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Re: What should I do?

From: **Mary Kennelly** (mkennelly@foxquick.com)
Sent: Fri 10/10/14 5:02 AM
To: Sabina Burton (sabinaburton@live.com)

Sabina---The Chancellor appears to be pretty aligned with Dean Throop. So it seems unlikely to me he will issue any decision that will benefit you. So what do you hope to accomplish by pushing this issue in front of him?

However, as we've talked about before I do not represent you on these ongoing issues with Dalecki --- so do what you feel is best.

Mary

From: Sabina Burton <sabinaburton@live.com>
Sent: Thursday, October 9, 2014 7:48 PM
To: Mary Kennelly
Subject: RE: What should I do?

Mary,

I intent to send the following reply to the provost:

Provost Den Herder,

I did not ask to file a complaint with Chancellor Shields "instead of" my grievance. I asked for the Chancellor to conduct an investigation into violations of policy and law. The grievance is narrowly defined to include only unfair scheduling of one course and Dr. Dalecki's violation of my teaching contract by not allowing me to teach online as part of load. What I am asking of the Chancellor is not an investigation of the "same issue" except that the grievance issues are two of Dr. Dalecki's many violations of fair employment law. My grievance seeks only to restore my fair class assignments for spring term 2015. My complaint to the Chancellor seeks to remove Dr. Dalecki from his position as chair.

Face-to-face mediation between Dr. Dalecki and me were canceled by the university (not by me). Dr. Dalecki just yesterday, wrote to me that he does not want to address the problems in a personal conversation. He does not even greet me or talk to me anymore and his abusive behavior continues. He favors males over me, excludes me from decisions and prestigious assignments, and fosters a climate of intimidation and hostility. The grievance hearing I requested has been unnecessarily delayed.

It would not be inappropriate for the Chancellor to act on my request for an investigation while I also pursue the grievance I have already filed. What is inappropriate is delaying my pursuit of justice unnecessarily. I intend to pursue my grievance and will send you my greater claims against Dr. Dalecki in a separate complaint package.

Thank you,

Sabina Burton

From: mkennelly@foxquick.com
To: sabinaburton@live.com
Subject: RE: What should I do?
Date: Thu, 9 Oct 2014 20:27:11 +0000

Hi Sabina---

The letter/email you sent to Shields/Herder/Throop was good. It sent a strong message. I was hoping it would yield something positive. It hasn't. They are asking you to choose grievance v. Chancellor—and as you point out, delay further.

I don't think there is anything that prevents both from going forward simultaneously—but it may not be productive to insist they do so. I think that you are more likely to get a positive resolution from the grievance committee---even if it takes them forever. Besides it looks like the Chancellor can refer it to the committee anyway (or dismiss it or decide it himself) UWS 6.01 and 6.02 are not the clearest.

My recommendation ---Stick with the Grievance Committee and amend your grievance to include the information regarding Pat Solar teaching on-line and your exclusion from the curriculum committee. Dalecki's decisions are bad—for you the department and the students---but I wouldn't count on the Chancellor's office to say that. Don't let them get you bogged down in an argument over procedures. They win when that happens. Stick with your issues and keep politely but firmly urging the committee to take action.

Let me know if you have questions. Mary

From: Sabina Burton [mailto:sabinaburton@live.com]
Sent: Thursday, October 09, 2014 1:36 PM

To: Mary Kennelly

Subject: What should I do?

Mary,

I forwarded you the response of Provost Den Herder to my recent email to Chancellor Shields. It comes as no big surprise that they are trying to delay me further rather than taking action. The grievance only concerns the classes Dalecki took away while my request to the Chancellor is a request for an investigation into his unfair actions. Both could be conducted independently. What do you recommend I do?

Thanks,

Sabina