



CONFIDENTIAL/VIA ELECTRONIC MAIL

May 20, 2015

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[www.ncaa.org](http://www.ncaa.org)

Chancellor Carol Folt  
University of North Carolina, Chapel Hill  
c/o Mr. Rick Evrard  
Bond, Schoeneck & King  
7500 College Boulevard  
Suite 910  
Overland Park, Kansas 66210

RE: Notice of allegations, University of North Carolina, Chapel Hill,  
Case No. 00231.

Dear Chancellor Folt:

The purpose of this letter and enclosure(s) is to provide University of North Carolina, Chapel Hill, with the results of an inquiry conducted by the NCAA regarding the institution's athletics policies and practices. This inquiry was initiated in accordance with NCAA Bylaw 19 of the 2014-15 NCAA Division I Manual and described in the June 30, 2014, verbal notice of inquiry. The available information appears to be of sufficient substance and reliability to warrant issuing a notice of allegations (Bylaw 19.7.1). Accordingly, this letter and its enclosure(s) constitute a notice of allegations and include (1) the details of the allegations, (2) the level of each allegation, (3) the factual information and any aggravating and/or mitigating factors on which the NCAA enforcement staff relied and (4) the available hearing procedures and opportunity to respond to the allegations.

As indicated in the notice of inquiry, the cooperative principle imposes an affirmative obligation on each institution to assist the enforcement staff and the hearing panel of the NCAA Division I Committee on Infractions in developing full information to determine whether a possible violation of NCAA legislation has occurred (Bylaw 19.2.3). The enforcement staff requests your continued cooperation for the purpose of obtaining all of the pertinent facts related to the allegations included with this letter and enclosure(s) until the case has been concluded.

Response to notice of allegations

Please thoroughly review the allegations, the factual information and the requests for information and submit a written response. You will note that a statement following the allegations requests the institution to indicate whether (1) the institution agrees with the level of each allegation and, if not, to provide an explanation why the allegation should be designated at a different level; (2) the

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factual information is substantially correct; and (3) the institution agrees with the aggravating and/or mitigating factors and whether there are additional aggravating and/or mitigating factors pursuant to Bylaws 19.9.3 and 19.9.4. If the institution's positions differ from those of the enforcement staff, the institution should provide all available factual information in support of its positions. In addition, pursuant to Bylaw 19.7.1.1, the institution has a responsibility to provide all relevant information including any information uncovered related to new violations.

Responses from the institution shall be submitted within 90 days from the date of this letter unless an extension is granted under Bylaw 19.7.2. In the interest of clarity and in accordance with the general procedures established by the committee, the institution is asked to copy each numbered item and the subparagraphs of each item from the notice of allegations. The institution's response, as well as the reasons for its position, should immediately follow each numbered item or subparagraph. Please submit the response and exhibits via email in Microsoft Word format to Joel McGormley, managing director of the office of the Committees on Infractions, at [COI@ncaa.org](mailto:COI@ncaa.org) and to enforcement by uploading the response using the following link:

[00231-NorthCarolina\\_NOA\\_Response\\_Upload\\_Portal.](#)

Please name the file(s) using the following naming convention:

NOAResponse\_DateSubmitted\_NorthCarolina\_00231.

Note that under Bylaw 19.7.2, the failure of an institution to submit a timely response to the notice of allegations may be viewed by the hearing panel as an admission that a violation or violations occurred.

Your response presents a vital opportunity to assist the hearing panel as it considers whether violations of the NCAA constitution and/or bylaws occurred. The information the hearing panel will rely on will consist of the notice of inquiry; the notice of allegations and enclosures; your response; the enforcement staff's reply; the statement of the case; and, when applicable, any presentations at the hearing and/or written case submissions.

The enforcement staff has compiled a body of information relevant to this notice of allegations, including recorded interviews, interview transcripts, interview summaries and other factual information. Pursuant to Bylaw 19.5.9, you are entitled to review that information either through a secure website or at the NCAA national office. If you have not yet made arrangements with the enforcement staff to review the information, please immediately contact the primary investigator in this case who is identified below. She is available to discuss the development of the institution's response and assist in locating various individuals who have, or may have, important information regarding the allegations. If you believe additional interviews would be helpful as you prepare the institution's response, please provide the enforcement staff the opportunity to participate.

### Prehearing conference

Pursuant to Bylaw 19.7.4, within 60 days of the submission of the institution's response, the enforcement staff will conduct a prehearing conference with the institution to clarify the issues and to discuss whether additional investigation is necessary. Also, pursuant to Bylaw 19.7.3, within 60 days of the date you submit the institution's response to the notice of allegations, the enforcement staff is required to submit its reply. Unless the hearing panel's chief hearing officer orders otherwise, Bylaw 19.7.5 requires the parties to submit all relevant materials to the hearing panel no later than 30 days before the date of the infractions hearing.

### Committee on Infractions hearing

Because this matter is being processed as a Severe Breach of Conduct (Level I) case (Bylaw 19.1.1), a hearing panel of the Committee on Infractions will convene with the parties for an in-person hearing, unless the institution requests a remote hearing under Bylaw 19.7.7. The office of the Committees on Infractions will notify the institution, involved individuals and the enforcement staff of the final hearing date and, if an in-person hearing is scheduled, the location, once the final schedule is established.

The hearing panel's chief hearing officer will identify and notify all individuals whose participation is required at the hearing. Note that pursuant to Bylaw 19.10.2, an appeal of the hearing panel's decision is available only to institutions who participate in the hearing process. In keeping with the premise of presidential control of athletics, the hearing panel will expect you, as the chancellor of an institution allegedly involved in severe violations of NCAA legislation, to participate in the hearing and to discuss presidential control and the institution's commitment to compliance. Additionally, the chief hearing officer will request the attendance of the following representatives of the institution: Lawrence "Bubba" Cunningham, director of athletics; Lissa Broome, faculty athletics representative; and Vince Ille, senior associate athletic director. Please inform Mr. McGormley on behalf of the hearing panel at your earliest convenience if you anticipate difficulties in securing the attendance of these individuals. If you believe the hearing panel would benefit from the attendance of any other institutional representatives, please advise Mr. McGormley on behalf of the chief hearing officer of their names and titles as well. Note that the failure of any person to participate in the hearing, if specifically requested to participate, may constitute a violation of Bylaw 19.7.7.5.1.

This letter addresses only a portion of the procedural information you will need to understand as we progress through the case. Please consult Bylaw 19 via the NCAA Legislative Services Database (LSDBi) and the Committee on Infractions Operating Procedures for further information and guidance. You may direct any questions or requests for the hearing panel to Mr. McGormley. If the enforcement staff can be of assistance, please contact me; Tom Hosty, director of enforcement, at [thosty@ncaa.org](mailto:thosty@ncaa.org); or Kathy Sulentic, the primary investigator in this case, at [ksulentic@ncaa.org](mailto:ksulentic@ncaa.org).

