

Zimbra

burtons@uwplatt.edu

how I became the department chair

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

Tue, Sep 10, 2013 09:39 AM

Subject : how I became the department chair**To :** Banachoc@uwplatt.edu, burtons@uwplatt.edu, dutellea@uwplatt.edu, elmerst@uwplatt.edu, gibsonlo@uwplatt.edu, johnsondi@uwplatt.edu, ricede@uwplatt.edu, rosse@uwplatt.edu, cecild@uwplatt.edu, reedre@uwplatt.edu, solarp@uwplatt.edu, kratcha@uwplatt.edu, Mike Dalecki <dalecki@uwplatt.edu>, Elizabeth A Throop <throope@uwplatt.edu>, Patrick Solar <psolar2541@gmail.com>, Joe Lomax <lomaxj@uwplatt.edu>

This is a short history of how I became department chair. There are many new faculty and academic staff members in the department who came here after I was chair. Below I've tried to explain how I became the department chair. So here it goes;

A number of years ago I was encouraged by several faculty members to run for department chair. Joe was the current chair and according to faculty governance a chair serves a 3 year term. The faculty has a say as to reappoint, or an election. The faculty member who received the most votes with the consent of the dean becomes chair. A vote was held. Joe received one vote and I received one vote, everyone else abstained. I met with Dean Nimmocks to withdraw my candidacy as it was a tie vote and I did not feel I had the support of the faculty. During this time several faculty members voiced concerns to the dean about the leadership of the department. Eventually, I agreed to serve in an interim position while a national search was conducted. I did not apply for the position. The idea was to get someone from the outside to lead the department. Three finalists were selected for on campus interviews. For one we could not meet the salary demand, for another once his institution heard he was applying elsewhere he received a nice pay raise and he decided to stay where he was. The third candidate just did not fit with the department.

After the 3 failed finalists I applied for the position and went through the same process as any other candidate. The search and screen recommended me to the dean. At that time one faculty member was already on a 12 month contract, but the chair wasn't. I asked that I should be on a 12 month contract and receive a salary equal to 12 month. The dean, provost and chancellor agreed. I was hired on a 12 month contract. Since I became chair, the department in its policies and procedures sets forth the guidelines for the appointment of the chair as there was some confusion about the chair's position. Those policies on the appointment of the chair are stated below.

The chair of the Department of Criminal Justice is appointed in a manner consistent with current Faculty Bylaws (Part III, Article 1) to a nine-month position with an additional summer appointment. The standard appointment may be redefined as a full-time, twelve-month administrative position if such action is necessary in order to successfully fill the position. The term of department chair is three years unless otherwise determined by the dean in consultation with the department faculty. The chair is reviewed annually by the members of the department and the college dean in accordance with current URSTPC guidelines.

As was mentioned in the meeting this morning my tenure as chair was an exception.

As we go forward I think the department is of a size now where the chair should be a 12 month contract for a 3 year term, reappoint or removal is up to the cj faculty in consultation with the dean as is outlined in the faculty bylaws.

Hopefully this helps explain how I became department chair.

Tom Caywood, Ph.D.
Criminal Justice Department
UW-Platteville
