

Zimbra

burtons@uwplatt.edu

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**Re: Selecting a new chair**

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**From :** Thomas E Caywood <caywood@uwplatt.edu>

Tue, Sep 02, 2014 09:39 AM

**Subject :** Re: Selecting a new chair**To :** Sabina Burton <burtons@uwplatt.edu>

I agree we should at least try.

Tom Caywood, Ph.D.  
Criminal Justice Department  
UW-Platteville

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

From: "Sabina Burton" <burtons@uwplatt.edu>  
To: "Thomas E Caywood" <caywood@uwplatt.edu>  
Sent: Tuesday, September 2, 2014 9:18:39 AM  
Subject: Re: Selecting a new chair

Yes, very unfortunate. We should at least try to get Joe back in as chair. There is a state law that addresses faculty governance. The dean is not just in violation of bylaws and LAE constitution but also state law. Very sad for a CJ dept.

I was surprised by the Deb move as well. This should have been discussed with us CJ members first. Just like the "deal" that Throop offered us. Dalecki as chair for another year for search & screens for all vacancies. One search could cover 2 open positions. Just like Lorne did. Throop and Dalecki turned my search & screen into a double hire and that after the fact and without running it by the CJ department first.

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

From: "Thomas E Caywood" <caywood@uwplatt.edu>  
To: "Sabina Burton" <burtons@uwplatt.edu>  
Sent: Tuesday, September 2, 2014 8:54:44 AM  
Subject: Re: Selecting a new chair

I agree. Unfortunately I don't think the dean would approve either of us. Joe is a good idea. She would reject him because he is not a faculty member any longer.

She is going to keep Mike in the chair as long as possible. If he applies regardless of departmental choices she would probably select him.

Slick how Dalecki moved Deb over to fill Ed's vacancy. Ed was in a tenure track position. There should be a tenure track search for his

replacement.

Tom Caywood, Ph.D.  
Criminal Justice Department  
UW-Platteville

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

From: "Sabina Burton" <burtons@uwplatt.edu>  
To: "Thomas E Caywood" <caywood@uwplatt.edu>, "Dana L Cecil" <cecild@uwplatt.edu>, "Steven Elmer" <elmerst@uwplatt.edu>, "Cheryl Fuller" <banachoc@uwplatt.edu>, "Lorne Gibson" <gibsonlo@uwplatt.edu>, "Joe Lomax" <lomaxj@uwplatt.edu>, "Rex Reed" <reedre@uwplatt.edu>, "Deborah L Rice" <ricede@uwplatt.edu>, "Edward Ross" <rosse@uwplatt.edu>, "Pat Solar" <solarp@uwplatt.edu>, "Sheri Kratcha" <kratcha@uwplatt.edu>, "Amy Nemmetz" <nemmetza@uwplatt.edu>, "Valerie Stackman" <stackmanv@uwplatt.edu>  
Sent: Saturday, August 30, 2014 9:21:23 AM  
Subject: Selecting a new chair

Dear Colleagues,

Just like Caywood and Gibson (in his appeal's hearing) I also challenged the appointment of Dalecki in a grievance hearing last year (Dec. 2, 2013). The grievance committee consisting of 5 senior faculty members agreed that Dalecki was appointed in violation of bylaws, LAE constitution and state law. Caywood emailed his grievance results to all of us last year. I am more than happy to share the report of my grievance hearing with you by request.

I am writing you as I would like to express to you my desire to push for a new chair (internal or national search) by spring 2015. I believe we could deliver a new legitimate chair in this time frame.

I anticipate that Dean Throop would reject any candidate that we would elect by vote and most likely try to delay a national search and make it difficult for us (as a department) to produce a new chair. Therefore, I think we should approach Joe Lomax with the request to serve as an interim chair for CJ until a national search would produce a suitable candidate for us. If the majority of the CJ department would vote for Joe Lomax as interim chair we would have a chance to regain control over our own department affairs by end of fall 2014.

Joe Lomax has been instrumental in making the UW-Platteville CJ department the best criminal justice program in the Midwest. He served as CJ department chair for many years. He deserves full credit in creating the career fair, the highly respected internship program, the online graduate and undergraduate program and starting the FI program. He has made this department great! Joe is also admired and loved among faculty, staff, and administration on UWP campus and highly respected in the criminal justice field in the tri-state area. I believe Joe Lomax

would unite our fragmented department, rebuild morale and move us forward again.

If we can't pull a CJ chair from our own ranks and will go the route of national search we should choose the chair of the search & screen ourselves. I would be happy to serve as chair and work hard to facilitate a successful chair search. Dr. Caywood, as our former chair, would also be well suited to chair the search. Dr. Caywood and I are the most senior faculty for the campus teaching program. If we, as a department, can't agree on an internal chair of the search and screen committee we should discuss outside candidates. E.g., Dr. Evan Larson who just recently was offered the chair position in the geography department but declined because he wants to continue to devote his time to teaching and research. Larson is an untenured, assistant professor with an outstanding work and teaching record. Other excellent candidates would be Dr. Travis Nelson (Political Science), Dr. Lizzy Gates (chair, Psychology and CJ DRB chair in spring 2013), Dr. Marc Wruble (Psychology) - just to throw out some names.

