

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

From: Sabina Burton  
Sent: Wednesday, September 26, 2012 2:12 PM  
To: Michael Dalecki <dalecki@uwplatt.edu>  
Cc: Thomas E Caywood <caywood@uwplatt.edu>; Kory Wein <weink@uwplatt.edu>  
Subject: Request for a later exam date for [REDACTED]

Hello Mike,

I hereby respectfully request a later exam date for [REDACTED].  
[REDACTED] one of my research assistants in a UW-System's funded study on domestic terrorism, will present his work at the Midwestern Criminal Justice Conference in Chicago this week. We are leaving early tomorrow (Thursday) to make it to our first panel presentation. Please see this link for verification: [http://www.mcja.org/MCJA\\_2012\\_Final.pdf](http://www.mcja.org/MCJA_2012_Final.pdf)

The participation of our CJ students in research and professional meetings in essential for student growth and for the visibility of our CJ Department.

Thank you for understanding,

Sabina Burton

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

From: Sabina Burton  
Sent: Wednesday, September 26, 2012 2:34 PM  
To: Michael Dalecki <dalecki@uwplatt.edu>  
Subject: Re: Request for a later exam date for [REDACTED]

[REDACTED] mentioned that you offered him to take the test today. I know he's been in class and had another exam today as well as earlier this week. He came in for an appointment to go over last preparations for his ppt presentation for Chicago. I know he has been working hard to finish his research paper and put together a good presentation with having a full semester load.

Sabina

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

From: "Mike Dalecki" <dalecki@uwplatt.edu>  
To: "Sabina Burton" <burtons@uwplatt.edu>  
Sent: Wednesday, September 26, 2012 2:24:18 PM  
Subject: Re: Request for a later exam date for [REDACTED]

On 9/26/2012 2:11 PM, Sabina Burton wrote:

> Hello Mike,

>

> I hereby respectfully request a later exam date for [REDACTED]  
> [REDACTED], one of my research assistants in a UW-System's funded study  
> on domestic terrorism, will present his work at the Midwestern  
> Criminal Justice Conference in Chicago this week. We are leaving early  
> tomorrow (Thursday) to make it to our first panel presentation. Please  
> see this link for verification:

> [http://www.mcja.org/MCJA\\_2012\\_Final.pdf](http://www.mcja.org/MCJA_2012_Final.pdf)

>

> The participation of our CJ students in research and professional meetings  
in essential for student growth and for the visibility of our CJ Department.

>

> Thank you for understanding,

>

> Sabina Burton

>

>

I'm a bit confused by this, Sabina; I expected to hear from [REDACTED] about  
this, as i offered to give him the exam earlier. Apparently, since he waited  
until the last minute to ask me about it, he's not prepared for it at this  
point, and at this point it's too late to have him take it this afternoon, as  
I offered to him yesterday.

Did he tell you that I offered to let him take it early?

Mike

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

From: Sabina Burton

Sent: Wednesday, September 26, 2012 2:49 PM

To: Michael Dalecki <[dalecki@uwplatt.edu](mailto:dalecki@uwplatt.edu)>

Subject: Re: Request for a later exam date for [REDACTED]

I sure will, Mike. Thanks for being so accommodating and willing to write a  
new exam for him.

Sabina

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

From: "Mike Dalecki" <[dalecki@uwplatt.edu](mailto:dalecki@uwplatt.edu)>

To: "Sabina Burton" <[burtons@uwplatt.edu](mailto:burtons@uwplatt.edu)>

Sent: Wednesday, September 26, 2012 2:40:05 PM

Subject: Re: Request for a later exam date for [REDACTED]

On 9/26/2012 2:34 PM, Sabina Burton wrote:

> [REDACTED] mentioned that you offered him to take the test today. I know he's been in class and had another exam today as well as earlier this week. He came in for an appointment to go over last preparations for his ppt presentation for Chicago. I know he has been working hard to finish his research paper and put together a good presentation with having a full semester load.