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The NCAA enforcement program is a cooperative undertaking among individual member institutions, allied conferences and the enforcement staff, working together to improve the administration of intercollegiate athletics. If you believe that the enforcement staff acted contrary to the provisions of the enforcement procedures in Bylaw 19 during this investigation, please notify me immediately or raise the issue no later than in your response to the notice of allegations. Failure to do so could cause you to forfeit the opportunity to raise the issue at the hearing or on appeal.

Finally, on behalf of the enforcement staff and NCAA's leadership team, I again respectfully request that you, as the chancellor of University of North Carolina, Chapel Hill, provide your full cooperation and assistance so that the final decision in this matter is based on complete and reliable information.

Sincerely,



Jonathan F. Duncan  
Vice President of Enforcement

JFD:bnp

Enclosures

cc: Ms. Lissa Broome  
Mr. Bubba Cunningham  
Mr. Vince Ille  
NCAA Division I Committee on Infraction  
Selected NCAA Staff Members

## NOTICE OF ALLEGATIONS

to the

Chancellor of the University of North Carolina, Chapel Hill

### **A. Processing Level of Case.**

Based on information contained within the following allegations, the NCAA enforcement staff believes this case should be reviewed by a hearing panel of the NCAA Division I Committee on Infractions pursuant to procedures applicable to a severe breach of conduct (Level I violation).

### **B. Allegations.**

#### 1. [NCAA Division I Manual Bylaw 16.11.2.1 (2002-03 through 2010-11)]

It is alleged that beginning in the 2002 fall semester and continuing through the 2011 summer semester, the institution provided impermissible benefits to student-athletes that were not generally available to the student body. Specifically:

- a. Athletics academic counselors in the Academic Support Program for Student-Athletes (ASPSA) leveraged their relationships with faculty and staff members in the African and Afro-American Studies (AFRI/AFAM) department to obtain and/or provide special arrangements to student-athletes that were not generally available to the student body. The special arrangements athletics academic counselors provided to student-athletes constituted impermissible extra benefits and included, but were not limited to, requesting certain course offerings within the AFRI/AFAM department on behalf of student-athletes, contacting individuals within the AFRI/AFAM department to register student-athletes in courses, obtaining assignments for classes taught in the AFRI/AFAM department on behalf of student-athletes, suggesting assignments to the AFRI/AFAM department for student-athletes to complete, turning in papers on behalf of student-athletes and recommending grades.

Certain AFRI/AFAM courses were anomalous because they were designated as lecture courses but were taught as independent study courses with little, if any, attendance requirements, minimal to no faculty interaction, lax paper writing standards and artificially high final grades. In some instances, athletics academic counselors within ASPSA made special arrangements and used these courses to help ensure the eligibility of academically at-risk student-athletes. The high level of involvement by athletics academic counselors in the administration of these anomalous AFRI/AFAM courses relieved student-athletes of the academic

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responsibilities of a general student. [NCAA Bylaw 16.11.2.1 (2002-03 through 2010-11)]

- b. Additionally, from the 2006 fall semester and continuing through the 2011 summer semester, the institution provided impermissible extra benefits similar to those articulated above and allowed 10 student-athletes to exceed the limit of independent study credits countable toward graduation. Under the institution's policy, credit hours for independent study courses did not count toward a degree after a student exhausted the institutional 12-hour limitation. By failing to count the anomalous AFRI/AFAM courses as independent study courses, and including these courses as applicable toward graduation, the institution impermissibly allowed 10 student-athletes to exceed the 12-hour limitation. [NCAA Bylaw 16.11.2.1 (2006-07 through 2010-11)]

This serves as part of the basis for the lack of institutional control allegation in Allegation No. 5.

### **Level of Allegation No. 1:**

The NCAA enforcement staff believes a hearing panel of the NCAA Division I Committee on Infractions could determine that Allegation No. 1 is a severe breach of conduct (Level I) because the impermissible extra benefits provided over a nine-year timespan seriously undermined or threatened the integrity of the NCAA Collegiate Model, in particular, as articulated in NCAA Constitution 2.5. The provision of impermissible benefits in an academic context undermines the importance of a student-athlete's participation in his or her own education. The conduct also provided, or was intended to provide, a substantial or extensive impermissible benefit. [NCAA Bylaw 19.1.1 (2014-15)]

### **Factual information (FI) on which the enforcement staff relies for Allegation No. 1:**

- FI1: May 2, 2012 – Review of courses in the Department of African and Afro-American Studies, College of Arts and Sciences.  
(HartlynAndrewsReport\_050212\_NorthCarolina\_00231)
- FI2: December 19, 2012 – The University of North Carolina at Chapel Hill Academic Anomalies Review Report of Findings.  
(GovernorMartinFinalReport&Addendum\_121912\_NorthCarolina\_00231)

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- FI3: October 21, 2014 – Investigation of Irregular Classes in the Department of African and Afro-American Studies at the University of North Carolina, Chapel Hill (Wainstein Report).  
(WainsteinReport\_102114\_NorthCarolina\_00231)
- FI4: October 21, 2014 – Exhibits to the Wainstein Report.  
(ExhibitsToWainsteinReport\_102114\_NorthCarolina\_00231)
- FI5: July 22, 2010 – Email from Jan Boxill (Boxill), then philosophy instructor, director of the Parr Center for Ethics, women's basketball athletic academic counselor in ASPSA and chair of the faculty, to Travis Gore (Gore), administrative support associate in the AFRI/AFAM department. This includes, but is not limited to, recommending a grade on a paper for a then student-athlete.  
(Item1\_BoxillToGore\_072210\_NorthCarolina)
- FI6: June 17, 2011 – Email from Boxill to Gore. This includes, but is not limited to, providing him with a copy of a then student-athlete's paper.  
(Item1\_BoxillToGore\_061711\_NorthCarolina\_00231)
- FI7: December 1, 2008 – Email from Boxill to Deborah Crowder (Crowder), former student services manager of the AFRI/AFAM department. This includes, but is not limited to, Boxill asking when student-athletes on the women's basketball team could turn in their papers.  
(Item1\_BoxillToCrowder\_120108\_NorthCarolina\_00231)
- FI8: September 28, 2005 – Email from Boxill to Crowder. This includes, but is not limited to, Boxill inquiring whether Crowder could enroll members of the women's basketball team into a class.  
(Item1\_BoxillToCrowder\_092805\_NorthCarolina\_00231)
- FI9: September 23, 2008 – Email from Boxill to Crowder. This includes, but is not limited to, Boxill stating that a women's basketball student-athlete only needs a D in an AFAM course.  
(Item1\_BoxillToCrowder\_092308\_NorthCarolina\_00231)
- FI10: August 23, 2006 – Email from Boxill to Crowder. This includes, but is not limited to, Boxill asking Crowder to add a women's basketball student-athlete into an AFAM course.  
(Item1\_BoxillToCrowder\_082306\_NorthCarolina\_00231)

