

**Zimbra****burtons@uwplatt.edu**

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**Re: CJ Search Violation**

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**From :** Patrick Solar <solarp@uwplatt.edu>

Thu, Oct 16, 2014 10:27 AM

**Subject :** Re: CJ Search Violation**To :** Sabina Burton <burtons@uwplatt.edu>

Sabina,

Below is the agenda for the meeting where the process and the job descriptions were discussed.

Patrick

Agenda, Meeting 8/29/14--Noon (Lunch provided--Pizza)

1. Reminders/Announcements (comprehensive components, accommodation statements, learning objectives, etc.). FI Coordinator. Advisory board. Announcements by others.

2. Rockford Update

3. Faculty/Staff Professional Development (\$500 per)

4. Work Study Students/Graduate student

5. Admissions, retention, finances, CJA, professionalization of students, student award(s)? Committee?

6. FERPA reminder

7. Ed Ross position/Deb Rice Position

8. Curriculum Committee

9. Other Committee Assignments

10. Search committee for open positions

11. Adjourn

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Dr. Michael Dalecki, Chair (interim)  
1174 Ullsvik Hall  
Department of Criminal Justice  
University of Wisconsin--Platteville

(608) 342-1807 dalecki@uwplatt.edu

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

From: "Sabina Burton" <burtons@uwplatt.edu>  
To: "Patrick Solar" <solarp@uwplatt.edu>  
Sent: Thursday, October 16, 2014 9:11:24 AM  
Subject: Fwd: CJ Search Violation

Pat,

I think it's only fair to give you a heads-up on this.

In my opinion this violation has to be addressed and Mike is ultimately responsible for it.

Sabina

----- Forwarded Message -----

From: "Sabina Burton" <burtons@uwplatt.edu>  
To: "Michael Dalecki" <dalecki@uwplatt.edu>  
Cc: "John A Lohmann" <lohmannj@uwplatt.edu>, "Mittie Den Herder" <denherderm@uwplatt.edu>  
Sent: Thursday, October 16, 2014 8:56:13 AM  
Subject: CJ Search Violation

Mike,

I am writing to make you aware of a violation of policy by Pat Solar, 2nd year probationary faculty and chair of three searches for 3 new faculty.

Part III, Article 3, section 2 of the faculty bylaws (Recruitment and initial appointment section of the Employee Handbook).

<http://www.uwplatt.edu/employee-handbook/article-iii-recruitment-and-initial-appointment> says that the full department membership is to vote on the job description and vacancy announcement before the position is advertised. This was not accomplished before the job announcement was advertised.

As chair of the department you are ultimately responsible for ensuring that policy is followed in searches for new faculty. As a new faculty member Dr. Solar did not even know where to find the policy. This violation could have been avoided by assigning the searches to someone with more experience in conducting searches or by providing more oversight into this new faculty member's work.

I recommend that you immediately pull the job announcement until the department has voted on the wording of the job description. Failing to do so will demonstrate your endorsement of this violation of policy.

You keep me, a senior faculty member in CJ, from contributing in our department. You have drastically decreased my job responsibilities. This search violation is a foreseeable result of your actions to isolate me.

Sabina

--

Patrick J. Solar, MPA, Ph.D.  
Chief of Police (ret.)  
Assistant Professor Criminal Justice

University of Wisconsin-Platteville  
Ullsvik 1170  
608.342.6126  
solarp@uwplatt.edu

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## Re: CJ Search Violation

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**From :** Patrick Solar <solarp@uwplatt.edu>

Thu, Oct 16, 2014 10:03 AM

**Subject :** Re: CJ Search Violation

**To :** Sabina Burton <burtsons@uwplatt.edu>

Sabina

The reason I could not find anything related to recruitment and selection is that, according to the web folks, that section of the handbook is not available. See the below response I received from them.

"Part 3 has been removed and is now Chapter 6 of the Employee Handbook. Chapter 6 is currently undergoing some edits, required by system legal and to clarify a few spots, and will be released after it is presented at faculty senate in a few weeks."

I fully agree that policies need to be followed but in this case, despite my attempt to find guidance on the University web site, this section was unavailable.

In the spirit of collegiality I am respectfully asking that you withdraw your allegation of a violation of policy regarding this issue.

Sincerely,  
Patrick

----- Original Message -----  
From: "Sabina Burton" <burtons@uwplatt.edu>  
To: "Patrick Solar" <solarp@uwplatt.edu>  
Sent: Thursday, October 16, 2014 9:11:24 AM  
Subject: Fwd: CJ Search Violation

Pat,

I think it's only fair to give you a heads-up on this.

In my opinion this violation has to be addressed and Mike is ultimately responsible for it.

Sabina

----- Forwarded Message -----  
From: "Sabina Burton" <burtons@uwplatt.edu>  
To: "Michael Dalecki" <dalecki@uwplatt.edu>  
Cc: "John A Lohmann" <lohmannj@uwplatt.edu>, "Mittie Den Herder" <denherderm@uwplatt.edu>  
Sent: Thursday, October 16, 2014 8:56:13 AM  
Subject: CJ Search Violation

Mike,

I am writing to make you aware of a violation of policy by Pat Solar, 2nd year probationary faculty and chair of three searches for 3 new faculty.

Part III, Article 3, section 2 of the faculty bylaws (Recruitment and initial appointment section of the Employee Handbook).  
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Sabina

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Patrick J. Solar, MPA, Ph.D.  
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Assistant Professor Criminal Justice

University of Wisconsin-Platteville  
Ullsvik 1170  
608.342.6126  
solarp@uwplatt.edu

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## Hiring processes

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**From :** Patrick Solar <solarp@uwplatt.edu>

Wed, Oct 15, 2014 12:20 PM

**Subject :** Hiring processes

**To :** VALERIE R STACKMAN <stackmanv@uwplatt.edu>, Amy  
J Nemmetz <nemmetza@uwplatt.edu>, Sheri Kratcha  
<kratcha@uwplatt.edu>, Deborah Rice  
<ricede@uwplatt.edu>, Dr Gibson  
<gibsonlo@uwplatt.edu>, Dana Cecil  
<cecild@uwplatt.edu>, Steven Elmer  
<elmerst@uwplatt.edu>, Thomas Caywood  
<caywood@uwplatt.edu>, Sabina Burton  
<burtons@uwplatt.edu>, Mike Dalecki  
<dalecki@uwplatt.edu>, Cheryl BanachowskiFuller  
<banachoc@uwplatt.edu>

Hi Everyone,

I just had a student stop in who is looking for job prospects. This just happens to be when Illinois agencies are beginning their selection

process for police officer eligibility lists and there are some great agencies appearing in one of my favorite announcement sites.

<http://www.theblueline.com/>

Feel free to share this with other interested students, and check out the starting salaries!

Pat

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## Re: I didn't find you in your office so I email you

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**From :** Patrick Solar <solarp@uwplatt.edu>

Mon, Oct 13, 2014 04:13 PM

**Subject :** Re: I didn't find you in your office so I email you

**To :** Sabina Burton <burtons@uwplatt.edu>

Thanks for the link as I am unable to get to that page without it.

I'm pulling my hair out here as I get to the "Employee-handbook/part 3" but I can't find article 3.

I'll try downloading the entire handbook and then I'll be sending a message to web development.

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

From: "Sabina Burton" <burtons@uwplatt.edu>

To: "Patrick Solar" <solarp@uwplatt.edu>

Sent: Monday, October 13, 2014 2:57:53 PM

Subject: I didn't find you in your office so I email you

Pat,

I want to thank you for communicating with me even though you felt offended by the tone of my previous email. A lot of my emails have gone completely ignored by others in the department and the administration. Good will and harmony can't be achieved without open flow of communication among colleagues. Sensitive or upsetting matters are the matters most in need of open discussion. I feel like there is a gag order on the department concerning communication with me. I'm guessing that someone has told you that you should not answer my emails. I know I have been told in the past not to respond to messages from others in the department and I feel that is wrong. Communication however, should be worded in a way that avoids unnecessary agitation.

Again, I'm sorry that the tone of my previous email offended you. That

was not my intention. Thank you for showing me the courtesy of letting me know that you were offended instead of ignoring me. And thank you for providing the information.

I'm sorry you were not able to find the reference to the procedure for developing the position description and vacancy announcements in the bylaws. If I had been consulted I could have directed you to the reference quickly. Please note Part III, Article 3, section 2 of the faculty bylaws (Recruitment and initial appointment section of the Employee Handbook).

<http://www.uwplatt.edu/employee-handbook/article-iii-recruitment-and-initial-appointment>

This procedure says that the full department membership is to vote on the job description and vacancy announcement before the position is advertised.

I know you are new to the school but the procedures need to be followed regardless. As we all tell our students "ignorance of the law is no excuse." Urgency likewise, as we all know, does not excuse violation of policy. Circulating the job description by email to the entire department for a vote can be done within a day or two so it shouldn't slow down the process at all. If you are unsure of procedures you can ask me or someone else who has done searches in the past. Your mentor should be able to help you with this. It has been my experience that bylaws and procedures have been routinely ignored, and intentionally violated, by some in our department and the administration. I hope you will move forward with a sincere desire to complete the search process, and other actions in the department, in accordance with our bylaws in order to be fair to everyone. I know this paragraph sounds like I am upset with you. I'm not. I am trying to share with you my experience at this school in a sincere desire to help you understand the proper procedures so you can move forward keeping the spirit and intent of the policies and bylaws. As a tenured faculty member it is my place to point out issues that should be corrected. I am trying to do that in as sensitive a manner as I know how.

I feel that Mike treats me unfairly and has reduced my job responsibilities drastically. Oversights like advertising the job before the department has voted on the description, even if it is unintentional, reinforce my feelings of isolation and rejection within the department. I hope you understand and can sympathize with my situation. I want to help. I want to be part of the process so I can help avoid mistakes and move the department forward in the right direction. I want everyone, including me, to be treated fairly and have their opinions heard and appropriately considered. I hope you want to be part of the solution too. I feel that you have a good heart. Please prove me right.

Thank you,  
Sabina

--

Patrick J. Solar, MPA, Ph.D.  
Chief of Police (ret.)  
Assistant Professor Criminal Justice

University of Wisconsin-Platteville  
Ullsvik 1170  
608.342.6126  
solarp@uwplatt.edu

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## Re: CJ Searches

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**From :** Patrick Solar <solarp@uwplatt.edu>

Mon, Oct 13, 2014 09:16 AM

**Subject :** Re: CJ Searches

**To :** Sabina Burton <burtons@uwplatt.edu>

No worries Sabina, emails sometimes distort our message.

There may be some confusion on Job Description vs. Job announcement. In my prior administrative life there was a distinct difference. This announcement does convey much of the same information but it is not actually not a job description, these are typically the purview of executives. We began with the prior announcement provided by Cheryl and tweaked it to cover 3 positions instead of one.

The search committee consists of Tom, Cheryl, Val, Audrea Cox (student) and myself. I'm very sorry that you feel left-out. The announcement was only circulated among the committee members as I was unaware of past practice, I couldn't find anything related to this in the by-laws. The only excuse I would offer is that we are really trying to get someone on board by January and merely negotiating the HR process caused delays in getting the announcement out-there. I would be very interested in your input on the job announcement so that, at least, I know if you would have recommended any changes or if you feel something vital is missing that we can possibly address in screening.

