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**Re: My concern**

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**From :** Joe Lomax <lomaxj@uwplatt.edu>

Sun, Jan 23, 2011 01:18 PM

**Subject :** Re: My concern**To :** Sabina Burton <burtons@uwplatt.edu>

Hello Sabina,

I received and read your concern and I lean in favor of your argument. With your permission, I will forward this information to the other two members of the DRB and request that we meet and upgrade the evaluations to reflect your outstanding work as opposed trying to calculate a future impression. Thank you for expressing how you are feeling. You already have one of the three DRB members in favor of the change. I will wait for your response.

Joe

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

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

To: "Joe Lomax" <lomaxj@uwplatt.edu>

Sent: Friday, January 21, 2011 8:38:12 PM

Subject: My concern

Joe,

I would like to share with you a concern I have about the DRB outcome. I'm afraid that my evaluation score with "room to improve" will reduce my chance of gaining tenure and may even cause other problems for me in the future.

I understand that underscoring me will provide "opportunity" for growth. However, please remember that I received my Ph.D. in 1996 and have been teaching ever since at one of the four top rated criminology schools in the U.S. Some may perceive that a low score at this stage in my career would indicate that I have stagnated and that I am not performing up to my potential. My teaching evaluations have been very good, my performance is solid and I intend to continue providing the best service I can. I think we all can agree that student evaluations will never be perfect for a teacher who takes her job seriously. There will always be some students who are unhappy with a grade or decision by their teacher. I hold my students to a high standard because I work to produce a quality product.

Regarding my university, department & community activities: Among other things I am teaching overload and additionally have been supervising up to 3 graduate seminar papers each semester. I have been on multiple committees, some of them meeting quite frequently (e.g., PACCE), participated in Pioneer

Preview and helped with student admission/enrollment when either Tom or Deb were not available. Last year I participated in the citizen's academy for 3 months, a big time commitment for me. I usually did not get home until 11 pm on academy nights. I help out at the High School with fund-raising and other activities as well as other community services. I accompanied and coached the UWP mock trial team in Dubuque and worked with the mediation team on campus. I enjoy being involved and don't see it as a burden. But realistically I cannot give more than what I have been giving yet my community service has been repeatedly marked "average."

CRST members have commented on my low evaluations. I checked with two other professors who started at UWP about the same time as I did and they told me that their evaluations were all above average and outstanding. Nothing less. Even though both are younger and have not taught as long as I have. In comparison to them I do not look very good. Cheryl has also commented that my scores were low in comparison.

I do not think it is fair that I am artificially underscored so I have "room to grow." I do not intend to slack off. It is not my personality to do so. I consider teaching my passion and a privilege that I do not take lightly. I will always work on improving my teaching style and on incorporating new teaching means or technologies.

If I deserve to be scored lower than others please tell me where my weaknesses are so I can work on overcoming them. If I am a strong performer then give me the score I deserve.

I am very nervous as I think my evaluation will give someone ammunition against me. After what happened with Bob I don't feel safe.

We will hire 3 new people this semester, most likely with much shorter teaching histories than mine. How will my scores compare to theirs? CRST and chancellor's office will most likely expect higher scores from me considering that I have been teaching for 14 years. Will they be disappointed and recommend skipping my tenure for someone else? As I truly believe that you, Mike Delecki and John Rink have my best interest in mind I feel that you have unintentionally set me up for failure.

I cannot afford to fail or have tenure-ship delayed. I am seriously thinking about applying to other teaching institutions and a Homeland Security Fusion Center as a security analyst. I was told I would be a good candidate.

Please know that I am otherwise very happy at UWP. I feel at home here. I enjoy my colleagues and students. I love the program and have been impressed by its potential. I trust that you will give this matter the attention it deserves.

Thank you,

Sabina

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