Thank you for your time,

Sabina

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Zimbra

burtons@uwplatt.edu

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**Re: Selecting a new chair**

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**From :** Joe Lomax <lomaxj@uwplatt.edu>

Tue, Sep 02, 2014 10:57 AM

**Subject :** Re: Selecting a new chair**To :** Sabina Burton <burtons@uwplatt.edu>**Cc :** Thomas E Caywood <caywood@uwplatt.edu>, Dana L Cecil <cecild@uwplatt.edu>, Steven Elmer <elmerst@uwplatt.edu>, Cheryl Fuller <banachoc@uwplatt.edu>, Lorne Gibson <gibsonlo@uwplatt.edu>, Rex Reed <reedre@uwplatt.edu>, Deborah L Rice <ricede@uwplatt.edu>, Edward Ross <rosse@uwplatt.edu>, Pat Solar <solarp@uwplatt.edu>, Sheri Kratcha <kratcha@uwplatt.edu>, Amy Nemmetz <nemmetza@uwplatt.edu>, Valerie Stackman <stackmanv@uwplatt.edu>

Good Morning Sabina,

Although I have been a member of the CJ department for many years, my role has changed significantly since my retirement and I now serve the department as a senior lecturer. While I appreciate your vote of confidence, there are a number of reasons why I would not serve as interim chair. Foremost, Dr. Dalecki was placed in the position by the university administration. However, what follows is a list of issues and concerns, I see within the department, that until addressed will continue to trouble anyone who serves as this department's chairperson.

Questions and some unrest remains related to:

- the manner in which Tom Caywood was removed as department chair.
- the appointment of Mike Dalecki as interim chair from another department, by the administration, without consulting members of the CJ Department.
- members of the department who felt they should have been considered for the interim position.
- finding the appropriate adjustment and relationship to Mike's management and leadership style.
- the fact that although Mike is working hard to gain knowledge and establish relationships with CJ faculty, there are some in the department who feel he is not equipped to run the department.
- what appears to be a lack of cooperation, coordination, and teamwork

related to the department's mission, which is conspicuously attached to the copy room door.

- faculty maintaining a caring relationship with students and contact with criminal justice agencies.
- the direction and long range view for the department and how current faculty fit into it.
- hiring knowledgeable persons with experience who are dedicated to the department mission and continue to elevate department growth.
- search and screen committees and criteria used for selection of its members.
- the feeling of dissention and lack of confidence and trust existing just below the surface for some faculty.
- how the department is viewed and valued by university administration, given the high numbers of CJ majors, limited faculty, high advisee numbers and lack of space.
- the heavy workload placed on faculty and academic staff.
- academic staff and the role they will play in department decision making.
- faculty receiving time for research and interaction with CJ agencies essential to program success.
- keeping active involvement of students in the criminal justice education process.

Finally, UW-Platteville and the Criminal Justice Department has established the reputation of being a leader in CJ education and a leading program in the placement of graduates in the field of criminal justice. The program will remain that way, if the faculty and the administration address the concerns that hamper progress and focus their energy on pursuit of the CJ mission.

Please feel free to discard any or all of the above.

Joe

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**Moving forward: Chair Search**

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**From :** Elizabeth A Throop <throope@uwplatt.edu>

Wed, Sep 03, 2014 02:53 PM

**Subject :** Moving forward: Chair Search**To :** Cheryl BanachowskiFuller <banachoc@uwplatt.edu>, caywood@uwplatt.edu, Sabina Burton <burtons@uwplatt.edu>, Dana L Cecil <cecild@uwplatt.edu>, Steven Elmer <elmerst@uwplatt.edu>, Lorne Gibson <gibsonlo@uwplatt.edu>, Rex R Byberg-Reed <reedre@uwplatt.edu>, Deborah L Rice <ricede@uwplatt.edu>, Edward Ross <rosse@uwplatt.edu>, Patrick Solar <solarp@uwplatt.edu>, Amy J Nemmetz <nemmetza@uwplatt.edu>, stackmanv@uwplatt.edu**Cc :** Michael Dalecki <dalecki@uwplatt.edu>

Hi all,

Thanks so much for such a productive meeting last Friday. I'm glad we were able to come to some decisions about how to move forward with choosing a permanent chair for the Department of Criminal Justice. As we agreed, there will be a national search for a CJ chair in this academic year, and the search will be chaired by someone outside of the department given the other tenure-track searches, and associated workload, going on this year. I know you're anxious to move forward, so I think this timeline is a good one:

Cheryl Fuller and I will work to identify and approach potential outside Search Committee Chairs. If anyone has suggestions, please do provide them either to Cheryl or to me. We will identify the SCC by **Sept. 19, 2014**. I will ask that person to work with the department to come up with the membership of the Search Committee. I'll also ask HR to name the diversity advocate for the SC. Please be thinking about an appropriate student member. Because of the strategic importance of the Department of Criminal Justice, I am comfortable with having a slightly larger SC than is usual, including other outside members as well. I'd suggest you limit the size of the committee to eight or below for logistical reasons if nothing else.

In the meantime, I'd like to ask that the department organize itself to write up a draft of a job description. As I cautioned in the meeting last Friday, if you are interested in applying for the permanent job, you may not participate in the process from here on out as it would constitute a serious conflict of interest and an unfair advantage. If I could see the both the long-form and short-form proposed language, by **Sept. 15**, that would be great, so that input from the SCC could be considered as well. Once we have a SCC in place, that person will begin the Form 1 and Form 2 paperwork.

Please let me know if you have any questions about how to proceed. Thanks again for a great meeting!

Best,  
Liz

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