Pat

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

From: "Sabina Burton" <burtons@uwplatt.edu>

To: "Patrick Solar" <solarp@uwplatt.edu>

Sent: Sunday, October 12, 2014 8:08:07 PM  
Subject: CJ Searches

Dear Pat,

First, let me say that it was not my intention to offend you. I'm sorry if my email seemed antagonistic. I want to have a good working relationship with you, as well as with all members of the department. I will try to make this email friendly while still asking the questions I am trying to get answers to.

You wrote to me earlier that the job description is already out there and that hurt my feelings because I had not been allowed to give my input in writing the job description. Again, if you felt offended by my response to this I apologize.

I am a little bit confused by your statement that we have job announcements posted but no job description. Please don't feel like I'm trying to tell you how to do your job, as chair of the search committee, but isn't a job description always part of a job announcement? The announcement on the HR website seems to have a job description.

The reason I'm asking is because I feel left out. No one asked me for my input in writing the job announcement. In previous searches the draft job descriptions/announcements were circulated for all department members' input. I'm not trying to imply that it was your fault or that you purposely excluded me I'm asking to find out why I was not included in the discussion, which produced the wording of the job announcement for three of my future colleagues. Was it just a simple oversight or was it intentional? Again, please don't feel offended by this question. I'm not attacking you. I'm just asking so I know who, if anyone, was responsible for not including me in the development of the wording of the job announcement. Once I know whom, if anyone, was responsible I can go to that person and ask why I was not included. I just want to be part of the team and I'm feeling very isolated these days.

I would also like to know, if it is not too much to ask, who are the members of the search and screen committee.

Thank you so much for your time,

Sabina

--

Patrick J. Solar, MPA, Ph.D.  
Chief of Police (ret.)

Assistant Professor Criminal Justice

University of Wisconsin-Platteville  
Ullsvik 1170  
608.342.6126  
solarp@uwplatt.edu

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## Re: searches

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**From :** Patrick Solar <solarp@uwplatt.edu>

Sun, Oct 12, 2014 03:47 PM

**Subject :** Re: searches

**To :** Sabina Burton <burtons@uwplatt.edu>

Sabina,

Sorry, I miss spoke. We have job announcements posted, not a job description. I don't believe job descriptions are the purview of a search and screen committee.

Our desire is to move quickly with the hope of having a position possibly filled by January. The Job announcements are available on the HR web page. I don't have them here at home.

With regard to your questions about how the committee was formed I suggest you speak with the Interim Department Chair as he will have more insight.

On a side note, I was offended by the tone of your email, it felt as if you were being antagonistic toward me. I'm sure that was not your intention but I wanted to make you aware of it non-the-less.

I hope this helps.

Pat

Original Message -----

From: "Sabina Burton" <burtons@uwplatt.edu>

To: "Patrick Solar" <solarp@uwplatt.edu>

Sent: Saturday, October 11, 2014 12:27:04 PM

Subject: Re: searches

Pat,

Who are the members of the search and screen?

Why were the job descriptions not circulated and feedback solicited as

required?

When were people assigned to the search?

Why was I not approached at any time in this search for input?

Who's idea was it to exclude me from the search process?

Please answer the questions above.

I request copies of the ad descriptions. I will look for the list of questions for the interviews you requested.

Thanks,

Sabina

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

From: "Patrick Solar" <solarp@uwplatt.edu>

To: "Sabina Burton" <burtons@uwplatt.edu>

Sent: Saturday, October 11, 2014 9:03:13 AM

Subject: Re: searches

Hi Sabina,

Thanks for your offer. The job description is already out there and we have applicants. We are at the stage of developing questions for the interview process and would appreciate the list of questions that have been used previously if you have them.

Thanks again.

Pat

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

From: "Sabina Burton" <burtons@uwplatt.edu>

To: "Pat Solar" <solarp@uwplatt.edu>

Sent: Friday, October 10, 2014 5:33:28 PM

Subject: searches

Hello Pat,

I believe you needed some info for the search & screen committees you are chairing, correct? Please let me know what you need. I didn't have the material on my office computer as I received a new machine not too long ago. However, I have files saved on my home computer. Have people already been assigned to your search committee? Do you need any help with the job description?

Anyway, shoot me an email or call me at 608-331-0203.

Have a great weekend,

Sabina

--

Patrick J. Solar, MPA, Ph.D.  
Chief of Police (ret.)  
Assistant Professor Criminal Justice

University of Wisconsin-Platteville  
Ullsvik 1170  
608.342.6126  
solarp@uwplatt.edu

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Patrick J. Solar, MPA, Ph.D.  
Chief of Police (ret.)  
Assistant Professor Criminal Justice

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608.342.6126  
solarp@uwplatt.edu

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## Re: searches

---

**From :** Patrick Solar <solarp@uwplatt.edu>

Sat, Oct 11, 2014 09:03 AM

**Subject :** Re: searches

**To :** Sabina Burton <burtons@uwplatt.edu>

Hi Sabina,

Thanks for your offer. The job description is already out there and we have applicants. We are at the stage of developing questions for the interview process and would appreciate the list of questions that have

been used previously if you have them.

Thanks again.

Pat

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

From: "Sabina Burton" <burtons@uwplatt.edu>

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Sent: Friday, October 10, 2014 5:33:28 PM

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Anyway, shoot me an email or call me at 608-331-0203.

Have a great weekend,

Sabina

--

Patrick J. Solar, MPA, Ph.D.  
Chief of Police (ret.)  
Assistant Professor Criminal Justice

University of Wisconsin-Platteville  
Ullsvik 1170  
608.342.6126  
solarp@uwplatt.edu

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**Re: Job description for chairperson's recruitment**

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**From :** Patrick Solar <solarp@uwplatt.edu>

Mon, Sep 22, 2014 11:07 AM

**Subject :** Re: Job description for chairperson's recruitment

**To :** Rex R Byberg-Reed <reedre@uwplatt.edu>

**Cc :** Sheri Kratcha <kratcha@uwplatt.edu>, VALERIE R STACKMAN <stackmanv@uwplatt.edu>, Amy J Nemmetz <nemmetza@uwplatt.edu>, Steven Elmer <elmerst@uwplatt.edu>, Lorne Gibson <gibsonlo@uwplatt.edu>, Edward Ross <rosse@uwplatt.edu>, Dana L Cecil <cecild@uwplatt.edu>, Deborah L Rice <ricede@uwplatt.edu>, Cheryl BanachowskiFuller <banachoc@uwplatt.edu>, Sabina Burton <burtions@uwplatt.edu>, Thomas E Caywood <caywood@uwplatt.edu>

Okay folks, you are probably getting tired of me weighing in here but, in my opinion, management and leadership experience and or competency needs to be first on the list and plain to all who consider applying. Teaching and scholarly work is a foundation requirement but leadership and management experience in the academic world and/or practical leadership experience is critical. Not having this will set this person up to fail.

Pat

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

From: "Rex R Byberg-Reed" <reedre@uwplatt.edu>

To: "Sheri Kratcha" <kratcha@uwplatt.edu>, "VALERIE R STACKMAN" <stackmanv@uwplatt.edu>, "Patrick Solar" <solarp@uwplatt.edu>, "Amy J Nemmetz" <nemmetza@uwplatt.edu>, "Rex R Byberg-Reed" <reedre@uwplatt.edu>, "Steven Elmer" <elmerst@uwplatt.edu>, "Lorne Gibson" <gibsonlo@uwplatt.edu>, "Edward Ross" <rosse@uwplatt.edu>, "Dana L Cecil" <cecild@uwplatt.edu>, "Deborah L Rice" <ricede@uwplatt.edu>, "Cheryl BanachowskiFuller" <banachoc@uwplatt.edu>, "Sabina Burton" <burtions@uwplatt.edu>, "Thomas E Caywood" <caywood@uwplatt.edu>

Sent: Monday, September 22, 2014 10:33:09 AM

Subject: Job description for chairperson's recruitment

Hello everyone,

Thank you to everyone who has provided input on the job description for the chairperson recruitment. We have taken the job description through several iterations--the last one to put it into the university's current preferred format . I will attach a copy. I would like to hold a short meeting of everyone to vote on its final form before going to the Dean. As I understand the department's bylaws, the final form needs departmental approval, that is a vote. Is it possible to meet at 7:30 on Wednesday with the only item on the agenda to offer amendments, approve

the final draft, and pass the draft to the dean?

Rex Reed, Assistant Professor of Criminal Justice

1167 Ullsvik Hall  
University of Wisconsin--Platteville  
1 University Plaza  
Platteville, Wisconsin 53818-3099  
608-342-6130

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Patrick J. Solar, MPA, Ph.D.  
Chief of Police (ret.)  
Assistant Professor Criminal Justice  
Ullsvik 1170  
608.342.6126  
solarp@uwplatt.edu

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**Re: Last kick at the cat**

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**From :** Patrick Solar <solarp@uwplatt.edu> Fri, Sep 19, 2014 07:37 AM  
**Subject :** Re: Last kick at the cat  1 attachment  
**To :** Rex R Byberg-Reed <reedre@uwplatt.edu>  
**Cc :** Sheri Kratcha <kratcha@uwplatt.edu>, Elizabeth A Rink <rinkel@uwplatt.edu>, Richard J Lawrence <lawrenceri@uwplatt.edu>, Todd A Kasper <kaspert@uwplatt.edu>, Kevan B Norin <norinke@uwplatt.edu>, Richard H Cowan <cowanr@uwplatt.edu>, Kenneth M Wiegman <wiegmake@uwplatt.edu>, Michael Schlicht <schlichtm@uwplatt.edu>, Nathaniel P Forrest <forrestn@uwplatt.edu>, VALERIE R STACKMAN <stackmanv@uwplatt.edu>, Amy J Nemmetz <nemmetza@uwplatt.edu>, Steven Elmer <elmerst@uwplatt.edu>, Lorne Gibson <gibsonlo@uwplatt.edu>, Edward Ross <rosse@uwplatt.edu>, Dana L Cecil <cecild@uwplatt.edu>, Deborah L Rice <ricede@uwplatt.edu>, Cheryl BanachowskiFuller

<banachoc@uwplatt.edu>, Joe Lomax  
<lomaxj@uwplatt.edu>, Sabina Burton  
<burtons@uwplatt.edu>, Thomas E Caywood  
<caywood@uwplatt.edu>

Hi Rex,

Just my opinion here but the very first thing I am going to look for is leadership and management skill, a demonstrated record of it. I made that change to the very first paragraph and offer it for consideration. The last thing I believe we need around here is someone who is clueless about how to manage the enterprise.