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- FI11: August 12, 2009 – Email from Boxill to Crowder and Eunice Sahle, associate professor in the AFRI/AFAM department. This includes, but is not limited to, Boxill providing a copy of a women's basketball student-athlete's assignment.  
(Item1\_BoxillToCrowder\_081209\_NorthCarolina\_00231)
- FI12: August 1, 2009 – Email from Boxill to Crowder. This includes, but is not limited to, Boxill asking Crowder if an assignment from a previous class would work for a then women's basketball student-athlete.  
(Item1\_BoxillToCrowder\_080108\_NorthCarolina\_00231)
- FI13: July 25, 2005 – Email from Boxill to Crowder. This includes, but is not limited to, Boxill instructing Crowder to give a then women's basketball student-athlete an incomplete in a course.  
(Item1\_BoxillToCrowder\_072505\_NorthCarolina\_00231)
- FI14: June 24, 2009 – Email from Boxill to Crowder. This includes, but is not limited to, Boxill asking Crowder to create a course syllabus so a then women's basketball student-athlete could receive books.  
(Item1\_BoxillToCrowder\_062409\_NorthCarolina\_00231)
- FI15: June 19, 2007 – Email from Boxill to Crowder. This includes, but is not limited to, Boxill stating that she directed an AFAM course for a then football student-athlete.  
(Item1\_BoxillToCrowder\_061907\_NorthCarolina\_00231)
- FI16: June 18, 2009 – Email from Boxill to Crowder. This includes, but is not limited to, Boxill requesting assignments for women's basketball student-athletes.  
(Item1\_BoxillToCrowder\_061809\_NorthCarolina\_00231)
- FI17: June 16, 2009 – Email from Boxill to Crowder. This includes, but is not limited to, Boxill requesting an incomplete for women's basketball student-athletes.  
(Item1\_BoxillToCrowder\_061609\_NorthCarolina\_00231)
- FI18: May 29, 2009 – Email from Boxill to Crowder. This includes, but is not limited to, Boxill asking about an assignment for an AFAM course.  
(Item1\_BoxillToCrowder\_052909\_NorthCarolina\_00231)



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- FI19: April 8, 2009 – Email from Boxill to Crowder. This includes, but is not limited to, Boxill submitting a women's basketball student-athlete's paper to Crowder.  
(Item1\_BoxillToCrowder\_040809\_NorthCarolina\_00231)
- FI20: February 13, 2006 – Email from Boxill to Crowder. This includes, but is not limited to, Boxill requesting that Crowder add a women's basketball student-athlete to a class.  
(Item1\_BoxillToCrowder\_021306\_NorthCarolina\_00231)
- FI21: February 11, 2006 – Email from Boxill to Crowder. This includes, but is not limited to, Boxill requesting an assignment on behalf of a student-athlete.  
(Item1\_BoxillToCrowder\_021106\_NorthCarolina\_00231)
- FI22: February 6, 2003 – Email from Boxill to Crowder. This includes, but is not limited to, Boxill providing Crowder with a prospectus on behalf of a student-athlete for Julius Nyang'oro's (Nyang'oro), former chair and professor in the AFRI/AFAM department, course.  
(Item1\_BoxillToCrowder\_020603\_NorthCarolina\_00231)
- FI23: January 25, 2006 – Email from Boxill to Crowder. This includes, but is not limited to, Boxill requesting that Crowder add a student-athlete into a class.  
(Item1\_BoxillToCrowder\_012506\_NorthCarolina\_00231)
- FI24: January 17, 2006 – Email from Boxill to Crowder. This includes, but is not limited to, Boxill forwarding Crowder an assignment for a class and asking if the assignment was acceptable for an AFAM 69 course.  
(Item1\_BoxillToCrowder\_011706\_NorthCarolina\_00231)
- FI25: January 4, 2007 – Email from Boxill to Crowder. This includes, but is not limited to, Boxill requesting that Crowder add women's basketball student-athletes to a class.  
(Item1\_BoxillToCrowder\_010407\_NorthCarolina\_00231)
- FI26: July 22, 2010 – Email from Jamie Lee (Lee), former academic counselor of ASPSA, to Beth Bridger (Bridger), former associate director of ASPSA, and Tia Overstreet (Overstreet), former academic counselor in ASPSA. This includes, but is not limited to, Lee's provision of a list of student-athletes who need an AFRI course and Lee's comment that they

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"need to come together soon to request anything which may need to be added."

(Item6\_OverstreetFromLee\_072210\_NorthCarolina\_00231)

FI27: September 6, 2007 – Email from Nyang'oro to Bobbi Owen (Owen), senior associate dean for undergraduate education. This includes, but is not limited to, Owen's concern at the type of academic exceptions Nyang'oro provided to students.

(Item2\_NyangoroToOwen\_090607\_NorthCarolina\_00231)

FI28: April 24, 2007 – Email from Nyang'oro to Owen. This includes, but is not limited to, Nyang'oro's concern regarding students enrolled in an independent study class assigned to him.

(Item2\_NyangoroToOwen\_042407\_NorthCarolina\_00231)

FI29: – Email from Nyang'oro to \_\_\_\_\_, then women's soccer student-athlete. This includes, but is not limited to, Nyang'oro discussing with \_\_\_\_\_ a time to confer about a class assignment.

(Item2\_NyangoroTo \_\_\_\_\_ \_NorthCarolina\_00231)

FI30: November 2, 2009 – Email from Nyang'oro to Lee. This includes, but is not limited to, Nyang'oro providing an assignment to Lee for one of Lee's student-athletes.

(Item2\_NyangoroToLee\_110209\_NorthCarolina\_00231)

FI31: September 24, 2009 – Email from Nyang'oro to Lee. This includes, but is not limited to, Nyang'oro and Lee setting up a time for Lee to drop off abstracts completed by student-athletes to Nyang'oro's office.

(Item2\_NyangoroToLee\_092409\_NorthCarolina\_00231)

FI32: March 17, 2010 – Email from Nyang'oro to Reginald Hildebrand, associate professor in the AFRI/AFAM department. This includes, but is not limited to, a complaint brought by a student regarding the method of instruction in an AFAM course.

(Item2\_NyangoroToHildebrand\_031710\_NorthCarolina\_00231)

FI33: – Email from Nyang'oro to Crowder. This includes, but is not limited to, Crowder's request that Nyang'oro provide help to Suzy Durr, former tutor in ASPSA, to answer a question she had concerning an assignment.

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(Item2\_NyangoroToCrowder\_ \_NorthCarolina\_00231)

FI34: – Email from Nyang'oro to Crowder. This includes, but is not limited to, Crowder mentioning to a student that the administration wants to limit Nyang'oro's independent study courses.

(Item2\_NyangoroToCrowder\_ NorthCarolina\_00231)

FI35: May 3, 2009 – Email from Nyang'oro to Crowder. This includes, but is not limited to, Nyang'oro forwarding a paper to Crowder turned in by a student-athlete.

