

COPY



UNIVERSITY OF WISCONSIN
PLATTEVILLE
ACADEMIC AFFAIRS

August 21, 2013

Sabina Burton
Department of Criminal Justice

Dear Sabina,

Congratulations on being granted tenure in the Department of Criminal Justice!

I know you were informed several months ago that I concurred with this recommendation. However, I had read through each file forwarded to me, taking notes, because I wanted to send individuals a personalized, detailed response to their work as represented by them in their files. As this involved the review of more than 80 files, it has taken me quite a while to get these letters generated in order to get feedback to each of you! I did read each file with the university's strategic plan in mind and my feedback is framed accordingly.

As you are probably aware we (the university at large – more than 700 faculty, staff, and students participated) have been formulating our five-year strategic plan for the university. As part of that plan we have set the following four strategic priorities, to:

- Provide an Outstanding Education
- Foster a Community of Achievement and Respect
- Control our own Destiny (through creation, allocation, and investment of resources), and
- Enrich the Tri-State Region (educationally, culturally, and economically)

The collective goal is that every unit and every individual on campus believe in these priorities and determine which role or roles those units and individuals may play in UW-Platteville's achievement of them. As you participate in your annual evaluation and set goals for next year, I hope you will continually have in mind these institutional priorities and intentionally consider your role in helping us as an institution to meet them. Please, understand that not every unit nor every individual is expected to contribute to all four but to choose those priorities in which you are most interested and in which your skills can best be used and then intentionally contribute toward those.

To Provide an Outstanding Education

Congratulations to you for receiving high ratings in teaching effectiveness from peers and students alike.

Effective teaching extends beyond the classroom and I appreciate your interaction with students as academic advisees as well as your participation as advisor to the Criminal Justice Association. Such interaction outside the classroom allows extra opportunities for you to support and teach students.

The scholarship of teaching and learning identifies service learning and undergraduate research among a group of "High Impact Practices" that result in greater engagement, better performance, higher likelihood of retention, and graduation for our students. I thank you for your work with PACCE and in helping graduate students prepare presentations for a professional conference as well as mentoring students in research that was presented in the State Capitol.

Mittie N. Den Herder, Provost and Vice Chancellor
2507 Ullsvik Hall | 608.342.1261 | Fax: 608.342.1270 | denherderm@uwplatt.edu
1 University Plaza | Platteville WI 53818-3099 | www.uwplatt.edu

EXHIBIT
Burton
24
LL 10-22-15
PENGAD 800-631-8989

I note and thank you for your service on Search and Screen committees: Second only to teaching performance is our continued efforts to recruit and retain the best possible faculty members.

To Foster a Community of Achievement and Respect

Diversity remains a crucial goal for UW-Platteville. Your response to the racist graffiti incidents two years ago were impressive. Also, your work to include a woman's perspective in our legal system through creating a course on "Women and the Law" as well as mentoring research regarding women and crime help students have a better understanding of sex differences in our legal system. Such efforts have helped the university move closer to meeting this strategic priority.

To Control our own Destiny

Chancellor Shields has spoken about our need to "control our own destiny". If we are going to continue to offer excellence in undergraduate education we must find external revenue streams. I know you have been actively pursuing grant dollars and collaborations with organizations that can help the university. Each effort of this nature enables an institution to move forward. I thank you for these efforts and encourage you to continue working toward this end in close collaboration with your department, the dean, as well as the Office of Sponsored Programs.

To Enrich the Tri-State Region

An important role of UW-Platteville is to be an economic, cultural, as well as educational resource for the region. I trust that you will find an outlet for your interests and skills outside the campus community. Such activities on the part of university personnel improve our relationship with and help to enrich the larger community.

Other

Being involved in university service is a wonderful means to serve and to allow shared governance to work. I note your service on several search and screen committees including the Dean Search committee which ended up being a two-year commitment. Aside from helping with shared governance, such service allows you to become acquainted with and network with faculty and staff from all areas of campus.

If you feel that any of the observations regarding your performance set forth by me in this memo are inaccurate I ask that you respond to me to that effect in writing. Also, please let me know if I or someone from the Provost's office can help you in your work here.