Pat

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

From: "Rex R Byberg-Reed" <reedre@uwplatt.edu>  
To: "Sheri Kratcha" <kratcha@uwplatt.edu>, "Elizabeth A Rink" <rinkel@uwplatt.edu>, "Richard J Lawrence" <lawrenceri@uwplatt.edu>, "Todd A Kasper" <kaspert@uwplatt.edu>, "Kevan B Norin" <norinke@uwplatt.edu>, "Richard H Cowan" <cowanr@uwplatt.edu>, "Kenneth M Wiegman" <wiegmake@uwplatt.edu>, "Michael Schlicht" <schlichtm@uwplatt.edu>, "Nathaniel P Forrest" <forrestn@uwplatt.edu>, "VALERIE R STACKMAN" <stackmanv@uwplatt.edu>, "Patrick Solar" <solarp@uwplatt.edu>, "Amy J Nemmetz" <nemmetza@uwplatt.edu>, "Rex R Byberg-Reed" <reedre@uwplatt.edu>, "Steven Elmer" <elmerst@uwplatt.edu>, "Lorne Gibson" <gibsonlo@uwplatt.edu>, "Edward Ross" <rosse@uwplatt.edu>, "Dana L Cecil" <cecild@uwplatt.edu>, "Deborah L Rice" <ricede@uwplatt.edu>, "Cheryl BanachowskiFuller" <banachoc@uwplatt.edu>, "Joe Lomax" <lomaxj@uwplatt.edu>, "Sabina Burton" <burtons@uwplatt.edu>, "Thomas E Caywood" <caywood@uwplatt.edu>  
Sent: Thursday, September 18, 2014 5:22:55 PM  
Subject: Last kick at the cat

I have finally edit the first draft of the chairman job announcement based on feedback. I got the last comments yesterday. I want to email it to Dean Throop tomorrow, so please give me any suggestions as soon as possible. I know this is short notice and all of are busy, but I ask you to do what you can given the time constraints we all have.

Rex Reed, Assistant Professor of Criminal Justice

1167 Ullsvik Hall  
University of Wisconsin--Platteville  
1 University Plaza  
Platteville, Wisconsin 53818-3099  
608-342-6130

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Patrick J. Solar, MPA, Ph.D.  
Chief of Police (ret.)  
Assistant Professor Criminal Justice  
Ullsvik 1170  
608.342.6126  
solarp@uwplatt.edu

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**CJ-Chair.draft.recruit.document Solar.docx**

24 KB

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## Re: Draft job announcement for chairmanship

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**From :** Patrick Solar <solarp@uwplatt.edu>

Tue, Sep 16, 2014 01:57 PM

**Subject :** Re: Draft job announcement for chairmanship

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

**Cc :** Sheri Kratcha <kratcha@uwplatt.edu>, Elizabeth A Rink <rinkel@uwplatt.edu>, Richard J Lawrence <lawrenceri@uwplatt.edu>, Todd A Kasper <kaspert@uwplatt.edu>, Kevan B Norin <norinke@uwplatt.edu>, Richard H Cowan <cowanr@uwplatt.edu>, Kenneth M Wiegman <wiegmak@uwplatt.edu>, Michael Schlicht <schlichtm@uwplatt.edu>, Nathaniel P Forrest <forrestn@uwplatt.edu>, VALERIE R STACKMAN <stackmanv@uwplatt.edu>, Amy J Nemmetz <nemmetza@uwplatt.edu>, Steven Elmer <elmerst@uwplatt.edu>, Lorne Gibson <gibsonlo@uwplatt.edu>, Edward Ross <rosse@uwplatt.edu>, Dana L Cecil <cecild@uwplatt.edu>, Deborah L Rice <ricede@uwplatt.edu>, Joe Lomax <lomaxj@uwplatt.edu>, Sabina Burton <burtons@uwplatt.edu>, Thomas E Caywood <caywood@uwplatt.edu>, Rex R Byberg-Reed <reedre@uwplatt.edu>, Cheryl BanachowskiFuller <banachoc@uwplatt.edu>

Sorry folks, I just read the announcement. I would suggest stronger language pertaining to leadership? Such as

The position of department chair is an administrative position that requires both demonstrated leadership and managerial skills. Department chairs lead and manage faculty and staff by providing support and guidance for current needs and by developing sustainable strategies for moving the department forward. In addition, the department chair is expected to be a contributing member of the university faculty through teaching, research and service activities.

Pat

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

From: "Elizabeth A Throop" <throope@uwplatt.edu>  
To: "Cheryl BanachowskiFuller" <banachoc@uwplatt.edu>  
Cc: "Sheri Kratcha" <kratcha@uwplatt.edu>, "Elizabeth A Rink" <rinkel@uwplatt.edu>, "Richard J Lawrence" <lawrenceri@uwplatt.edu>, "Todd A Kasper" <kaspert@uwplatt.edu>, "Kevan B Norin" <norinke@uwplatt.edu>, "Richard H Cowan" <cowanr@uwplatt.edu>, "Kenneth M Wiegman" <wiegmake@uwplatt.edu>, "Michael Schlicht" <schlichtm@uwplatt.edu>, "Nathanial P Forrest" <forrestn@uwplatt.edu>, "VALERIE R STACKMAN" <stackmanv@uwplatt.edu>, "Patrick Solar" <solarp@uwplatt.edu>, "Amy J Nemmetz" <nemmetza@uwplatt.edu>, "Steven Elmer" <elmerst@uwplatt.edu>, "Lorne Gibson" <gibsonlo@uwplatt.edu>, "Edward Ross" <rosse@uwplatt.edu>, "Dana L Cecil" <cecild@uwplatt.edu>, "Deborah L Rice" <ricede@uwplatt.edu>, "Joe Lomax" <lomaxj@uwplatt.edu>, "Sabina Burton" <burtons@uwplatt.edu>, "Thomas E Caywood" <caywood@uwplatt.edu>, "Rex R Byberg-Reed" <reedre@uwplatt.edu>  
Sent: Tuesday, September 16, 2014 11:59:06 AM  
Subject: Re: Draft job announcement for chairmanship

All, I'm willing to extend the deadline for a few days to ensure that all voices can be heard.

Liz

Dr. Elizabeth A. Throop  
Dean, College of Liberal Arts and Education  
160 Gardner  
University of Wisconsin Platteville  
1 University Plaza  
Platteville, Wisconsin 53818-3099  
608-342-1151  
608-342-1409 (fax)  
throope@uwplatt.edu

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

From: "Cheryl BanachowskiFuller" <banachoc@uwplatt.edu>  
To: "Rex R Byberg-Reed" <reedre@uwplatt.edu>  
Cc: "Elizabeth A Throop" <throope@uwplatt.edu>, "Sheri Kratcha" <kratcha@uwplatt.edu>, "Elizabeth A Rink" <rinkel@uwplatt.edu>, "Richard J Lawrence" <lawrenceri@uwplatt.edu>, "Todd A Kasper" <kaspert@uwplatt.edu>, "Kevan B Norin" <norinke@uwplatt.edu>, "Richard H Cowan" <cowanr@uwplatt.edu>, "Kenneth M Wiegman" <wiegmake@uwplatt.edu>, "Michael Schlicht" <schlichtm@uwplatt.edu>, "Nathaniel P Forrest" <forrestn@uwplatt.edu>, "VALERIE R STACKMAN" <stackmanv@uwplatt.edu>, "Patrick Solar" <solarp@uwplatt.edu>, "Amy J Nemmetz" <nemmetza@uwplatt.edu>, "Steven Elmer" <elmerst@uwplatt.edu>, "Lorne Gibson" <gibsonlo@uwplatt.edu>, "Edward Ross" <rosse@uwplatt.edu>, "Dana L Cecil" <cecild@uwplatt.edu>, "Deborah L Rice" <ricede@uwplatt.edu>, "Joe Lomax" <lomaxj@uwplatt.edu>, "Sabina Burton" <burtions@uwplatt.edu>, "Thomas E Caywood" <caywood@uwplatt.edu>, "Elizabeth A Throop" <throope@uwplatt.edu>  
Sent: Tuesday, September 16, 2014 10:21:10 AM  
Subject: Re: Draft job announcement for chairmanship

According to the Dean's instructions via email, the department is suppose to submit language for the job description by Sept 15 (which was yesterday); then, the SCC will give input and submit the information for Forms 1 and 2. So, I think the attached description needs to go to the Dean today to meet the time line deadline.

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

From: "Rex R Byberg-Reed" <reedre@uwplatt.edu>  
To: "Sheri Kratcha" <kratcha@uwplatt.edu>, "Elizabeth A Rink" <rinkel@uwplatt.edu>, "Richard J Lawrence" <lawrenceri@uwplatt.edu>, "Todd A Kasper" <kaspert@uwplatt.edu>, "Kevan B Norin" <norinke@uwplatt.edu>, "Richard H Cowan" <cowanr@uwplatt.edu>, "Kenneth M Wiegman" <wiegmake@uwplatt.edu>, "Michael Schlicht" <schlichtm@uwplatt.edu>, "Nathaniel P Forrest" <forrestn@uwplatt.edu>, "VALERIE R STACKMAN" <stackmanv@uwplatt.edu>, "Patrick Solar" <solarp@uwplatt.edu>, "Amy J Nemmetz" <nemmetza@uwplatt.edu>, "Rex R Byberg-Reed" <reedre@uwplatt.edu>, "Steven Elmer" <elmerst@uwplatt.edu>, "Lorne Gibson" <gibsonlo@uwplatt.edu>, "Edward Ross" <rosse@uwplatt.edu>, "Dana L Cecil" <cecild@uwplatt.edu>, "Deborah L Rice" <ricede@uwplatt.edu>, "Cheryl BanachowskiFuller" <banachoc@uwplatt.edu>, "Joe Lomax" <lomaxj@uwplatt.edu>, "Sabina Burton" <burtions@uwplatt.edu>, "Thomas E Caywood" <caywood@uwplatt.edu>  
Cc: "Elizabeth A Throop" <throope@uwplatt.edu>  
Sent: Tuesday, September 16, 2014 10:02:55 AM  
Subject: Draft job announcement for chairmanship

Last week, I sent out an email asking if any of you were going to apply for the open department chair position. Mike Dalecki is the only one who

has indicated he will apply. Therefore, I am sending all of you the draft job announcement for the department's chairmanship and asking you for input. I know some of you have already talked to me about the draft, but I am sending it out again. Please have any comments back to me by Friday. In the meantime, I will continue developing the other items we need, such as a draft scoring template based upon what is on the human resources website.

Rex Reed, Assistant Professor of Criminal Justice

1167 Ullsvik Hall  
University of Wisconsin--Platteville  
1 University Plaza  
Platteville, Wisconsin 53818-3099  
608-342-6130

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Patrick J. Solar, MPA, Ph.D.  
Chief of Police (ret.)  
Assistant Professor Criminal Justice  
Ullsvik 1170  
608.342.6126  
solarp@uwplatt.edu

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## Re: CJA Fundraiser

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**From :** Patrick Solar <solarp@uwplatt.edu> Fri, Sep 05, 2014 10:52 AM  
**Subject :** Re: CJA Fundraiser  
**To :** Miranda R Cragg <craggm@uwplatt.edu>  
**Cc :** Michael Dalecki <dalecki@uwplatt.edu>, Sabina Burton <burtons@uwplatt.edu>, Thomas E Caywood <caywood@uwplatt.edu>, Dana L Cecil <cecild@uwplatt.edu>, Steven Elmer <elmerst@uwplatt.edu>, Cheryl BanachowskiFuller <banachoc@uwplatt.edu>, Lorne Gibson <gibsonlo@uwplatt.edu>, Joe Lomax <lomaxj@uwplatt.edu>, Amy J Nemmetz <nemmetza@uwplatt.edu>, Rex R Byberg-Reed <reedre@uwplatt.edu>, Deborah L Rice <ricede@uwplatt.edu>, Edward Ross

<rosse@uwplatt.edu>, VALERIE R STACKMAN  
<stackmanv@uwplatt.edu>, Nathaniel P Forrest  
<forrestn@uwplatt.edu>, Michael Schlicht  
<schlichtm@uwplatt.edu>, Kenneth M Wiegman  
<wiegmake@uwplatt.edu>, Richard H Cowan  
<cowanr@uwplatt.edu>, Kevan B Norin  
<norinke@uwplatt.edu>, Todd A Kasper  
<kaspert@uwplatt.edu>, Richard J Lawrence  
<lawrenceri@uwplatt.edu>, Elizabeth A Rink  
<rinkel@uwplatt.edu>

Wow...great idea. Count me in.