>

> Sabina

>

Well, given how late he approached me about the issue, I guess we don't have much choice, do we? I'll have to make a different exam for him and hope it's at least comparable to what the others will be taking tomorrow.

Sabina, he's got to take more responsibility for this kind of thing. I hope you've relayed that to him.

Mike

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

From: Sabina Burton

Sent: Saturday, September 29, 2012 7:21 AM

To: Michael Dalecki <dalecki@uwplatt.edu>

Subject: Test arrangements

Mike,

I would be happy to administer [REDACTED] test for you here at CJ. We have an extra room set aside for test taking.

[REDACTED] did great at his presentation. He got a lot of recognition and attendees even asked if he was a professor. His hard work paid off. He represented CJ and UWP very well. So did my other 2 students. I am very proud of them.

Best regards,

Sabina

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

From: Sabina Burton

Sent: Monday, October 01, 2012 12:16 PM

To: Michael Dalecki <dalecki@uwplatt.edu>  
Subject: Re: Test arrangements

Would you please elaborate on what you mean by "the monkey is on your back?"

Thanks.

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

From: "Mike Dalecki" <dalecki@uwplatt.edu>  
To: "Sabina Burton" <burtonts@uwplatt.edu>  
Sent: Monday, October 1, 2012 7:54:30 AM  
Subject: Re: Test arrangements

On 9/29/2012 7:21 AM, Sabina Burton wrote:

> Mike,  
>  
> I would be happy to administer [REDACTED] test for you here at CJ. We  
have an extra room set aside for test taking.  
>  
> [REDACTED] did great at his presentation. He got a lot of recognition and  
attendees even asked if he was a professor. His hard work paid off. He  
represented CJ and UWP very well. So did my other 2 students. I am very proud  
of them.  
>  
> Best regards,  
>  
> Sabina  
Sabina, he needs to address this issue with me. I appreciate your  
willingness to do this but in the end, this is my responsibility, as well as  
the student's.

To recap, he failed in notifying me far enough ahead to arrange for this, and  
his excuse that he couldn't do it on Wednesday is a weak one at best. We  
both know that it's likely he planned it this way, so as to leave little  
alternative. A responsible student would have notified me well in advance so  
we could have arranged something, and he could have been prepared for an exam  
Wednesday afternoon had he taken on this responsibility.

In the end, I don't think we help our students any if we enable this kind of  
thing. That's why he needs to address the issue. Your willingness to give  
the test is appreciated, but now the monkey is on your back, not on his,  
where it belongs.

Mike

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

From: Sabina Burton

Sent: Tuesday, October 02, 2012 12:30 PM  
To: Michael Dalecki <dalecki@uwplatt.edu>  
Subject: Re: Test

Mike,

You did ask me to talk to [REDACTED] I hope you remember that. I'll be happy to forward your email to you later when I have more time.

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

From: "Mike Dalecki" <dalecki@uwplatt.edu>  
To: "Sabina Burton" <burtons@uwplatt.edu>  
Sent: Tuesday, October 2, 2012 12:18:38 PM  
Subject: Fwd: Test

Sabina, I'm forwarding you Mr. [REDACTED] email to me, received this morning, regarding the exam he missed on Thursday.

I think we may have a problem here.

My only conversation with him about this issue was in class prior to the exam; reading his email to me carefully leads me to believe that our conversation, which I thought was between you and I, apparently was relayed in full or in part to Mr. [REDACTED] who is now questioning my professionalism.

I believe I was quite professional in my brief conversation with him, as well as with you. I expressed to you my dismay over how he approached this, as well as the fact that he had you intervening instead of speaking to me about it.

That makes me wonder if you questioned my professionalism in his presence which, if true, is in fact an issue of professionalism. Did you share my emails to you with him?

