
Re: Interim Chair

From : Dennis J Shields <shieldsd@uwplatt.edu>

Wed, Jul 10, 2013 10:28 PM

Subject : Re: Interim Chair**To :** Sabina Burton <burtons@uwplatt.edu>**Cc :** Mittie Nimocks <nimocksm@uwplatt.edu>, Dennis J Shields <shieldsd@uwplatt.edu>, Shane Drefcinski <drefcins@uwplatt.edu>, Elizabeth A Throop <throope@uwplatt.edu>

To All:

After some thought I have decided that I will not weigh in on the merits of any of the issues raised. We will move forward with new leadership of CJ at the start of the new academic year. And that is as much as is needed to be said about this transition.

It is my hope that we can agree to move forward with our goal to be the continuing development of our CJ program.

Dennis J. Shields

Sent from my iPad

On Jul 10, 2013, at 6:33 PM, Sabina Burton <burtons@uwplatt.edu> wrote:

> Mittie,

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> Dean Throop just sent the email below to the entire CJ department stating that Dr. Caywood decided to "step away from being chair." This contradicts the email that Dr. Caywood sent out this morning in which he wrote that he "was removed as chair by the provost" (I will forward this email to you). The subject line of this email was "removal as chair." I think this is an important difference and the members of the department deserve to know the truth.

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> Why does the Dean feel the need protect Dr. Caywood? In the past several months she has swallowed his defamatory statements and supported him over me. She refused to assist me in my time of need. She showed her support for him at the day of the grievance meeting when she attended the department meeting clearly showing her support for him. I have demonstrated inappropriate actions on his part. The grievance committee found in their investigation that Dr. Caywood "hung me out to dry" (audio recording of grievance hearing). I have had to work in a hostile work environment because I took on a student's concern and handled it according to Dean Throop's instructions and university policy. Dr. Caywood even admitted in the grievance hearing that he acted "very poorly." Dean Throop was cc'd on the grievance committee's report. Still, Dean Throop misrepresented the fact that Dr. Caywood was

removed by the Provost in an effort to protect the reputation of the person who retaliated against me and has led a dysfunctional department. Dean Throop defamed me to ATT. Why at this point does she once again choose to take Dr. Caywood's side and thank him for this mess? Over the past several years there have been at least three independent investigations into Dr. Caywood's inappropriate actions and the Dean openly shows her support for Dr. Caywood but she has not done the same for me.

>

> Dean Throop's email was inappropriate and there was no need for it. Dr. Caywood had already informed the department of his removal from the chair position and Dr. Dalecki's acceptance of the intermediate chair position. Dean Throop's email was meant to be a slap in my face and to further isolate me within the department. This sort of thing has probably been going on behind my back for some time, enables dysfunction and it needs to be stopped.

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> Sabina

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> ----- Original Message -----

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

> To: "Cheryl BanachowskiFuller" <banachoc@uwplatt.edu>, "Danelle Bemis" <bemisd@uwplatt.edu>, "Sabina Burton" <burtons@uwplatt.edu>, "Thomas E Caywood" <caywood@uwplatt.edu>, "Dana L Cecil" <cecild@uwplatt.edu>, "Aric W. Dutelle" <dutellea@uwplatt.edu>, "Steven Elmer" <elmerst@uwplatt.edu>, "Lorne Gibson" <gibsonlo@uwplatt.edu>, "Diana Johnson" <johnsondi@uwplatt.edu>, "Joe Lomax" <lomaxj@uwplatt.edu>, "Rex R Byberg-Reed" <reedre@uwplatt.edu>, "Deborah L Rice" <ricede@uwplatt.edu>, "Edward Ross" <rosse@uwplatt.edu>, "Richard H Cowan" <cowanr@uwplatt.edu>, "Joshua S Grabandt" <grabandt@uwplatt.edu>

> Cc: "Michael Dalecki" <dalecki@uwplatt.edu>, "Mittie DenHerder" <denherderm@uwplatt.edu>, "Elizabeth Gates" <gatese@uwplatt.edu>, "Rosalyn Broussard" <broussar@uwplatt.edu>, "Melissa Gormley" <gormleym@uwplatt.edu>, "Kerry F Hogan" <hoganke@uwplatt.edu>, "Karen Stinson" <stinsonk@uwplatt.edu>, "Colleen A McCabe" <mccabec@uwplatt.edu>, "Teresa Burns" <burnst@uwplatt.edu>, "Travis P Nelson" <nelsontr@uwplatt.edu>, "Adam Stanley" <stanleya@uwplatt.edu>, "Nancy Turner" <turnern@uwplatt.edu>, "David Cooper" <cooperd@uwplatt.edu>

> Sent: Wednesday, July 10, 2013 2:46:24 PM

> Subject: Interim Chair

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> Dear Criminal Justice/Forensic Investigation Faculty,

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> I understand that Tom Caywood has communicated with you this morning about his decision to step away from being chair of the Criminal Justice department. In the conversation that he had with the Provost and me on Monday, he suggested that Mike Dalecki would be a good person to tap to serve as interim Chair. After some discussion and deliberation, I asked Mike if he would be willing to take on the interim Chair position. I am pleased to report that Mike has agreed to serve in this position starting in mid-August. We will be conducting a national search for a permanent leader for Criminal Justice; I will be in touch with you all when you return from summer about that search.

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> I want to thank Tom for his years as chair and to express my very deep appreciation for the many important contributions he has made to this university and our students in the decades that he has worked here. I look forward to many more years working alongside him!

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> Please let me know if you have any questions or concerns--I hope your summers are going well and that you are finding ways to find rest and relaxation!

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> Best to you all,

>

> Liz

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> Dr. Elizabeth A. Throop

> Dean, College of Liberal Arts and Education

> 160 Gardner

> University of Wisconsin Platteville

> 1 University Plaza

> Platteville, Wisconsin 53818-3099

> 608-342-1151

> 608-342-1409 (fax)

> throope@uwplatt.edu