Patrick

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

From: "Miranda R Cragg" <craggm@uwplatt.edu>  
To: "Michael Dalecki" <dalecki@uwplatt.edu>, "Sabina Burton"  
<burtions@uwplatt.edu>, "Thomas E Caywood" <caywood@uwplatt.edu>, "Dana L  
Cecil" <cecild@uwplatt.edu>, "Steven Elmer" <elmerst@uwplatt.edu>,  
"Cheryl BanachowskiFuller" <banachoc@uwplatt.edu>, "Lorne Gibson"  
<gibsonlo@uwplatt.edu>, "Joe Lomax" <lomaxj@uwplatt.edu>, "Amy J  
Nemmetz" <nemmetza@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>,  
"VALERIE R STACKMAN" <stackmanv@uwplatt.edu>, "Nathaniel P Forrest"  
<forrestn@uwplatt.edu>, "Michael Schlicht" <schlichtm@uwplatt.edu>,  
"Kenneth M Wiegman" <wiegmake@uwplatt.edu>, "Richard H Cowan"  
<cowanr@uwplatt.edu>, "Kevan B Norin" <norinke@uwplatt.edu>, "Todd A  
Kasper" <kaspert@uwplatt.edu>, "Richard J Lawrence"  
<lawrenceri@uwplatt.edu>, "Elizabeth A Rink" <rinkel@uwplatt.edu>  
Sent: Friday, September 5, 2014 10:42:55 AM  
Subject: CJA Fundraiser

Hello, professors. My name is Miranda Cragg and I hold the fundraising position on CJA. The other CJA members and I would like to know if any of the CJ and/or FI professors would like to participate in a Donut-eating contest this semester. We understand that there could be medical reasons if any professor cannot participate. If you could respond, we would be very grateful. Thank you.

--

Miranda Cragg  
Fundraising and Apparel Coordinator  
Criminal Justice Association  
craggm@uwplatt.edu  
608-425-8006

--

--

Patrick J. Solar, MPA, Ph.D.  
Chief of Police (ret.)  
Assistant Professor Criminal Justice  
Ullsvik 1170  
608.342.6126  
solarp@uwplatt.edu

---

## Re: Reminder: Nachos today!

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**From :** Patrick Solar <solarp@uwplatt.edu>

Thu, Sep 04, 2014 02:52 PM

**Subject :** Re: Reminder: Nachos today!

**To :** Amy J Nemmetz <nemmetza@uwplatt.edu>

**Cc :** baznmel@yahoo.com, Cheryl BanachowskiFuller <banachoc@uwplatt.edu>, cowanr@uwplatt.edu, Dana L Cecil <cecild@uwplatt.edu>, Deborah L Rice <ricede@uwplatt.edu>, Ed Ross <rosse@uwplatt.edu>, forrestnp@gmail.com, gibsonlo@uwplatt.edu, Joe Lomax <lomaxj@uwplatt.edu>, Kenneth M Wiegman <wiegmake@uwplatt.edu>, Mike Dalecki <dalecki@uwplatt.edu>, reedre@uwplatt.edu, Rick Lawrence <lawrencer@platteville.org>, Sabina Burton <burtons@uwplatt.edu>, schlichtm@uwplatt.edu, stackmanv@uwplatt.edu, Steve Elmer <eoffice@tds.net>, Todd Kasper <tkasper@co.grant.wi.gov>, Tom Caywood <caywood@uwplatt.edu>, williamskal@uwplatt.edu, Sheri Kratcha <kratcha@uwplatt.edu>

Thank you Amy!

This was a great opportunity to meet with the kids.

Kevin and I spoke with a young lady this morning who really doesn't want to be here, I think she's home sick and has "other" issues. This would have been great for her and I'm upset with myself for not mentioning it.

Pat

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

From: "Amy J Nemmetz" <nemmetza@uwplatt.edu>

To: "Sheri Kratcha" <kratcha@uwplatt.edu>  
Cc: baznmel@yahoo.com, "Cheryl BanachowskiFuller" <banachoc@uwplatt.edu>, cowanr@uwplatt.edu, "Dana L Cecil" <cecild@uwplatt.edu>, "Deborah L Rice" <ricede@uwplatt.edu>, "Ed Ross" <rosse@uwplatt.edu>, forrestnp@gmail.com, gibsonlo@uwplatt.edu, "Joe Lomax" <lomaxj@uwplatt.edu>, "Kenneth M Wiegman" <wiegmake@uwplatt.edu>, "Mike Dalecki" <dalecki@uwplatt.edu>, "Patrick Solar" <solarp@uwplatt.edu>, reedre@uwplatt.edu, "Rick Lawrence" <lawrencer@platteville.org>, "Sabina Burton" <burtions@uwplatt.edu>, schlichtm@uwplatt.edu, stackmanv@uwplatt.edu, "Steve Elmer" <eoffice@tds.net>, "Todd Kasper" <tkasper@co.grant.wi.gov>, "Tom Caywood" <caywood@uwplatt.edu>, williamskal@uwplatt.edu  
Sent: Thursday, September 4, 2014 12:53:38 PM  
Subject: Re: Reminder: Nachos today!

Thanks for all your assistance with the Nacho Trivia activity, Sheri~

The CJA members will let the students know that they can/should walk around to the CJ Department offices to gather answers to the trivia questions too. :)

\*\*\*\*\*

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

From: "Sheri Kratcha" <kratcha@uwplatt.edu>  
To: "Amy J Nemmetz" <nemmetza@uwplatt.edu>, baznmel@yahoo.com, "Cheryl BanachowskiFuller" <banachoc@uwplatt.edu>, cowanr@uwplatt.edu, "Dana L Cecil" <cecild@uwplatt.edu>, "Deborah L Rice" <ricede@uwplatt.edu>, "Ed Ross" <rosse@uwplatt.edu>, forrestnp@gmail.com, gibsonlo@uwplatt.edu, "Joe Lomax" <lomaxj@uwplatt.edu>, "Kenneth M Wiegman" <wiegmake@uwplatt.edu>, "Mike Dalecki" <dalecki@uwplatt.edu>, "Patrick Solar" <solarp@uwplatt.edu>, reedre@uwplatt.edu, "Rick Lawrence" <lawrencer@platteville.org>, "Sabina Burton" <burtions@uwplatt.edu>, schlichtm@uwplatt.edu, stackmanv@uwplatt.edu, "Steve Elmer" <eoffice@tds.net>, "Todd Kasper" <tkasper@co.grant.wi.gov>, "Tom Caywood" <caywood@uwplatt.edu>, williamskal@uwplatt.edu  
Sent: Thursday, September 4, 2014 9:55:34 AM  
Subject: Reminder: Nachos today!

Just a friendly reminder that CJA is serving nachos today between 1-3. Please try to attend and mingle with our new transfer and freshmen students!

Thanks, Sheri

--

Patrick J. Solar, MPA, Ph.D.  
Chief of Police (ret.)  
Assistant Professor Criminal Justice  
Ullsvik 1170  
608.342.6126  
solarp@uwplatt.edu

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## Re: nomination (CURRICULUM)

---

**From :** Patrick Solar <solarp@uwplatt.edu>

Thu, Sep 04, 2014 10:02 AM

**Subject :** Re: nomination (CURRICULUM)

**To :** Dr Lorne Gibson <gibsonlo@uwplatt.edu>

**Cc :** Joe Lomax <lomaxj@uwplatt.edu>, Mike Dalecki <dalecki@uwplatt.edu>, Sabina Burton <burtont@uwplatt.edu>, Steven Elmer <elmerst@uwplatt.edu>, Valerie Stackman <stackmanv@uwplatt.edu>, Rex R Byberg-Reed <reedre@uwplatt.edu>, Edward Ross <rosse@uwplatt.edu>, Dana L Cecil <cecild@uwplatt.edu>, Deborah L Rice <ricede@uwplatt.edu>, Cheryl BanachowskiFuller <banachoc@uwplatt.edu>, Thomas E Caywood <caywood@uwplatt.edu>, Amy Nemmetz <nemmetza@uwplatt.edu>

I feel compelled to "weigh-in" here with what I believe is a bit more precise perspective.

Our curriculum can be the tool by which we "create value." It should be based upon what our customers need.

Who are our customers? Our students and their parents certainly, but also those who employ our students (executives, directors, police chiefs, sheriffs, etc.) AND the citizens of Wisconsin, as represented by the legislature. They are all entitled to a reasonable "rate of return" on their investment here. They don't seem to feel that they are currently getting it, and this is our fault folks!

I believe that the best way to go about designing a solid curriculum, one that demonstrates a commitment to "creating value" begins with research, as Loren has stated. We need to ask at least these questions:

What do our customers need?

What do our students need to know (what competencies are necessary) for them to meet these expectations?

How can we best develop these competencies?

Once we answer these questions we can begin a review and revision process. One goal of which should include our ability to demonstrate (with student performance data based on a thoroughly mapped curriculum) our ability to deliver value.

Sorry Loren but in my view, developing a healthy curriculum is not something done once. A system for curriculum development can be set in place but it requires constant attention to keep up with our customers needs. Case in point, we really need a course in International CJ, Cyber Crime and Contemporary Terrorism. Current world events provides insight on what will be needed in the future, if we think strategically about how we can meet these future needs we will be ready to respond.

Pat

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

From: "Lorne Gibson" <gibsonlo@uwplatt.edu>

To: "Sabina Burton" <burtons@uwplatt.edu>, "Steven Elmer" <elmerst@uwplatt.edu>, "Valerie Stackman" <stackmanv@uwplatt.edu>, "Rex R Byberg-Reed" <reedre@uwplatt.edu>, "Edward Ross" <rosse@uwplatt.edu>, "Dana L Cecil" <cecild@uwplatt.edu>, "Deborah L Rice" <ricede@uwplatt.edu>, "Cheryl BanachowskiFuller" <banachoc@uwplatt.edu>, "Thomas E Caywood" <caywood@uwplatt.edu>, "Amy Nemmetz" <nemmetza@uwplatt.edu>, "Pat Solar" <solarp@uwplatt.edu>

Cc: "Joe Lomax" <lomaxj@uwplatt.edu>, "Mike Dalecki" <dalecki@uwplatt.edu>

Sent: Thursday, September 4, 2014 7:54:41 AM

Subject: Re: nomination (CURRICULUM)

Hey all,

Wisely, Sabina and Rex have started the curriculum ball rolling.

Three main tasks an effective higher education department does well:  
1) develop a valuable curriculum reflective of reality and knowledge,  
2) identify and acquire the right resources it needs to deliver a curriculum, and  
3) organize and deploy the resources to deliver a curriculum.

Notice how they all involve a curriculum. Notice how 2 and 3 seem hopeless or aimless without completing 1; and to do them out of order seems illogical.

Just pointing this out again because I previously mentioned that curriculum development was totally ignored last year and it is needed to do other stuff responsibly; and only one person, Sabina, has volunteered so far this year.