(Item2\_NyangoroToCrowder\_050309\_NorthCarolina\_00231)

FI36: January 31, 2007 – Email from Nyang'oro to Crowder. This includes, but is not limited to, Nyang'oro denying a women's basketball student-athlete's request to add a course unless the request came from Boxill.

(Item2\_NyangoroToCrowder\_013107\_NorthCarolina\_00231)

FI37: January 23, 2007 – Email from Nyang'oro to Crowder. This includes, but is not limited to, Nyang'oro responding to questions forwarded to him by Crowder from Janet Huffstetler (Huffstetler), former tutor in ASPSA.

(Item2\_NyangoroToCrowder\_012307\_NorthCarolina\_00231)

FI38: – Email from Crowder to , then women's soccer student-athlete. This includes, but is not limited to, Crowder's response to 's request to set up a meeting with Nyang'oro.

(Item2\_NyangoroTo \_NorthCarolina\_00231)

FI39: July 15, 2010 – Email from Nyang'oro to Lee. This includes, but is not limited to, Lee's request to come visit Nyang'oro.

(Item2\_NyangoroFromLee\_071510\_NorthCarolina\_00231)

FI40: May 4, 2010 – Email from Lee to Nyang'oro. This includes, but is not limited to, Lee forwarding a former assignment topic in an AFAM 398 course.

(Item2\_NyangoroFromLee\_050410\_NorthCarolina\_00231)

FI41: April 27, 2010 – Email from Lee to Nyang'oro. This includes, but is not limited to, Lee's request to come visit Nyang'oro about student-athlete papers.

(Item2\_NyangoroFromLee\_042710\_NorthCarolina\_00231)

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- FI42: April 8, 2010 – Email from Lee to Nyang'oro. This includes, but is not limited to, Lee's inquiry regarding a Swahili class and whether the department would offer it as a research paper topic course.  
(Item2\_NyangoroFromLee\_040810\_NorthCarolina\_00231)
- FI43: January 28, 2010 – Email from Lee to Nyang'oro. This includes, but is not limited to, Lee indicating that she would drop off student-athlete abstracts.  
(Item2\_NyangoroFromLee\_012810\_NorthCarolina\_00231)
- FI44: May 9, 2011 – Email from Gore to Nyang'oro. This includes, but is not limited to, Gore forwarding to Nyang'oro a women's basketball student-athlete's paper sent to him by Boxill.  
(Item2\_NyangoroFromGore\_050911\_NorthCarolina\_00231)
- FI45: May 17, 2010 – Email from Boxill to Nyang'oro. This includes, but is not limited to, Boxill indicating that a women's basketball student-athlete is enrolled in his course and Boxill's statement that the student-athlete needed to do well in the course.  
(Item2\_NyangoroFromBoxill\_051710\_NorthCarolina\_00231)
- FI46: \_\_\_\_\_ – Email from Nyang'oro to \_\_\_\_\_, then women's track student-athlete. This includes, but is not limited to, \_\_\_\_\_'s request for an assignment for an independent study course.  
(Item2\_NyangoroTo \_\_\_\_\_ \_NorthCarolina\_00231)
- FI47: September 11, 2009 – Email from Nyang'oro to Cynthia Reynolds (Reynolds), former associate director and director of football in ASPSA. This includes, but is not limited to, Reynolds' request to see Nyang'oro about paper topics for student-athletes.  
(Item2\_NyangoroToReynolds\_091109\_NorthCarolina\_00231)
- FI48: June 19, 2009 – Email from Reynolds to Andre Williams (A. Williams), former director of football student-athlete development. This includes, but is not limited to, Reynolds' statement that Crowder was retiring from the AFRI/AFAM department and that the football student-athletes should expect C's and D's if they failed to turn in papers before Crowder's retirement.  
(Item8\_WilliamsFromReynolds\_061909\_NorthCarolina\_00231)
- FI49: April 30, 2009 – Email from Reynolds to A. Williams. This includes, but is not limited to, Reynolds' response to A. Williams' question about whether an AFAM course was taught as a paper course.

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(Item8\_WilliamsFromReynolds\_043009\_NorthCarolina\_00231)

FI50: April 2, 2009 – Email from Reynolds to A. Williams. This includes, but is not limited to, Reynolds' discussion about schedules for requested AFAM seminar classes.

(Item8\_WilliamsFromReynolds\_040209\_NorthCarolina\_00231)

FI51: March 16, 2009 – Email from Reynolds to A. Williams. This includes, but is not limited to, Reynolds' spreadsheet listing the football student-athletes enrolled in AFRI/AFAM courses and their corresponding tutoring or mentoring assignments.

(Item8\_WilliamsFromReynolds\_031609\_NorthCarolina\_00231)

FI52: March 13, 2009 – Email from Reynolds to A. Williams. This includes, but is not limited to, a discussion concerning a football student-athlete and his failure to turn in a paper in his AFAM course.

(Item8\_WilliamsFromReynolds\_031309\_NorthCarolina\_00231)

FI53: December 9, 2009 – Email from Lee to A. Williams. This includes, but is not limited to, Lee's statement that she will visit with the AFAM instructor to see if he can grade papers prior to the bowl game.

(Item8\_WilliamsFromLee\_120909\_NorthCarolina\_00231)

FI54: December 1, 2009 – Email from Lee to A. Williams. This includes, but is not limited to, Lee reporting that she met with the AFAM instructor who agreed to grade papers prior to the bowl game.

(Item8\_WilliamsFromLee\_120109\_NorthCarolina\_00231)

FI55: September 22, 2009 – Email from Amy Kleissler (Kleissler), former learning specialist in ASPSA, to Lee and Bridger. This includes, but is not limited to, a discussion regarding which football student-athletes have completed an abstract for their AFAM 396 course.

(Item8\_WilliamsFromKleissler\_092209\_NorthCarolina\_00231)

FI56: November 12, 2009 – Email from Huffstetler to Jennifer Townsend (Townsend), associate director in ASPSA and men's basketball athletic academic counselor. This includes, but is not limited to, Townsend describing a professor's reaction to teaching a course with 50 enrolled student-athletes.

