

Zimbra

burtons@uwplatt.edu

Dalecki issue #1 - Background

From : Sabina Burton <burtons@uwplatt.edu>

Thu, Jun 26, 2014 08:55 PM

Subject : Dalecki issue #1 - Background**To :** John A Lohmann <lohmannj@uwplatt.edu>, Jennifer M DeCoste <decostej@uwplatt.edu>**Cc :** sabinaburton <sabinaburton@live.com>

The first time I had a negative experience with Dalecki was when I was graded lower than I rated in my DRB evals in 2010 and 2011. I learned later that Dalecki was the one who argued "I needed room to grow" and marked me lower than my scores mathematically added up to. Joe Lomax told me later that Dalecki didn't want to change the scoring (see also email exchange below). In recent conversations Dalecki defended his stand. He argued "he wanted to help me" in my tenure quest by marking me low. However, AT THE SAME DRB MEETING, he did not make the same argument for junior faculty member Dutelle, who only holds a MS, was hired one year after me and had a much shorter teaching history than me. Dalecki signed off on an outstanding rating for Dutelle in all categories. I asked Dalecki repeatedly why I required "room to grow" and not Dutelle. He has avoided answering the question every time and wants me to leave the past in the past. I would like to hear his answer at our meeting tomorrow.

In 2011 I was also the chair for a search & screen for a position in CJ. Dalecki applied. Cheryl Fuller and some others argued vehemently against Dalecki. Dalecki's application was not advanced past the first round of consideration. I had nothing to do with that. I only facilitated the search and had one vote like everyone else on the committee. Later that year Caywood and Lomax complained that Dalecki wouldn't let CJ students in his class and made negative comments against CJ.

In 2012 I put in for promotion. Dalecki opposed. Dutelle put in as well. His promotion request sailed through the DRB, of which Dalecki was a member.

In 2012 I took a student, Miles Eichholtz, to his first conference (in late Sept.). Miles was scheduled to present and was very nervous. Dalecki was informed of Miles' presentation and we requested that he be allowed to take the exam scheduled for that day on a later date (it is customary to excuse students for field trips, conferences and the like). Dalecki didn't want to work with us but insisted that Miles must take the test prior to the conference. Miles had to drop the course. Dalecki called me unprofessional and said "the monkey is on your back." Neither Miles nor I appreciated the harsh treatment.

In fall of 2012 I talked to Joe Lomax, chair of the DRB, and requested that Dalecki would be taken off my DRB. Lomax agreed that there was a conflict of interest and Dalecki was not asked to serve on the DRB again.

Because of these past events I did not appreciate that the Dean appointed Dalecki as chair of CJ after the removal of Caywood. Caywood was removed after I filed a grievance against him for harassment and retaliation. Caywood, knowing the problems I had with Dalecki, recommended Dalecki as chair. Caywood's wife told us in an harassing phone call on 7/11/2013 that Dalecki would "put me in place." I formally opposed Dalecki's appointment, which by 3 different grievance committees was found to be in violation of UWP bylaws, LAE constitution and WI state law. Dalecki is aware that I opposed his appointment and that, in fall 2013, I had filed a grievance in regard to the chair appointment.

The below email exchange addresses the DRB issue.

There is more to come.

Sabina

----- Forwarded Message -----
From: "Joe Lomax" <lomaxj@uwplatt.edu>
To: "Sabina Burton" <burtions@uwplatt.edu>
Sent: Sunday, January 23, 2011 1:18:46 PM
Subject: Re: My concern

Hello Sabina,

I received and read your concern and I lean in favor of your argument. With your permission, I will forward this information to the other two members of the DRB and request that we meet and upgrade the evaluations to reflect your outstanding work as opposed trying to calculate a future impression. Thank you for expressing how you are feeling. You already have one of the three DRB members in favor of the change. I will wait for your response.

Joe

----- Original Message -----
From: "Sabina Burton" <burtions@uwplatt.edu>
To: "Joe Lomax" <lomaxj@uwplatt.edu>
Sent: Friday, January 21, 2011 8:38:12 PM

Subject: My concern

Joe,

I would like to share with you a concern I have about the DRB outcome.

I'm afraid that my evaluation score with "room to improve" will reduce my chance of gaining tenure and may even cause other problems for me in the future.

I understand that underscoring me will provide "opportunity" for growth. However, please remember that I received my Ph.D. in 1996 and have been teaching ever since at one of the four top rated criminology schools in the U.S. Some may perceive that a low score at this stage in my career would indicate that I have stagnated and that I am not performing up to my potential. My teaching evaluations have been very good, my performance is solid and I intend to continue providing the best service I can. I think we all can agree that student evaluations will never be perfect for a teacher who takes her job seriously. There will always be some students who are unhappy with a grade or decision by their teacher. I hold my students to a high standard because I work to produce a quality product.

Regarding my university, department & community activities: Among other things I am teaching overload and additionally have been supervising up to 3 graduate seminar papers each semester. I have been on multiple committees, some of them meeting quite frequently (e.g., PACCE), participated in Pioneer Preview and helped with student admission/enrollment when either Tom or Deb were not available. Last year I participated in the citizen's academy for 3 months, a big time commitment for me. I usually did not get home until 11 pm on academy nights. I help out at the High School with fund-raising and other activities as well as other community services. I accompanied and coached the UWP mock trial team in Dubuque and worked with the mediation team on campus. I enjoy being involved and don't see it as a burden. But realistically I cannot give more than what I have been giving yet my community service has been repeatedly marked "average."

CRST members have commented on my low evaluations. I checked with two other professors who started at UWP about the same time as I did and they told me that their evaluations were all above average and outstanding. Nothing less. Even though both are younger and have not taught as long as I have. In comparison to them I do not look very good.

Cheryl has also commented that my scores were low in comparison.

I do not think it is fair that I am artificially underscored so I have "room to grow." I do not intend to slack off. It is not my personality to do so. I consider teaching my passion and a privilege that I do not take lightly. I will always work on improving my teaching style and on incorporating new teaching means or technologies.

If I deserve to be scored lower than others please tell me where my weaknesses are so I can work on overcoming them. If I am a strong performer then give me the score I deserve.

I am very nervous as I think my evaluation will give someone ammunition against me. After what happened with Bob I don't feel safe.

We will hire 3 new people this semester, most likely with much shorter teaching histories than mine. How will my scores compare to theirs? CRST and chancellor's office will most likely expect higher scores from me considering that I have been teaching for 14 years. Will they be disappointed and recommend skipping my tenure for someone else? As I truly believe that you, Mike Delecki and John Rink have my best interest in mind I feel that you have unintentionally set me up for failure.

I cannot afford to fail or have tenure-ship delayed. I am seriously thinking about applying to other teaching institutions and a Homeland Security Fusion Center as a security analyst. I was told I would be a good candidate.

Please know that I am otherwise very happy at UWP. I feel at home here. I enjoy my colleagues and students. I love the program and have been impressed by its potential. I trust that you will give this matter the attention it deserves.

Thank you,

Sabina