So how to set up step 1 for maximum efficiency and effect, you ask?

General recommendations I have:

- I nominate.....everyone was hired to make criminal justice curriculum decisions. That is Job #1 for all educators at this level--study the world and figure out what to teach students. If not for our expertise in criminal justice areas, it would be better to just hire trained teachers for curriculum delivery. Curriculum assessment and development is by far the most important education task the department does (side note: that is why criminal justice background should be a very significant aspect when screening candidates and the main purpose of scholarship). And to do it well requires more expertise than any individual or small group can muster. So no, a good foundation for curriculum development is not a group of teachers getting together and discussing what courses should be offered and which should be required.

- I recommend a blend of "outcome (or value) and competency (or content)" based processes.

Processes/Stages to address:

-- 1st. The department should identify and organize in appropriate detail ALL (relevant competencies) that there is to teach to criminal justice students. It needs experts from all the career fields of criminal justice, textbooks, and so on. If possible, it should go outside the department and do some amount of occupational research--bylaws require this. I recommend an organized comprehensive competency inventory of all things criminal justice.

-- 2nd. If you teach a course for the criminal justice department, you

should have at least a minimum role in the program curriculum assessment. The department should identify what (competencies) each member teaches in his or her specific courses. Needed for step 5, 6, and Prior Learning Assessment and interdisciplinary programming.

-- 3rd. The department should develop a list of general outcomes for the curriculum to achieve, based on career field needs (experts and/or occupational research needed); knowledge, skills, values, and character outcomes. The department should further identify outcomes best achieved implicitly through the delivery and learning processes it may employ and outcomes best achieved explicitly through specific content chosen.

-- 4th. The department should prioritize (this is when breadth of expertise and research is most vital) it's curriculum according to the results of steps 1 and 3; since it can't teach everything to it's students. If possible, it should go outside the department and do some amount of occupational research-- bylaws require it. This step is very important for step 5 and determining job descriptions for future department candidates.

-- 5th. The department should align and sequence its curriculum to avoid unnecessary redundancies, absences, and provide for student synthesis and growth of competencies. This is where step 2 becomes important. This step is very important for identifying job descriptions for future candidates as well.

-- 6th. The department should track and assess outcomes of what competencies and values are actually taught and gained by students. Very important for curriculum evaluation and accreditation--Mike recently gave you a heads-up on this one.

If done well and completely and process is maintained, the department can maintain a healthy curriculum development program with little future effort for years to come. It would provide a basis for easy/simple /impressive course & student outcomes assessments. Also, entities can readily adopt PLA processes, identify and track course content, efficiently and rationally approve outside courses for CJ credit, and so on. Also, the department can be the best department in the University.

If the eventual committee has any questions about the free recommendations above (or the how to, or something regarding the administration of higher education) please don't hesitate to ask me. There is also a ton of books and articles on curriculum processes. I might even have a few textbooks leftover in my office. However, since current practice is to hire consultants for all education and administration advice needs , I will be charging a fee and will require

a contract.

respectfully,

LG

Dr Gibson  
Criminal Justice  
UW-Platteville  
608 342-1419  
1168 Ullsvik  
Office Hrs: M-F 8-10AM; M, W, F 2-3PM

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

From: "Sabina Burton" <burtons@uwplatt.edu>  
To: "Rex R Byberg-Reed" <reedre@uwplatt.edu>  
Cc: "Steven Elmer" <elmerst@uwplatt.edu>, "Lorne Gibson" <gibsonlo@uwplatt.edu>, "Edward Ross" <rosse@uwplatt.edu>, "Dana L Cecil" <cecild@uwplatt.edu>, "Deborah L Rice" <ricede@uwplatt.edu>, "Cheryl BanachowskiFuller" <banachoc@uwplatt.edu>, "Joe Lomax" <lomaxj@uwplatt.edu>, "Thomas E Caywood" <caywood@uwplatt.edu>, "Amy Nemmetz" <nemmetza@uwplatt.edu>, "Valerie Stackman" <stackmanv@uwplatt.edu>, "Mike Dalecki" <dalecki@uwplatt.edu>, "Pat Solar" <solarp@uwplatt.edu>  
Sent: Monday, September 1, 2014 10:43:20 AM  
Subject: Re: nomination

Thanks, Rex, for getting this started. I am nominating you, Valerie, and Amy. I strongly recommend to you, Rex, as well as to Amy and Valerie to be on the CJ curriculum committee as it will help you build your DRB file and your input will help us build a stronger program.

I also want to nominate Steve and myself (as long as serving on the LAE Curriculum Committee does not prohibit me from serving on the CJ curriculum committee). Steve has been teaching in both CJ and FI program and has work experience in both the legal field and LE.

I am eager to contribute as well. My work background is in federal LE but I also worked gang intel for LAPD and taught and developed a curriculum for California State Commission on Police Officer & Training (POST). I think I am the only CJ member who holds a degree in Chemistry (next to a Ph.D.). I also taught several FI courses for the CSUF. As you know I am skeptical about the FI program, in its current state, but at the same time see its enormous potential. When I interviewed with UWP in 2009 the plans for the FI program where a big reason I accepted the CJ position.

I am looking forward to this fall semester. Especially with having two

new, wonderful faculty members in our ranks.

You all have a great first week and we'll discuss things more in depth at our next meetings (re: curriculum and chair search).

Happy Labor Day, everyone :)

Labor Day in America. The holiday traditionally allows for an extra day of dreading one's return to work. ;)

P.S.: Rex, you may want to take Dutelle, Bemis, Johnson off the address list since they no longer are part of this department. On the other hand you might want to include Pat Solar in your future exchanges.

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

From: "Rex R Byberg-Reed" <reedre@uwplatt.edu>

To: "Mike Dalecki" <dalecki@uwplatt.edu>

Cc: "Rex R Byberg-Reed" <reedre@uwplatt.edu>, "Steven Elmer" <elmerst@uwplatt.edu>, "Lorne Gibson" <gibsonlo@uwplatt.edu>, "Aric W Dutelle" <dutellea@uwplatt.edu>, "Edward Ross" <rosse@uwplatt.edu>, "Danelle Bemis" <bemisd@uwplatt.edu>, "Dana L Cecil" <cecild@uwplatt.edu>, "Deborah L Rice" <ricede@uwplatt.edu>, "Cheryl BanachowskiFuller" <banachoc@uwplatt.edu>, "Joe Lomax" <lomaxj@uwplatt.edu>, "Diana Johnson" <johnsondi@uwplatt.edu>, "Sabina Burton" <burtons@uwplatt.edu>, "Thomas E Caywood" <caywood@uwplatt.edu>, "Amy Nemmetz" <nemmetza@uwplatt.edu>, "Valerie Stackman" <stackmanv@uwplatt.edu>

Sent: Friday, August 29, 2014 1:08:40 PM

Subject: nomination

I nominate Lorne Gibson for the curriculum committee.

Rex Reed, Assistant Professor of Criminal Justice

1167 Ullsvik Hall  
University of Wisconsin--Platteville  
1 University Plaza  
Platteville, Wisconsin 53818-3099  
608-342-6130

--

Patrick J. Solar, MPA, Ph.D.  
Chief of Police (ret.)  
Assistant Professor Criminal Justice  
Ullsvik 1170  
608.342.6126  
solarp@uwplatt.edu

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## Department pin?

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**From :** Patrick Solar <solarp@uwplatt.edu>

Mon, May 12, 2014 10:05 AM

**Subject :** Department pin?

**To :** Michael Dalecki <dalecki@uwplatt.edu>, Sabina Burton  
<burtont@uwplatt.edu>, Rex R Byberg-Reed  
<reedre@uwplatt.edu>, Joe Lomax  
<lomaxj@uwplatt.edu>, Cheryl BanachowskiFuller  
<banachoc@uwplatt.edu>, Thomas E Caywood  
<caywood@uwplatt.edu>

Hi everyone,

I had an idea Saturday as I saw Diana handing out key straps to the FI grads. Do we have a department pin, similar to a lapel pin, that is unique to the CJ department?

Most police agencies have these and they are quite inexpensive. My thought here is to create a design, perhaps a CJ association project, that is unique to our department and hand these out to our graduates as memento of their time here.

Perhaps we could just do a miniature bronze image of Joe's profile, lol.

Any thoughts?

Pat

---

## Application

---

**From :** Patrick Solar <solarp@uwplatt.edu>

Thu, May 08, 2014 12:10 PM

**Subject :** Application

 1 attachment

**To :** Steven Elmer <elmerst@uwplatt.edu>, Sabina Burton <burtons@uwplatt.edu>, Joe Lomax <lomaxj@uwplatt.edu>, Rex R Byberg-Reed <reedre@uwplatt.edu>

Attached please find the application for instructor certification through the Wisconsin Law Enforcement Training Bureau.

None of us have the required 32 hr instructor course but perhaps if enough of us apply that need it they will schedule one here.

Pat

---



**DJLE317.docx**

64 KB

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## Re: EMAIL UPDATE

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**From :** Patrick Solar <solarp@uwplatt.edu>

Tue, May 06, 2014 11:28 AM

**Subject :** Re: EMAIL UPDATE

**To :** Rex R Byberg-Reed <reedre@uwplatt.edu>

**Cc :** Sabina Burton <burtons@uwplatt.edu>, Thomas E Caywood <caywood@uwplatt.edu>, Dana L Cecil <cecild@uwplatt.edu>, Steven Elmer <elmerst@uwplatt.edu>, Lorne Gibson <gibsonlo@uwplatt.edu>, Diana Johnson <johnsondi@uwplatt.edu>, Joe Lomax <lomaxj@uwplatt.edu>, Deborah L Rice <ricede@uwplatt.edu>, Edward Ross <rosse@uwplatt.edu>, Aric Dutelle <dutellea@uwplatt.edu>, Sheri Kratcha <kratcha@uwplatt.edu>, Amy Nemmetz <nemmetza@uwplatt.edu>, Valerie Stackman <VRStackman@gmail.com>, Michael Dalecki <dalecki@uwplatt.edu>, Cheryl BanachowskiFuller <banachoc@uwplatt.edu>

I would also suggest the Illinois Chiefs job posting site, it's free, and the Illinois Sheriff's association.

Pat

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

From: "Rex R Byberg-Reed" <reedre@uwplatt.edu>

To: "Cheryl BanachowskiFuller" <banachoc@uwplatt.edu>  
Cc: "Sabina Burton" <burtions@uwplatt.edu>, "Thomas E Caywood" <caywood@uwplatt.edu>, "Dana L Cecil" <cecild@uwplatt.edu>, "Steven Elmer" <elmerst@uwplatt.edu>, "Lorne Gibson" <gibsonlo@uwplatt.edu>, "Diana Johnson" <johnsondi@uwplatt.edu>, "Joe Lomax" <lomaxj@uwplatt.edu>, "Deborah L Rice" <ricede@uwplatt.edu>, "Edward Ross" <rosse@uwplatt.edu>, "Pat Solar" <solarp@uwplatt.edu>, "Aric Dutelle" <dutellea@uwplatt.edu>, "Sheri Kratcha" <kratcha@uwplatt.edu>, "Amy Nemmetz" <nemmetza@uwplatt.edu>, "Valerie Stackman" <VRStackman@gmail.com>, "Michael Dalecki" <dalecki@uwplatt.edu>  
Sent: Tuesday, May 6, 2014 10:47:22 AM  
Subject: Re: EMAIL UPDATE

The announcement captures what I think needs to be said; however, another question is where is the notice going to be posted. In addition to what is normally used, I think it should be posted on the American Correctional Association's website, the American Society of Public Administration's website, and the American Parole and Probation Association's website. I know that ACA and ASPA have job banks on their websites. I don't know about the APPA. I am a member of ACA and can use my member number for a discount when posting the job announcement. I am also a member of ASPA, but I don't get a discount for that website.

