

Zimbra

burtons@uwplatt.edu

Re: CJ Search Violation

From : Sabina Burton <burtons@uwplatt.edu>

Thu, Oct 16, 2014 04:34 PM

Subject : Re: CJ Search Violation**To :** Patrick Solar <solarp@uwplatt.edu>**Cc :** John A Lohmann <lohmannj@uwplatt.edu>

Dear Pat,

I'm sorry if you are offended by anything I have to say but if you would follow policy I would not have to say these things. Please move forward in your journey at UW-Platteville with a renewed sense of commitment to doing things the right way.

I understand that you had difficulty in finding the policy for search and screens. I was able to locate it with a simple google search in about ten seconds. You could have asked me for the policy. You could have asked HR for the policy. You could have asked Mike for the policy or you could have just followed Mike's directions in the department meeting of 8-29-14.

My notes of the department meeting indicate that Mike talked about the position description but the draft was not read to, distributed to, discussed by or endorsed by the department. There was a draft of the position description at that time but Mike didn't want to have everybody look at it and agree on it at that time. He said there needs to be a conversation about the position description and that we'll then get the department to endorse it in another short meeting. You should perhaps start taking notes at meetings about assignments that you will be responsible for. Perhaps that will help you avoid future violations.

Asking the web folks is probably not the most reliable way of finding the policy. I once asked the guy in the back of the pet shop if the guinea pig I wanted to buy was male or female. He told me the guinea pig was male but somehow my other male guinea pig got him pregnant. My husband now teases me about reliability of my comments by asking "did the guy in back tell you that?" The point here is that you need to seek out information from reliable sources and not give up looking for your answer until you have found it. There are many avenues to find out information you will need to fulfill your duties at the school. I know you are still learning the ropes so ask someone for help. By the way, did you ask the web folks for the policy before you published the job announcement or after?

Pat, you failed to distribute the draft position description to the department and failed to call a short meeting to discuss and endorse it.

Plain and simple, you violated policy. Mike is responsible for your violation as he put a green faculty member in a position above his head and did not offer the proper supervision.

I am doing my best to treat you with the respect and collegiality due a junior faculty member by a senior tenured faculty member. I will be writing an annual evaluation of your performance giving you my input about your possibilities for tenure as I am required to do by policy. I will of course reference this violation but I'm sure that with your hard work and commitment to following policy in the future I will have fabulous things to say about you that may help offset this little bump in the road.

I will not withdraw my allegation of your, and Mike's, violation because this affects not just one but three searches and needs to be corrected. I'm sorry you made this mistake. I hope that any repercussions you face for this infraction take into account that you have not been well trained by your mentor and that it was your first search and screen attempt.

Sabina

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

From: "Patrick Solar" <solarp@uwplatt.edu>
To: "Sabina Burton" <burtons@uwplatt.edu>
Sent: Thursday, October 16, 2014 10:03:48 AM
Subject: Re: CJ Search Violation

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).

<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

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