

## Memorandum

To: Chancellor Dennis J. Shields  
From: Dean Elizabeth Throop  
Re: Complaint against Dr. Sabina Burton  
Date: January 5, 2015

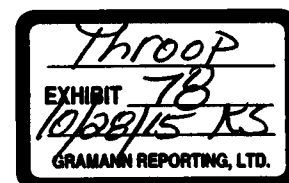
Pursuant to Wis. Admin. Code § UWS 6.01, I am submitting this complaint against Dr. Sabina Burton. I seek discipline of Dr. Burton for her refusal to follow directions, her insubordination, her violation of the Employee Handbook, and for her continued disruptive behavior.

On October 28, 2014, I provided Dr. Burton with the attached letter of direction summarizing my concerns about her pattern of engaging in uncollegial and disruptive behaviors (Exhibit A). Shortly after she received the letter, Dr. Burton indicated to me that she had no intention of complying with my directions (November 12, 2014 email, Exhibit B), and she has continued with the same behaviors.

### **Refusal to recuse from Department of Criminal Justice chair search committee (Direction #2)**

In the October 28 Letter of Direction, I summarized Dr. Burton's pattern of mistreating Dr. Michael Dalecki, the interim chair of the Department of Criminal Justice. Because I knew that he intended to apply for the chair position and that Dr. Burton was to serve on the search committee, I met with Dr. Burton on October 15, 2014, along with Dr. Zauche, the search committee chair, and told her that because she was biased against Dr. Dalecki she should refrain from participating in his interview or in any discussions about his candidacy. Dr. Burton indicated that she would do so, but later informed me that she had understood my request to be that she recuse herself only if she thought she was biased. I clarified that I had already determined that she was biased and told her that she must refrain from participating in discussions or interviews of Dr. Dalecki or I would remove her from the search committee entirely. Dr. Burton then sent correspondence stating her refusal to comply (Exhibit C, email dated December 8, 2014, 10:36 p.m.) and so I removed her from the search committee.

In addition, Dr. Burton has sent unprofessional and inappropriate email communication on this issue to the search chair (Exhibit D, December 9, 2014 1:53 p.m.) and to me (Exhibit E, December 9, 2014 12:48 p.m.). She has protested the naming of Dr. Zauche as search committee chair, despite the fact that the Criminal Justice department voted in favor of having an outside faculty member chair the search committee on August 29, 2014 (Exhibit F, Minutes of CJ Department Meeting, August 29, 2014). Dr. Burton did not raise any objections to this vote on August 29.



## **Unprofessional and inappropriate communications to other University Community members (Direction #2)**

In the October 28 letter, I directed Dr. Burton to “cease all email activity making groundless and unwarranted accusations against Dr. Dalecki or other members of the university community.”

Dr. Burton has continued to threaten and accuse various members of the community. She sent the attached unprofessional and demeaning communication to the grievance committee (Exhibit G, email to Dr. Balachandran December 10, 2014 9:13 p.m.). Dr. Burton has attempted to discuss her grievances against Dr. Dalecki and her issues with me with members of the Grievance Commission, including Dan Fairchild, the initial convener of the Grievance Commission, and with Dr. Balachandran—to such an extent that he has elected to be absent from campus much more frequently than he would be otherwise. Indeed, Dr. Balachandran has removed himself from hearing Dr. Burton’s grievance as a result of her email marked Exhibit G. Dr. Burton’s behavior has been increasingly erratic and profoundly unprofessional.

## **Dr. Solar (Direction #4)**

Dr. Burton has threatened Dr. Pat Solar with adverse consequences to his progress toward tenure because she believes—incorrectly—that the faculty searches this year were conducted “illegally” (Exhibit H, email thread between Dr. Burton and Dr. Solar beginning on October 16, 2014), telling him that her “annual evaluation letter” would have to note his “illegal” activity. I directed her to apologize to him and to remove herself from any consideration of his progress toward tenure; she has refused (in a memo dated November 11, 2014, Exhibit I) my direction to apologize to Dr. Solar and to remove herself from his evaluation.

## **Solving problems on the most local level possible (Direction #1)**

Dr. Burton has filed a complaint against Deb Rice, Academic Staff in the Department of Criminal Justice for “defamation.” Instead of having a face to face conversation to try to work out the problem, Dr. Burton went immediately for an official complaint, in direct defiance of my Direction #1 to her.

I outline other unprofessional and disturbing behaviors by Dr. Burton in my Letter of Direction.

## **Involving students in her disputes (Direction #5)**

On December 16, 2014, a member of the Criminal Justice Department told me that students had reported that Dr. Burton had canceled classes on Friday, December 12, 2014, to travel to Germany for the weekend. I asked that person to confirm the report, and I received a confirmation. As a result, I sent an email to Dr. Burton on December 16, 2014 admonishing her for her behavior. Dr. Burton emailed her students in the evening of December 16, 2014, asking them to verify that class was held. I did receive four emails verifying that class was held, so I may have been misinformed. However, Dr. Burton’s email (Exhibit J) is profoundly

unprofessional, drawing students into her disputes. This is a direct violation of my direction to her to keep students out of her disputes. Her email is also factually inaccurate.

### **Summary**

Dr. Burton's escalating patterns of harassing behaviors have had several consequences. One is that her departmental colleagues avoid interacting with her and find her difficult at best. They spend hours upon hours attempting to manage their interactions with her. She has no support among her colleagues. Another is that senior leadership has spent many hours—sometimes twenty hours a week—trying to find ways to redirect Dr. Burton's poor behaviors into more productive avenues, to no avail. At this juncture, Dr. Burton's behavior is so difficult that she is significantly interrupting the normal course of business at this university. This situation cannot be allowed to continue. I would request that you issue a formal letter of reprimand to be placed in Dr. Burton's personnel file and that you explore further disciplinary options.



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COLLEGE OF LIBERAL ARTS  
AND EDUCATION

EXHIBIT A

October 28, 2014

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

Dear Dr. Burton:

I am writing this Letter of Direction in response to some of your recent activities in which you have displayed unprofessional and concerning interactions with your campus colleagues. In this Letter, I will describe some of the specific incidents that have caused me concern and give you directions about my expectations for your future behavior.

The following is a summary of the most serious incidents that have led to this letter:

1. I have received dozens of your emails since May 2014 in which you have made serious accusations against Dr. Dalecki and have claimed that he has abused you. Each time you have failed to support your allegations with factual basis. This would have been disturbing even if you only sent the email to Dr. Dalecki himself or to me, but at times you have sent them out to your entire department or to the Provost and Chancellor, such as the email of October 2, at 8:40 PM . It is entirely inappropriate for you to engage in this public and unsubstantiated campaign against Dr. Dalecki.
2. You wrote an inflammatory email on June 6, 2014 at 10:45 PM to the entire Criminal Justice Department accusing recently resigned colleagues of unethical behavior and threatened to ask the Wisconsin Attorney General to investigate what you claim—without supporting information—is a conspiracy. You also threatened to involve students in your campaign. It is entirely inappropriate for you to make unsubstantiated and inaccurate claims of unethical behavior against people and it is particularly wrong and disturbing that you might involve students in your personal campaigns.
3. After partially organizing a visit by colleagues in Germany, in June 2014 you abruptly informed your chair that you had no intention on being part of that visit only a few days before your German colleagues arrived, forcing Dr. Dalecki to assume responsibility for the entire visit. You knew that you were arranging for this visit to take place over the summer and you should never have set up this event if you were unwilling to follow through.
4. You asked Dr. Valerie Stackman, a new Assistant Professor and your mentee at the time, to house-sit for you during the summer. This request was inappropriate and placed a junior colleague in an awkward position. As a result of this unprofessional



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demand as well other poor interactions with Dr. Stackman, we had to remove you as her mentor. You have continued to complain about this and have refused to take responsibility for your own part in your removal as Dr. Stackman's mentor.

5. On October 7, 2014 at 7:23:18 AM, you sent an email to Academic Staff member Deb Rice demanding information regarding an independent study for a criminal justice student. The tone you used was unnecessarily accusatory and entirely unprofessional.

6. On October 16, 2014, at 4:34:12 PM, you threatened Dr. Patrick Solar, a second-year assistant professor, with consequences to his potential tenure bid because you were displeased with his interpretation of his role as committee chair. You said:  
"I am doing my best to treat you with the respect and collegiality due a junior faculty member by a senior tenured faculty member. I will be writing an annual evaluation of your performance giving you my input about your possibilities for tenure as I am required to do by policy. I will of course reference this violation [sic] but I'm sure that with your hard work and commitment to following policy in the future I will have fabulous things to say about you that may help offset this little bump in the road."

It was wrong for you to threaten Dr. Solar on his tenure application at all. It was even more inappropriate for you to threaten Dr. Solar over a matter in which only you believe that he has improperly carried out his duties as committee chair.

7. On October 23, 2014, I learned that you had told students who wished to pass on a concern about Dr. Stackman to by-pass the interim department chair because, you said, he was biased. Standard operating procedure provides that students should start with the department chair for any such concerns. It was wrong for you to tell students that the interim chair was biased and wrong to involve students in your campaign against Dr. Dalecki. I also fear that you may have instigated the complaint against Dr. Stackman.

These events show a consistent pattern of unprofessional and inappropriate behavior by you. I am particularly concerned by your attempts to bully junior faculty and your involving students in your personal grievances. As a result of these behaviors in the last eight months, I am compelled to provide you with a clear set of directions to solve the issues and problems that you have created.

Direction #1. You will actively work to resolve your complaints and issues on the most local level possible: your department, before invoking assistance from the administration.

Direction #2. You will cease all email activity making groundless and unwarranted accusations against Dr. Dalecki or any other members of the university community.

