



THE UNIVERSITY
of NORTH CAROLINA
at CHAPEL HILL

November 12, 2015

CONFIDENTIAL
VIA HAND DELIVERY

Andre' Williams
Associate Director of Development
Arts and Sciences Foundation
134 East Franklin Street
Chapel Hill, NC 27514

Dear Mr. Williams:

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, 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 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:

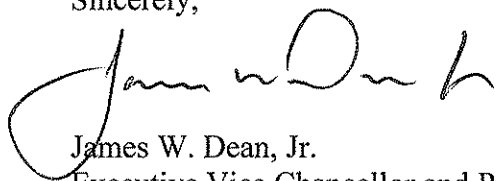
- As reflected in the Report, you were aware of classes that only required papers, but did not have any concern about them, as you believed they were offered to the entire student body. Moreover, you trusted the University to offer classes that were appropriate. It was a big part of your job to follow up to alert position coaches if you received any alerts that athletes were not completing their papers.
- You were focused on compliance with the NCAA manual and connecting the players to resources they needed –housing, parking, family issues, etc. If you received a communication from ASPSA that players were not attending classes, you alerted the coaches. Before distributing scholarship money, you confirmed that the student’s name was on the eligibility list.
- You have no recollection that you attended the November 2009 coaches meeting, as you were neither 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.

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 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



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