

Zimbra

caywood@uwplatt.edu

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**Re: a concern**

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**From :** Thomas E Caywood <caywood@uwplatt.edu> Fri, Jun 01, 2012 10:31 AM**Subject :** Re: a concern**To :** Sabina Burton <burtons@uwplatt.edu>

The issue of interns is becoming more of a problem in recent years. Same complaints made last year. The question is how to divide the number of interns by the number of faculty or have some other method. Should seniority be the determining factor. Does Joe as the senior faculty get more than Lorne, Diana or Dana since they are the newest hires? Or maybe the reverse. These three get more because they have the least seniority. Should be based on salary? again does Joe get more because he is higher on the salary scale than Lorne or Diana. Should Dana get more since she is the lowest paid person in the department. Should interns be distributed based on the number of internships faculty generate. If Ed places 10 students and Steve places 5 does Ed get double the number? Maybe next year I should let the faculty decide on who gets what.

Dana's position in the department is that she is 100% in the department. Her salary is paid out of the department. Distance Learning does not pay her base salary CJ does. She does overloads on line like everyone else in the department, except Cheryl. When she teaches seminar, she is paid an overload per student. Like everyone else she is dependent on interns for a summer salary as she gets nothing else.

For the most part you have taught an overload each semester. You teach during the winterum and pre session. This is your choice. You are currently teaching 2 courses this presesion. You had 100 % release time this past semester working on a grant plus you were allowed to teach an overload as well. You also are involved in the on line program as a faculty member. I don't know for sure but I would imagine you are at or close to the \$12,000 limit annually.

I've always been supportive of faculty who wants to improve his/ herself. If opportunities are available elsewhere that are to your advantage then I want to wish you the best.

You are a valuable member of this department. You've had the freedom to pick classes, to pick current topic courses, and have a say on class times and overloads. The Department went to bat for you during the DRB process for promotion. I think the proposed study abroad to Germany would be something special and provide quite an insight to German culture for our students. I would like you to stay but if you are unhappy I understand the need to relocation.

Tom

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

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

To: "Thomas E Caywood" <caywood@uwplatt.edu>

**CAYWOOD EXHIBIT SS - 001**

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