Direction #3. You will hence forth treat your colleagues in the criminal justice department with respect and keep your comments about them to the appropriate arena.



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Direction #4. You will apologize to Dr. Solar for your inappropriate comment regarding his progress toward tenure. When it becomes time to consider Dr. Solar for tenure, you will recuse yourself if you are unable or it appears that you are unable to consider his application fairly.

Direction #5. You will cease involving students in your personal disputes and grievances.

Failure to follow these directions will likely result in disciplinary action.

I strongly suggest that you contact the University's Employee Assistance Program for confidential help (608-342-1530; voelz@uwplatt.edu).

Yours very truly,

Dr. Elizabeth Throop  
Dean, College of Liberal Arts and Education

EXHIBIT B

**From:** Sabina Burton  
**Sent:** Wednesday, November 12, 2014 3:34 PM  
**To:** Elizabeth A Throop  
**Cc:** Michael Dalecki; John A Lohmann; Dennis J Shields; Mittie Den Herder; "sabinaburton "  
**Subject:** Re: Letter of Direction

Dean Throop,

I am sorry, but I cannot accept your letter of direction dated Oct 28, 2014 and delivered on Oct 29, 2014.

I have filed a grievance against you concerning your letter of direction and look forward to resolving the issues soon.

Sabina Burton

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**From:** Elizabeth A Throop  
**Sent:** Wednesday, October 29, 2014 7:48 AM  
**To:** Sabina Burton  
**Cc:** Dennis J Shields; Mittie Den Herder; Michael Dalecki  
**Subject:** Letter of Direction

Dear Dr. Burton:

You will be receiving a hard copy of the attached letter at your home today or tomorrow.

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

Subject: Re: Semi-finalists

I will let the two of you figure this conversation out. I would suggest an in-person meeting.

For my part:

My reality is that I would prefer Dalecki to not be chair, because then he can come back and teach in SRES. I have had to cover for his 50% that he used to teach in my program which has not been easy.

I want the best candidate for CJ. I hope that we find someone better than Dalecki, because that will mean we are bringing another wonderful person to campus at a time when we have been losing wonderful people. To do this, we have to sell Platteville and right now I am probably better than most people on CJ because I have no enemies in the department or college, only respect for everyone.

Being a program director, past department chair, chair of Academic Standards, chair of the UABC for 2 years, co-chair of APC, as well as serving on the Chancellor Search, Director of Career Services, VC of Admissions, Assistant VC of Student Affairs, and campus grant writers does allow me some appreciation and respect for many departments across campus including CJ. It also allows me the experience of keeping a committee on task and working together.

I declined the offer to serve as chair two times, but at the end, I serve at the discretion of the Dean. If needed, Liz can explain in further detail why she selected someone outside the department, but I hope that you can appreciate my experience as well as my respect for the CJ department which does impact Chemistry and the criminalistics emphasis.

Respectfully,  
Tim

---

From: Sabina Burton  
Sent: Monday, December 8, 2014 10:39 PM  
To: Timothy Zauche  
Cc: Elizabeth A Throop  
Subject: Fw: Semi-finalists

Tim, I forgot to cc you on the email below.

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From: Sabina Burton  
Sent: Monday, December 8, 2014 10:36 PM  
To: Elizabeth A Throop  
Subject: Re: Semi-finalists

Dr. Throop,

Thank you for explaining what you meant when you asked me to recuse myself from discussions with Dr. Dalecki. As it turns out I understood your statement to mean something entirely different. Now that I understand what you meant I wish to decline your invitation to recuse myself. I do have some questions and comments that I hope you will answer and consider.

Please identify, or send me, the documentation of my prejudgment of Dr. Dalecki that you reference in your email. I don't know of any such document.

If you believed that I had pre-judged Dr. Dalecki and you considered that to be a disqualifying condition for serving on the committee why did you ask me to serve on the committee?

Why did you not ask the CJ department for recommendations for a search chair? I told you that I had suggestions for good possible chair candidates but you never asked me or the department for names of potential candidates.

Out of an entire university to choose from why did you select someone from a college outside LA&E, whose expertise is in no way related to Criminal Justice and who is a close personal friend of Dr. Dalecki as search committee chair?

Why did you not ask the CJ department to approve your selection of Dr. Zauche with a fair vote?

I am the only member of the search committee that does not have a conflict of interest. I have the department's best interests in mind. Why are you attempting to tie my hands in the search process?

When I asked you for help in correcting a hostile working environment you wrote to me on Dec. 11, 2012 (7:29 am): "I appreciate your concerns. However, this is an internal department issue and, as the dean, I do not want to interfere in faculty governance matters." (Exhibit E1) Why are you now heavily interfering in faculty governance matters?

When you and I met with Dr. Zauche, on 10-15-14, you told me "Tim and Mike shared a communication that they had with me saying that they are not going to have any communication until this search is over (exhibit A15)." Also in that meeting you said to me "Just as Tim is distancing himself from Mike, I want you to do the same thing." To be true to your statement you would also tell Dr. Zauche that he "must not participate in any activities of any kind, including interviews, discussions, and evaluations of Dr. Dalecki in the search process." You were not honest with me. It seems to me that you are treating me disparately in an attempt to get Dr. Dalecki selected as the next permanent chair or to sabotage the search so Dr. Dalecki will remain interim chair. In so doing you are violating our right to self-governance.

To be clear: While I am a member of the search committee I will not agree to voluntarily exclude myself from participating in "any activities of any kind, including interviews, discussions, and evaluations of Dr. Dalecki in the search process" because your demand is a violation of law.

Dr. Burton

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From: Elizabeth A Throop  
Sent: Monday, December 8, 2014 4:42 PM  
To: Sabina Burton; Timothy Zauche  
Subject: Re: Semi-finalists

Dr. Burton:

When you and I met with Dr. Zauche, you agreed to recuse yourself from all discussion of Dr. Dalecki's candidacy. That means that you agreed to remove yourself entirely from discussions surrounding Dr. Dalecki's candidacy. This is because of your documented prejudgment of his ability to serve as chair. You must not participate in any activities of any kind, including interviews, discussions, and evaluations of Dr. Dalecki in the search process. If you attempt to participate, I will be forced to remove you from the search committee immediately.

Dr. Throop

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

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From: Sabina Burton  
Sent: Monday, December 8, 2014 7:32 AM  
To: Timothy Zauche  
Cc: Elizabeth A Throop  
Subject: Re: Semi-finalists

Tim,

When Dean Throop said that she needed me to recuse myself from any discussion of Mike's candidacy I understood her to mean that she needed me to leave my personal troubles out of the discussion. That is why I explained to her that I would be fair and objective in my evaluations. She seemed satisfied with my explanation. You were present so you know this already.

I never agreed to being excluded from participation in Dalecki's telephone/Skype interview nor any potential on campus interview.

To be clear: I do not recuse myself from any aspect of the decision making process of the search committee.

I am still a member of the committee so I insist on being present for the telephone/Skype interview with Dalecki. I insist that I be part of the discussion to select the next chair and I insist that you use my input in tallying up the candidate's scores in a manner that is open and transparent to all members of the committee.

I have no conflict of interest in this decision making process so there is no reason for me to recuse myself from any aspect of it. However there are conflicts of interest in the committee:

1. The only other CJ faculty is a 3 year probationary member. He now has to evaluate his current boss one month before the same boss will write a letter of progress to the CRST.
  2. UWP Police Chief Scott Marquardt teaches for CJ as an adjunct and needs to maintain a good relationship with Dalecki in order to maintain his access to this source of income.
  3. You are Dalecki's close friend, and not in any way affiliated or familiar with our CJ program. You will not have to live with the outcome of the decision. You have no skin in the game.
  4. The other committee members are administrators who are dependent on a good relationship with Dean Throop who has a propensity to threaten people with job termination.
- I am the only member of the committee who has no conflict of interest.

Sabina

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From: Timothy Zauche  
Sent: Friday, December 5, 2014 5:53 PM  
To: Elizabeth A Throop  
Cc: Sabina Burton  
Subject: Re: Semi-finalists

Got it.

Sabina, let me know if you have any questions.  
Tim

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From: Elizabeth A Throop  
Sent: Friday, December 5, 2014 4:33 PM  
To: Timothy Zauche  
Subject: Semi-finalists

Tim,

Thanks for the update this afternoon. As a reminder, Dr. Burton agreed to recuse herself from any discussion regarding Dr. Dalecki's candidacy, so she may not participate in his telephone/Skype interview.

Let me know if you have any questions.

Liz

Dr. Elizabeth A. Throop  
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EXHIBIT D

From: Sabina Burton  
Sent: Tuesday, December 09, 2014 1:53 PM  
To: Timothy Zauche  
Subject: Re: Semi-finalists

Tim,

I am sure that your qualifications for chairing a search in chemistry are outstanding. I applaud you for your efforts to train faculty in becoming better interviewers and candidate evaluators. However, your poor performance on this search speaks for itself and shows that you have taken on an assignment that you are not qualified for. Last Friday you told me that you think we have to declare this a failed search because of the low number of applicants and their lack of qualifications for the CJ chair position.

What have you personally done to attract more candidates? I, not you, provided Dr. Throop with a list of professional organizations where the position could be posted. Did you ensure that the position was posted at these organizations? How many CJ and forensic programs in this country have you contacted to advertise the position? How can you even properly lobby for us? You don't speak the Criminal Justice "language."

Both times I chaired a search for CJ I produced a respectable number of qualified candidates. Both times we were able to select from multiple suited candidates who, after their on campus interviews were still very interested in the position and the school. Last year we hired two candidates, from a search I chaired, that was intended to yield only one hire. Our department was dysfunctional then and I faced opposition but I overcame the obstacles. My performance record speaks for itself and negates the argument that you are better suited for this job than I am due to departmental opposition.