(Item7\_HuffstetlerToTownsend\_111209\_NorthCarolina\_00231)

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- FI57: December 11, 2006 – Email from Huffstetler to Crowder. This includes, but is not limited to, the inclusion of student-athlete papers as an attachment to the email.  
(Item7\_HuffstetlerToCrowder\_121106\_NorthCarolina\_00231)
- FI58: December 8, 2006 – Email from Huffstetler to Crowder. This includes, but is not limited to, the inclusion of a student-athlete's paper as an attachment to an email.  
(Item7\_HuffstetlerToCrowder\_120806\_NorthCarolina\_00231)
- FI59: August 26, 2009 – Email from Huffstetler to Crowder. This includes, but is not limited to, the inclusion of a student-athlete's paper as an attachment to an email.  
(Item7\_HuffstetlerToCrowder\_082906\_NorthCarolina\_00231)
- FI60: July 31, 2007 – Email from Huffstetler to Crowder. This includes, but is not limited to, the inclusion of a student-athlete's paper as an attachment to an email.  
(Item7\_HuffstetlerToCrowder\_073107\_NorthCarolina\_00231)
- FI61: June 10, 2009 – Email from Huffstetler to Crowder. This includes, but is not limited to, discussion about the due date for a student-athlete's paper.  
(Item7\_HuffstetlerToCrowder\_061009\_NorthCarolina\_00231)
- FI62: May 12, 2008 – Email from Huffstetler to Crowder. This includes, but is not limited to, the inclusion of a student-athlete's paper as an attachment to an email.  
(Item7\_HuffstetlerToCrowder\_051208\_NorthCarolina\_00231)
- FI63: February 12, 2012 – Email from Huffstetler to Crowder. This includes, but is not limited to, Huffstetler's inquiry about  
  
(Item7\_HuffstetlerToBoxill\_021210\_NorthCarolina\_00231)
- FI64: April 28, 2006 – Email from Crowder to Wayne Walden (Walden), former associate director and athletic academic counselor in ASPSA for men's basketball. This includes, but is not limited to, Crowder's inquiry regarding Huffstetler's ability to work with men's basketball student-athletes.  
(Item7\_HuffstetlerFromCrowder\_042806\_NorthCarolina\_00231)

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- FI65: March 20, 2007 – Email from Crowder to Huffstetler. This includes, but is not limited to, Crowder's reporting of the poor performance of men's basketball student-athletes in a class.  
(Item7\_HuffstetlerFromCrowder\_032007\_NorthCarolina\_00231)
- FI66: – Email from Crowder to men's basketball student-athletes and members of the ASPSA staff. This includes, but is not limited to, an attachment containing the assignment for a course.  
(Item7\_HuffstetlerFromCrowder\_ \_NorthCarolina\_00231)
- FI67: – Email from Boxill to Huffstetler. This includes, but is not limited to, Boxill providing an assignment for the men's basketball student-athlete enrolled in her course.  
(Item7\_HuffstetlerFromBoxill\_ \_NorthCarolina\_00231)
- FI68: July 26, 2005 – Email from Boxill to Huffstetler and Walden. This includes, but is not limited to, Boxill providing the assignment for the men's basketball student-athletes enrolled in her class.  
(Item7\_HuffstetlerFromBoxill\_072605\_NorthCarolina\_00231)
- FI69: July 17, 2009 – Email from Boxill to Huffstetler. This includes, but is not limited to, Boxill providing a study guide to Huffstetler for an AFAM course.  
(Item7\_HuffstetlerFromBoxill\_071709\_NorthCarolina\_00231)
- FI70: July 15, 2009 – Email from Boxill to Huffstetler. This includes, but is not limited to, Boxill thanking Huffstetler for providing a copy of a study guide previously used by ASPSA.  
(Item7\_HuffstetlerFromBoxill\_071509\_NorthCarolina\_00231)
- FI71: July 14, 2005 – Email from Boxill to Huffstetler. This includes, but is not limited to, Boxill providing the grades for men's basketball student-athletes enrolled in her philosophy course.  
(Item7\_HuffstetlerFromBoxill\_071405\_NorthCarolina\_00231)
- FI72: July 11, 2005 – Email from Boxill to Huffstetler and Walden. This includes, but is not limited to, Boxill reporting grades for the men's basketball student-athletes enrolled in her course.  
(Item7\_HuffstetlerFromBoxill\_071105\_NorthCarolina\_00231)

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- FI73: July 8, 2005 – Email from Boxill to Huffstetler. This includes, but is not limited to, Boxill reporting grades for the men's basketball student-athletes enrolled in her course.  
(Item7\_HuffstetlerFromBoxill\_070805\_NorthCarolina\_00231)
- FI74: June 11, 2009 – Email from Boxill to Huffstetler. This includes, but is not limited to, Boxill's offer to help a men's basketball student-athlete enrolled in a philosophy course.  
(Item7\_HuffstetlerFromBoxill\_061109\_NorthCarolina\_00231)
- FI75: March 30, 2006 – Email from Boxill to Huffstetler. This includes, but is not limited to, Huffstetler's offer to have the women's basketball team join a study session Huffstetler held for an AFAM course.  
(Item7\_HuffstetlerFromBoxill\_033006\_NorthCarolina\_00231)
- FI76: February 8, 2007 – Email from Boxill to Huffstetler. This includes, but is not limited to, Boxill providing some suggestions for an assignment for the men's basketball student-athletes enrolled in her philosophy course.  
(Item7\_HuffstetlerFromBoxill\_020807\_NorthCarolina\_00231)
- FI77: July 15, 2009 – Email from Boxill to Huffstetler. This includes, but is not limited to, a discussion concerning the performance of men's and women's basketball student-athletes in an AFAM course.  
(Item7\_HuffstetlerFromBoxill(2)\_071509\_NorthCarolina\_00231)
- FI78: July 14, 2005 – Email from Boxill to Huffstetler. This includes, but is not limited to, a discussion regarding the men's basketball student-athletes enrolled in Boxill's course.  
(Item7\_HuffstetlerFromBoxill(2)\_071405\_NorthCarolina\_00231)
- FI79: November 15, 2009 – Email from Reynolds to Corey Holliday (Holliday), associate athletic director for football administration. This includes, but is not limited to, Reynolds explaining to Holliday that she would move a football student-athlete out of a section of AFAM that required attendance into a "paper course" section.  
(Item7\_HollidayFromReynolds\_111505\_NorthCarolina\_00231)
- FI80: October 31, 2005 – Email from Reynolds to Holliday. This includes, but is not limited to, Reynolds explaining to Holliday that she just received the assignment for an independent study course and that a football student-athlete should see her to discuss the assignment.  
(Item7\_HollidayFromReynolds\_103105\_NorthCarolina\_00231)



