

Grievance against Dr. Dalecki, Interim Chair of the Criminal Justice Department

Dr. Dalecki has not considered me for prestigious assignments that should rightfully go to a senior faculty member in my position but instead has assigned these positions to new hires and to academic staff members with qualifications far inferior to mine. He has not given valid reasons for his decisions.

Comparative CJ Systems class

Nov 25, 2013: Dr. Dalecki, at my request, reassigned Comparative CJ systems from Dana Cecil to me. (exhibit 537) My international experience and work experience in international criminal justice systems is unsurpassed in this university and probably within the UW system.

UC Irvine, where I studied, has many of the top names in criminal justice in the US and they never questioned my expertise in this field. I taught the Civil Legal Systems class (equivalent to Comparative CJ systems at UWP) for several years. Enrollments for that class were between 200 and 300 students. UCI is rated the number one university under 50 years old in America.

I led a delegation of UW Platteville Students to Germany to visit with the German police in Brandenburg. I was able to pull off a fantastic trip gaining access to areas that are normally reserved only for police. I was able to do this because of my international contacts. During this visit I gave five presentations and consulted on high profile cases. In lieu of an honorarium for my services I asked our hosts to provide our group with transportation. After our trip, and due to my efforts, we had a surplus of \$6,400, which I donated to International Programs to be used the following year for the German delegation's visit to our campus.

Dr. Dalecki changed my Spring 2015 class assignment removing me from teaching Comparative Criminal Justice and reassigned the class to Dana Cecil, who has one year of security experience at Kohls and has never worked outside Wisconsin. Dr. Dalecki assigned her to teach our students about the differences between our CJ system and those of other countries (including Germany) instead of me. He has offered no valid reason for his decision.

I request that the Grievance Committee recommend to the Chancellor that I be reassigned the Comparative CJ systems class for Spring 2015.

25% online teaching is my contract

Dr. Dalecki has refused to honor my contract which states: "Your principal assignment will be teaching on campus and online courses, and may include specific activities as directed by your department, department chair and college dean" (exhibit 508). When I

was hired I was told that my teaching load would be 75% classroom and 25% online teaching. This is further validated by my first two semester assignments (exhibit 533).

After my first two semesters Dr. Caywood violated my contract by removing me from teaching 25% online and made my online teaching available to me only as overload. I did not fight this at the time because I was untenured and concerned about retaliation if I complained.

After Dr. Dalecki was made interim chair I pointed out the violation to my contract and asked him to change this back to the way it should be. I didn't push for a change to my schedule through fall 2014 in regard for the short staffing of the department. Since I am at a point where I would like to stop working overloads I requested that he change my load to 75% classroom and 25% online starting in spring 2015. I would like to teach the online Cyber Security Grad course, which I designed, as part of load (not overload). He refused to make the change. This is a violation of my contract.

Dr. Dalecki made up a new rule, which applies only to me, saying that online graduate courses must have 27 students minimum as an explanation why he wouldn't assign me the online Cyber Crime course as part of load (exhibit 536). No graduate level CJ courses come even close to that number of students enrolled. Dr. Dalecki's explanation of his decision is not valid.

I ask the grievance committee to recommend that my contract be honored by assigning me 25% online and 75% classroom teaching assignments in the future, starting with Spring 2015, and that my Spring 2015 online class be Cyber Crime (grad).

Conclusion

Dr. Dalecki's actions, as I have described, greatly diminish my chances for advancement. He has excluded me from other prestigious teaching and work assignments as well, such as undergraduate seminar, the Rockford project, teaching FI courses and instead has assigned me lower level courses, below that taught by even lower level faculty and academic staff.

I request that the committee encourage Dr. Dalecki to utilize his resources more effectively, and fairly, in the future.

I believe the above described acts are in retaliation for my prior complaints of sex discrimination against Dr. Caywood, as well as prior complaints of retaliation also against Dr. Caywood, as well as Dean Throop.

Sincerely,

Sabina Burton, PhD.