Frankly, I would regard you chairing the search as a major red flag if I were to consider applying for this job. You have absolutely no professional background in CJ, no teaching experience in CJ, not even a respectable background in forensic science. You argue that chemistry is part of FI. Well, our students take chemistry and biology courses so we can sell the FI program as an academic discipline. That's it. Please don't mix up a forensic science program with our forensic investigation program. We have FI not FS. I am the only person in CJ with a chemistry degree. I also have work and teaching experience in FI. Ironic, isn't it, that Dr. Throop labels me "unqualified?" If Dr. Throop truly believed in this argument then she would have convinced Dr. Cornett to chair the search. He has worked with our FI program. But Chuck Cornett was a personal friend of Aric Dutelle, who opposed Dr. Dalecki.

While I am sure that you can provide candidates with information about our campus, the school and the city of Platteville, you don't have any valuable insight into who teaches what in CJ, what professional backgrounds are represented in our program, with what LE and CO department we work more closely, what the content and focus of our courses are, etc. It would not be very assuring for a candidate to hear you say "let me get back to you on that."

Regarding the statement that you don't face any opposition in the CJ department. Well, you don't have any support either, except from your friend and whoever has financially benefited from him and therefore, is interested in keeping him. Why do you think Dr. Throop didn't dare to ask the CJ department how they felt about you? Conflict within our department didn't hinder my work on the search committee last year. In fact, Dr. Throop was full of praise for how well I conducted the search.

I don't have prejudgment against Dr. Dalecki but I would raise fair and objective facts concerning his candidacy that must be considered. Dr. Throop knows that, so does Dr. Dalecki. That is the true reason why I am considered a threat. I am the most qualified person for this search committee. They know it. I have proven in my professional life that I deliver facts. I don't prejudge. I successfully prepared numerous cases in counterterrorism and in anti-corruption investigations. Because of my outstanding record I received a fully funded graduate study at one of the most prestigious schools in the nation.

Dr. Dalecki desired to be a member of the CJ department in the past. He applied twice and was turned down each time. Then he convinced his friend Dr. Throop to make him chair and now he has you, his other friend, chairing the search for the position he so badly wants.

Dr. Dalecki told me that one of the reasons he is a good choice for the CJ chair position is that he "knows where the skeletons are buried." You declined to take the search chair position twice. What made you change your mind the third time Dr. Throop asked you? Did she mention anything about a skeleton? I am trained as a criminal investigator from some of the sharpest minds in the business. When I read your comment about Throop's persistence in appointing you my antenna went up. I was the first woman in German federal law enforcement. I worked closely with Margaret Thatcher's right hand, Janet Young during the Libya, Gaddafi crisis. I'm very good at finding skeletons. At UW-Platteville they seem to be buried only a few inches below the surface because the gravediggers have become complacent and sloppy.

2 grievance committees and 1 appeal's committee here at UW-Platteville stated that Dr. Dalecki's interim chair appointment violated faculty governance. WI State Law addresses faculty governance. Dr. Dalecki is an illegal chair. I voiced that and that is why Dr. Throop wants to silence me. I have right on my side. I do things correctly. I don't show loyalty to a corrupt, abusive system; and that is my "disqualification" for the search & screen chair position.

You should do the right thing and recuse yourself from this appointment. We desperately need a good chair in CJ. Someone who unites us and moves us forward. Someone who respects their colleagues and students. Not someone who got a faculty member fired for running for chair in an internal vote in 2013, not someone who caused 2 other faculty members and 1 staff member to resign and seek employment somewhere else, not someone who causes students to leave our department, not someone who feels threatened by his most qualified senior faculty member and can't even show common courtesy. We cannot afford another term with Dr. Dalecki.

Tim, I respect and even like you as a person. I am certain that you are very qualified in chemistry and sustainable energy. I have no confidence in your CJ search chairship and see major conflict of interested with Dr. Dalecki.

Respectfully,

Sabina

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From: Timothy Zauche  
Sent: Monday, December 8, 2014 11:03 PM  
To: Sabina Burton  
Cc: Elizabeth A Throop

**Elizabeth A Throop**

EXHIBIT E

**From:** Sabina Burton  
**Sent:** Tuesday, December 09, 2014 12:48 PM  
**To:** Elizabeth A Throop  
**Subject:** Re: Semi-finalists

Dr. Throop,

You are very aware of the pending grievance against you. The hearing committee already determined that your letter of direction requires attention. You already had to withdraw at least one letter of direction and I am confident you will have to take back the letter you wrote to me. You have 2 federal discrimination/retaliation lawsuits pending and soon another one, and possibly more. Your record is questionable. You are a liability to the school. I will request your evaluations. I think they will contain comments that the hearing panel will be interested in reading.

It is quite telling that Dr. Zauche wrote "I declined the offer to serve as chair two times" You really wanted him and nobody else. He turned you down twice. He didn't want to chair the CJ search. What does that say about your motivation to achieve a hidden agenda? What does that say about conflict of interest? Why were you so intent on getting him and him alone to chair the search?

You violated policy in appointing Dr. Dalecki as interim chair of CJ. A grievance committee found, on Dec 13, 2013, that "the process for selecting a department chair that is spelled out in the Faculty Bylaws must be followed nonetheless. It was not followed in the appointment of Dr. Dalecki; it should be followed in the appointment of the next Chair of the Criminal Justice Department." This was a direction for you.

I will not bend to corruption, abuse and threats. You will not find many people of German/Jewish descent who are willing to do that anymore.

I am prepared to discuss this in public. I am not afraid of a public discussion. My conscience is clear. I seek transparency and accountability.

Dr. Burton

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**From:** Elizabeth A Throop  
**Sent:** Tuesday, December 9, 2014 10:15 AM  
**To:** Sabina Burton  
**Cc:** Timothy Zauche  
**Subject:** RE: Semi-finalists

Dr. Burton:

I am not going to discuss this with you further. Clearly you misunderstood me about what recusal meant. Now that you do understand me, I am giving you a direction.

You will either refrain from discussing Dr. Dalecki's candidacy, participating in decisions/recommendations regarding his candidacy, and voting on his candidacy, or I will remove you immediately from this search committee. It is very poor practice to have a biased committee member participating in decisions involving the candidate against whom she has

already decided. Please reference my Letter of Direction of October 28, 2014 for a further outline of my concerns regarding your demonstrated bias against Dr. Dalecki.

Dr. Throop

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

**From:** Sabina Burton  
**Sent:** Monday, December 08, 2014 10:37 PM  
**To:** Elizabeth A Throop  
**Subject:** Re: Semi-finalists

Dr. Throop,

Thank you for explaining what you meant when you asked me to recuse myself from discussions with Dr. Dalecki. As it turns out I understood your statement to mean something entirely different. Now that I understand what you meant I wish to decline your invitation to recuse myself. I do have some questions and comments that I hope you will answer and consider.

Please identify, or send me, the documentation of my prejudgment of Dr. Dalecki that you reference in your email. I don't know of any such document.

If you believed that I had pre-judged Dr. Dalecki and you considered that to be a disqualifying condition for serving on the committee why did you ask me to serve on the committee?

Why did you not ask the CJ department for recommendations for a search chair? I told you that I had suggestions for good possible chair candidates but you never asked me or the department for names of potential candidates.

Out of an entire university to choose from why did you select someone from a college outside LA&E, whose expertise is in no way related to Criminal Justice and who is a close personal friend of Dr. Dalecki as search committee chair?

Why did you not ask the CJ department to approve your selection of Dr. Zauche with a fair vote?

I am the only member of the search committee that does not have a conflict of interest. I have the department's best interests in mind. Why are you attempting to tie my hands in the search process?

When I asked you for help in correcting a hostile working environment you wrote to me on Dec. 11, 2012 (7:29 am): "I appreciate your concerns. However, this is an internal department issue and, as the dean, I do not want to interfere in faculty governance matters." (Exhibit EI) Why are you now heavily interfering in faculty governance matters?

When you and I met with Dr. Zauche, on 10-15-14, you told me "Tim and Mike shared a communication that they had with me saying that they are not going to have any communication until this search is over (exhibit A15)." Also in that meeting you said to me "Just as Tim is distancing himself from Mike, I want you to do the same thing." To be true to your statement you would also tell Dr. Zauche that he "must not participate in any activities of any kind, including interviews, discussions, and evaluations of Dr. Dalecki in the search process." You were not honest with me. It seems to me that you are treating me disparately in an attempt to get Dr. Dalecki selected as the next permanent chair or to sabotage the search so Dr. Dalecki will remain interim chair. In so doing you are violating our right to self-governance.

To be clear: While I am a member of the search committee I will not agree to voluntarily exclude myself from participating in "any activities of any kind, including interviews, discussions, and evaluations of Dr. Dalecki in the search process" because your demand is a violation of law.

Dr. Burton

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**From:** Elizabeth A Throop  
**Sent:** Monday, December 8, 2014 4:42 PM  
**To:** Sabina Burton; Timothy Zauche  
**Subject:** Re: Semi-finalists

Dr. Burton:

When you and I met with Dr. Zauche, you agreed to recuse yourself from all discussion of Dr. Dalecki's candidacy. That means that you agreed to remove yourself entirely from discussions surrounding Dr. Dalecki's candidacy. This is because of your documented prejudgment of his ability to serve as chair. You must not participate in any activities of any kind, including interviews, discussions, and evaluations of Dr. Dalecki in the search process. If you attempt to participate, I will be forced to remove you from the search committee immediately.

