



UNIVERSITY OF WISCONSIN
PLATTEVILLE
OFFICE OF THE CHANCELLOR

June 3, 2016

Dr. Sabina Burton
5768 Maple Grove Lane
Platteville, WI 53818

Dear Dr. Burton:

I am writing this Letter of Direction because I have received reports that you have engaged in unprofessional and concerning interactions with your campus colleagues. Specifically, you have sent the attached email some of which I view as uncollegial and inappropriate at our campus. I note that these are behaviors that Dr. Elizabeth Throop, Dean of the College of Liberal Arts and Education, directed you to cease in a Letter of Direction dated October 28, 2014.

Some of the statements in your email that I find concerning include:

- [Deb Rice] is a very mean person who has defamed me in public . . . Rice is close to Dalecki and was clearly against you becoming chair. She shouldn't even be working for this department anymore as defamation is a crime in WI . . . I am sorry but I don't want to have my name on a report with such a nasty person.
- I will take this to the public soon and/or file a lawsuit for defamation. I am considering a police report as well.
- UWS 6.02 doesn't say anything about a '300 day window.' Is that another invention to keep me from finally getting my hearing? Dean Throop has a lot to hide and I have a lot to expose. Who are you protecting?
- The administration at UW-Platteville is practicing constructive termination. This is an illegal practice . . . I know I am not the first case of abuse nor will I be the last if this issue is not being addressed.
- Your actions have violated my civil rights to due process as an employee of this university and as a citizen of the United States of America. Provost Den Herder has pressured others not to communicate with me in this matter. I therefore, will file a new federal complaint against you, Dean Throop, and Provost Den Herder.
- A big part of my anxiety this week comes from dealing with veiled death threats that I have received.

- The Ethnicity department reported him [Dr. Solar] for his racially offensive statements in class. Dr. Solar also excluded me from writing a job description for three new faculty members in violation of policy and in violation of Dr. Dalecki's instructions and then he lied about it.
- You were quick to take me off this project which makes me think you don't value me much. I have not heard back from you regarding this afternoon meeting so assume you don't value me there either.
- I am surprised that you paid a student from Business to work on the grant application instead of me or one of our own CJ Students. Why did you do so? Are our own students not good enough? Did you do this as a favor to a personal friend? (This appears to be in violation of the grant application you submitted.)
- I request that you inform COPS of your misinformation and that you took me off the project against my will . . . Please also inform COPS in accordance with their requirements that UW-P is under investigation for Civil Rights violations.

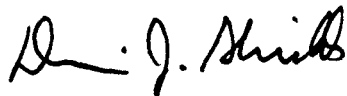
These statements and others in the attached emails are examples of an unprofessional and inappropriate communication style with colleagues in the work place. You should not be accusing colleagues of criminal or illegal behavior, engaging in name calling, attempting to foment dissension among colleagues, threatening colleagues with lawsuits, or insinuating that death threats have been made. Such behavior is not only unprofessional, it is also harassing.

I am directing you to cease using University resources to harass, intimidate or threaten your co-workers and supervisors. In addition, I am asking Human Resources Director Janelle Crowley to serve as the point person at UW-Platteville to receive your complaints. Until further notice, you should direct all informal complaints about colleagues or University administration to Dr. Crowley.

This direction relates only to informal complaints and communications and in no way infringes upon your rights to submit complaints or grievances as provided by the Wisconsin Administrative Code and university policy.

Please note that violation of these directions may result in disciplinary action. If you have any questions regarding this letter please contact my office and arrange an appointment with me through my assistant Joyce Burkholder.

Sincerely,



Dennis J. Shields
Chancellor