



November 12, 2015

CONFIDENTIAL VIA CERTIFIED MAIL

Mr. Samuel Travis Gore (#7024-72576)
African, African American and Diaspora Studies (#315-200)
Chapel Hill, NC 27599

RE: Disciplinary Decision of Dismissal

This letter is formal notification of our decision that, effective November 12, 2015, you are being dismissed from employment with the University due to your unacceptable personal conduct.

You were interviewed as part of the NCAA investigation regarding your knowledge and possible involvement in irregular classes that were designed and offered as so-called “paper classes” within the former African and Afro-American Studies (AFAM) department. You were also interviewed by the members of Cadwalader, Wickersham & Taft LLP as part of its independent investigation into past academic irregularities, as well as by senior leadership of the University as part of a subsequent personnel review.

A review of emails sent and received on your University email account raised serious concerns about your integrity and judgment. After receiving notice on November 10, 2015, you attended a pre-disciplinary conference with Gena Carter, Interim Associate Vice Chancellor for Human Resources, to discuss concerns regarding your conduct. Also present at this conference was Chris Chiron, Interim Senior Director for Employee & Management Relations from the Office of Human Resources.

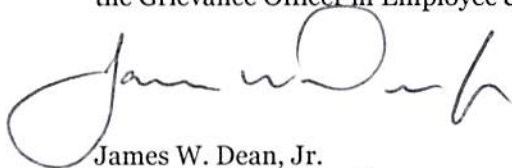
Based on a careful review of the information gathered as described above, including information obtained at the conference, we find that you knowingly and willingly acted inappropriately as follows:

- You secretly and deceptively made available a video from the department’s video library to students knowing they were only for faculty use by literally using “the back door” and acknowledging that you had “to be so shady” to get it done;
- You falsified an email from two students so that your supervisor, Debby Crowder, would add them to an independent study course. You later instructed the students to delete the communication by which you facilitated the transaction;
- You helped a student receive a final grade in a summer independent study by contacting Ms. Crowder, who was referred to as the instructor for that class, after she had retired. Then, you informed Professor Nyang’oro that the student received an “A-”; and
- You had frequent email exchanges with an employee in another department who was also a personal friend. In some of these emails, which were inappropriately sent to the employee’s personal email account, you provided confidential education record information, including details about a student’s current credit hours, getting a student enrolled in either a “legit” or online course, trying to get a student into a class to talk to another student without committing a “violation,” and the grades of two students that had been changed from incomplete to “B-”, about which you stated, “I know they will be pleased. Im [sic] just doing my job.” You violated University policy and federal FERPA regulations by inappropriately providing student information to an unauthorized person.

Therefore, we have decided to dismiss you from your employment with the University for unacceptable personal conduct, effective November 12, 2015.

All applicable payouts of leave and/or other earned time off will be made to you as provided by University policy. There is no payout of accrued sick leave, although this leave can be restored if you return to employment with the State of North Carolina within five (5) years of separation. Any debts you owe to the University may be deducted from your last paycheck, as required by law or State policy. Please return your UNC OneCard, office keys, and any other University property to your Department Manager prior to your departure.

You have the right to appeal this disciplinary action under the University System SPA Employee Grievance Policy ("Policy"). To be eligible, you must submit your "SPA Grievance Initial Filing Form" to Employee & Management Relations in the University's Office of Human Resources within 15 calendar days of receiving this disciplinary action. A copy of the Policy is attached. For your convenience, you also may obtain a copy of the Policy through Employee & Management Relations or at the Office of Human Resources website at <http://hr.unc.edu/>. If you have questions about your appeal rights, please contact the Grievance Officer in Employee & Management Relations at (919) 843-3444 or emr@unc.edu.



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



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

Attachments: University System SPA Employee Grievance Policy
Policy Information Relevant to Dismissals

cc: Dr. Eunice Sahle, Chair, African, African-American & Diaspora Studies
Gena Carter, Interim Associate Vice Chancellor for Human Resources
Ms. Lachonya Williams, HR Office, College of Arts & Sciences (for department personnel file)
Employee & Management Relations, Office of Human Resources (emr@unc.edu)