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- FI81: May 10, 2005 – Email from Reynolds to Holliday. This includes, but is not limited to, Reynolds mentioning the cut back in "paper courses" in the AFRI/AFAM department and the impact the reduction in courses could have on student-athlete eligibility.  
(Item7\_HollidayFromReynolds\_051005\_NorthCarolina\_00231)
- FI82: – Email from Reynolds to Holliday. This includes, but is not limited to, Reynolds' statement that she would not do anything "shady" as it concerns student-athletes.  
(Item7\_HollidayFromReynolds\_ \_NorthCarolina\_00231)
- FI83: February 1, 2005 – Email from Reynolds to Holliday. This includes, but is not limited to, Reynolds mentioning that she sent a student-athlete to see Crowder for the requirements for an AFAM course.  
(Item7\_HollidayFromReynolds\_020105\_NorthCarolina\_00231)
- FI84: – Email from Crowder to Holliday. This includes, but is not limited to, Crowder mentioning that she would change a football student-athlete's grade once he turns in a paper.  
(Item7\_HollidayFromCrowder\_ \_NorthCarolina\_00231)
- FI85: May 23, 2008 – Email from Amy Herman (Herman), former associate athletics director for compliance, to Brent Blanton (Blanton), associate director in ASPSA. This includes, but is not limited to, Herman's description of "infamous paper classes."  
(Item7\_HermanToBlanton\_052308\_NorthCarolina\_00231)
- FI86: May 5, 2011 – Email from Alice Dawson (Dawson), senior assistant dean of the academic advising program in the college of arts and sciences and the general college, to Lee. This includes, but is not limited to, Dawson's recommendation that a student-athlete meet with a campus advisor.  
(Item7\_DawsonToLee\_050511\_NorthCarolina\_00231)
- FI87: November 2, 2010 – Email from Bridger to Overstreet. This includes, but is not limited to, Bridger's directing Overstreet to check with Gore to determine whether a listed AFAM course was considered a paper course.  
(Item6\_OverstreetFromBridger\_110210\_NorthCarolina\_00231)
- FI88: – Email from Blanton to \_\_\_\_\_, then women's field hockey student-athlete. This includes, but is not limited to, Blanton mentioning to \_\_\_\_\_ that he called the AFRI/AFAM office and Crowder enrolled \_\_\_\_\_ in a course.

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(Item5\_BlantonTo \_\_\_\_\_ \_NorthCarolina\_00231)

FI89: May 28, 2009 – Email from Blanton to Steve May (May), associate professor of organizational communications. This includes, but is not limited to, Blanton's request that identified student-athletes enroll in an independent study course with May.

(Item5\_BlantonToMay\_052809\_NorthCarolina\_00231)

FI90: April 21, 2010 – Email from Blanton to Gore. This includes, but is not limited to, Blanton's comment that several student-athletes had visited the AFRI/AFAM department to obtain assignments, but he still needed the assignment to pass along to another student-athlete.

(Item5\_BlantonToGore\_042110\_NorthCarolina\_00231)

FI91: July 31, 2009 – Email from Blanton to Crowder. This includes, but is not limited to, Blanton delivering a paper to Crowder.

(Item5\_BlantonToCrowder\_073109\_NorthCarolina\_00231)

FI92: July 22, 2009 – Email from Blanton to Crowder. This includes, but is not limited to, Blanton delivering a student-athlete's paper to Crowder.

(Item5\_BlantonToCrowder\_072209\_NorthCarolina\_00231)

FI93: June 26, 2009 – Email from Blanton to Crowder. This includes, but is not limited to, a discussion between Blanton and Crowder regarding the assignment for an AFAM course.

(Item5\_BlantonToCrowder\_062609\_NorthCarolina\_00231)

FI94: \_\_\_\_\_ – Email from Blanton to Bridger and others. This includes, but is not limited to, Blanton forwarding the assignment for an AFAM course he received from Crowder.

(Item5\_BlantonToBridgerOthers\_ \_\_\_\_\_ \_NorthCarolina\_00231)

FI95: \_\_\_\_\_ – Email from \_\_\_\_\_, then women's soccer student-athlete, to Blanton. This includes, but is not limited to, \_\_\_\_\_ request that Blanton turn in her paper to Crowder.

(Item5\_BlantonFrom \_\_\_\_\_ \_NorthCarolina\_00231)

FI96: \_\_\_\_\_ – Email from Crowder to \_\_\_\_\_, then women's soccer student-athlete. This includes, but is not limited to, \_\_\_\_\_ mention that Blanton enrolled her in an AFAM course.

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(Item5\_BlantonFromCrowder\_ \_NorthCarolina\_00231)

FI97: March 3, 2006 – Email from Crowder to Blanton. This includes, but is not limited to, Crowder informing Blanton that student-athletes may write on an original paper topic after Nyang'oro changed the assignment, provided they turn in the paper directly to Crowder.

(Item5\_BlantonFromCrowder\_030306\_NorthCarolina\_00231)

FI98: February 26, 2008 – Email from Crowder to Blanton. This includes, but is not limited to, Crowder mentioning that she would deliver signed forms for student-athletes quietly so as not to raise suspicion.

(Item5\_BlantonFromCrowder\_022608\_NorthCarolina\_00231)

FI99: February 20, 2006 – Email from Crowder to Blanton. This includes, but is not limited to, Crowder providing Blanton with an assignment for AFRI 120.

(Item5\_BlantonFromCrowder\_022006\_NorthCarolina\_00231)

FI100: – Email from Crowder to Blanton. This includes, but is not limited to, Crowder providing Blanton with an assignment for AFRI 128.

(Item5\_BlantonFromCrowder(2)\_ \_NorthCarolina\_00231)

FI101: August 1, 2006 – Email from Mary Brunk (Brunk), then athletic academic counselor in ASPSA, to Blanton. This includes, but is not limited to, Blanton's suggestion that Brunk contact Crowder to see the possibility of entering an incomplete as a grade for an ineligible student-athlete.

(Item5\_BlantonFromBrunk\_080106\_NorthCarolina\_00231)

FI102: May 23, 2006 – Email from Boxill to Blanton. This includes, but is not limited to, Blanton's request that Boxill teach an independent study course for a student-athlete.

(Item5\_BlantonFromBoxill\_052306\_NorthCarolina\_00231)

FI103: March 25, 2008 – Email from Boxill to Blanton. This includes, but is not limited to, Boxill agreeing to place a student-athlete in one of her classes.

(Item5\_BlantonFromBoxill\_032508\_NorthCarolina\_00231)

FI104: March 23, 2009 – Email from Boxill to Blanton. This includes, but is not limited to, Boxill agreeing to let a student-athlete take her traditional course as an independent study because the student-athlete was enrolled in another course that had a time conflict with Boxill's class.

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(Item5\_BlantonFromBoxill\_032309\_NorthCarolina\_00231)

FI105: November 1, 2011 – Email from Bradley Bethel, learning specialist in ASPSA, to Bridger and Townsend. This includes, but is not limited to, a list of expectations for underprepared student-athletes.

(Item5\_BethelToBridger\_110111\_NorthCarolina\_00231)

FI106: June 24, 2009 – Email from Bridger to Reynolds and Lee. This includes, but is not limited to, an email attachment containing instructions for student-athletes noting Crowder's retirement. It instructed student-athletes to turn in their paper by a certain date if they wanted Crowder to read and grade their paper.

(Item2\_BridgerToReynolds\_062409\_NorthCarolina\_00231)

FI107: August 27, 2009 – Email from Bridger to Lee. This includes, but is not limited to, an email discussing Crowder's departure and a discussion about building a relationship with Nyang'oro.

(Item2\_BridgerToLee\_082709\_2of2\_NorthCarolina\_00231)

FI108: June 19, 2009 – Email from Reynolds to Bridger and others. This includes, but is not limited to, Reynolds mentioning Crowder's retirement and that if the student-athletes do not turn in their papers, they should expect C's or D's.