Dr. Throop

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

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**From:** Sabina Burton  
**Sent:** Monday, December 8, 2014 7:32 AM  
**To:** Timothy Zauche  
**Cc:** Elizabeth A Throop  
**Subject:** Re: Semi-finalists

Tim,

When Dean Throop said that she needed me to recuse myself from any discussion of Mike's candidacy I understood her to mean that she needed me to leave my personal troubles out of the discussion. That is why I explained to her that I would be fair and objective in my evaluations. She seemed satisfied with my explanation. You were present so you know this already.

I never agreed to being excluded from participation in Dalecki's telephone/Skype interview nor any potential on campus interview.

To be clear: I do not recuse myself from any aspect of the decision making process of the search committee.

I am still a member of the committee so I insist on being present for the telephone/Skype interview with Dalecki. I insist that I be part of the discussion to select the next chair and I insist that you use my input in tallying up the candidate's scores in a manner that is open and transparent to all members of the committee.

I have no conflict of interest in this decision making process so there is no reason for me to recuse myself from any aspect of it. However there are conflicts of interest in the committee:

1. The only other CJ faculty is a 3 year probationary member. He now has to evaluate his current boss one month before the same boss will write a letter of progress to the CRST.
2. UWP Police Chief Scott Marquardt teaches for CJ as an adjunct and needs to maintain a good relationship with Dalecki in order to maintain his access to this source of income.
3. You are Dalecki's close friend, and not in any way affiliated or familiar with our CJ program. You will not have to live with the outcome of the decision. You have no skin in the game.
4. The other committee members are administrators who are dependent on a good relationship with Dean Throop who has a propensity to threaten people with job termination.

I am the only member of the committee who has no conflict of interest.

Sabina

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**From:** Timothy Zauche  
**Sent:** Friday, December 5, 2014 5:53 PM  
**To:** Elizabeth A Throop  
**Cc:** Sabina Burton  
**Subject:** Re: Semi-finalists

Got it.

Sabina, let me know if you have any questions.

Tim

---

**From:** Elizabeth A Throop  
**Sent:** Friday, December 5, 2014 4:33 PM  
**To:** Timothy Zauche  
**Subject:** Semi-finalists

Tim,

Thanks for the update this afternoon. As a reminder, Dr. Burton agreed to recuse herself from any discussion regarding Dr. Dalecki's candidacy, so she may not participate in his telephone/Skype interview.

Let me know if you have any questions.

Liz

Dr. Elizabeth A. Throop  
Dean, College of Liberal Arts and Education  
University of Wisconsin-Platteville  
160 Gardner  
1 University Plaza  
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608-342-1151  
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# UNIVERSITY OF WISCONSIN PLATTEVILLE

**Criminal Justice Department  
Special Meeting  
Friday, August 29, 2014**

## **Minutes**

### **A. Attendees-**

#### **Department Members (12):**

Cheryl Banachowski-Fuller  
Sabina Burton  
Tom Caywood  
Steve Elmer

Lorne Gibson  
Rex Reed  
Ed Ross  
Amy Nemmetz

Valerie Stackman  
Deborah Rice  
Patrick Solar  
Dana Cecil

#### **Other:**

Elizabeth Throop, Dean, College of Liberal Arts and Education

Becky Savoy, Program Assistant, Departments of Social Sciences and History (Recording Secretary)

**B. Purpose-** Called by Dean Elizabeth Throop to discuss with the department how they would like to proceed with the search for a new chair. There are currently 4 other open positions (3-4 of which are tenure-track). It was suggested that searching for all of these at the same time may be too taxing to the department and the search for the chair should possibly be put-off for a year.

#### **1) Discussion**

- a) Rex Reed suggested that the search for a chair is more important to the department's ability to function than filling the other open positions.
- b) It was asked if the department would lose any of the open positions if they opt to postpone the search.
- c) The Dean reassured the department that postponing the position searches would not lead to any loss in positions, since the department has grown and there is a definite need for the positions.
- d) Valerie asked if there are enough adjuncts to fill the vacant positions if the searches to fill open positions are postponed.
- e) The Dean suggested that they continue to search to fill at least some of the positions even if the department does opt to fill the chair position immediately.
- f) It was pointed out that the quality of candidates for the chair position should not be affected if it is posted later in the year.
- g) Sabina suggested that the department aim for an early deadline for the open instructional positions, so the department can switch their focus to the chair search.

- h) The Dean suggested that a good timeline for the chair search would be to aim for doing Skype interviews in January and in-person interviews in February.
- i) Lorne questioned whether or not it is necessary to do a national search, suggesting that there is likely a viable candidate within the department.
- j) Rex pointed out that it is best to cast a wide net to get as many quality candidates as possible.
- k) Tom asked if voting on whether or not to perform a national search now or at a later date would mean surrendering the department's right to choose their own chair.
- l) The Dean pointed out that performing a national search does not preclude candidates from within from applying. She also stated that it is best practice for a chair search for the candidate to be required to have tenured or tenurable (qualify for immediate tenure).
- m) Tom suggested that the department proceed with searching to fill the 3 open tenure track positions while also searching for the chair.
- n) Sabina asked if the two forensic investigation positions can be filled with the same search.
- o) The Dean concurred that the forensic investigation positions can be filled from the same pool if the position announcements are worded in such a manner to allow it.

**Dean Throop Called the Question:** Should the department perform a search for the chair position this year (2014-15) or next year (2015-16)?

**Result:** The Department voted to perform the search this year (2014-15) with 8 votes. 4 votes were received in favor of next year.

## **2) Search Committee Chair**

- a. Lorne suggested that since Mike Dalecki, current Interim Chair of the Department of Criminal Justice, did not participate in this meeting that he may be interested in applying for the position currently and asked if the department should choose someone to act as chair for future meetings.
- b. The question was asked whether or not the person coordinating the meetings regarding the search needs to be within the department. It was agreed that it would be best to select someone (preferably a department chair) from outside of the department who is a neutral party, but still has a vested interest in the department.
- c. Lorne pointed out that the bylaws state that in the event that a new "acting department chair" the bylaws state, "If the vacancy is that of a department chair, the department shall elect one of its eligible members to act as department chair in all matters relating to recruitment and initial appointment."

**Motion by Ed Ross (Seconded by Cheryl Banachowski-Fuller):** Does the department want to select a search committee chair from outside of the department?

**MOTION PASSED**

### **C. Other Topics**

#### **1) Advising Load**

- a. Sabina pointed out that the advising load for faculty is heavy and in the past they have utilized seniors to help with advising. Suggested we use CJA students with faculty as mentors. It was also suggested that group advising could be an option to reduce the advising burden. Student advisors have been paid to perform this service in the past.
- b. The Dean supported the idea of continuing to use students to assist with advising as long as there are no FERPA concerns.

**Result:** Topic tabled for future discussion within the department at a later date.

#### **2) Bylaws**

- a. Lorne pointed out that the current bylaws and governance structure is outdated and that the concept of having one person in charge of all major decisions within the department leads to disagreements and dissension. Suggested that the bylaws be revised to divide the authority and create a more team approach to governance. He also suggested that a more democratic structure would encourage more involvement in the governance of the department.
- b. The Dean supported this suggestion as long as any changes are in accordance with university bylaws. Pointed out that this should be something that can be handled within the department and doesn't require her involvement.

**Result:** Topic tabled for future discussion within the department at a later date.

#### **Action Items (Dean Throop):**

- Will into the financing for the 4<sup>th</sup> position to see whether or not it is a tenure-track position. If it is not, the Dean may consider arranging to make it tenure track.
- Will search among department chairs of departments that have an association with the CJ Department (such as Psychology) to select a search committee chair.
- If necessary, will reconvene the department to discuss additional details of the department chair search. (Note: Anyone interested in applying for the position must abstain from these meetings.)

Dr. Balachandran,

12/10/14

In response to your letter of 5 Dec 2014:

### **Extension of the deadline to hear grievances**

To be clear, I do not need any extra time and I do not want any extra time for the hearing to be conducted. I want the hearing to be held as soon as possible. I did not request any extra time to exercise my option to disqualify any member of the Hearing Panel, become familiar with Hearing Panel Procedure, arrange for witness(es) and/or representative as you stated incorrectly in your letter. My requests for investigations and grievance resolutions have been denied and delayed since Nov, 2012. The Commission and the Hearing Panel are given 20 days, per your own newly updated procedures, to do things like "take care of all the logistics for holding a hearing and recording the hearing and giving at least a ten-day (10) notice to both parties for all hearings.

I do not find your reasons for the extension of the deadline adequate and request that the hearing be conducted in compliance with the procedures or that you give adequate reason why the hearing has been extended past the 20 day deadline. I do not accept that you extended the deadline because the commission needed more time to accomplish tasks that can easily be accomplished within 20 days. I certainly do not accept that you extended the deadline to give me more time. I believe your order to extend the deadline for conducting the hearing is in violation of your own procedures, UWS 6.02 and Wisconsin statute 111.36(3) due to the invalid reason cited for the extension order. I'm guessing the real reason is that you needed extra time to pass your bogus grievance procedures in an effort to deny me an open meeting.

### **Grievance Procedures update**

There was already a grievance procedure in place so you did not "develop" grievance procedures you "updated" them. The old procedures, under which I filed my grievances, seemed to be in compliance with UWS 6.02 but nobody in the grievance commission seemed interested in following the procedures.

In your letter you misquoted UWS 6.02 as saying "The Commission is authorized to establish its own procedures to investigate a grievance that it is hearing." UWS 6.02 actually says "The faculty of each institution shall designate a committee or other appropriate faculty body to hear faculty grievances under rules and procedures established by the faculty of the institution in conjunction with the chancellor." You changed the quote in an attempt to convince me that your statement was quoted from UWS 6.02. I do not appreciate your dishonesty. Dishonesty, lying and vagueness are evidence of pretext. Pretext is evidence of discrimination. This discrimination is clearly retaliation for my having filed a grievance. Retaliation violates my Civil Rights. You have retaliated against me by lying to me about the wording of this passage in an obvious

attempt to get me to accept your wording as accurate and allow you to convene the hearing in closed session. I will hold you personally accountable for this.

