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burtons@uwplatt.edu

CJ Faculty and Staff Search Violations

From : Sabina Burton <burtons@uwplatt.edu>

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Subject : CJ Faculty and Staff Search Violations**To :** John A Lohmann <lohmannj@uwplatt.edu>**Cc :** Mittie Den Herder <denherderm@uwplatt.edu>

John,

I informed you, on Oct 16, 2014, about an illegal activity within our department search for three new faculty members. I have not received an update on the status of this search chaired by Dr. Solar. I asked for the search to be pulled until after we have gone through the proper process as a department. Dr. Dalecki has not responded to me at all and Dr. Solar asked me to withdraw my allegation. I will not withdraw my allegation. I am not willing to stand idly by while policy and law are violated.

The advertisement for the 3 faculty positions (1 for Dr. Gibson's soon to be vacated CJ position, 1 for Mr. Dutelle's vacated FI position and 1 for Ms. Johnson's vacated FI position) must be pulled immediately. The evaluation of candidates has to stop. Candidates have to be informed that the search is canceled and should be encouraged to reapply when the positions are advertised again. The job description must be discussed within the CJ department and all members given a chance to weigh in, make changes as necessary and vote on the wording of the job description before it is advertised. The chair of the search committee must not proceed without an endorsement from all department members. Dr. Solar has not solicited or received this endorsement. As an example of the sort of problems that circumventing this policy causes; I strongly disagree with advertising 2 FI positions as though they are CJ positions. The job description is misleading and needs to be corrected.

When I first asked Dr. Solar about the job description he told me that "The job description is already out there and we have applicants." When I asked him some questions about the search he told me "We have job announcements posted, not a job description. I don't believe job descriptions are the purview of a search and screen committee." Later he said "We began with the prior announcement provided by Cheryl and tweaked it to cover 3 positions instead of one." I was not included in the discussion to tweak the "announcement." Policy requires that all members of the department be involved in writing job descriptions. He later wrote that the job descriptions were discussed at a meeting on 8/29/14. This statement contradicts his earlier assertions and it is false. We did not discuss the job descriptions at the department

meeting on 8/29/14. If Dr. Solar told you that we discussed the job description at that meeting then you have been deceived again. Dr. Solar made clear that he had not read the policy on search and screens. He didn't even know where to find it and he didn't look for it until after I pointed out his violation.

We should not continue with a search chair who can't conduct the search without violating policy. Dr. Dalecki, as Solar's mentor, doesn't seem to care about following procedure or using common sense. He should not assign a green faculty member to chair three searches when we have a senior faculty member willing and able to do the search. This is not the only violation of policy in recent months.

Last spring arrangements were made for a search & screen committee for Teaching Academy Staff member Ed Ross' position. A job description was circulated within the department. Dr. Fuller was assigned to chair the search. Then Dalecki decided, without a department vote and in violation of search procedure, to forgo the search and move Deb Rice, who was hired as 50% student advisor, into Ed Ross' position. I could go on and on pointing out past violations of policy and law, but right now I am interested in preventing the current violation by Dr. Solar from continuing and causing more trouble for the school and the department. Please ensure that the illegal searches are canceled immediately. Please conduct an ethics investigation into Dr. Solar's behavior. Please don't force me to take this issue to the media.

I filed a grievance against Dr. Dalecki on Aug. 27, 2014. To this day no hearing has been scheduled even though I emailed the chair of the grievance committee three times. I requested an investigation from the Chancellor and my request was refused. The department and even the university act as though I am not even employed here any more. I heard via the grapevine that I will be gone soon. What do you know about that? I will fight this.

Thank you for your swift attention to this important matter,

Sabina