Zimbra

burtons@uwplatt.edu

Schedule switch for spring--Comparative Criminal Justice Systems

From : Mike Dalecki <dalecki@uwplatt.edu>

Mon, Nov 25, 2013 03:39 PM

Subject : Schedule switch for spring--Comparative Criminal Justice Systems**To :** Sabina Burton <burtons@uwplatt.edu>

Sabina, I want you to do the Comparative CJ Systems Course. That means you can either lose one of the two Police Function courses, pick one.
:)

Mike

--

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

Zimbra

burtons@uwplatt.edu

Re: Cyber Crime Grad Course Spring 15

From : Michael Dalecki <dalecki@uwplatt.edu>

Mon, Aug 04, 2014 01:31 PM

Subject : Re: Cyber Crime Grad Course Spring 15**To :** Sabina Burton <burtons@uwplatt.edu>

Sabina, I don't see how we can have that be part of load. I'm unclear where it is written in your contract where you do 25% online as part of load, plus that hasn't been happening up until this request. If that is, indeed, somewhere part of your contract, I don't know why it hasn't come up until now.

As it is, we're short of face-to-face instructors. And my understanding also is that this graduate course is very unlikely to make the 27-student minimum required.

So I'm still at a loss here.

Mike

On 8/1/2014 9:56 AM, Sabina Burton wrote:

> Hello Mike,

>

> Please respond to my email below. My understanding is that Cheryl needs to know soon.

>

> Thanks.

>

>

>

> ----- Forwarded Message -----

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

> To: 'Michael Dalecki' <dalecki@uwplatt.edu>

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

> Sent: Mon, 28 Jul 2014 11:56:06 -0500 (CDT)

> Subject: Fwd: Fwd: Course Maintenance Reminder for Fall 2014 Online Courses

>

> Mike,

>

> Cheryl needs your authorization to assign the online grad course Cyber Crime to me 2015 spring semester as part of my regular teaching load. Her spring schedule has to be submitted soon.

>
> Thanks,
>
> Sabina
>
>
> ----- Forwarded Message -----
> From: Cheryl BanachowskiFuller <banachoc@uwplatt.edu>
> To: Sabina Burton <burtons@uwplatt.edu>
> Sent: Mon, 28 Jul 2014 07:50:23 -0500 (CDT)
> Subject: Fwd: Course Maintenance Reminder for Fall 2014 Online Courses

>
> Hi Sabina, hope you are doing well and enjoying the summer.
>
> As I mentioned to you, all CJ online courses are assigned as
overloads. If you want to teach a course as 'part of load', you need to
get permission from Mike.
>
> Looking forward to seeing you on campus,
> Cheryl

>
>
> ----- Forwarded Message -----
> From: "Sabina Burton" <burtons@uwplatt.edu>
> To: "Cheryl BanachowskiFuller" <banachoc@uwplatt.edu>
> Cc: "Dale X Johnson" <johnsondal@uwplatt.edu>
> Sent: Sunday, July 27, 2014 9:14:30 PM
> Subject: Fwd: Course Maintenance Reminder for Fall 2014 Online Courses

>
> Hello Cheryl,
>
> As I already pointed out to you at the beginning of the summer I don't
plan to teach overload this fall. Have you made arrangements with Mike
to have me teach 7030 instead of Police Function in accordance with my
work contract as I requested?
>
> I plan to teach the graduate course Cyber Crime in spring 2015 a part
of my contracted teaching load.

>
> Thanks and have a great week,
>
> Sabina

>
>
>
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>
> ----- Forwarded Message -----
> From: "UW-Platteville Distance Education" <disted@uwplatt.edu>
> To: burtons@uwplatt.edu
> Sent: Friday, July 25, 2014 3:14:46 PM
> Subject: Course Maintenance Reminder for Fall 2014 Online Courses

>
> ~~~~~
> Distance Learning
> University of Wisconsin-Platteville
> Platteville, WI 53818
> ~~~~~
>
>

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

Sabina Burton

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Faculty Center

My Schedule

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Select display option:

