

Zimbra**burtons@uwplatt.edu**

Re: Request to chair search & screen

From : Elizabeth A Throop <throope@uwplatt.edu>

Tue, Dec 11, 2012 07:29 AM

Subject : Re: Request to chair search & screen**To :** Sabina Burton <burtons@uwplatt.edu>

Sabina,

Thank you for sharing your thoughts with me on this matter. I appreciate your concerns. However, this is an internal department issue and, as the dean, I do not want to interfere in faculty governance matters.

Liz

Dr. Elizabeth A. Throop
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throope@uwplatt.edu

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

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

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

Sent: Monday, December 10, 2012 7:57:45 PM

Subject: Fwd: Request to chair search & screen

Liz,

I am sorry to bring to you yet another problem but I feel that this is a matter that cannot be resolved by continued communication with my chair. First a little history:

I was given a search & screen to chair at the beginning of this fall semester but then our two fall searches were consolidated into one committee and Tom asked me to surrender my chair position to Lorne Gibson so he could build his DRB file which I was happy to do.

I requested to chair the new search & screen to fill Joe Lomax's vacancy and was informed today that Tom has already given the position to Aric Dutelle. Aric, who has a Master's degree, has been a faculty member only since Aug. 2010, has already chaired 3 search & screens (2 FI; 1 CJ) and also chairs the search & screen for an academic staff position (temporarily held by Dana Cecil who is also applying). This new search & screen will bring his DRB up to five while mine shows only one search & screen chair though I have been a faculty member a year longer than Aric.

In the past Tom always checked with various faculty members to see who was interested in chairing search & screen committees when they came up but this time he neglected to ask me if I was interested. I am convinced Tom is retaliating against me for having reported the sexual harassment incident. I have further evidence of his "grudge" against me as well. He voiced at the last department meeting that he was especially displeased about a member reporting the incident to the dean. Many in attendance knew he was talking about me. Also he has never once publicly acknowledged my television appearances.

I feel this is a case of discrimination. Cheryl Fuller, Amy Nemmetz, Ed Ross and Deb Rice as well as others have told me that Caywood doesn't give women the same consideration as men. I didn't want to believe it and have even defended Tom in this regard as I had previously not seen evidence of it. I don't know if Tom's unfairness in this case is an example of sexual bias but if not then it is an example of professional bias and ignorance of my qualifications. It seems that Tom is grooming Aric Dutelle to be the next chair in CJ. Making sure that he is responsible for the hiring of the majority of new department members will certainly help him get elected. I, on the other hand, am attempting to garner support for my work in cyber security but am facing a more and more hostile work environment that is draining my potential for getting a valuable program established in our department.

I asked to chair the search & screen as it is a prestigious position that would not only help me garner support for my cyber security plans but would help make my DRB folder reflect my potential and passion. The search & screen that I chaired produced 13 applicants, 3 highly qualified finalists who we all liked and finally hired Lorne Gibson to our team. My success in filling this vacancy followed 3 failed searches chaired by other faculty members.

I am the right candidate for chairing the search and screen for Joe Lomax's position:

I have a Ph.D. - the position requires a Ph.D. or an ABD.

I have a background in law enforcement, investigation, teaching law enforcement and investigation related topics at university as well as police academy level. Tom apparently doesn't know this judging by his comments in his last email below.

Of the 4 current searches in CJ 3 of them are chaired by males.

Aric has a M.S. that would not qualify him to be a CJ faculty member only a FI faculty member as FI is traditionally only a college level program (not a university program). Universities usually require a Ph.D. in a science related field. An M.S. level employee is not the best person to evaluate the credentials of a Ph.D. candidate nor does it look good on the advertisement and should only be considered if more qualified faculty are not available to handle the job.

Sincerely,

Sabina

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

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

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

Sent: Monday, December 10, 2012 4:29:45 PM

Subject: Re: Request to chair search & screen

So do I, Tom ... and a Ph.D. if it matters at all

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

From: "Thomas E Caywood" <caywood@uwplatt.edu>

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

Sent: Monday, December 10, 2012 1:25:32 PM

Subject: Re: Request to chair search & screen

He has law enforcement as well as investigative experiences. Seemed the logical choice to me.

Tom

----- Original Message ----- From: "Sabina Burton" To: "Thomas E Caywood" Sent: Monday, December 10, 2012 10:43:11 AM Subject: Re: Request to chair search & screen

I wish I would have been asked. You requested in Sept. that I give up my chair position for one of the current search & screens to Lorne as it would benefit him. I was happy to do so. This will be Aric's 4th time to chair a search & screen. I have only had one time experience. This type of activity looks good in the DRB reports and I should get the same consideration as Aric. Aric is FI, I'm in CJ. I thought I would be a good fit this time :(

----- Original Message ----- From: "Thomas E Caywood" To: "Sabina Burton" Sent: Monday, December 10, 2012 8:35:53 AM Subject: Re: Request to chair search & screen

Aric volunteered to chair that position several weeks ago. I see this as a general law enforcement position with investigative experience.

Tom

----- Original Message ----- From: "Sabina Burton" To: "Thomas E Caywood" Sent: Saturday, December 8, 2012 8:40:17 AM Subject: Request to chair search & screen

Tom, I would like to chair the search & screen committee for Joe Lomax's position. In the past 3 years I have chaired 1 search & screen and I think I did a good job, producing 3 finalists who all would have been good candidates for the position that Lorne now holds. Lorne is currently chairing two search & screens, Aric has already chaired 3 search & screens in his 2 years as a faculty member. Cheryl chaired last year. I assume we require a Ph.D. candidate for Joe's position since it is for CJ? I value Joe greatly and would work hard to get a good candidate to fill the position he vacates. I don't think we can ever replace Joe though. Thank you & have a great weekend, Sabina
