

## Re: Semi-finalists



Sabina Burton <burtons@uwplatt.edu>

Tue 12/9/2014 1:52 PM

Sent Items

To: Timothy Zauche <zauchet@uwplatt.edu>;

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 prejudice 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 prejudice. 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  
**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

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**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 prejudice 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

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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  
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