



THE UNIVERSITY  
of NORTH CAROLINA  
at CHAPEL HILL

COPY

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JAMES W. DEAN JR.  
*Executive Vice Chancellor and Provost*  
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**CONFIDENTIAL**

October 22, 2014

**VIA HAND DELIVERY**

Jeannette M. Boxill, Ph.D.

Dear Dr. Boxill:

I write pursuant to Section 3 of the *Trustee Policies and Regulations Governing Academic Tenure in the University of North Carolina at Chapel Hill* to notify you of the University's intention to discharge you from employment on the basis of misconduct.

Today, 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, based on evidence gleaned from the review of thousands of pages of documents and on interviews with scores of people, provides heretofore unknown detail about the almost 200 irregular "paper" classes offered in the then Department of African and Afro-American Studies ("AFAM") over a period of almost twenty years. Included in that report, and in the documentation accompanying it, is compelling evidence that over a period of several years you knowingly participated in grossly improper practices in your roles as a member of the faculty and an academic advisor to student athletes. It is my conclusion that you have engaged in the following acts of misconduct:

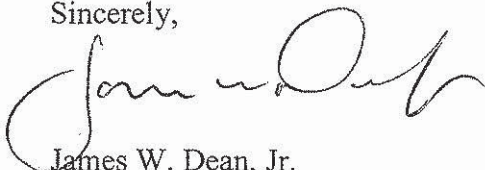
- You requested that employees associated with AFAM provide specific grades to students enrolled in AFAM courses.
- You steered student-athletes to enroll in AFAM courses that, based on the findings in the Report, you knew (i) had been created by AFAM Department Administrator Deborah Crowder, (ii) were not taught or overseen by any member of the faculty, (iii) required only the composition of a single paper over an entire semester, often with minimal academic effort required; and (iv) were graded by Ms. Crowder and not a member of the AFAM faculty.

- You edited, authored portions of, or otherwise supplied or inserted text into AFAM course papers assigned to students you were tutoring.
- In addition to the foregoing activities connected to the AFAM paper classes, it appears that you also allowed students to be enrolled in independent study courses in the Department of Philosophy that involved minimal academic expectations and that were offered at times to accommodate student-athletes.

I write this letter with genuine and deep regret. You have been a well-regarded teacher, mentor, colleague and leader in the University community for many years. However, your record of outstanding service does not outweigh your profoundly flawed and unethical acts recounted in the Wainstein Report. As a result of your misconduct, and after consultation with your dean, I intend to discharge you from employment as a member of the faculty of the University. In addition, effective immediately, I am removing you from your at-will position as Director of the Parr Center for Ethics. Having consulted with Athletics Director Bubba Cunningham, I also direct that you cease immediately any activities involving UNC-Chapel Hill student-athletes, including but not limited to serving as the public address announcer for Women's Field Hockey and as radio color analyst for Women's Basketball.

You may request a hearing before the Faculty Hearings Committee to appeal the termination of your employment. To do so, you must submit a written request for hearing to me within fourteen (14) calendar days of your receipt of this letter. Should you fail to request a hearing within the specified period, the University will proceed with your immediate termination.


Sincerely,



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

cc: Dean Karen Gil

Acknowledgement of Receipt:



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Jeanette M. Boxill, Ph.D.