Rex Reed, Assistant Professor of Criminal Justice

1167 Ullsvik Hall  
University of Wisconsin--Platteville  
1 University Plaza  
Platteville, Wisconsin 53818-3099  
608-342-6130

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

From: "Cheryl BanachowskiFuller" <banachoc@uwplatt.edu>  
To: "Cheryl BanachowskiFuller" <banachoc@uwplatt.edu>  
Cc: "Sabina Burton" <burtions@uwplatt.edu>, "Thomas E Caywood" <caywood@uwplatt.edu>, "Dana L Cecil" <cecild@uwplatt.edu>, "Steven Elmer" <elmerst@uwplatt.edu>, "Lorne Gibson" <gibsonlo@uwplatt.edu>, "Diana Johnson" <johnsondi@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>, "Aric Dutelle" <dutellea@uwplatt.edu>, "Sheri Kratcha" <kratcha@uwplatt.edu>, "Amy Nemmetz" <nemmetza@uwplatt.edu>, "Valerie Stackman" <VRStackman@gmail.com>, "Michael Dalecki" <dalecki@uwplatt.edu>  
Sent: Tuesday, May 6, 2014 10:20:15 AM  
Subject: Re: EMAIL UPDATE

Due to major major budget cuts in the College, the Dean has given us permission to hire a corrections academic staff instructor to begin January 2015 (not tenure-track position). This position, sadly, is Ed's replacement! (His 'shoes' will be very hard to replace!)

After talking with Ed and other faculty, the position is described in the attachment. Please send comments, ideas, needed revisions, etc.

Thanks much,  
Cheryl

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

From: "Michael Dalecki" <dalecki@uwplatt.edu>  
To: "Michael Dalecki" <dalecki@uwplatt.edu>, "Sabina Burton" <burtsons@uwplatt.edu>, "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>, "Diana Johnson" <johnsondi@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>, "Aric Dutelle" <dutellea@uwplatt.edu>, "Sheri Kratcha" <kratcha@uwplatt.edu>, "Amy Nemmetz" <nemmetza@uwplatt.edu>, "Valerie Stackman" <VRStackman@gmail.com>  
Sent: Monday, May 5, 2014 2:58:05 PM  
Subject: EMAIL UPDATE

SEARCH TO COMMENCE TO FILL ED ROSS' ACADEMIC STAFF POSITION  
GERMAN DELEGATION TO VISIT IN JUNE  
REPORTS FROM AULT/STOJKOVIC PENDING  
HIRING OF GRADUATE ASSISTANT  
POST-TENURE REVIEW

\*\*\*\*\*

SEARCH TO COMMENCE TO FILL ED ROSS' ACADEMIC STAFF POSITION

As a result of Ed's pending retirement at the end of Fall Semester 2014, we need to search for someone to fill Ed's position. Our plan is to start the paperwork now, get a job description and ad completed, then put them out there in July, with a closing date in early September.

I've asked Cheryl Fuller to chair that search and we have asked Rex Reed, Amy Nemmetz, and student Audera Cox to serve on that committee.

After talking to Ed, Cheryl will send out a draft of the job description for comment, so please look for that and give Cheryl your feedback, if any.

\*\*\*\*\*

GERMAN DELEGATION TO VISIT IN JUNE

Sabina Burton is hosting a delegation of visiting students from Germany for 10 days starting June 16th. We look forward to their arrival; if you would like to be involved or meet them please contact Sabina.

\*\*\*\*\*

REPORTS FROM AULT/STOJKOVIC PENDING

I'm still waiting on final reports from our outside reviewers; I hope we have them before we adjourn for the summer, so we can review them and begin considering them as precursor to some strategic planning. When I get their final reports, I'll pass them on to you.

\*\*\*\*\*

HIRING OF GRADUATE ASSISTANT

With the funding available from the Distance Learning Center we will be hiring a graduate assistant; we're looking forward to another pair of helping hands in the fall.

\*\*\*\*\*

POST-TENURE REVIEW

Faculty who are tenured should ensure they do student evaluations as part of their post-tenure review. I think everyone is aware, consider this just a reminder.

\*\*\*\*\*

--

Dr. Michael Dalecki, Chair (interim)  
1174 Ullsvik Hall  
Department of Criminal Justice  
University of Wisconsin--Platteville  
(608) 342-1807 dalecki@uwplatt.edu

--

Patrick J. Solar, MPA, Ph.D.  
Chief of Police (ret.)  
Assistant Professor Criminal Justice

Ullsvik 1170  
608.342.6126  
solarp@uwplatt.edu

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## Peer Review

---

**From :** Patrick Solar <solarp@uwplatt.edu>

Thu, Apr 24, 2014 03:00 PM

**Subject :** Peer Review

 1 attachment

**To :** Sabina Burton <burtons@uwplatt.edu>, Cheryl BanachowskiFuller <banachoc@uwplatt.edu>, Mike Dalecki <dalecki@uwplatt.edu>, Joe Lomax <lomaxj@uwplatt.edu>

Hi everyone,

I've prepared an article that seeks to more precisely define the difference between law Enforcement and policing. I would be very grateful for your opinions on it.

I feel that it speaks directly to the underlying issues we are having with the training bureau. My purpose is to illustrate the value of an educated police officer over mere law enforcement training.

Thanks  
Pat

---



**Law Enforcement vs Policing.docx**

38 KB

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## How to catch a bank robber.

---

**From :** Patrick Solar <solarp@uwplatt.edu>

Wed, Apr 16, 2014 08:15 AM

**Subject :** How to catch a bank robber.

 1 attachment

**To :** Michael Dalecki <dalecki@uwplatt.edu>, Joe Lomax <lomaxj@uwplatt.edu>, Rex R Byberg-Reed <reedre@uwplatt.edu>, Sabina Burton <burtons@uwplatt.edu>, Cheryl BanachowskiFuller <banachoc@uwplatt.edu>, Edward Ross <rosse@uwplatt.edu>, Deborah L Rice <ricede@uwplatt.edu>, Dana L Cecil

<cecild@uwplatt.edu>, Diana Johnson  
<johnsondi@uwplatt.edu>

My apologies if you have seen this example of outstanding Law Enforcement work previously. I like to use it as an example of the difference between mere training and education in policing.

Pat

---



**How to catch a robber. Not!.mp4**

1 MB

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## Re: German Contingent

---

**From :** Patrick Solar <solarp@uwplatt.edu>

Fri, Mar 28, 2014 12:54 PM

**Subject :** Re: German Contingent

**To :** Sabina Burton <burtions@uwplatt.edu>

I was just tossing some ideas out but go ahead and converse with her directly and let me know how it goes. If she can't help I have other options.

Pat

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

From: "Sabina Burton" <burtions@uwplatt.edu>

To: "Patrick Solar" <solarp@uwplatt.edu>

Sent: Friday, March 28, 2014 12:16:38 PM

Subject: Re: German Contingent

Thanks for your help, Pat.

Would be great to visit with Rockford :)

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

From: "Patrick Solar" <solarp@uwplatt.edu>

To: "Lori Sweeney" <Lori.Sweeney@rockfordil.gov>

Cc: "Sabina Burton" <burtions@uwplatt.edu>

Sent: Friday, March 28, 2014 12:06:48 PM

Subject: Re: German Contingent

Sounds like you are very busy. Let me put you in touch with Sabina as she is coordinating the trip and has the exact numbers and dates. I'm sure they would enjoy a tour of your facilities and maybe a group drive-through some of your more "notorious" neighborhoods with a veteran officer who is good at telling stories.

Thanks for the response.

Pat

----- Original Message -----  
From: "Lori Sweeney" <Lori.Sweeney@rockfordil.gov>  
To: "Patrick Solar" <solarp@uwplatt.edu>  
Cc: "Sabina Burton" <burtons@uwplatt.edu>  
Sent: Thursday, March 27, 2014 3:59:53 PM  
Subject: RE: German Contingent

Good Afternoon Pat,

It sounds like a great prospect for the German Contingent team. However, I don't think we can take on all ten. I have 10 recruit officers working with field training officers. I will also have approximately 4 internships going. Plus we offer ride alongs to all of the citizens. What was your plan for the ride along?

Lori

-----Original Message-----  
From: Patrick Solar [mailto:solarp@uwplatt.edu]  
Sent: Tuesday, March 25, 2014 11:33 AM  
To: Lori Sweeney  
Cc: Sabina Burton  
Subject: German Contingent

Hi Lori,

I hope things are going well for you these days, we are excited about the program with the school district and looking forward to working with you on it.

One of my colleges here at the University, Sabina Burton, is hosting a contingent of German CJ students here in June. It struck me that it would be a great experience for them to actually observe American policing in one of our great cities, like Rockford. Would it be possible to arrange a visit and possibly ride-a-longs for the group? I believe there will be around 10.

Pat

--

Patrick J. Solar, MPA, Ph.D.  
Chief of Police (ret.)  
Assistant Professor Criminal Justice  
Ullsvik 1170  
608.342.6126  
solarp@uwplatt.edu

--

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Chief of Police (ret.)  
Assistant Professor Criminal Justice  
Ullsvik 1170  
608.342.6126  
solarp@uwplatt.edu

---

## Re: German Contingent

---

**From :** Patrick Solar <solarp@uwplatt.edu>

Fri, Mar 28, 2014 12:06 PM

**Subject :** Re: German Contingent

**To :** Lori Sweeney <Lori.Sweeney@rockfordil.gov>

**Cc :** Sabina Burton <burtons@uwplatt.edu>

Sounds like you are very busy. Let me put you in touch with Sabina as she is coordinating the trip and has the exact numbers and dates. I'm sure they would enjoy a tour of your facilities and maybe a group drive-through some of your more "notorious" neighborhoods with a veteran officer who is good at telling stories.

Thanks for the response.

Pat

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

From: "Lori Sweeney" <Lori.Sweeney@rockfordil.gov>  
To: "Patrick Solar" <solarp@uwplatt.edu>  
Cc: "Sabina Burton" <burtons@uwplatt.edu>  
Sent: Thursday, March 27, 2014 3:59:53 PM  
Subject: RE: German Contingent

Good Afternoon Pat,

It sounds like a great prospect for the German Contingent team. However, I don't think we can take on all ten. I have 10 recruit officers working with field training officers. I will also have approximately 4 internships going. Plus we offer ride alongs to all of the citizens. What was your plan for the ride along?

Lori

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

From: Patrick Solar [mailto:solarp@uwplatt.edu]  
Sent: Tuesday, March 25, 2014 11:33 AM  
To: Lori Sweeney  
Cc: Sabina Burton  
Subject: German Contingent

Hi Lori,

I hope things are going well for you these days, we are excited about the program with the school district and looking forward to working with you on it.

One of my colleges here at the University, Sabina Burton, is hosting a contingent of German CJ students here in June. It struck me that it would be a great experience for them to actually observe American policing in one of our great cities, like Rockford. Would it be possible to arrange a visit and possibly ride-a-longs for the group? I believe there will be around 10.