(Item2\_BridgerFromReynolds\_061909\_NorthCarolina\_00231)

FI109: June 7, 2010 – Email from Whitney Read (Read), former tutor in ASPSA, to Bridger. This includes, but is not limited to, Read's discussion of a Swahili professor requesting that student-athletes enroll in an independent study course rather than a traditional Swahili course.

(Item2\_BridgerFromWhitneyRead\_060710\_NorthCarolina\_00231)

FI110: March 17, 2010 – Email from Lee to Bridger. This includes, but is not limited to, Lee informing Bridger that Nyang'oro added another AFAM course to the summer schedule.

(Item2\_BridgerFromLee\_031710\_NorthCarolina\_00231)

FI111: June 22, 2009 – Email from Kleissler to Bridger. This includes, but is not limited to, Kleissler providing Bridger with a copy of the Swahili assignment.

(Item2\_BridgerFromKleissler\_062209\_NorthCarolina\_00231)

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- FI112: November 15, 2010 – Email from Bridger to Gore. This includes, but is not limited to, Bridger asking if SWAH 403 will be offered in the spring.  
(Item2\_BridgerFromGore\_111510\_NorthCarolina\_00231)
- FI113: October 28, 2009 – Email from Bridger to Gore. This includes, but is not limited to, Bridger asking if the department will add any seminar-type courses for the spring semester and her mention that Miss Debbie (Deborah Crowder) coordinated those in the past.  
(Item2\_BridgerFromGore\_102809\_NorthCarolina\_00231)
- FI114: March 31, 2010 – Email from Gore to Bridger. This includes, but is not limited to, Gore mentioning that he thought an AFAM course would be taught as an independent study.  
(Item2\_BridgerFromGore\_033110\_NorthCarolina\_00231)
- FI115: June 20, 2006 – Email from Crowder to Walden. This includes, but is not limited to, Crowder consulting with Walden on the courses in which a men's basketball student-athlete needs to enroll.  
(Item2\_CrowderToWalden\_062006\_NorthCarolina\_00231)
- FI116: April 28, 2006 – Email from Crowder to Walden. This includes, but is not limited to, Crowder mentioning that a number of men's basketball student-athletes came by to drop off their papers.  
(Item2\_CrowderToWalden\_042806\_NorthCarolina\_00231)
- FI117: March 28, 2006 – Email from Crowder to Walden. This includes, but is not limited to, Crowder providing information on what a men's basketball student-athlete needs to graduate.  
(Item2\_CrowderToWalden\_032806\_NorthCarolina\_00231)
- FI118: January 5, 2005 – Email from Crowder to Walden. This includes, but is not limited to, Crowder discussing men's basketball student-athletes and the courses to which she added them.  
(Item2\_CrowderToWalden\_010505\_NorthCarolina\_00231)
- FI119: \_\_\_\_\_ – Email from Crowder to \_\_\_\_\_, former football student-athlete, and \_\_\_\_\_, former football student-athlete. This includes, but is not limited to, Crowder expressing her disappointment that the two student-athletes turned in the same paper, providing them with a new assignment and pointing out how she usually gives them the benefit of the doubt.  
(Item2\_CrowderTo \_\_\_\_\_ \_NorthCarolina\_00231)

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FI120: November 11, 2002 – Email from Crowder to Reynolds. This includes, but is not limited to, Crowder mentioning that she cannot put a student-athlete into a section alone because it raises too many red flags.  
(Item2\_CrowderToReynolds\_111102\_NorthCarolina\_00231)

FI121: September 24, 2007 – Email from Crowder to Reynolds. This includes, but is not limited to, Reynolds mentioning that half of a Swahili class enrollment consisted of football student-athletes.  
(Item2\_CrowderToReynolds\_092407\_NorthCarolina\_00231)

FI122: August 26, 2009 – Email from Crowder to Lee. This includes, but is not limited to, Lee asking Crowder if the department planned on dropping an AFAM 396 course, and Lee's comment stating, "Our guys could definitely use it [the course]."  
(Item2\_CrowderToLee\_082609\_NorthCarolina\_00231)

FI123: July 1, 2009 – Email from Crowder to Lee. This includes, but is not limited to, Crowder providing an assignment for AFAM at Lee's request.  
(Item2\_CrowderToLee\_070109\_NorthCarolina\_00231)

FI124: October 13, 2006 – Email from Crowder to Walden. This includes, but is not limited to, Crowder discussing potential courses for a men's basketball student-athlete.  
(Item2\_CrowderToWalden\_101306\_NorthCarolina\_00231)

FI125: October 6, 2006 – Email from Crowder to Walden. This includes, but is not limited to, Crowder pointing out a course in which Walden enrolled a men's basketball student-athlete, and Crowder commenting that it may not be a good choice.  
(Item2\_CrowderToWalden\_100606\_NorthCarolina\_00231)

FI126: – Email from Crowder to Walden and , then football student-athlete. This includes, but is not limited to, Crowder mentioning that they would make a special arrangement for in his AFAM class.  
(Item2\_CrowderToBlanton\_ \_NorthCarolina\_00231)

FI127: May 11, 2009 – Email from Reynolds to Crowder. This includes, but is not limited to, Crowder agreeing to add student-athletes to a course, but mentioning that there will be no one there to "plead their cases."

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(Item2\_CrowderReynolds\_051109\_NorthCarolina\_00231)

FI128: February 16, 2004 – Email from Jonathan Weiler, adjunct assistant professor of global studies and faculty advisor for the academic advising program in the college of arts and sciences and the general college, to Crowder. This includes, but is not limited to, Crowder explaining that they treat student-athletes like everyone else, but that student-athletes get "too much scrutiny."

(Item2\_CrowderFromWeiler\_021604\_NorthCarolina\_00231)

FI129: December 18, 2007 – Email from Reynolds to Crowder. This includes, but is not limited to, Reynolds asking for an AB designation in a student-athlete's course rather than a grade.

(Item2\_CrowderFromReynolds\_121807\_NorthCarolina\_00231)

FI130: August 21, 2007 – Email from Reynolds to Crowder. This includes, but is not limited to, Reynolds asking if Crowder can work something out for a student who wants to take two courses scheduled at the same time.

(Item2\_CrowderFromReynolds\_082107\_NorthCarolina\_00231)

FI131: July 31, 2009 – Email from Reynolds to Crowder. This includes, but is not limited to, Reynolds checking whether a student-athlete had turned in his paper.

(Item2\_CrowderFromReynolds\_073109\_NorthCarolina\_00231)

FI132: June 22, 2009 – Email from Reynolds to Crowder. This includes, but is not limited to, Reynolds asking if they could use a previous assignment from AFAM 102.

(Item2\_CrowderFromReynolds\_062209\_NorthCarolina\_00231)

FI133: June 17, 2009 – Email from Reynolds to Crowder. This includes, but is not limited to, Crowder stating that ties between the two departments have been severed.

