



THE UNIVERSITY  
of NORTH CAROLINA  
at CHAPEL HILL

November 12, 2015

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

S. Alphonse Mutima, Ed. D.  
Lecturer  
Department of African, African-American and Diaspora Studies  
Chapel Hill, NC 27599

Dear Dr. Mutima:

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. At every step of the process, we committed to treating you with respect and giving you a full and fair opportunity to provide the complete picture of your knowledge and past actions.

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 that the Report (written as if it was for different purposes, not personnel actions) did not include your responses. Of particular note, you told us that:

- During September 2010, University counsel asked you to provide syllabus and instruction documentation for a summer school course in connection with the investigation of actions of certain student-athletes, but that you did not teach and had not taught the referenced course during any summer and you told them so.

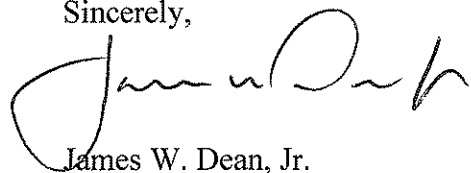
- Subsequently, upon being told that the existence of a class roll proved that you had taught one student, you continued to repeat during each investigative interview that you had not taught the student or the summer class.
- Thereafter, you obtained a student roster and further confirmed, after looking at the student's picture, that you had not taught the student.
- Then, you went to Professor Julius Nyang'oro and asked him how was it possible that a grade report existed for a class that you never taught, and that the grade report had a forged signature of your name. You indicated that Nyang'oro's response was "that stupid woman!" or words to that effect, and you inferred that he was speaking of his administrative assistant, Deborah Crowder.
- During your NCAA interviews, when presented with a class roll and grade report reflecting the student's name, you pointed out that the signature on the grade report was not yours.
- As is reflected in the Report, you did not have a good relationship with Deborah Crowder, refused to raise any grades she requested, and had no part in assisting Crowder or facilitating her setting up improper courses.

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, confirmation of prior communications, and examination of the signatures, we have found no clear evidence demonstrating that you acted improperly or that you knew that Deborah Crowder was grading papers. Rather, you pointed to specific past interviews where you had shared that someone had apparently forged your name on grade rolls of certain classes without your knowledge. In these circumstances, we are not recommending any disciplinary action or conducting any further investigation of your conduct in this matter.

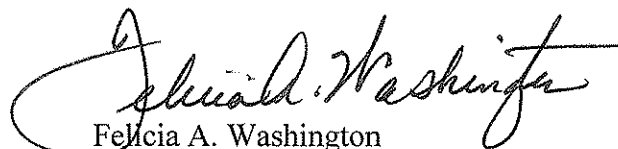
Nevertheless, we are asking everyone to keep their eyes open, report, and share any observations of irregular activities or concerns with University leadership. Always have the best interest of the students in mind. Each of us has the responsibility to make sure all University business, including academics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

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

Sincerely,



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



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