Pat

--

Patrick J. Solar, MPA, Ph.D.  
Chief of Police (ret.)  
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Ullsvik 1170  
608.342.6126  
solarp@uwplatt.edu

--

Patrick J. Solar, MPA, Ph.D.  
Chief of Police (ret.)  
Assistant Professor Criminal Justice  
Ullsvik 1170  
608.342.6126  
solarp@uwplatt.edu

---

## Course Syllabus

---

**From :** Patrick Solar <solarp@uwplatt.edu>

Thu, Mar 27, 2014 09:53 AM

**Subject :** Course Syllabus

**To :** Sabina Burton <burtons@uwplatt.edu>

Hi Sabina,

Can I get a copy of your current syllabus for police function? I want to see how closely it matches-up with the academy curriculum.

Would you mind if I played with it a bit, I'm seeking to build a new course loosely titled "Introduction to American Policing" that would incorporate your content as well as the academy curriculum.

Thanks

Pat

---

## German Contingent

---

**From :** Patrick Solar <solarp@uwplatt.edu>

Tue, Mar 25, 2014 11:33 AM

**Subject :** German Contingent

**To :** Lori Sweeney <lori.sweeney@rockfordil.gov>

**Cc :** Sabina Burton <burtons@uwplatt.edu>

Hi Lori,

I hope things are going well for you these days, we are excited about the program with the school district and looking forward to working with you on it.

One of my colleges here at the University, Sabina Burton, is hosting a contingent of German CJ students here in June. It struck me that it would be a great experience for them to actually observe American policing in one of our great cities, like Rockford. Would it be possible to arrange a visit and possibly ride-a-longs for the group? I believe there will be around 10.

Pat

--

Patrick J. Solar, MPA, Ph.D.  
Chief of Police (ret.)  
Assistant Professor Criminal Justice  
Ullsvik 1170  
608.342.6126  
solarp@uwplatt.edu

---

## Oldest cold case in history

---

**From :** Patrick Solar <solarp@uwplatt.edu> Wed, Feb 19, 2014 12:42 PM  
**Subject :** Oldest cold case in history  1 attachment  
**To :** Mike Dalecki <dalecki@uwplatt.edu>, Sabina Burton <burtons@uwplatt.edu>, Rex R Byberg-Reed <reedre@uwplatt.edu>, Cheryl BanachowskiFuller <banachoc@uwplatt.edu>, Joe Lomax <lomaxj@uwplatt.edu>, Diana Johnson <johnsondi@uwplatt.edu>, Dana L Cecil <cecild@uwplatt.edu>, Steve Elmer <eoffice@tds.net>, Edward Ross <rosse@uwplatt.edu>, Deborah L Rice <ricede@uwplatt.edu>, Aric W. Dutelle <dutellea@uwplatt.edu>

Hi Everyone,

Russel Hill in media services was kind enough to convert some video

files for me related to the interview and interrogation of Jack McCullough. These were out-takes from the 48 hours show titled "Cold as Ice" that aired last year. My good friend, Jack here, was convicted two years ago of the kidnap and murder of 8 year old Maria Ridulph. That abduction occurred in December 1957 making this the oldest, solved, cold-case in history.

The interesting thing is that he escaped suspicion after it was determined that he had "no guilty knowledge" of the Maria Ridulph disappearance, based on an FBI Polygraph test administered in December of 1957.

I'm going to attach a video of his interrogation for you to view. Based on what you see here, do you believe he did it? What, exactly, do you see that tells you this?

If you can't open the file just stop in and I'll play it for you.

Pat

---



**Questioned about 1957 disappearance of Maria Ridulph.mov**

41 MB

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## It's Friday right?

---

**From :** Patrick Solar <solarp@uwplatt.edu>

Fri, Jan 31, 2014 12:56 PM

**Subject :** It's Friday right?

**To :** Mike Dalecki <dalecki@uwplatt.edu>, Joe Lomax <lomaxj@uwplatt.edu>, Diana Johnson <johnsondi@uwplatt.edu>, Dana L Cecil <cecild@uwplatt.edu>, Rex R Byberg-Reed <reedre@uwplatt.edu>, Sabina Burton <burtions@uwplatt.edu>

I don't wish to compete with Joe' s humor but here is a tidbit I thought you all might appreciate.

Pat

MALE LOGIC

Critical Thinking at its Best!

Woman: Do you drink beer?

Man: Yes

Woman: How many beers a day?

Man: Usually about 3...

Woman: How much do you pay per beer?

Man: Five bucks, which includes a tip.

(This is where it gets scary!)

Woman: And how long have you been drinking?

Man: About 20 years, I suppose

Woman: So a beer costs five dollars and you have three beers a day which puts your spending each month at \$450. In one year, it would be approximately \$5400...correct?

Man: Yes, that sounds correct...

Woman: If in 1 year you spend \$5400, not accounting for inflation, the past 20 years puts your beer spending at \$108,000 -- correct?

Man: Correct

Woman: You know, if you didn't drink so much beer, that money could have been put in a step-up interest savings account and after accounting for compound interest for the past 20 years, you could have now bought a Ferrari?

Man: Do you drink beer?

Woman: No

Man: Where's your Ferrari?

---

**Re: Sheri is doing well after her surgery :)**

---

**From :** Patrick Solar <solarp@uwplatt.edu>

Fri, Oct 11, 2013 07:19 AM

**Subject :** Re: Sheri is doing well after her surgery :)

**To :** Sabina Burton <burtons@uwplatt.edu>

Count me in for a share of the expense!

Pat

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

From: "Sabina Burton" <burtons@uwplatt.edu>

To: "Mike Dalecki" <dalecki@uwplatt.edu>, "Cheryl BanachowskiFuller" <banachoc@uwplatt.edu>, "Joe Lomax" <lomaxj@uwplatt.edu>, "Rex R Byberg-Reed" <reedre@uwplatt.edu>, "Patrick Solar" <solarp@uwplatt.edu>, "Diana Johnson" <johnsondi@uwplatt.edu>, "Deborah L Rice" <ricede@uwplatt.edu>, "Steve Elmer" <eoffice@tds.net>, "Edward Ross" <rosse@uwplatt.edu>, "gibsonlo" <gibsonlo@uwplatt.edu>, "Thomas E Caywood" <caywood@uwplatt.edu>, "Dana L Cecil" <cecild@uwplatt.edu>

Sent: Thursday, October 10, 2013 9:48:17 PM

Subject: Sheri is doing well after her surgery :)

Hello all,

Sheri called me and let me know that her knee surgery went well and that the doctor was able to repair her damaged meniscus. She expects to be back on Monday.

Perhaps we could get Sheri some flowers? I'd be happy to buy a bouquet in the name of CJ faculty & staff and have a get-well-card for her that everyone can sign on Monday morning.

Sabina

--

Patrick J. Solar, MPA, Ph.D.  
Chief of Police (ret.)  
Assistant Professor Criminal Justice  
Ullsvik 1170  
608.342.6126  
solarp@uwplatt.edu

---

**Re: SWT--Oct 26 out. Re: Other Possible Range Dates**

---

**From :** Patrick Solar <solarp@uwplatt.edu>

Wed, Oct 02, 2013 02:12 PM

**Subject :** Re: SWT--Oct 26 out. Re: Other Possible Range Dates

**To :** Mike Dalecki <dalecki@uwplatt.edu>

**Cc :** Tom Kretschman <tkretschman@swtc.edu>, Sabina Burton <burtsons@uwplatt.edu>, banachoc <banachoc@uwplatt.edu>, Tom Caywood <caywood@uwplatt.edu>, Dutellea <Dutellea@uwplatt.edu>, Rex R Byberg-Reed <reedre@uwplatt.edu>, Lorne Gibson <gibsonlo@uwplatt.edu>, Diana Johnson <johnsondi@uwplatt.edu>, Deborah L Rice <ricede@uwplatt.edu>, Dana L Cecil <cecild@uwplatt.edu>, Edward Ross <rosse@uwplatt.edu>, Steven Elmer <elmerst@uwplatt.edu>

Having shooters pick their own dates is probably the most feasible solution.

Pat

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

From: "Mike Dalecki" <dalecki@uwplatt.edu>  
To: "Tom Kretschman" <tkretschman@swtc.edu>, "Sabina Burton" <burtsons@uwplatt.edu>, "banachoc" <banachoc@uwplatt.edu>, "Tom Caywood" <caywood@uwplatt.edu>, "Dutellea" <Dutellea@uwplatt.edu>, "Rex R Byberg-Reed" <reedre@uwplatt.edu>, "Lorne Gibson" <gibsonlo@uwplatt.edu>, "Patrick Solar" <solarp@uwplatt.edu>, "Diana Johnson" <johnsondi@uwplatt.edu>, "Deborah L Rice" <ricede@uwplatt.edu>, "Dana L Cecil" <cecild@uwplatt.edu>, "Edward Ross" <rosse@uwplatt.edu>, "Steven Elmer" <elmerst@uwplatt.edu>, "Mike Dalecki" <dalecki@uwplatt.edu>  
Sent: Wednesday, October 2, 2013 1:39:47 PM  
Subject: SWT--Oct 26 out. Re: Other Possible Range Dates

Unfortunately, several of our shooters cannot make the October 26th date, so Tom proposed some other dates as below (all Tuesday evenings).

If you want to shoot and there's a date you cannot make, please let me know.

Also, a couple of you indicated an interest in the skid cars. Tom is checking on that.

Mike

On 10/2/2013 7:56 AM, Tom Kretschman wrote:

Would any of these dates work for you guys to shoot?

- 10/15 5pm
- 10/22 5pm
- 10/29 5pm
- 11/5 5pm

We will start shooting at 5pm, but we can run people through anytime between about 5pm-7pm.

I am not sure what the availability is for our shooters (though I do know that 2 will not be available on these dates due to their schedules)

Another possibility, though not as ideal, would be to have multiple dates and the shooter can just pick one date to shoot the course and we can record that result for the overall team standings. This does not generate the same competitive environment, but this is what I am doing for the Sheriff's department this fall. Just a possibility.

I am checking with Kris on the skid cars and what options we have available.

Let me know if those dates work, and if not, I will see what else we can come up with.

Thanks,

Tom

Thomas J. Kretschman  
Criminal Justice Instructor  
Southwest Tech  
1800 Bronson Boulevard  
Fennimore, WI 53809  
Ph. 608-822-2702  
Fax 608-822-2677

--  
Dr. Michael Dalecki, Chair (interim)  
Department of Criminal Justice  
University of Wisconsin--Platteville  
(608) 342-1807 dalecki@uwplatt.edu

--  
Patrick J. Solar, MPA, Ph.D.  
Chief of Police (ret.)  
Assistant Professor Criminal Justice  
Ullsvik 1170  
608.342.6126  
solarp@uwplatt.edu

---

**Re: 2014-15 FI Assistant Professor Position Description -**

---

**From :** Patrick Solar <solarp@uwplatt.edu>  
**Subject :** Re: 2014-15 FI Assistant Professor Position Description

Wed, Sep 11, 2013 03:24 PM

**To :** Sabina Burton <burtons@uwplatt.edu>  
**Cc :** Thomas E Caywood <caywood@uwplatt.edu>, Edward  
Ross <rosse@uwplatt.edu>, Aric W. Dutelle  
<dutellea@uwplatt.edu>, Michael Dalecki

<dalecki@uwplatt.edu>, Diana Johnson  
<johnsondi@uwplatt.edu>, Rex R Byberg-Reed  
<reedre@uwplatt.edu>, Dana L Cecil  
<cecild@uwplatt.edu>, ricede <ricede@uwplatt.edu>,  
Joe Lomax <lomaxj@uwplatt.edu>, Cheryl  
BanachowskiFuller <banachoc@uwplatt.edu>, Dr Lorne  
Gibson <gibsonlo@uwplatt.edu>, Steve Elmer  
<eoffice@tds.net>

10-4, thanks. I very glad to hear that.