UWS 6.02 actually says "The faculty of each institution shall designate a committee or other appropriate faculty body to hear faculty grievances under rules and procedures established by the faculty of the institution in conjunction with the chancellor." This indicates that the Chancellor is as responsible for your bogus procedures as you are.

I would like to point out a poorly worded sentence in the newly updated procedures. Paragraph 5 states "The hearing panel may hold a grievance hearing in closed session in conformance with the Wisconsin Open Meetings law." This statement wrongly implies that the hearing panel is authorized to convene in closed session. Since all meetings that are conducted in conformance with the Wisconsin Open Meetings Law must be convened in open session this statement should be changed in order to accurately reflect the letter and spirit of the Open Meetings Law. Since this statement is in violation of the Open Meetings Law I do not consider the new grievance procedures adequate for the conduct of my hearing. Fortunately for me, the new procedures you just concocted do not take priority over UWS 6.02 and the Wisconsin Open Meetings Law. You still need to follow those laws even after all the effort you went through to concoct a bogus grievance procedure.

The updated procedures also state "The hearing panel should consult with the university's legal counsel prior to holding a closed meeting." You did not mention to me in your previous communication that you had accomplished this. Did you consult with the university's legal counsel before telling me you would close the meeting? Did you consult legal counsel to ensure that the updated grievance procedures comply with the Wisconsin Open Meetings Law and UWS 6.02 before your committee approved it and submitted it to the faculty senate? If not, I believe you probably have an illegal policy on your docket. If you did consult legal counsel please give me the name of the attorney who approved the wording of your updated grievance procedures. I'm sure the State BAR of Wisconsin would like to have a discussion with that person.

The fact that you have taken pains to update the grievance procedures right before my hearing is further evidence of retaliation.

Did the entire Grievance Commission really "unanimously" approve the wording of the new grievance procedures, as you told me in your email? Wow! That solidifies my resolve to have the meeting conducted in open session. If there were any members who were not involved in the vote to approve the procedures, or who did not vote in favor of its approval, I would like to have those people on the hearing panel. I ask that any members who were not part of the "unanimous" vote please contact me so I can request that they become panel members.

## **The Grievance Commission is not authorized to "dismiss" my grievances**

Thank you for agreeing that Issue #1 may be heard as a grievance, however your comment is a mute point. It is the grievant who decides if an issue is a grievance and not the Grievance Committee.

As for Issues #2 and #3: Since I view these issues as grievances they are grievances. There should be no discussion among the Grievance Commission as to whether these issues are grievances or whether they are something the commission will allow as a topic of a grievance hearing. I will be glad to send more evidence to support my claims and will do so in future correspondence. The grievance commission has no authority to decide whether my grievances meet any criteria in order to allow me access to a grievance hearing. Your newly approved grievance procedures state "The faculty member submitting the grievance ("grievant") is entitled to hearing before a five-member panel of the Commission ("hearing panel"), which shall act on behalf of the Commission, within 20 days of submission of a written grievance to the Commission chairperson." I believe the only legal reason for denying me access to a grievance hearing is "untimely submission of the grievance." You should ask your legal representative if it is within the law for you to consider "dismissing" Issues #2 and #3 over the definition of the word "grievance."

### **Compliance with Wisconsin Open Meetings Law:**

In your letter of Dec 5, 2014 you wrote "The Commission and the Hearing Panel will schedule a closed hearing of Issues #1 & #2 in your grievance." This statement indicates that you intend to convene the meeting in closed session. This violates the Open Meetings Law and validates my concerns about the vague and misleading wording of the new grievance procedures.

Here is a link to the Wisconsin Open Meetings Law Compliance Guide:

<http://www.doj.state.wi.us/sites/default/files/dls/open-meetings-law-compliance-guide-2010.pdf>

I also sent you information on 11/12/14 about the Open Meetings Law (appendix XV). Please take the time to familiarize yourself with the Open Meetings Law. I demand strict adherence to this law.

### **The DOJ Compliance Guide for the Open Meetings Law states:**

"In order to advance this policy, the open meetings law requires that "all meetings of all state and local governmental bodies shall be publicly held in places reasonably accessible to members of the public and shall be open to all citizens at all times unless otherwise expressly provided by law." Wis. Stat. § 19.81(2). There is thus a presumption that meetings of governmental bodies must be held in open session. *State ex rel. Newspapers v. Showers*, 135 Wis. 2d 77, 97, 398 N.W.2d 154 (1987). Although there are some exemptions allowing closed sessions in specified circumstances, they are to be invoked sparingly and only where necessary to protect the public interest. The policy of the open meetings law dictates that governmental bodies convene in closed session only where holding an open session would be incompatible with the conduct of governmental affairs. "Mere government inconvenience is . . . no bar to the requirements of the law." *State ex rel. Lynch v. Conta*, 71 Wis. 2d 662, 678, 239 N.W.2d 313 (1976).

The open meetings law explicitly provides that all of its provisions must be liberally construed to achieve its purposes. Wis. Stat. § 19.81(4); St. ex rel. Badke v. Greendale Village Bd., 173 Wis. 2d 553, 570, 494 N.W.2d 408 (1993); State ex rel. Lawton v. Town of Barton, 2005 WI App 16, ¶ 19, 278 Wis. 2d 388, 692 N.W.2d 304 (“The legislature has issued a clear mandate that we are to vigorously and liberally enforce the policy behind the open meetings law”). This rule of liberal construction applies in all situations, except enforcement actions in which forfeitures are sought. Wis. Stat. § 19.81(4). Public officials must be ever mindful of the policy of openness and the rule of liberal construction in order to ensure compliance with both the letter and spirit of the law. State ex rel. Citizens for Responsible Development v. City of Milton, 2007 WI App 114, ¶ 6, 300 Wis. 2d 649, 731 N.W.2d 640 (“The legislature has made the policy choice that, despite the efficiency advantages of secret government, a transparent process is favored”). “

Please note paragraph III of the Compliance Guide, which answers the question “What is required if the Open Meetings Law applies?” This section begins with the statement:

“The two most basic requirements of the open meetings law are that a governmental body:

- (1) give advance public notice of each of its meetings, and
- (2) conduct all of its business in open session, unless an exemption to the open session requirement applies.

Wis. Stat. § 19.83. “

Please note paragraph IV of the Compliance Guide, which answers the question “When is it Permissible to convene in closed session?” This section begins with the statement:

“Every meeting of a governmental body must initially be convened in open session. All business of any kind, formal or informal, must be initiated, discussed, and acted upon in open session unless one of the exemptions in Wis. Stat. § 19.85(1) applies. Wis. Stat. § 19.83.”

Every public notice of a meeting of a governmental body shall set forth the time, date, place and subject matter of the meeting, including that intended for consideration at any contemplated closed session, in such form as is reasonably likely to apprise members of the public and the news media thereof.

I request that you include a public comment period in the advertisement for the grievance hearing. The open meetings law permits a governmental body to set aside a portion of an open meeting as a public comment period. Wis. Stat. §§ 19.83(2) and 19.84(2). Such a period must be included on the meeting notice. During such a period, the body may receive information from the public and may discuss any matter raised by the public. If you decide not to include a public comment period in the meeting I request that you please give me your reason(s) for this decision in writing at least 24 hours before the hearing.

Public notice of every meeting of a governmental body shall be given at least 24 hours prior to the commencement of such meeting unless for good cause such notice is impossible or impractical, in which case shorter notice may be given, but in no case may the notice be provided less than 2 hours in advance of the meeting. You have plenty of time to prepare the notice so that it will be published at least 24 hours prior to the hearing. I would like to point out that the Platteville Journal and the Exponent are the required publications for this sort of notice. I request that the hearing be published in both the School newspaper, the Exponent, as well as in the Platteville Journal and that the advertisement be written in strict conformity with the Open Meetings Law. I further request that you obtain a signed, written statement from a university legal representative that contains the text of the proposed advertisement and verifies that the wording of the advertisement meets the letter and spirit of the Open Meetings Law. I request that a scanned copy of this document be emailed to me at least 24 hours before the hearing. This request is made due to your propensity to “change” words.

I ask you, Dr. Balachandran, Chair, Complaints & Grievances Commission (2014-2015), Chair, Hearing Panel (2014-2015), to personally ensure that every aspect of my grievance hearing strictly conforms to the requirements of the Wisconsin Open meetings Law and UWS 6.02.

I request that a copy of the meeting records be provided to me within a reasonable time after the meeting has adjourned per Wisconsin Stat. § 19.88(3).

I request that you provide me with the meeting minutes for the appeals hearing for Dr. Gibson on Mar 24, 2014 per Wisconsin Stat. § 19.88(3).

I request that you provide me with the meeting minutes for the grievance hearing where Dr. Caywood brought grievance against Dean Throop about December 2013 per Wisconsin Stat. § 19.88(3). I wanted to attend this hearing but it was never advertised as required so I missed it.

I request that you provide me with the meeting minutes for the grievance hearing where Susan Morris brought grievance against Dr. Dalecki in 2009 or 2010 per Wisconsin Stat. § 19.88(3).

Please provide a projector system to which I can attach my laptop to give a power point presentation during the hearing.

Please ensure the meeting room selected for the hearing is large enough for, and has seating for, at least 100 persons.

#### **Panel Member Qualification/Disqualification**

I will attempt to send you my list of members to qualify/disqualify, before Dec 19, 2014.

