



THE UNIVERSITY  
of NORTH CAROLINA  
at CHAPEL HILL

November 12, 2015

**CONFIDENTIAL**  
**VIA HAND DELIVERY**

Mr. Corey Holliday  
Associate Athletic Director  
University of North Carolina  
Kenan Football Center  
Chapel Hill, NC 27599

Dear Mr. Holliday:

As you know, Kenneth L. Wainstein of Cadwalader, Wickersham & Taft LLP issued a report titled *Investigation of Irregular Classes in the Department of African and Afro-American Studies at the University of North Carolina at Chapel Hill* (the "Report"). The Report was the product of an independent investigation commissioned by the University to identify the source and origin of the past academic irregularities. Together with the documentation accompanying it, portions of the Report raised questions regarding your potential knowledge of inappropriate acts of misconduct that seriously compromised the University's academic standards and integrity.

We met with you and informed you that as a result of the Report, it was important that the University follow-up on the information before determining next steps. At our first meeting, we handed you a copy of each of the pages of the Report and any accompanying emails that mentioned you. During our next several meetings, we asked questions about those documents, your position, role, and responsibilities, and through our questions explored whether you had received sufficient information that should have made you aware that something improper was occurring with some independent studies classes that students were taking in the then Department of African and Afro-American Studies ("AFAM") and whether you participated. One specific area of concern was that the Report suggested that you *may have attended* a meeting with the football coaches in November 2009, led by Beth Bridger, in which a PowerPoint slide entitled "What was part of the solution in the past?" was presented.

You were cooperative and available to us at any time we asked to meet again. You explained that during the Wainstein investigation you had provided answers to many of the questions we were asking, but the Report (written as it was for different purposes, not personnel actions) did not include your responses. Of particular note, you told us that:

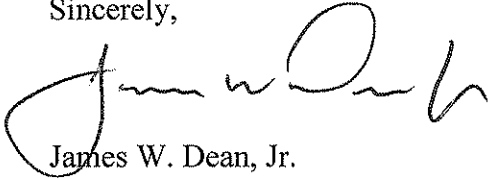
- The Report incorrectly identified you as a former assistant football coach under Coach Bunting; you have never been a football coach. You have served as Associate Athletic Director and Director of Student Athlete Development, but not as an assistant coach.
- You made sure that players went to study hall and followed up with athletes on whatever ASPSA counselors in charge of academics advised them to do. You did not pay attention to course numbers, did not select any classes for students, and did not steer students toward AFAM or other classes. Rather, you left the academic advising to ASPSA.
- If you received an email about incomplete grades or players not completing assignments, you made sure to get that information to the head coach or the position coaches.
- You never spoke with Deborah Crowder and did not know her role.
- You have no recollection that you attended the November 2009 coaches meeting, as you were not a football coach nor an assistant coach. Sometimes you attended the weekly academic review presentations provided by ASPSA counselors, but it depended on whether you were busy handling other matters.
- As is reflected in the Report, you said you did not know that the AFAM classes were irregular or improper. Rather, you understood that AFAM classes had an independent studies format, but that they were just like any other independent studies courses offered at the university. It was your understanding that students had a syllabus and worked with a professor.
- Upon reading the referenced PowerPoint slide included in the Report, it presents actual facts resulting from taking an independent study class, except your understanding was that students did meet with a professor to obtain a syllabus and instructions. The PowerPoint slide expressly states, “We put them in classes that met degree requirements,” so the slide, alone, would not have raised a red flag for you that courses were improper.

After considering the pertinent passages in the Report and the full information obtained in our numerous interviews of you, including focused follow-up questioning on emails, we have seen no evidence that you acted improperly, that you knew Deborah Crowder was grading papers, nor that you knew Professor Nyangoro was not responsible for his classes. In these circumstances, we are not recommending any disciplinary action or conducting any further investigation of your conduct in this matter.

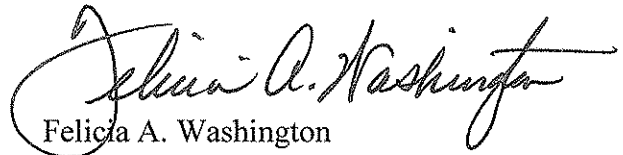
Nevertheless, we are asking everyone to keep their eyes open, report, and share any observations of irregular activities or concerns with University leadership. Always have the best interest of the students in mind. Each of us has the responsibility to make sure all University business, including academics and athletics, is carried out with the utmost integrity.

Thank you for your cooperation with us as we researched these complex issues.

Sincerely,



James W. Dean, Jr.  
Executive Vice Chancellor and Provost



Felicia A. Washington  
Vice Chancellor for  
Workforce Strategy, Equity, and Engagement