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Class Roster



Grade Roster



Learning Management

My Teaching Schedule > SPRING 2015 > UW Platteville

Class	Class Title	Enrolled	Days & Times	Room	Class Dates
CRIMLIJUS 2130-01 (1761)	THE POLICE FUNCTION (Class)	0	TuTh 9:30AM - 10:48AM	TBA	Jan 20, 2015-May 8, 2015
CRIMLIJUS 2130-02 (1762)	THE POLICE FUNCTION (Class)	0	TuTh 11:00AM - 12:18PM	TBA	Jan 20, 2015-May 8, 2015
CRIMLIJUS 3730-01 (1786)	WOMEN AND THE LAW (Class)	0	MoWeFr 11:00AM - 11:52AM	TBA	Jan 20, 2015-May 8, 2015
CRIMLIJUS 3730-02 (1787)	WOMEN AND THE LAW (Class)	0	MoWeFr 2:00PM - 2:52PM	TBA	Jan 20, 2015-May 8, 2015
CRIMLIJUS 4500-01 (1793)	DIRECTED INDIVIDUAL STUDIES (Independent Study)	0	TBA	TBA	Jan 20, 2015-May 8, 2015
CRIMLIJUS 7340-50 (1107)	CYBER-CRIME (Class)	0	TBA	TBA	Jan 20, 2015-May 15, 2015
CRIMLIJUS 7920-56 (1053)	SEMINAR PAPER RESEARCH (Seminar)	0	TBA	TBA	Jan 20, 2015-May 15, 2015
WOMGENDR 3730-01 (1889)	WOMEN AND THE LAW (Class)	0	MoWeFr 11:00AM - 11:52AM	TBA	Jan 20, 2015-May 8, 2015
WOMGENDR 3730-02 (1890)	WOMEN AND THE LAW (Class)	0	MoWeFr 2:00PM - 2:52PM	TBA	Jan 20, 2015-May 8, 2015

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Sabina Burton

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Class Roster



Grade Roster



Learning Management

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				View All		First	1-10 of 10	Last
Class	Class Title	Enrolled	Days & Times		Room	Class Dates		
CRIMLJUS 2130-01 (2835)	THE POLICE FUNCTION (Class)	36	TuTh 9:30AM - 10:48AM		ULS 0105	Jan 21, 2014-May 16, 2014		
CRIMLJUS 3230-01 (2850)	COMPARATIVE CRIM JUST SYSTEMS (Class)	28	MoWeFr 9:00AM - 9:52AM		ULS 1016	Jan 21, 2014-May 16, 2014		
CRIMLJUS 3730-01 (2861)	WOMEN AND THE LAW (G) (Class)	27	MoWeFr 11:00AM - 11:52AM		ULS 0105	Jan 21, 2014-May 16, 2014		
CRIMLJUS 3730-02 (2862)	WOMEN AND THE LAW (G) (Class)	24	MoWeFr 2:00PM - 2:52PM		ULS 1016	Jan 21, 2014-May 16, 2014		
CRIMLJUS 4500-01 (4303)	DIRECTED INDIVIDUAL STUDIES (Independent Study)	4	TBA		TBA	Jan 21, 2014-May 16, 2014		
CRIMLJUS 7340-50 (4126)	CYBER-CRIME (Class)	8	TBA		ONLINE	Jan 21, 2014-May 16, 2014		
CRIMLJUS 7920-56 (3897)	SEMINAR PAPER RESEARCH (Seminar)	3	TBA		ONLINE	Jan 21, 2014-May 16, 2014		
CRIMLJUS 7980-58 (4104)	IND STUDY/CRIM JUST (Independent Study)	0	TBA		ONLINE	Jan 21, 2014-May 16, 2014		
WOMGENDR 3730-01 (2980)	WOMEN AND THE LAW (G) (Class)	4	MoWeFr 11:00AM - 11:52AM		ULS 0105	Jan 21, 2014-May 16, 2014		
WOMGENDR 3730-02 (2981)	WOMEN AND THE LAW (G) (Class)	5	MoWeFr 2:00PM - 2:52PM		ULS 1016	Jan 21, 2014-May 16, 2014		

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Zimbra

burtons@uwplatt.edu

FW: 2009 and 2010 schedule

From : Sabina Burton <sabinaburton@live.com>

Wed, Jul 16, 2014 07:20 PM

Subject : FW: 2009 and 2010 schedule**To :** Sabina Burton <burtons@uwplatt.edu>

From: caywood@uwplatt.edu
To: sabinaburton@live.com
Subject: Re: 2009 and 2010 schedule
Date: Wed, 20 May 2009 10:36:11 -0500

Sabina:

Your schedule this fall is:

CJ 1130 intro to cj 11:00 - 11:52 MWF
cj 1130 intro to cj 12:00 - 12:52 MWF
cj 3730 women and the law thursday evening 6:00 -8:52
.25 is for training on D2I for on line classes

spring 10 schedule

cj 7330 law as social control graduate/ on line no set time
cj 3730 01 women and the law 11:00 - 11:52 MWF
cj 3730 02 women and the law 10:00- 10:52 tuesday and 9:00 - 10:52 on thursday
cj 4630 current topics: terrorism, 3 credits 1:00 - 1:52 tuesday and 12:00 - 1:52 on
thursday
as an overload (extra pay) cj 2340 us courts and the cj system 12:00 - 12:52 MWF

we will get your books and copies of syllabi for you soon

Tom Caywood, Ph.D.
Professor and Chairman
Criminal Justice Department
1174 Ullsvik Hall
608-342-1653

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

From: Sabina Burton**To:** caywood@uwplatt.edu**Sent:** Monday, May 18, 2009 9:45 PM

UNIVERSITY OF WISCONSIN - PLATTEVILLE
PROBATIONARY FACULTY APPOINTMENT

E
CC COPY

Sabina Burton is hereby appointed as an Assistant Professor in the Department of Criminal Justice this fifteenth day of April 2009. Your immediate supervisor(s) will be Tom Caywood, Chair, Department of Criminal Justice.

I. APPOINTMENT BASIS:

SALARY: \$48,000.00
APPOINTMENT DATES: 08/24/09 - 05/23/10
PERCENTAGE OF APPOINTMENT: 100%
TYPE OF APPOINTMENT: Probationary Faculty
HAYES-HILL TITLE: Assistant Professor
HAYES-HILL CODE: C40 NN U FA F BP
ORG. # 102-2-221030

II. EMPLOYEE INFORMATION:

DATE OF BIRTH: 6/29/1965 SOCIAL SECURITY NUMBER: [REDACTED]

EDUCATION:

Degree	Date	Institution
Ph.D.	1996	University of California, Irvine
M.S.	1991	University of Munich, Germany
B.S.	1991	University of Munich, Germany

III. ASSIGNED DUTIES:

Your principal assignment will be teaching on campus and online courses, and may include specific activities as directed by your department, department chair and college dean. Other expectations include, but are not limited to, advising students, developing undergraduate research, seeking extramural funding, participation in outreach, distance education, collaborative teaching, innovative teaching methods, and teaching during non traditional times.

IV. REGULATIONS GOVERNING PROBATIONARY FACULTY POSITIONS:

This Probationary Faculty appointment is for the 2009-2010 academic year only, August 24, 2009 through May 23, 2010. Subsequent renewals must be considered annually. A probationary faculty appointment may result in the achievement of tenure by action of the Board of Regents of the University of Wisconsin System as described in the UW System Faculty Personnel Rules and counterpart policies and procedures of UWP. Copies of those documents are enclosed and further specify terms and conditions which are incorporated by reference into the offer of appointment. A probationary faculty may not exceed 7 years in a full-time position. Thus, if you remain continuously employed in your full-time position at UW-Platteville, the University must consider you for tenure by not later than the 2014-2015 academic year.

V. RESPONSIBILITIES OF EMPLOYEE:

Failure to complete the requirements stated below and to assume the duties assigned to this position on the effective date of the appointment will render this contract null and void.

1. This offer is contingent upon verification of identity and work authorization as required by the Immigration Reform and Control Act of 1986. This verification must be completed at the time of hire, which is the beginning of employment. The law prohibits the University from employing an individual who has not provided the appropriate documentation (or receipt for ordering the appropriate documentation). Enclosed is a list of documents which you may present at the Human Resource Office, 2300 Ullsvik Hall, to establish identity and work authorization.
2. Contact the Payroll Office, Ullsvik 2300 (342-1178), to make an appointment to do paperwork required to put you on the payroll. The Payroll Office can provide information about fringe benefits.
3. This appointment is conditional pending the results of a criminal background check. The appointment will be withdrawn or terminated if the results are unacceptable.
4. Request that University of California, Irvine send an official copy of your transcript to the Human Resource Office prior to the start of your contract.

I have received the offer of appointment as described. I have read the contract and enclosed letter. I understand and accept the terms and conditions of employment as stated without modifications or alterations.

Sally L. Busf

Employee Signature

4-23-09

Date

David J. Markee

David J. Markee, Chancellor

4/29/09

Date

In order to formalize this appointment, please sign and return this document to the Human Resource Office before April 29, 2009. If this signed document is not received in the Human Resource Office by this date, it will be assumed that you do not wish to accept this offer. A copy of this document will be mailed to you after the signatures are completed.