#### **Scheduling the hearing**

I agree that 6 pm is an appropriate time of day for the hearing. I am available for the hearing on the following days:

I am available at 6 pm on any day in December except the following:

Dec 12  
Dec 15  
Dec 17  
Dec 22

I do not want the hearing to be extended into next semester. My grievances need to be heard this term, in December, 2014.

Dr. Sabina Burton

**Elizabeth A Throop**

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**From:** Cheryl BanachowskiFuller  
**Sent:** Friday, October 31, 2014 11:36 AM  
**To:** Elizabeth A Throop  
**Subject:** Fw: Sabina

Pat Solar sent me this email of concern since I am CJ DRB Chair.

---

**From:** Patrick Solar  
**Sent:** Friday, October 17, 2014 10:57 AM  
**To:** Cheryl BanachowskiFuller  
**Subject:** Sabina

Hi Cheryl,

This is the response I received after I asked her, in the spirit of cooperation and collegiality, to drop her complaint.

As you will read, she is really going to "do her best" to treat me fairly with respect to her review of my performance. Well...I'm really not interested in her "best," just overall fairness. If I screwed up, I'll take the repercussions and learn. Having her on the DRB is a bit disconcerting to me at this point given the tone of her message here. Quite frankly, I see this as bullying behavior of a probationary faculty member by a "Senior, Tenured Faculty member."

Pat

Dear Pat,

I'm sorry if you are offended by anything I have to say but if you would follow policy I would not have to say these things. Please move forward in your journey at UW-Platteville with a renewed sense of commitment to doing things the right way.

I understand that you had difficulty in finding the policy for search and screens. I was able to locate it with a simple google search in about ten seconds. You could have asked me for the policy. You could have asked HR for the policy. You could have asked Mike for the policy or you could have just followed Mike's directions in the department meeting of 8-29-14.

My notes of the department meeting indicate that Mike talked about the position description but the draft was not read to, distributed to, discussed by or endorsed by the department. There was a draft of the position description at that time but Mike didn't want to have everybody look at it and agree on it at that time. He said there needs to be a conversation about the position description and that we'll then get the department to endorse it in another short meeting. You should perhaps start taking notes at meetings about assignments that you will be responsible for. Perhaps that will help you avoid future violations.

Asking the web folks is probably not the most reliable way of finding the policy. I once asked the guy in the back of the pet shop if the guinea pig I wanted to buy was male or female. He told me the guinea pig was male but somehow my other male guinea pig got him pregnant. My husband now teases me about reliability of my comments by asking "did the guy in back tell you that?" The point here is that you need to seek out information from reliable sources and not give up looking for your answer until you have found it. There are many avenues to find out information you will need to fulfill your duties at the school. I know you are still learning the ropes so ask someone for help. By the way, did you ask the web folks for the policy before you published the job announcement or after?

Pat, you failed to distribute the draft position description to the department and failed to call a short meeting to discuss and endorse it. Plain and simple, you violated policy. Mike is responsible for your violation as he put a green faculty member in a position above his head and did not offer the proper supervision.

I am doing my best to treat you with the respect and collegiality due a junior faculty member by a senior tenured faculty member. I will be writing an annual evaluation of your performance giving you my input about your possibilities for tenure as I am required to do by policy. I will of course reference this violation but I'm sure that with your hard work and commitment to following policy in the future I will have fabulous things to say about you that may help offset this little bump in the road.

I will not withdraw my allegation of your, and Mike's, violation because this affects not just one but three searches and needs to be corrected. I'm sorry you made this mistake. I hope that any repercussions you face for this infraction take into account that you have not been well trained by your mentor and that it was your first search and screen attempt.

Sabina

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

From: "Patrick Solar" <solarp@uwplatt.edu>

To: "Sabina Burton" <burtons@uwplatt.edu>

Sent: Thursday, October 16, 2014 10:03:48 AM

Subject: Re: CJ Search Violation

Sabina

The reason I could not find anything related to recruitment and selection is that, according to the web folks, that section of the handbook is not available. See the below response I received from them.

"Part 3 has been removed and is now Chapter 6 of the Employee Handbook. Chapter 6 is currently undergoing some edits, required by system legal and to clarify a few spots, and will be released after it is presented at faculty senate in a few weeks."

I fully agree that policies need to be followed but in this case, despite my attempt to find guidance on the University web site, this section was unavailable.

In the spirit of collegiality I am respectfully asking that you withdraw your allegation of a violation of policy regarding this issue.

Sincerely,  
Patrick

**Dr. Sabina Burton's rebuttal to Dean Throop's Letter of Direction**

Dean Throop's letter of direction is in standard font and Dr. Burton's rebuttal is in underlined italics.

October 28, 2014

Dr. Sabina Burton

Dear Dr. Burton:

I am writing this Letter of Direction in response to some of your recent activities in which you have displayed unprofessional and concerning interactions with your campus colleagues. In this Letter, I will describe some of the specific incidents that have caused me concern and give you directions about my expectations for your future behavior.

The following is a summary of the most serious incidents that have led to this letter:

1. I have received dozens of your emails since May 2014 in which you have made serious accusations against Dr. Dalecki and have claimed that he has abused you. Each time you have failed to support your allegations with factual basis.

This would have been disturbing even if you only sent the email to Dr. Dalecki himself or to me, but at times you have sent them out to your entire department or to the Provost and Chancellor, such as the email of October 2, at 8:40 PM . It is entirely inappropriate for you to engage in this public and unsubstantiated campaign against Dr. Dalecki.

On Nov 3, 2014 I sent an email to Dean Throop saying: "In your letter of direction you referenced an 'email of October 2, at 8:40 PM.' I don't have such email in my sent folder. Please send me a copy of the email in question." Dean Throop's response was "You are incorrect. There is no reference to an Oct. 2, 2014 email in my letter of direction." (exhibit 551-c)

I looked for the email I sent to the Chancellor on Oct 2, 2014 but it has disappeared from my account. Fortunately I have a copy of it. I have also noticed that other important emails, such as (exhibit 551-b), have disappeared from my account as well. So, it seems that someone is going through my email account and systematically deleting incriminating files. Dean Throop's denial of the existence of an email that she reprimanded me for is an indication of cover up.

Dean Throop appointed Dr. Dalecki as interim chair of the CJ department in violation of policy. (exhibits 532, 503, ZZA-1)

I asked for a grievance against Dr. Dalecki on Aug 27, 2014. I asked for an investigation into Dr. Dalecki's actions on Oct 2, 2014 at 8:41 PM (exhibit 551-a) and I was refused (exhibit 551-b). On Oct 11, 2014 I expressed to the Chancellor, the Provost and to the grievance committee chair, Dr. Fairchild my desire to have the grievance hearing "as soon as possible" (exhibit 551-b). Dean Throop's letter of direction comes two months after my initial request for grievance hearing with no date for the hearing on the calendar and no prospect of ever having the hearing. I was not able to "support my allegations with factual basis" because the proper forums for presenting my evidence have been unfairly denied me.

2. You wrote an inflammatory email on June 6, 2014 at 10:45 PM to the entire Criminal Justice Department accusing recently resigned colleagues of unethical behavior and threatened to ask the Wisconsin Attorney General to investigate what you claim—without supporting information—is a conspiracy.

I believe Dean Throop is referring to an email I sent on June 5, 2014 at 10:45, not June 6, 2014 at 10:45 PM (exhibit 571b). The American Association of University Professors' (AAUP) Statement of Ethics says: "When considering the interruption or termination of their service, professors recognize the effect of their decision upon the program of the institution and give due notice of their intentions" (exhibit 553). The two departing faculty members, by giving short notice, exhibited "unethical" behavior according to the AAUP's Statement of Ethics. I accurately classify their behavior as "unethical." People who behave unethically are "unprofessional."

All it takes to make a conspiracy is for two people to conspire to do something wrong. I'm sure Dutelle and Johnson, who were close friends, discussed their plans to leave on short notice, although I do not have proof. Since I did not have proof of their conspiring I did not "claim" that Dutelle and Johnson conspired but instead I wrote that it "seems like a conspiracy." Dean Throop intentionally misconstrued my statement.

Dean Throop feels it is acceptable for her to call me "unprofessional" numerous times in an official reprimand for no good reason but she reprimands me for calling Dutelle and Johnson unprofessional when they do something that is, according to the AAUP's Statement of Ethics, unethical. Dean Throop applies far higher standards to me than to herself.

I did not threaten to ask the Wisconsin Attorney General to investigate. I wrote "I think the Attorney's General office would be a good institution to look into this mess." An in depth investigation is warranted and should be conducted. Dean Throop intentionally misconstrued my statement.

It would not be wrong for someone, like me, to request an investigation. Failing to provide a requested investigation may violate policy and/or law.

You also threatened to involve students in your campaign. It is entirely inappropriate for you to make unsubstantiated and inaccurate claims of unethical behavior against people and it is particularly wrong and disturbing that you might involve students in your personal campaigns.

I did not threaten to include students in any "campaign." I said that I would tell students the truth. I am an academic advisor for 70 students. I will not lie to them. I tell them the truth. That's what I do. I wrote: "I plan to tell students the truth about what's been happening in the department." By this statement I meant that I would explain the repercussions of the FI program's problems, options going forward in the curriculum and what sort of job prospects they have in the FI field as evidenced by expert reports. (exhibits 521, 521a, 521b, 521c) Dean Throop interpreted integrity to be "threatening." People with something to hide often do.

I wrote "Our FI students were aggressively recruited into a program with, as confirmed by the recent reports, at least partially false information or intentional lack of information." This is a true statement and not one that Dean Throop should reprimand me for, especially since she ordered and paid for these reports.

I wrote "FI students deserve to know what they are up against so they can make meaningful, informed career choices before it is too late for them to do so, before we take their money for a program we know is flawed and understaffed." This is a true statement and not one that I should be reprimanded for.