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

From: "Sabina Burton" <burtons@uwplatt.edu>  
To: "Patrick Solar" <solarp@uwplatt.edu>  
Cc: "Thomas E Caywood" <caywood@uwplatt.edu>, "Edward Ross"  
<rosse@uwplatt.edu>, "Aric W. Dutelle" <dutellea@uwplatt.edu>, "Michael  
Dalecki" <dalecki@uwplatt.edu>, "Diana Johnson" <johnsondi@uwplatt.edu>,  
"Rex R Byberg-Reed" <reedre@uwplatt.edu>, "Dana L Cecil"  
<cecild@uwplatt.edu>, "ricede" <ricede@uwplatt.edu>, "Joe Lomax"  
<lomaxj@uwplatt.edu>, "Cheryl BanachowskiFuller" <banachoc@uwplatt.edu>,  
"Dr Lorne Gibson" <gibsonlo@uwplatt.edu>, "Steve Elmer"  
<eoffice@tds.net>  
Sent: Wednesday, September 11, 2013 2:06:21 PM  
Subject: Re: 2014-15 FI Assistant Professor Position Description -

Pat,

We had a very interested and very qualified Ph.D. candidate for the last FI position who wanted to come here and we also had Ph.D.s applying for the 2010 FI position. Ph.D.s are in related fields: CJ, Chemistry/Biology, Forensic Psychology. I don't think we narrow the pool any more than we do for CJ faculty positions. In general, schools that have elevated FI to an academic discipline require Ph.D.s to distinguish themselves from technical college programs. What has narrowed our applicant pool in the past was to require a certain number of years in the field and other specific requirements. This has led to several failed searches or positions commuted to academic staff.

Sabina

P.S.: I included Steve Elmer in this discussion. I saw was not included previously.

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

From: "Patrick Solar" <solarp@uwplatt.edu>  
To: "Sabina Burton" <burtons@uwplatt.edu>  
Cc: "Thomas E Caywood" <caywood@uwplatt.edu>, "Edward Ross"  
<rosse@uwplatt.edu>, "Aric W. Dutelle" <dutellea@uwplatt.edu>, "Michael  
Dalecki" <dalecki@uwplatt.edu>, "Diana Johnson" <johnsondi@uwplatt.edu>,  
"Rex R Byberg-Reed" <reedre@uwplatt.edu>, "Dana L Cecil"

<cecild@uwplatt.edu>, "ricede" <ricede@uwplatt.edu>, "Joe Lomax" <lomaxj@uwplatt.edu>, "Cheryl BanachowskiFuller" <banachoc@uwplatt.edu>, "Dr Lorne Gibson" <gibsonlo@uwplatt.edu>  
Sent: Wednesday, September 11, 2013 1:30:36 PM  
Subject: Re: 2014-15 FI Assistant Professor Position Description -

Hi Everyone,

Help me out here because I don't know where one would go to obtain a Ph.D. in Forensic science. Is anyone offering a degree in this field? I'm sure that someone is but could we really lure them in with our salary? In my experience the guys and gals who actually do this work come in one of two forms, they are either lab personnel bored enough to want to get out into the field. These folks generally have Master's degrees in biology, engineering, etc. The other kind are sworn personnel who have adopted this particular area of interest. They typically don't have any degree but lots of time on the job, experience and in-service training.

In my humble opinion, we are really narrowing down the candidate pool if we require a Ph.D., and it would be very unlikely that we could get a minority member candidate. Personally, I know a few folks would be great instructors here but they only have a Bachelors degree.

Pat

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

From: "Sabina Burton" <burtons@uwplatt.edu>  
To: "Dr Lorne Gibson" <gibsonlo@uwplatt.edu>  
Cc: "Thomas E Caywood" <caywood@uwplatt.edu>, "Edward Ross" <rosse@uwplatt.edu>, "Aric W. Dutelle" <dutellea@uwplatt.edu>, "Michael Dalecki" <dalecki@uwplatt.edu>, "Diana Johnson" <johnsondi@uwplatt.edu>, "Patrick Solar" <solarp@uwplatt.edu>, "Rex R Byberg-Reed" <reedre@uwplatt.edu>, "Dana L Cecil" <cecild@uwplatt.edu>, "ricede" <ricede@uwplatt.edu>, "Joe Lomax" <lomaxj@uwplatt.edu>, "Cheryl BanachowskiFuller" <banachoc@uwplatt.edu>  
Sent: Wednesday, September 11, 2013 12:17:24 PM  
Subject: Re: 2014-15 FI Assistant Professor Position Description -

If we were a technical or community college I would agree with you.

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

From: "Lorne Gibson" <gibsonlo@uwplatt.edu>  
To: "Cheryl BanachowskiFuller" <banachoc@uwplatt.edu>  
Cc: "Thomas E Caywood" <caywood@uwplatt.edu>, "Edward Ross" <rosse@uwplatt.edu>, "Aric W. Dutelle" <dutellea@uwplatt.edu>, "Sabina Burton" <burtons@uwplatt.edu>, "Michael Dalecki" <dalecki@uwplatt.edu>, "Diana Johnson" <johnsondi@uwplatt.edu>, "Patrick Solar" <solarp@uwplatt.edu>, "Rex R Byberg-Reed" <reedre@uwplatt.edu>, "Dana L Cecil" <cecild@uwplatt.edu>, "ricede" <ricede@uwplatt.edu>, "Joe Lomax"

<lomaxj@uwplatt.edu>

Sent: Wednesday, September 11, 2013 11:49:26 AM

Subject: Re: 2014-15 FI Assistant Professor Position Description -

Master degree in F.I. perhaps is appropriate

Dr Gibson

Criminal Justice

UW-Platteville

608 342-1419

1168 Ullsvik

Office Hrs: M thru F 8-10

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

From: "Cheryl BanachowskiFuller" <banachoc@uwplatt.edu>

To: "Thomas E Caywood" <caywood@uwplatt.edu>, "Edward Ross"

<rosse@uwplatt.edu>, "Aric W. Dutelle" <dutellea@uwplatt.edu>, "Sabina

Burton" <burtions@uwplatt.edu>, "Michael Dalecki" <dalecki@uwplatt.edu>,

"Diana Johnson" <johnsondi@uwplatt.edu>, "Patrick Solar"

<solarp@uwplatt.edu>, "Rex R Byberg-Reed" <reedre@uwplatt.edu>, "Lorne

Gibson" <gibsonlo@uwplatt.edu>, "Dana L Cecil" <cecild@uwplatt.edu>,

"ricede" <ricede@uwplatt.edu>, "Joe Lomax" <lomaxj@uwplatt.edu>

Cc: "Cheryl BanachowskiFuller" <banachoc@uwplatt.edu>

Sent: Wednesday, September 11, 2013 11:21:33 AM

Subject: 2014-15 FI Assistant Professor Position Description -

Hello Folks:

I have been assigned to chair the search and screen committee for the '2014-15 FI Assistant Professor' position to fill the position currently vacant. I need your wisdom. Please add your thoughts and ideas to the job position below:

Thanks much,  
Cheryl

Qualifications:

A Ph.D. in Forensic Science, Criminalistics, Forensic Psychology, Criminal Justice, or related discipline is required.

Experience within a crime lab or other applicable forensic investigation-related employment is desired.

Applicant must provide a separate statement describing a history of

working with or demonstrated commitment to addressing issues of race, gender, sexual orientation, disability, and/or other issues of historic marginalization. A willingness to collaborate with both students and faculty, and become involve in university in service, is essential. It is expected that the candidate remain professionally active in the criminal justice community.

The applicant must have demonstrated skills in oral and written communications. In addition, he or she must have observable enthusiasm for professional engagement with students in and out of the classroom and ability to work in teams in a collegial environment. The applicant may be required to teach courses through alternative delivery methods.

Responsibilities:

The primary responsibility will be to teach forensic investigation and criminal justice undergraduate courses. The typical teaching load is twelve credits per semester. Applicants will also be expected to participate in scholarly activities, provide academic advising to students, and participate in department, college, university and public service.

Rank: Assistant Professor

Effective Date of Appointment: August, 2013

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Patrick J. Solar, MPA, Ph.D.  
Chief of Police (ret.)  
Assistant Professor Criminal Justice  
Ullsvik 1170  
608.342.6126  
solarp@uwplatt.edu

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Patrick J. Solar, MPA, Ph.D.  
Chief of Police (ret.)  
Assistant Professor Criminal Justice  
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**Re: 2014-15 FI Assistant Professor Position Description -**

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**From :** Patrick Solar <solarp@uwplatt.edu>

Wed, Sep 11, 2013 01:30 PM

**Subject :** Re: 2014-15 FI Assistant Professor Position Description

-

**To :** Sabina Burton <burtions@uwplatt.edu>

**Cc :** Thomas E Caywood <caywood@uwplatt.edu>, Edward Ross <rosse@uwplatt.edu>, Aric W. Dutelle <dutellea@uwplatt.edu>, Michael Dalecki <dalecki@uwplatt.edu>, Diana Johnson <johnsondi@uwplatt.edu>, Rex R Byberg-Reed <reedre@uwplatt.edu>, Dana L Cecil <cecild@uwplatt.edu>, ricede <ricede@uwplatt.edu>, Joe Lomax <lomaxj@uwplatt.edu>, Cheryl BanachowskiFuller <banachoc@uwplatt.edu>, Dr Lorne Gibson <gibsonlo@uwplatt.edu>

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Pat

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From: "Sabina Burton" <burtions@uwplatt.edu>

To: "Dr Lorne Gibson" <gibsonlo@uwplatt.edu>

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Patrick J. Solar, MPA, Ph.D.  
Chief of Police (ret.)  
Assistant Professor Criminal Justice  
Ullsvik 1170  
608.342.6126  
solarp@uwplatt.edu

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## Re: Congratulations & Welcome :)

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**From :** Patrick Solar <psolar2541@gmail.com>

Wed, Feb 20, 2013 03:34 PM

**Subject :** Re: Congratulations & Welcome :)

**To :** Sabina Burton <burtons@uwplatt.edu>

Hi Sabina,

Thanks very much. I'm really looking forward to joining you and Roger is already helping with the re-location.

Pat

On Wed, Feb 20, 2013 at 2:53 PM, Sabina Burton <[burtons@uwplatt.edu](mailto:burtons@uwplatt.edu)> wrote:

Hello Dr. Solar,

I am very happy to hear that you will be joining the UWP CJ Department and look forward to working with you. Please don't hesitate to ask any questions you may have to make this an easy transition to you.

Best regards,

Sabina Burton

--

***Patrick J. Solar Ph.D.***

821 Stone Creek Circle

Genoa, IL 60135

779.382.0128

815.751.5674 cell

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