I can't imagine how he would have had this response otherwise. Further, his concerns about my responses to his opinions is not uncommon on the part of students who believe the right to an opinion includes the right to have it taken seriously by others. I'm wondering if you reinforced the idea that all opinions are created equal, and having his challenged (with good reason I might note) is somehow a breach of professionalism on my part?

Did you talk to him about my response to you? I would like to know the substance of the conversation you had with him that would have led him to this kind of email to me before I respond to it.

Mike

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

Return-Path: [REDACTED]  
Received: from freya.oit.uwplatt.edu (LHLO freya.oit.uwplatt.edu) (137.104.128.66) by osiris.oit.uwplatt.edu with LMTP; Tue, 2 Oct 2012 08:17:38 -0500 (CDT)  
Received: from localhost (localhost [127.0.0.1]) by freya.oit.uwplatt.edu (Postfix) with ESMTP id 865B352CD0 for <[dalecki@uwplatt.edu](mailto:dalecki@uwplatt.edu)> ; Tue, 2 Oct 2012 08:17:38 -0500 (CDT)  
X-Virus-Scanned: amavisd-new at freya.oit.uwplatt.edu  
X-Spam-Flag: NO  
X-Spam-Score: -1.911  
X-Spam-Level:  
  
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Received: from ironman.uwplatt.edu (ironman.uwplatt.edu [137.104.128.96]) by freya.oit.uwplatt.edu (Postfix) with ESMTPS id 4EDF252CCD for <[dalecki@uwplatt.edu](mailto:dalecki@uwplatt.edu)> ; Tue, 2 Oct 2012 08:17:37 -0500 (CDT)  
X-IronPort-Anti-Spam-Filtered: true  
X-IronPort-Anti-Spam-Result:  
AmkCAG7oaICJaIAmgWdsb2JhbABFDoV9uE8jAQEWJieCSOELAg0EFQJfiBiYCI5DgjuHZokIgSGNGIIagRIDiFifaFmBeQ  
Received: from osiris.oit.uwplatt.edu ([137.104.128.38]) by ironman.uwplatt.edu with ESMTP; 02 Oct 2012 08:17:37 -0500  
Date: Tue, 2 Oct 2012 08:17:37 -0500 (CDT)  
From: [REDACTED]  
To: Michael Dalecki <[dalecki@uwplatt.edu](mailto:dalecki@uwplatt.edu)>  
Message-ID: <[2009751293.8317369.1349183857148.JavaMail.root@uwplatt.edu](mailto:2009751293.8317369.1349183857148.JavaMail.root@uwplatt.edu)>  
Subject: Test  
MIME-Version: 1.0  
Content-Type: text/plain; charset=utf-8  
Content-Transfer-Encoding: 7bit  
X-Originating-IP: [98.125.123.188]  
X-Mailer: Zimbra 7.2.0\_GA\_2681 (ZimbraWebClient - FF3.0 (Win)/7.2.0\_GA\_2681)

Mr Dalecki

I thought I would inform you, now, that I will be dropping the class. No need for a reschedule.

Professionalism is clearly not your forte; a biased grade is not what I am looking for.

Please, for your next class, learn how to take student opinion into account. Remember, if we have to listen to your ideas and opinions then it is expected you listen to ours.

Also, if you have issues with me or something that I did, you come talk to me about it. Not only do I question your professionalism between professor and student but, also, between you and your fellow colleagues.

Thank you,  
[REDACTED]

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

From: Sabina Burton  
Sent: Tuesday, October 02, 2012 4:28 PM  
To: Michael Dalecki <dalecki@uwplatt.edu>  
Subject: Re: Test

