



UNIVERSITY OF WISCONSIN
PLATTEVILLE
DEPARTMENT OF CRIMINAL JUSTICE

Memorandum

To: Dr. Liz Throop, Dean, College of Liberal Arts and Education
Faculty and Academic Staff, Department of Criminal Justice

From: Dr. Lorne Gibson, Department of Criminal Justice

CC: Chancellor Dennis J. Shields
Provost Dr. Mittie Den Herder
Director Jeanne Durr, Human Resources

Date: September 23, 2013

Re: Re: Results of Department Vote for Recommendation of Chair

1. It is unfortunate that the Department of Criminal Justice has yet to provide an accepted candidate for department chair. I would like to thank Dr. Throop for her quick consideration of my tenure prospects and some of the abilities and qualifications I have demonstrated during her time at UW Platteville. I write this memorandum to continue the critical process of shared governance established by faculty and administration.

2. Although I recognize circumstances where emergency appointments are necessary and I may personally believe the current interim chair will be successful during his term, I know it is not a best practice to make an initial or sustained appointment of a chair or faculty member without full consultation and consent from the department. Therefore, I am appreciative of the fact that Dr. Throop and the Criminal Justice Department have begun a new start in adhering to college bylaws and fostering a better Department reputation. I have reason to hold a tremendous amount of faith in the Department as a whole to accomplish its mission regardless of adversities it encounters. I commend the Department for remaining the high energy, positive, and student-focused department it has been for decades.

3. I respect the decision made within the process and appreciate everyone's desire to better the Department. And although I appreciate the fairness Dr. Throop and others wish to extend to me and the Department regarding the non-tenure issue and the difficulty of the position, I am confident the Department would live on without me in the distant future if I were to not obtain tenure. I further believe a tenure requirement for the department chair is overestimating the likelihood and significance of the following possibilities:

- 1) the possibility of losing a faculty member five years from now because he or she fails to obtain tenure
- 2) the possibility the Department's DRBs and Dean may not possess the integrity required to make objective retention recommendations and perform other duties professionally.

Although they are remotely possible, a major emphasis on either one minimizes the importance of nurturing current organization atmosphere and operational health. It should

also be clear that experience and tenure at UW Platteville are not material qualifications since the conducting of a national search would suggest otherwise.

4. I encourage the Department and Dr. Throop to interview and investigate the qualifications and career aspirations of department member candidates. Serious effort in the prescribed process can yield a more feasible (and fair) alternative to using resources that may or may not lead to appointing an individual to the position of chair who 1) has no experience at UW Platteville, 2) has not gone through a probationary period other than staged interviewing, and 3) requires significantly higher compensation. A department member selection can also remove the inherent risks involved with appointments made without department consultation and eliminate altogether the stress and strains of a national search for chair.

5. Even though I may never be asked to serve as the Department's chairperson, I will remain committed to supporting Dr. Dalecki and the Department beyond basic expectations. That is I will continue to seek opportunities to utilize the unique competencies and skills I have developed: serving six successful years as an assistant professor at the U.S. Air Force Academy and this fine institution; earning my first doctorate degree in adult and higher education administration; and being immersed in the study and practice of leadership and management during my eight years of active duty service as an officer in the United States Air Force.

6. I concur with the unusual aspect of the Department's nomination for chairperson. It is indeed rare to nominate an assistant professor to chairperson after only two years of service and more common to search for external candidates. However, having a faculty member who holds an additional doctorate in higher education administration, has had four previous successful years at a premiere institution, and is a trained and experienced Air Force Officer is also very unusual in the University and nationally as well. The Department also offers other uniquely qualified members at various career stages.

7. For the above reasons, I respectfully disagree with the provided generalized reasons for the rejection of the Department's current recommendation and future nominees for chairperson. Precedent, UW Platteville experience and tenure certainly should not be material issues for chairperson selection. Therefore, those issues do not warrant a blanket rejection of internal candidates; as they clearly have been insignificant during the decision for a two year appointment of an interim chair and the desire for—and delay of—a national search.



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