

Zimbra**burtons@uwplatt.edu**

New Grievance

From : Sabina Burton <burtons@uwplatt.edu>

Wed, Oct 16, 2013 03:07 PM

Subject : New Grievance 2 attachments**To :** Dennis J Shields <shieldsd@uwplatt.edu>**Cc :** Mittie Den Herder <denherderm@uwplatt.edu>**Bcc :** mkennelly@foxquick.com

Chancellor Shields,

I am sending this grievance directly to you rather than to the grievance committee because my previous grievances were not handled well and I don't want to air any more dirty laundry on campus which could make an already difficult situation even more difficult for our new chair. If you prefer that I take this to the grievance committee please let me know within a week.

The Dean of the College of Liberal Arts and Education has violated the LA&E Constitution, Article VI, Section 4 by failing to solicit from the Criminal Justice department faculty its choice for chair every three years. Dr. Caywood was chair of the department from 2006 until he was removed in July 2013. During this time the Dean did not solicit department approval or hold the required vote.

The Dean of the College of Liberal Arts and Education has violated the LA&E Constitution, Article VI, Section 4 and Faculty Bylaws, Part III, Article I by appointing an interim chair from outside the Criminal Justice department to replace Dr. Caywood when I was a qualified, eligible and interested candidate for the position.

The Dean has also announced plans to conduct a national search for a "permanent leader" for the Criminal Justice department, which if carried out would also violate the LA&E Constitution, Article VI, Section 4 and Faculty Bylaws, Part III, Article I. See Dean Throop's email dated July 10, 2013, which is attached.

These actions and proposed actions infringe my rights as a member of the Criminal Justice department under Wis. Stat. § 36.09 (4), which provides that the faculty "shall have the primary responsibility for academic and educational activities and faculty personnel matters [and] . . . the right to determine their own faculty organizational structure and to select representatives to participate in institutional governance."

In my grievance package delivered to Provost Den Herder on 7/7/2013 my second of nine demands was "that Dean Throop immediately hold an

election for a new CJ chair as required by LA&E Constitution and that if either Dr. Caywood or Mr. Dutelle is elected that Dean Throop exercise her option to hold a new election giving as reason for her decision the arguments within this claim package." My demand was ignored and Dean Throop appointed Dr. Dalecki as interim chair. If Dean Throop had cleared my good name, as recommended by the grievance committee, and immediately held an election I had a good chance of being elected into the chair position. Only two members in our department were eligible to succeed Dr. Caywood, myself and Dr. Fuller. I was and am willing, able and qualified to take on the chairship. I do not believe holding an election at this late date would be in the best interest of our department as it would disrupt the good efforts that Dr. Dalecki has begun as interim chair. I therefore no longer seek an election. Dean Throop's opportunity to do the right thing has passed. The opportunity to advance my career was unfairly taken from me.

In her memorandum of October 3, 2013, which is attached, Dean Throop wrote "there are no tenured faculty members in the department either willing or in a position to take on the chairship." Since I am a willing and tenured faculty member in the department Dean Throop must be asserting that I am not in a position to become chair. I demand to be informed of Dean Throop's reason or reasons for removing me from eligibility for the chair position. Why am I not in a position to take on the chairship?

Several members of the department already believe Dr. Caywood's lies about me and Dean Throop's prevarication adds credibility to his falsehoods by implying that I am disqualified from becoming chair due to some inappropriate action on my part. In contrast, Dean Throop stated, on July 10, 2013, that Dr. Caywood gracefully removed himself from the chair position. She protects the reputation of the bully and defames the victim.

Dr. Gibson recently said at a department meeting that Dr. Caywood was removed from the chair position as a result of a "stupid grievance." My grievance was not stupid, it was righteous and accurate. False statements about me, like Dr. Gibson's, have spread in our department and Dean Throop is not willing to correct them by clearing my name.

False rumors about me have already undermined my support in the department and have potential to spoil my successes outside the department as well. Dean Throop has not restored my good name with AT&T or taken responsibility for the damage she has done to my professional reputation.

I again demand that my good name be restored.

The regulations referenced above can be found online at:

<http://www.uwplatt.edu/lae/LAEConstitution.html>

http://www.uwplatt.edu/university/documents/emp_handbook/current/Part4/facconst/partIII/article1.html#section1

<http://docs.legis.wisconsin.gov/statutes/statutes/36/09/4>

Respectfully,

Sabina Burton PhD



Throop-Caywood Step Down.pdf

34 KB



Throop-response to Gibson memo.pdf

244 KB
