Re: Scheduling of Skype Interviews

Now that I have had time to read Lorne's comments, I have new questions. The first and biggest one is are the by-laws binding. Why aren't we following the by-laws? When working in police departments and prisons or jails, I had to follow the administrative regulations, policies, and statutes, or I could get in trouble (I won't confess if I ever did). As an administrator, I wrote up and disciplined employees that didn't follow regulations and procedures. I tell my students that they have to follow policies to protect themselves. If the by-laws are intended to be binding, I now feel as if I am a hypocrite when lecturing to students about the value and importance of following their employer's regulations if we aren't following ours. Are the by-laws binding?

Rex Reed, Assistant Professor of Criminal Justice

1167 Ullsvik Hall

University of Wisconsin--Platteville

1 University Plaza

Platteville, Wisconsin 53818-3099

608-342-6130

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

From: "Lorne Gibson" <gibsonlo@uwplatt.edu>

To: "Sabina Burton" <burtons@uwplatt.edu>, "Edward Ross" <rosse@uwplatt.edu>, "Rex R Byberg-Reed" <reedre@uwplatt.edu>

Sent: Friday, November 22, 2013 7:55:38 AM

Subject: Re: Scheduling of Skype Interviews

- I like a lot of what you both are saying. No one has brought in qualifications that are not great to have in a candidate. As a side, I've found the desire to totally disregard some very relevant areas disturbing.

With that:

--Unless this person is going to be teaching 10 sections of race, class, and ethnicity courses every year until they are gone and not advise anyone about the criminal justice professions, my guess is the majority of this persons work will be the general teaching and advising of CRIMINAL JUSTICE students.

--Career field experience is no doubt a great asset and we are mainly in the business of preparing professionals, however education is also a great asset and therefore each candidate should be looked at by each committee member to assess the overall preparation of each candidate regarding their ability for general teaching and advising of CRIMINAL JUSTICE students. With that said, we are a huge department of students because we can prepare them to be better cops, POs, marshalls, agents, FIs, all that "cool stuff". Fundamentally and according to our students, this department is mostly for professional training whether some of us like it or not. And field experience is a tremendous and special asset for this department.

--The Chancellor/Bylaws and the position description still note that this person's job will be 60+% teaching and advising and at most 20% scholarly work. The majority of this persons work will be teaching and advising CRIMINAL JUSTICE students. Research and Grants are great. But if the researching candidate is only in a small part a criminal justice scholar or professional and mostly something else, then it is some other more appropriate UW-P department's responsibility to hire that candidate, not CJ's. If we come across a great fundraiser candidate but they are not appropriate for the general teaching and advising of criminal justice students, we can later refer them to the chancellor and perhaps he will create a special position for them.

--This is not a Chancellor, Liz Throop, Mike Dalecki, Sabina Burton, Rex Reed, Lorne Gibson, or Ed Ross decision. It is a CRIMINAL JUSTICE department decision. The bylaws say it. HR says it. higher education administration common sense says it. Therefore I once again recommend--as I did in each of our first department meetings in August and was then told we would deal with it later in the semester, yet we still haven't-- that we have the department offer, discuss, and determine the qualifications and job requirements of this position. (yes, I am a bit frustrated, not angry, but frustrated)

--I specifically recommend that an email is drafted that contains the job announcement and the search assessment tools with a description of the rationale and weightings of selection criteria as well as alternatives we may wish to offer. The email should be then sent to all department members directing them on how to prepare for discussion and final vote on the matter. The search committee chair should again ask the acting department chair to do this search according to bylaws and schedule a department meeting at the appropriate time in order to discuss and vote on final assessment criteria and tools. I believe I have a pretty good grasp of all the issues so I will start a draft of this email. That is, if we are serious about hiring the most appropriate candidate.

--Alternative recommendation. Discontinue the search and start over only next time do not skip over step one in the process--If we are serious about hiring the most appropriate candidate.

--I recommend against us continuing on the counterproductive, irresponsible, bylaw illegal, unethical path that we currently are on--if we are serious about hiring the most appropriate candidate. This is not our committees fault, but if we continue on the current course, it will be.

Once again, most all of this is a CRIMINAL JUSTICE DEPARTMENT decision according to Bylaws and higher education administration common sense.

Thank you so much for getting all the way through my opinions expressed in this email.

Respectfully,

Dr. Dr. Lorne Gibson, Assistant Professor

Criminal Justice  
UW-Platteville  
608 342-1419  
1168 Ullsvik  
Office Hrs: M W F 700 - 830, 1100 - 1200; T Th 930 - 1030, 1230 - 200

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

From: "Sabina Burton" <burtons@uwplatt.edu>  
To: "Rex R Byberg-Reed" <reedre@uwplatt.edu>  
Cc: "Edward Ross" <rosse@uwplatt.edu>, "Lorne Gibson" <gibsonlo@uwplatt.edu>  
Sent: Thursday, November 21, 2013 3:10:52 PM  
Subject: Re: Scheduling of Skype Interviews

Rex, I agree with your assessment that the majority of our students plan to work in the field. We have valued practical experience in our faculty in staff and still do. However, this should not be done at the costs of a strong academic background. Just because most of our students plan to work in the field after graduation doesn't mean we shouldn't prepare them for an academic or research alternative. Many of our students are well suited for this career path. As a result of directed studies several of my students now consider pursuing an MS or Ph.D. UWP receives only 17 percent funding from the state. This number is likely to go down even further. If we want to attract grants and donations we need to have people with research and publication skills (other than writing a textbook). The chancellor's office has made it very clear that we have to look for alternative sources of funding if we want to stay competitive.

