

March 16, 2012

Dr. Jammie Price
Department of Sociology
Appalachian State University
Boone, NC 28608

Dear Dr. Price:

I am writing to inform you that four students enrolled in Sociology 1000, Section 104, have complained that you have engaged in inappropriate speech and conduct in the classroom. Beginning on March 2, 2012, and continuing during Spring Break, students and some of their parents contacted Linda Foulsham, Director of the Office of Equity, Diversity and Compliance, and/or Troy Heustess, Associate Director of Athletics, to report the following allegations:

- You made disparaging, inaccurate remarks about student athletes and stated that they are given special privileges on campus – they are provided with tutors/advisors, are permitted to miss class and may avoid class assignments that are required of other students who are non-athletes. You further made inaccurate, inflammatory remarks about recent sexual assault cases involving student athletes. As a result of your remarks, you created a hostile environment for the student athletes in your class.
- You have not followed the syllabus in your classes and instead have required students to spend class time listening to your political views which have been wholly unrelated to the topics outlined in the syllabus.
- You have repeatedly stated that you do not like working at Appalachian and the only reason you are working at the university is to keep joint custody of your children; you have repeatedly criticized the students for choosing to attend Appalachian.
- You have repeatedly criticized the university administration and stated that the university is racist – “The mascot is a white man.”
- After stating that black students do not want to come to the university because it is a racist, predominantly white institution, a black student raised her hand and told the class that she liked attending Appalachian. Students report that this student was visibly upset after class due to the negative comments you made regarding blacks not being welcome at the university.

- On March 2, 2012, you spent most of the class talking about the protest on campus in response to sexual assault allegations. You also told the class that a former student had accused you of having sexual relations with him. These topics were unrelated to the course material outlined on the syllabus.
- On March 7, 2012, you showed a documentary on pornography to the class. You did not introduce the film or explain that the material may be objectionable or upsetting to students; the film was not mentioned on the syllabus. You simply entered the room and put on the video which contained explicit images of sexual activity that at least three students believe were "really inappropriate."

As a result of these alleged experiences in your class, two students have told Ms. Foulsham that they do not feel safe in your classroom due to the increasing intensity of the hostility that you expressed toward the university and its administration. Two other students have already dropped the class due to your alleged hostility toward student athletes.

Dr. Lori Gonzalez, Provost and Executive Vice Chancellor, has asked Ms. Foulsham to investigate this matter. I assure you from the outset that the investigation will be impartial and fair. I ask that you prepare a written response to this complaint and submit it to Ms. Foulsham on or before Tuesday, March 27, 2012, at 5:00 PM. You should feel free to include any information that you believe may help you respond to the allegations and identify other sources you believe could corroborate your response. After receiving the written response, Ms. Foulsham will schedule an interview with you.

During our discussion today, I conveyed to you the following instructions and expectations:

1. You are directed to cooperate fully throughout the investigation and in answering questions and providing factual information to the university.
2. This is a confidential investigation. You must not discuss this investigation with any person who does not have a legitimate need to know this information. To the extent possible, university administrators will discuss this issue on a strict need-to-know basis. You are not to discuss any aspect of this complaint and investigation with other Appalachian State University employees or students. The purpose of this requirement is to ensure that persons who may be interviewed during this investigation feel no influence or pressure with respect to their recollections of what happened.
3. Retaliation, or the appearance of retaliation, is prohibited. Likewise, any adverse action against the complainant, witnesses, or anyone else who might be asked to provide information relevant to the complainant's allegation is prohibited.
4. Disregard of these instructions may constitute insubordination and may subject you to disciplinary action.

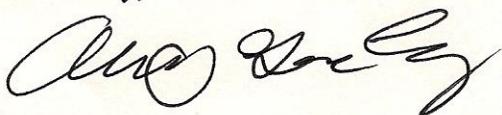
Effective March 16, 2012, you are being placed on administrative leave with pay pending the completion of the EDC investigation. Any future decision on your status will be considered only after the investigation has been concluded and your ability or willingness to abide by University regulations, directives, and processes has been reviewed.

Although you are not banned from campus generally, you are directed not to enter Chapell Wilson Hall or any offices or classrooms of the College of Arts & Sciences. In addition, as stated above, you are directed not to have any contact with students, former students, or colleagues concerning this matter. The exception to this directive is that you may make arrangements through Dr. Ed Folts should you need to visit your office to obtain materials, computer files, pick up mail, etc.

Dr. Folts will make arrangements to cover your classes, advising duties, and other service work. You must provide him with records of grades and any other materials necessary to allow a replacement instructor to carry the courses to completion. You must also provide him with any records or information necessary to allow another faculty member to carry on your advising duties.

Should you have any questions about any of the above-listed expectations or other information in this letter of notification, or about any part of this investigation, feel free to contact Ms. Foulsham or me immediately.

Sincerely,



Anthony Gene Carey
Vice Provost for Faculty Affairs

cc: Lori Stewart Gonzalez, Provost and Executive Vice Chancellor
Anthony Calamai, Dean, College of Arts and Sciences
W. Edward Folts, Chair, Department of Sociology
Linda M. Foulsham, Director, Office of Equity, Diversity and Compliance