Mike,

After reading [REDACTED] [REDACTED] email to you carefully I can clearly see that he does not hold you in high esteem. I agree with you that the right to an opinion does not include the right to have it taken seriously, however, I believe a professional teacher listens to student concerns and gives them appropriate consideration. It is my opinion that in this case you did not give Mr. [REDACTED] request the consideration it deserved. That is why I got involved. I did discuss this issue with Mr. [REDACTED] because I was involved. It is very difficult for me to convey to a student that I believe a colleague to be acting professionally when I consider that colleague's actions to be counter to principles that I hold dear as a teaching professional. Student learning is what I'm all about. Anything that detracts from that has no part in a quality teaching institution. I did not show [REDACTED] your email but I did ask him what you might have meant by the term "monkey on my back" that you used in your email. English is my second language so I sometimes need clarification on idioms. I don't think he appreciated being compared to a primate. I don't think he should have called you unprofessional as this is a big insult and one I can certainly understand causes you indignation. I will talk to him about his communication with those in authority above him as this sort of thing can get him in hot water in a future career.

I think you have lost a student. Mr. [REDACTED] has been very professional, courteous and responsive to me. I have a very good working relationship with

my students because I work to foster good relationships with them. I help them in their endeavors and encourage initiative, participation and hard work. I believe that you could benefit by listening more to your students and remembering why you became a teacher in the first place. Perhaps I would not hear so many, many negative reports about you from others if you were to exercise more compassion and show more desire to help students learn in your teaching practices. It is hard work and you may need to give up more of your free time to regain students' respect but your efforts could help avoid other bumps in the road such as this.

It was Mr. [REDACTED] who described you as unprofessional, not I, so you should perhaps ask him, not me, why he believes that to be true and what he thinks you could do to change his opinion. You might be surprised by his answer and maybe you could learn from it. I'm sorry to say that I cannot read his mind so I can't tell you what impetus caused him to draw his conclusion. It seems to me that he resolved the issue of the exam by withdrawing from the course, which is an option any student has in a situation where they feel they may not be able to complete the course with the kind of grades they desire. If he withdrew before the deadline for withdrawal there should be no question that he resolved the exam issue by taking initiative. This action will probably cost him money and certainly has cost him time. In this way he is accountable for his action.

I don't have first-hand knowledge of your teaching skill as I have never sat in one of your class sessions but from my interactions with numerous students I have found that when your name comes up in conversation the consensus is not encouraging. [REDACTED] comments may be only the tip of the iceberg of discontent in your classroom. I don't go with hearsay however, but base my opinion of people on how they act around me and toward me.

My personal opinion of you is not good. You lobbied to have my official record show that I "need room to grow" on my second year evaluation and artificially downgrade me from "outstanding" to "above average." I had to jump through hoops to have this injustice rectified. I have been teaching since 1992 and I have more credentials and publications to my name than you have. I graduated 3rd out of 66,000 students at the University of Munich. I have studied under some of the toughest professors in the industry and I hold my students to strict academic rigor and decorum. I have recommendations from top notch scholars and documentation of the quantity and quality of my teaching. On another occasion you lobbied to reject my request for promotion on the grounds that my file did not show enough teaching experience. The documentation was in the file but was overlooked. I had to jump through hoops to get the board's decision reversed. I wonder if you hold a grudge against me for not hiring you into our department when I was the chair of the search and screen that considered your application.

I have the support of my chair, the dean's and the chancellor's office in taking students to conferences. Faculty and staff are expected to be supportive of these professional development events. The trip and the preparation have been very time and work intensive not only for the students

but also for me and are unpaid. Because of my hard work and my unique expertise I have attracted donations from outside the school and hope to get more in the future. Events such as the one in which [REDACTED] presented are increasingly important ingredients in bringing funding to our school to pay our paychecks.

Sabina

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

From: "Mike Dalecki" <[dalecki@uwplatt.edu](mailto:dalecki@uwplatt.edu)>

To: "Sabina Burton" <[burtons@uwplatt.edu](mailto:burtons@uwplatt.edu)>

Sent: Tuesday, October 2, 2012 1:11:08 PM

Subject: Re: Test

On 10/2/2012 12:29 PM, Sabina Burton wrote:

> Mike,

> You did ask me to talk to [REDACTED] I hope you remember that. I'll be happy to forward your email to you later when I have more time.