Thank you for your input.

Sabina

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

From: "Rex R Byberg-Reed" <reedre@uwplatt.edu>  
To: "Sabina Burton" <burtons@uwplatt.edu>  
Cc: "Edward Ross" <rosse@uwplatt.edu>, gibsonlo@uwplatt.edu  
Sent: Thursday, November 21, 2013 1:42:45 PM  
Subject: Re: Scheduling of Skype Interviews

Sabina,

I also want to comment on the second issue: the value of experience. This program prepares its students for praxis in the field of Criminal Justice. To have instructor with experience is a big plus and should carry weight. I want to point out that a huge percentage of our students go out to be practitioners and not academics. They are better served with instructors that can work from both an academic and a praxis background.

Rex Reed, Assistant Professor of Criminal Justice

1167 Ullsvik Hall  
University of Wisconsin--Platteville

1 University Plaza  
Platteville, Wisconsin 53818-3099  
608-342-6130

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

From: "Sabina Burton" <burtons@uwplatt.edu>  
To: gibsonlo@uwplatt.edu  
Cc: "Edward Ross" <rosse@uwplatt.edu>, "Rex R Byberg-Reed" <reedre@uwplatt.edu>  
Sent: Wednesday, November 20, 2013 1:13:32 PM  
Subject: Re: Scheduling of Skype Interviews

Lorne,

Thank you for input.

I agree with all of your points below but not with your listing. "Significant qualifications for race/minority courses" is most important here as we are looking for a replacement for Joe Lomax, someone with expertise in race/ethnicity/crime issues.

Please keep in mind that our criteria of evaluation have to correspond with the criteria in the job advertisement.

"Would be a good idea to hold off with Skype" - Why? We agreed on the candidates and Skype times yesterday. Yesterday you argued that work experience should be more important than academic qualification. You were heard but your arguments didn't hold water for the position we are currently advertising.

This is a serious matter and we shouldn't let personal feelings interfere with a very important department matter. You have been included in the process from the very beginning. We already had more meetings and exchanges than during the prep time when you chaired two searches last year.

It is absolutely vital for us to find qualified candidates who are driven to teach and will make quality members of this department. We have several good candidates that we should evaluate fairly in the weeks to come.

Sabina

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

From: "Lorne Gibson" <gibsonlo@uwplatt.edu>  
To: "Sabina Burton" <burtons@uwplatt.edu>, "Edward Ross" <rosse@uwplatt.edu>, "Rex R Byberg-Reed" <reedre@uwplatt.edu>  
Sent: Wednesday, November 20, 2013 8:54:04 AM  
Subject: Re: Scheduling of Skype Interviews

Hi everyone,

It is now very clear we are a little bit dysfunctional as a result of the department not doing what it was suppose to do. That is decide on the qualifications and hiring priorities of the tenure-track position we're charged with. And since it was recommended that we take this process seriously, it would be a good idea to hold off with skype interviews until we get a handle on what and how exactly we are rating candidates. Additionally, there has been a "little" to "extensive" bullying taking place regarding this search process starting as early as august and continuing to yesterday--another reason to step back and reassess the process.

The good news is that the announcement was written vague enough that we likely can decide on job description/qualifications at this point in time rather than have to go back and actually do an official department vote and restart the whole process--although if we were to be serious about the process that is what I actually recommend we do, follow college/university bylaws, or at least get the department's permission to go forward with our finalized

qualification/selection points.

With that, I will get us started by submitting the attached qualifications, corresponding weights, and dimensions/indicators.

For me

Priority 1 is a criminal justice faculty member that can effectively advise future criminal justice professionals and effectively teach and enhance a broad range of criminal justice subject areas.

Priority 2, 3, 4 is a criminal justice faculty member that can cordially collaborate with and assist a significant amount of colleagues here in the department, with an outside agency or more, and possibly undertake in research of significance.

Lastly, it is a bonus if they have grant/funding potential or significant qualifications for race/minority courses.

Dr Gibson  
Criminal Justice  
UW-Platteville  
608 342-1419  
1168 Ullsvik  
Office Hrs: M W F 700 - 830, 1100 - 1200; T Th 930 - 1030, 1230 - 200

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

From: "Sabina Burton" <burtons@uwplatt.edu>  
To: "Edward Ross" <rosse@uwplatt.edu>, "Lorne Gibson" <gibsonlo@uwplatt.edu>, "Rex R Byberg-Reed" <reedre@uwplatt.edu>, "Bryant J Etherton" <ethertonb@uwplatt.edu>  
Cc: "Mike Dalecki" <dalecki@uwplatt.edu>  
Sent: Tuesday, November 19, 2013 3:15:13 PM  
Subject: Scheduling of Skype Interviews

At the Thursday 2:30 pm meeting we decided to Skype 7 candidates: Vyotsky, Nemmetz, Stackman, Miller, Miofsky, Lawton, Rose.

Skype times: Th. 2-3 pm, Friday 4-6 pm, Monday 6-8 pm

Questions for the Skype interview are attached.

Thanks,

Sabina