I wrote "Let the students know who abandoned them and give them some options for moving forward into a field of study that has some hope of securing them a good paying job." I wrote "I think the students deserve to know who is responsible for the 'train wreck' and put blame where blame is due." I still believe the students deserve to know who is responsible but telling students rumors about people is definitely not the right thing to do. That is why I have not told rumors. It was never my intention to tell students who abandoned them. It was never my intention to spread rumors about culpability for what Dean Stojkovic called a "train wreck." My intention was to push for an investigation that would determine culpability so we can move forward. Students should be given clear direction about how they should proceed in their pursuit of good paying and fulfilling employment.

3. After partially organizing a visit by colleagues in Germany, in June 2014 you abruptly informed your chair that you had no intention on being part of that visit only a few days before your German colleagues arrived, forcing Dr. Dalecki to assume responsibility for the entire visit. You knew that you were arranging for this visit to take place over the summer and you should never have set up this event if you were unwilling to follow through.

As shown in my email of 6/6/14 at 02:54 pm (exhibit 571c) I informed Dr. Dalecki that my mother's health was failing rapidly. She nearly died and I talked to her for hours

each day during the German delegation's visit. I was emotionally drained by her medical and psychological problems and coordinated with family and medical staff to help her through her ordeal. She was my only concern at that time. My father passed away recently, on Feb 14, 2013, and the pain of the way Dr. Caywood and Dean Throop treated me during that time was, and still is, poignant. Now she is doing it again. My emotional health had already been severely strained by the unfair treatment I had been receiving. The stress from unfair treatment finally put me in the hospital on Aug 15, 2014. So, saying that I was "unwilling" is just plain cruel.

The German delegation are not my colleagues any more than they are Dr. Caywood's colleagues. They were invited by International Programs, not by me. Dr. Caywood pushed for the exchange program, not me. Deb Rice and a student worked on an itinerary for the visit in fall 2013 and never shared it with me. I was ok with that because I never planned to be their tour guide. I expected international programs to coordinate for things like transportation and housing etc. This was a volunteer project. I was not paid to do it. I was not given release time for it. It was during my summer vacation. I am on a 9 month contract but Dalecki, Caywood and Fuller are on 12 month contracts. My mother needed me. I had been humiliated by my chair and the stress of a hostile working condition was tearing me apart. Reprimanding me for not "following through" is unfair and vindictive.

4. You asked Dr. Valerie Stackman, a new Assistant Professor and your mentee at the time, to house-sit for you during the summer. This request was inappropriate and placed a junior colleague in an awkward position. As a result of this unprofessional demand as well other poor interactions with Dr. Stackman, we had to remove you as her mentor. You have continued to complain about this and have refused to take responsibility for your own part in your removal as Dr. Stackman's mentor.

What is wrong with asking a colleague if they would like to house sit? If she doesn't want to house sit she can say "no." It does not put her in an awkward position. Dean Throop says, in the same admonition that I "asked" and "demanded" Dr. Stackman to house sit. It was not a "demand," it wasn't even a "request," it was an "offer" for her to house sit if she would like to. Saying that I "demanded" that someone house sit for me is ludicrous. Calling me "unprofessional" for asking someone if they would like to house sit is, wow, what's the word?

Dr. Stackman has not made a complaint to anyone about this matter.

Dean Throop did not cite any "other poor interactions" because there were none.

It is unprecedented that a department chair mentors a new faculty member when tenured faculty are available and interested in the assignment.

Never before has anyone told me that the reason for removing me as Dr. Stackman's mentor had anything to do with house sitting. Dean Throop's letter of direction, which I received on Oct 29, 2014, was the first time I heard of this outlandish rationale for the

malicious decision to remove me from mentoring Dr. Stackman. I cannot "take responsibility for my own part in my removal" because Dr. Dalecki removed me without even telling me why.

Dr. Dalecki is guilty of far worse than asking Dr. Stackman to house sit for him. For more insight into this read (exhibits 523, 527). Dean Throop wrote a letter of direction to me for asking if someone would like to house sit but Dalecki gets no reprimand for a clear conflict of interest that he aggressively protects. That is disparate treatment. If I deserve a letter of direction for my actions Dr. Dalecki deserves to be fired for his. Dean Throop thinks that asking someone to house sit disqualifies me from being a mentor but Dr. Dalecki's attempt to benefit politically and/or financially doesn't seem to be a problem to her. That is disparate treatment and is unfair to me.

Our department is understaffed. I have been allowed to chair only two search and screen committees and I have produced three hires from my two searches. Other members of our department have chaired multiple failed searches. One of my recent hires is Dr. Valerie Stackman. She came to UW Platteville primarily because of my efforts to convince her to come. I get along with her well. I have her best interests in mind and heart. I am a member of the UW Platteville Mentoring Advisory Team. I have only been a mentor to one other faculty member. Dr. Dalecki told Dr. Stackman and me that I would be her mentor. I brought Dr. Stackman to the school and I had already been working with her as her mentor. Dr. Stackman saw me as her mentor as shown in (exhibit 524a).

Dr. Dalecki's explanation for removing me as Dr. Stackman's mentor was in essence: 'Because I say so.' (exhibits 535, 524) This is not a valid explanation and did not mention house sitting. I would have certainly challenged that ridiculous rationale. Dr. Dalecki assigned me as her mentor and then took the job away from me for no good reason.

Dalecki said "Your promotion will not live or die based on mentoring Valerie—or anyone for that matter--and given the number of new hires we expect there will be other opportunities for mentoring in the future." (exhibit 535) This is a tactic that has been used against me before: take something away from me now, tell me it won't hurt me, tell me I'll have other opportunities and then deny my future opportunities too.

Last year Dalecki asked me to give up my assignment to the CRST in favor of working as a committee member in the DRB because he needed my help to straighten out the mess in our department. I gave up my position on the CRST with the understanding that Dalecki would be giving me other opportunities to make up for my sacrifice. However, he instead has overlooked me for several prestigious opportunities such as Coordinator of the FI program and the 700 hour academy. I am better qualified for both of those assignments than the people he assigned. Dr. Dalecki wants to hurt me any and every way he can.

Dr. Dalecki removed me as Dr. Stackman's mentor because he is retaliating against me, not because of any house sitting nonsense. For more insight into my background with Dr. Dalecki read (exhibit 521e).

I plan to file a separate grievance against Dr. Dalecki for this and other issues soon.

5. On October 7, 2014 at 7:23:18 AM, you sent an email to Academic Staff member Deb Rice demanding information regarding an independent study for a criminal justice student. The tone you used was unnecessarily accusatory and entirely unprofessional.

(exhibit 571d) I was trying to gather evidence to aid me in gaining satisfaction in a grievance. I didn't expect Rice to send me the information because I suspected her to be part of the problem but I wanted to get a record of the fact that I requested the information and that she had the opportunity to provide it to me. My suspicion seems to have been confirmed when, instead of giving me the information I requested, it appears that she complained about the tone of my email to Dalecki and/or Throop. I have complained about terribly unfair and illegal things but nothing has been done against the perpetrators. Rice complains about the tone of one email request from me and within three weeks, and without any notification to me, it winds up in an official reprimand of my activities. That is unfair and disparate treatment.

If the email seems terse, well, I am German. It is a cultural thing. I should be given a little slack for my cultural background. It is a well known fact that we German-American immigrants tend to be more direct than most Americans. Saying that the tone of my email was "unnecessarily accusatory and entirely unprofessional" is absurd. What would one call the tone of Dean Throop's letter of direction to me?

6. On October 16, 2014, at 4:34:12 PM, you threatened Dr. Patrick Solar, a second-year assistant professor, with consequences to his potential tenure bid because you were displeased with his interpretation of his role as committee chair.

You said:

"I am doing my best to treat you with the respect and collegiality due a junior faculty member by a senior tenured faculty member. I will be writing an annual evaluation of your performance giving you my input about your possibilities for tenure as I am required to do by policy. I will of course reference this violation [sic] but I'm sure that with your hard work and commitment to following policy in the future I will have fabulous things to say about you that may help offset this little bump in the road."

I did not write the above statement (exhibit 571e) because I was "displeased with Solar's interpretation of his role as a committee chair." I wrote the statement because Solar violated policy and state law, lied to me, demonstrated his ineptitude and failed to follow Dr. Dalecki's directions at the department meeting of Aug 29, 2014. (exhibits 565, 565a, 565b, A11, A11a) Dean Throop intentionally misconstrued my words.

I did not threaten Dr. Solar with consequences to his potential tenure bid. I said I would write about his policy violation in my annual letter concerning his prospects for tenure. It is no more a threat than a police officer issuing a traffic citation to a motorist who she caught speeding. I informed Dr. Solar that I would hold him accountable for his violation and suggested that he might mitigate the damage to his possibilities for tenure by moving forward in compliance with policy in the future. Dean Throop intentionally misconstrued my words.

CJ dept policy and procedures (exhibit ZO) states: "It is the responsibility of tenured members of the department to make tenure recommendations. Tenured faculty will provide an annual letter (could be one combined letter or each faculty member may provide own separate letter). The letter(s) will be signed by the tenured faculty. The letter will indicate a probationary faculty member's prospects for tenure." I never received the benefit of this required annual letter from tenured faculty while I was probationary. Now that I am tenured I plan to abide by this policy for the benefit of the department, the school and the students. Correcting, or weeding out, policy violators can only serve to improve the credibility and quality of our department and school.

This annual letter is intended to give the probationary faculty member information to help them with their decisions in building their DRB so that, when they are ready to apply for tenure, their application will be strong. The annual letter is a feedback tool to help probationary faculty members learn what is expected from them so they won't have problems later on when it really matters. Similarly, a speeding ticket is a feedback tool to encourage a motorist to obey traffic laws.