Sabina, the issue I'm concerned with is that he described my behavior as unprofessional; I'm a bit concerned how he would have drawn that conclusion given that what I asked you to talk to him about was his lack of responsibility for seeing that the issue of the exam was resolved fell on his shoulders.

Holding students accountable for their actions is part of what we're about here--and I wanted to make sure he understood that. He didn't talk to me about any of this--you send me an email on his behalf. He himself did nothing after our brief conversation.

So, I'm again wondering about the substance of your conversation with him. Did you describe me as unprofessional to him?

>

> ----- Original Message -----

> From: "Mike Dalecki" <[dalecki@uwplatt.edu](mailto:dalecki@uwplatt.edu)>

> To: "Sabina Burton" <[burtons@uwplatt.edu](mailto:burtons@uwplatt.edu)>

> Sent: Tuesday, October 2, 2012 12:18:38 PM

> Subject: Fwd: Test

>

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>

> Mike

>

>

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>

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> ----- Original Message -----

> Return-Path: [REDACTED]

> Received: from freya.oit.uwplatt.edu (LHLO freya.oit.uwplatt.edu) (137.104.128.66) by osiris.oit.uwplatt.edu with LMTP; Tue, 2 Oct 2012 08:17:38 -0500 (CDT)

> Received: from localhost (localhost [127.0.0.1]) by freya.oit.uwplatt.edu (Postfix) with ESMTMP id 865B352CD0 for <[dalecki@uwplatt.edu](mailto:dalecki@uwplatt.edu)> ; Tue, 2 Oct 2012 08:17:38 -0500 (CDT)

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> X-Spam-Flag: NO

> X-Spam-Score: -1.911

> X-Spam-Level:

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> Received: from ironman.uwplatt.edu (ironman.uwplatt.edu [137.104.128.96]) by freya.oit.uwplatt.edu (Postfix) with ESMTPS id 4EDF252CCD for <[dalecki@uwplatt.edu](mailto:dalecki@uwplatt.edu)> ; Tue, 2 Oct 2012 08:17:37 -0500 (CDT)

> X-IronPort-Anti-Spam-Filtered: true  
> X-IronPort-Anti-Spam-Result:  
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IgSGNGIIagRIDiFifaFmBeQ  
> Received: from osiris.oit.uwplatt.edu ([137.104.128.38]) by  
ironman.uwplatt.edu with ESMTP; 02 Oct 2012 08:17:37 -0500  
> Date: Tue, 2 Oct 2012 08:17:37 -0500 (CDT)  
> From: [REDACTED]  
> To: Michael Dalecki <[dalecki@uwplatt.edu](mailto:dalecki@uwplatt.edu)>  
> Message-ID:  
<[2009751293.8317369.1349183857148.JavaMail.root@uwplatt.edu](mailto:2009751293.8317369.1349183857148.JavaMail.root@uwplatt.edu)>  
> Subject: Test  
> MIME-Version: 1.0  
> Content-Type: text/plain; charset=utf-8  
> Content-Transfer-Encoding: 7bit  
> X-Originating-IP: [98.125.123.188]  
> X-Mailer: Zimbra 7.2.0\_GA\_2681 (ZimbraWebClient - FF3.0  
(Win)/7.2.0\_GA\_2681)  
>  
> Mr Dalecki  
>  
> I thought I would inform you, now, that I will be dropping the class. No  
need for a reschedule.  
>  
>  
> Professionalism is clearly not your forte; a biased grade is not what I am  
looking for.  
>  
>  
> Please, for your next class, learn how to take student opinion into  
account. Remember, if we have to listen to your ideas and opinions then it is  
expected you listen to ours.  
>  
>  
> Also, if you have issues with me or something that I did, you come talk to  
me about it. Not only do I question your professionalism between professor  
and student but, also, between you and your fellow colleagues.  
>  
>  
>  
> Thank you,  
> [REDACTED]  
>  
>