



THE UNIVERSITY
of NORTH CAROLINA
at CHAPEL HILL

November 12, 2015

CONFIDENTIAL
VIA HAND DELIVERY

Professor Roberta Owen
Michael R. McVaugh Distinguished Professor of Dramatic Art
College of Arts and Sciences
University of North Carolina at Chapel Hill
213 Center for Dramatic Art
Chapel Hill, NC 27599-3230

Dear Dr. Owen:

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 seriously compromising 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 now asking, but the Report (written as it was for different purposes, not personnel action) did not include your responses.

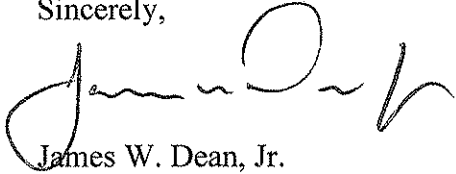
After considering the pertinent passages in the Report and the full information obtained in our numerous interviews of you, including focused follow-up questioning on emails, we have found no clear evidence demonstrating that you acted improperly or that you knew that Deborah Crowder was grading papers.

As you explained to us, including by reference to particular emails, the facts show that you responded several times to inappropriate behaviors on the part of Dr. Julius Nyangoro, involving excessive numbers of independent study classes, paperwork for tutorial independent studies originating from the wrong place, and the presence of apparently inappropriate signatures on grading forms.

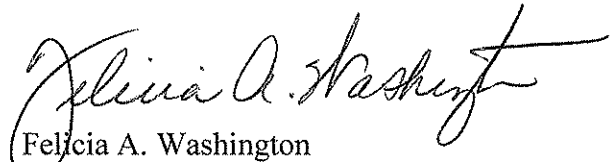
In retrospect, however, faced with repeated rules violations by Dr. Nyangoro, it would have been prudent for you in your role as Associate Dean for Undergraduate Studies to go further and to approach his supervisor or the dean to report Dr. Nyangoro's pattern of disregarding the rules. This level of added diligence is expected from someone in a position of responsibility such as you had during the relevant period. For this reason, in the future, you will be permanently restricted from serving in any administrative or programmatic leadership position. This does not restrict your ability to teach or conduct research.

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 for
Workforce Strategy, Equity, and Engagement