Thank you for all your contributions to UW-Platteville and I wish you the very best for the 2013-2014 academic year!

Sincerely,



Mittie Nimocks Den Herder, Provost
Vice Chancellor for Academic Affairs

C: Dennis J. Shields, Chancellor
Liz Throop, Dean
Tom Caywood, Department Chair
Lizzy Gates, DRB Chair
Personnel File

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UNIVERSITY OF WISCONSIN - PLATTEVILLE
PROBATIONARY FACULTY APPOINTMENT

Sabina Burton is hereby appointed as an Assistant Professor in the Department of Criminal Justice this fifteenth day of April 2009. Your immediate supervisor(s) will be Tom Caywood, Chair, Department of Criminal Justice

I. APPOINTMENT BASIS:

SALARY: \$48,000.00
APPOINTMENT DATES: 08/24/09 - 05/23/10
PERCENTAGE OF APPOINTMENT: 100%
TYPE OF APPOINTMENT: Probationary Faculty
HAYES-HILL TITLE: Assistant Professor
HAYES-HILL CODE: C40 NN U FA F BP
ORG. #: 102-2-221030

II. EMPLOYEE INFORMATION:

DATE OF BIRTH: 6/29/1965 SOCIAL SECURITY NUMBER: 608-52-8930

EDUCATION:

Degree	Date	Institution
Ph.D.	1996	University of California, Irvine
M.S.	1991	University of Munich, Germany
B.S.	1991	University of Munich, Germany

III. ASSIGNED DUTIES:

Your principal assignment will be teaching on campus and online courses, and may include specific activities as directed by your department, department chair and college dean. Other expectations include, but are not limited to, advising students, developing undergraduate research, seeking extramural funding, participation in outreach, distance education, collaborative teaching, innovative teaching methods, and teaching during non traditional times.

IV. REGULATIONS GOVERNING PROBATIONARY FACULTY POSITIONS:

This Probationary Faculty appointment is for the 2009-2010 academic year only, August 24, 2009 through May 23, 2010. Subsequent renewals must be considered annually. A probationary faculty appointment may result in the achievement of tenure by action of the Board of Regents of the University of Wisconsin System as described in the UW System Faculty Personnel Rules and counterpart policies and procedures of UWP. Copies of those documents are enclosed and further specify terms and conditions which are incorporated by reference into the offer of appointment. A probationary faculty may not exceed 7 years in a full-time position. Thus, if you remain continuously employed in your full-time position at UW-Platteville, the University must consider you for tenure by not later than the 2014-2015 academic year.

V. RESPONSIBILITIES OF EMPLOYER:

Failure to complete the requirements stated below and to assume the duties assigned to this position on the effective date of the appointment will render this contract null and void.

1. This offer is contingent upon verification of identity and work authorization as required by the Immigration Reform and Control Act of 1986. This verification must be completed at the time of hire, which is the beginning of employment. The law prohibits the University from employing an individual who has not provided the appropriate documentation (or receipt for ordering the appropriate documentation). Enclosed is a list of documents which you may present at the Human Resource Office, 2300 Ullsvik Hall, to establish identity and work authorization.
2. Contact the Payroll Office, Ullsvik 2300 (342-1178), to make an appointment to do paperwork required to put you on the payroll. The Payroll Office can provide information about fringe benefits.
3. This appointment is conditional pending the results of a criminal background check. The appointment will be withdrawn or terminated if the results are unacceptable.
4. Request that University of California, Irvine send an official copy of your transcript to the Human Resource Office prior to the start of your contract.

I have received the offer of appointment as described. I have read the contract and enclosed letter. I understand and accept the terms and conditions of employment as stated without modifications or alterations.



Employee Signature

4-23-09

Date



David J. Markee, Chancellor

4/29/09

Date

In order to formalize this appointment, please sign and return this document to the Human Resource Office before April 29, 2009. If this signed document is not received in the Human Resource Office by this date, it will be assumed that you do not wish to accept this offer. A copy of this document will be mailed to you after the signatures are completed.