I feel that policy violations should not be overlooked when considering a tenure bid. It is possible that continued violation could affect Dr. Solar's bid for tenure at some time in the future but, as I said in the email, he would have opportunity to mitigate any damage.

It was wrong for you to threaten Dr. Solar on his tenure application at all. It was even more inappropriate for you to threaten Dr. Solar over a matter in which only you believe that he has improperly carried out his duties as committee chair.

I did not threaten Dr. Solar.

The truth is still the truth even if only one person believes it. Dr. Solar violated policy and I can prove it.

7. On October 23, 2014, I learned that you had told students who wished to pass on a concern about Dr. Stackman to by-pass the interim department chair because, you said, he was biased. Standard operating procedure provides that students should start with the department chair for any such concerns. It was wrong for you to tell students that the interim chair was biased and wrong to involve students in your campaign against Dr. Dalecki. I also fear that you may have instigated the complaint against Dr. Stackman.

I suggested to one student that she go to Student Affairs for her complaint about Dr. Stackman. By using the plural form of the word "student" Dean Throop implies that there were more than one and that is not accurate. Dean Throop intentionally misconstrues facts.

I did not tell the student that Dr. Dalecki is biased. The student already knew that Dr. Dalecki is biased well before she brought her complaint to me.

Dean Throop is incorrect that "Standard operating procedure provides that students should start with the department chair for any such concerns." It was not wrong for me to refer a student to Student Affairs in regard to her complaint about Dr. Stackman. I followed policy.

I did not involve any students in a campaign against Dr. Dalecki. I had a grievance against Dr. Dalecki. Dean Throop's use of the word "campaign" implies that I am passing out bumper stickers and standing on soap boxes but that is not true. I have been diligently following policy and law in a frustrated effort to bring about fair resolution of my grievances and complaints. The administration needs to start following school policy on grievance procedures.

Dean Throop's "fear that I may have instigated the complaint against Dr. Stackman" is unfounded, unwarranted and malicious. She has no evidence to support her statement because it is not true. I have no reason to alienate Dr. Stackman. Dean Throop's statement is one of many lies that have alienated me within my department.

These events show a consistent pattern of unprofessional and inappropriate behavior by you. I am particularly concerned by your attempts to bully junior faculty and your involving students in your personal grievances. As a result of these behaviors in the last eight months, I am compelled to provide you with a clear set of directions to solve the issues and problems that you have created.

Dr. Dalecki and Dean Throop are bullies, not me.

Direction #1. You will actively work to resolve your complaints and issues on the most local level possible: your department, before invoking assistance from the administration.

This direction is not in keeping with university policy, which allows a grievance hearing for my complaints. Dean Throop is violating my due process rights.

Direction #2. You will cease all email activity making groundless and unwarranted accusations against Dr. Dalecki or any other members of the university community.

My accusations are not groundless or unwarranted. I wanted to present evidence supporting my claims in mediation, but that was denied me, at a grievance hearing, but that was denied me and in a formal investigation but that too was denied me.

Direction #3. You will hence forth treat your colleagues in the criminal justice department with respect and keep your comments about them to the appropriate arena.

When a faculty member violates policy and lies to me about it I have every right, and even the obligation, to tell him that he has violated policy and suggest that he stop doing so. I have an obligation to write about his infraction in his annual report on prospects for tenure. I am trying to keep my comments in the appropriate arena but I have been denied access to appropriate mediation, grievance hearings and investigations.

Direction #4. You will apologize to Dr. Solar for your inappropriate comment regarding his progress toward tenure. When it becomes time to consider Dr. Solar for tenure, you will recuse yourself if you are unable or it appears that you are unable to consider his application fairly.

None of my comments to Dr. Solar were inappropriate. I am able to consider his application fairly when it comes time for that. Dr. Solar owes me an apology for excluding me from the search process and lying to me.

Direction #5. You will cease involving students in your personal disputes and grievances.

I have not involved students in my personal disputes and grievances so I cannot cease doing so, by definition of the word "cease." I will continue keeping students uninvolved in my complaints and grievances against faculty members.

Failure to follow these directions will likely result in disciplinary action.

Dean Throop's letter of direction violates my right to due process guaranteed by the 14<sup>th</sup> Amendment of the United States Constitution.

I filed a grievance on Aug 27, 2014 which was not scheduled for hearing for well over two months. This is a violation of my due process rights.

I believe Dean Throop wrote this letter of direction with ill intent and malice. I believe the letter is intended to provoke me, cause me stress related health issues, make me want to quit my job and to lay the groundwork for her to fire me on fabricated charges some time in the future. I believe the letter is written as retaliation against me for having filed a federal lawsuit against her.

I strongly suggest that you contact the University's Employee Assistance Program for confidential help (608-342-1530; voelz@uwplatt.edu).

Yours very truly,

Dr. Elizabeth Throop

Dean, College of Liberal Arts and Education

## Elizabeth A Throop

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EXHIBIT J

**From:** Sabina Burton  
**Sent:** Tuesday, December 16, 2014 10:14 PM  
**To:** John A Lohmann  
**Cc:** Elizabeth A Throop; Dennis J Shields; Mittie Den Herder; Michael Dalecki; richschauer@att.net; Raymond Spoto  
**Subject:** Fw: I need your help!!!

Confirmations of my presence in class last Friday are coming in faster than I can forward them to the HR director. This one is worth sharing.

The dean is bullying me. She wants to fire me for falsified reasons. Dalecki is part of this conspiracy as he saw me on Friday! Does our Chancellor condone this?

Sent using OWA for iPad

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**From:** Aaron R Galindo  
**Sent:** Tuesday, December 16, 2014 10:02:51 PM  
**To:** Sabina Burton  
**Subject:** Re: I need your help!!!

Professor Burton,  
I confirm that you taught class Last Friday, December 12th, We covered in more depth the Slenderman topics, if the dean has problems with this you have her look at your attendance sheet for that day and email us students that had attended. She is in the wrong, and should probably know facts and research these things before she makes false accusations. Obviously she isnt doing her job right and she should be looked into.

Aaron Galindo (Student in your Monday Wednesday Friday 9:00-10:00)

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**From:** burtons@uwplatt.edu <burtons@uwplatt.edu>  
**Sent:** Tuesday, December 16, 2014 9:39 PM  
**To:** Shane R Lueschow; Sabina Burton; Cody D Slater; Daniel C Riedl; Stephen E Scharch; Brandon J Davitz; Sara C Karp; Casey Boris; Dyllon C Vetsch; Samantha L Thompson; Lance J Wilden; Joseph P Rybialek; Robert M Pawelski; Zachary T Bruss; Ashley N Morales; Stephanie E Loftus; Emily A Kjos; Brandon J Jazdzewski; Catherine L Cole; Amber L Parisi; Nicholas J Wagner; Simina A Lewis; Ashley Lanz; Aaron C Zane; Nicholas A Pesavento; Rebecca Steele; Dayne V Hammerly; Jordann M Kaufman; Aaron R Galindo; Andrew N Pelot; Randall J Frie; Rachel C Kulack; Michael J James; Casey C Schneider; Steven K Wasilik; Blair C Chapman; Steven J Bauer; Steven R Goeddeke; Searra S Maas; Chandler I Lehrer; Allison Gundlach; Bethany M Schroeder; Alex B Wanish; Lindsey M Hahn; David J Matson Jr; Katelyn Winther; Lucas C Harding; Hayley M Stroik; Logan H Enke; Emily L Roemer  
**Subject:** I need your help!!!

Dear Student,  
Dean Throop falsely accused me of canceling my class last Friday and wants to fire me over it. Please see the email below to see her extremely harsh and false accusations.  
I ask that you please reply to this email with your confirmation that I did teach my class last Friday, Dec 12, 2014 to prove to Dean Throop that I did not cancel the class. This is extremely important for me. Dean Throop wants to fire me. If you came to class on Friday, Dec 12, 2014 you know that I was there. Dean Throop wants

to discipline me for not being at the class. She is just looking for reasons to "discipline" me. Your confirmation that I was in class on that day will convince her that she has her facts wrong and could save me from severe discipline that I don't deserve.

Why does Dean Throop want to hurt me you ask? Well, since I am asking you for an honest response I will give you an honest answer to this question.

On Oct 11, 2012 a female student came to me with a complaint of a sexual advance by a male faculty member. I helped the student report the complaint to Student Affairs. I have been mercilessly harassed since then for my actions in assisting that student.

I have tried to keep students out of this conversation but the Dean has put me in a position where I need students to confirm my presence in my classes last Friday. I need your help. Please reply to this email as soon as you can with your confirmation that I was in class on Friday, Dec 12, 2014.

Thank you so much,

Below is Dean Throop's email to me:

**From:** Elizabeth A Throop

**Sent:** Tuesday, December 16, 2014 4:51 PM

**To:** Sabina Burton

**Cc:** Michael Dalecki

**Subject:** Absence without permission

Dear Dr. Burton:

It has come to my attention that you cancelled classes last Friday, the last day of classes, so that you could travel to Germany. You did not obtain permission from your chair for this absence; indeed, you did not even inform him that you would be gone. You are in violation of UW Platteville's Employee Handbook, specifically Part 2: Faculty and Academic Staff Responsibilities: Absence for Personal Reasons, to wit: "All absences of faculty or academic staff members for illness or emergency shall be reported to the department chair, dean, or program director as early as possible. The individual should obtain from and file with the department chair/office, a Request for Absence form as soon as possible. The department chair forwards the form to the dean of the college or supervisor, who sends it to the Human Resources Office

I will be forced to pursue disciplinary measures as a result.

Dr. Elizabeth A. Throop

Dean, College of Liberal Arts and Education

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