

Re: Semi-finalists



Sabina Burton <burtons@uwplatt.edu>

Tue 12/9/2014 12:47 PM

Sent Items

To: Elizabeth A Throop <throope@uwplatt.edu>;

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

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
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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

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

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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

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

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