(Item2\_CrowderFromReynolds\_061709\_NorthCarolina\_00231)

FI134: June 16, 2009 – Email from Reynolds to Crowder. This includes, but is not limited to, Reynolds asking if she would add a student-athlete to a class.

(Item2\_CrowderFromReynolds\_061609\_NorthCarolina\_00231)

FI135: May 26, 2009 – Email from Reynolds to Crowder. This includes, but is not limited to, Reynolds asking for the assignment for identified courses.

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(Item2\_CrowderFromReynolds\_052609\_NorthCarolina\_00231)

FI136: – Email from Reynolds to Crowder. This includes, but is not limited to, Reynolds asking Crowder to see if a student-athlete has what he needs to complete his major.

(Item2\_CrowderFromReynolds\_ \_NorthCarolina\_00231)

FI137: May 22, 2009 – Email from Reynolds to Crowder. This includes, but is not limited to, Reynolds request that she and Crowder talk about SWAH for summer and fall.

(Item2\_CrowderFromReynolds\_052209\_NorthCarolina\_00231)

FI138: May 21, 2009 – Email from Reynolds to Crowder. This includes, but is not limited to, Reynolds asking if the incoming freshman student-athletes could get a C or better in a specific class.

(Item2\_CrowderFromReynolds\_052109\_NorthCarolina\_00231)

FI139: May 20, 2009 – Email from Reynolds to Crowder. This includes, but is not limited to, Reynolds requesting the assignment for three AFRI courses.

(Item2\_CrowderFromReynolds\_052009\_NorthCarolina\_00231)

FI140: April 8, 2009 – Email from Reynolds to Crowder. This includes, but is not limited to, Reynolds providing a list of student-athletes who want to take Swahili

(Item2\_CrowderFromReynolds\_040809\_NorthCarolina\_00231)

FI141: April 6, 2009 – Email from Reynolds to Crowder. This includes, but is not limited to, a spreadsheet attachment where Reynolds asks Crowder to enroll identified student-athletes in various AFRI/AFAM courses.

(Item2\_CrowderFromReynolds\_040609\_NorthCarolina\_00231)

FI142: February 13, 2009 – Email from Reynolds to Crowder. This includes, but is not limited to, Reynolds providing a spreadsheet attachment for student-athletes enrolled in seminar courses.

(Item2\_CrowderFromReynolds\_021309\_NorthCarolina\_00231)

FI143: January 28, 2009 – Email from Reynolds to Crowder. This includes, but is not limited to, Reynolds' question asking if an old AFAM assignment could work for a new course.

(Item2\_CrowderFromReynolds\_012809\_NorthCarolina\_00231)



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- FI144: January 17, 2006 – Email from Reynolds to Crowder. This includes, but is not limited to, Reynolds complimenting Crowder for her suggestion about an independent study course with Boxill for a student-athlete.  
(Item2\_CrowderFromReynolds\_011706\_NorthCarolina\_00231)
- FI145: July 22, 2009 – Email from Lee to Crowder. This includes, but is not limited to, Crowder mentioning to Lee that she is delaying her retirement for a month and that Lee let people know "in case her boys are in a panic."  
(Item2\_CrowderFromLee\_072209\_NorthCarolina\_00231)
- FI146: July 20, 2009 – Email from Lee to Crowder. This includes, but is not limited to, Lee's comment that Crowder delaying her retirement was, "definitely good news for their knuckleheads."  
(Item2\_CrowderFromLee\_072009\_NorthCarolina\_00231)
- FI147: June 25, 2009 – Email from Lee to Crowder. This includes, but is not limited to, Lee asking Crowder to add a student-athlete into a class because he is academically ineligible.  
(Item2\_CrowderFromLee\_062509\_NorthCarolina\_00231)
- FI148: June 9, 2009 – Email from Lee to Crowder. This includes, but is not limited to, Crowder mentioning that she would not recommend enrolling any student-athlete in a particular class.  
(Item2\_CrowderFromLee\_060909\_NorthCarolina\_00231)
- FI149: August 29, 2006 – Email from Huffstetler to Crowder. This includes, but is not limited to, Huffstetler emailing a student-athlete's paper to Crowder.  
(Item2\_CrowderFromHuffstetler\_082906\_NorthCarolina\_00231)
- FI150: October 5, 2005 – Email from Boxill to Crowder. This includes, but is not limited to, Boxill telling Crowder that she needs to get two student-athletes into an AFAM course due to their struggles with a math course.  
(Item2\_CrowderFromBoxill\_100505\_NorthCarolina\_00231)
- FI151: June 19, 2007 – Email from Boxill to Crowder. This includes, but is not limited to, Boxill providing a grade for a football student-athlete enrolled in an AFAM course that Boxill was directing.  
(Item2\_CrowderFromBoxill\_061907\_NorthCarolina\_00231)
- FI152: June 16, 2009 – Email from Boxill to Crowder. This includes, but is not limited to, Crowder mentioning that Walden may ask Boxill to enroll a student-athlete in one of her independent study courses.  
(Item2\_CrowderFromBoxill\_061609\_NorthCarolina\_00231)

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- FI153: January 4, 2007 – Email from Boxill to Crowder. This includes, but is not limited to, Boxill asking Crowder to register two women's basketball student-athletes in an AFRI course.  
(Item2\_CrowderFromBoxill\_010407\_NorthCarolina\_00231)
- FI154: February 3, 2009 – Email from Octavus Barnes (Barnes), former athletic academic counselor for football in ASPSA, to Crowder. This includes, but is not limited to, Crowder providing a copy of the assignment for the AFAM 102 course.  
(Item2\_CrowderFromBarnes\_020309\_NorthCarolina\_00231)
- FI155: June 15, 2009 – Email from Barnes to Crowder. This includes, but is not limited to, Crowder passing on a request from Nyang'oro asking for a list of all the student-athletes enrolled in his course.  
(Item2\_CrowderFromBarnes\_061509\_NorthCarolina\_00231)
- FI156: June 9, 2009 – Email from Barnes to Crowder. This includes, but is not limited to, Barnes requesting the assignment for AFRI 396.  
(Item2\_CrowderFromBarnes\_060909\_NorthCarolina\_00231)
- FI157: January 25, 2006 – Email from Barnes to Crowder. This includes, but is not limited to, Barnes requesting an assignment for one of his student-athletes.  
(Item2\_CrowderFromBarnes\_012506\_NorthCarolina\_00231)
- FI158: October 2, 2009 – Email from Kleissler to Bridger. This includes, but is not limited to, Kleissler reporting that she directed a student-athlete to talk to an instructor about late adding of a paper course.  
(Item4\_KleisslerToBridger\_100209\_NorthCarolina\_00231)
- FI159: August 4, 2008 – Email from Walden to Crowder. This includes, but is not limited to, Walden thanking Crowder for enrolling student-athletes in a course.  
(Item4\_WaldenToCrowder\_2of2\_080408\_NorthCarolina\_00231)
- FI160: August 26, 2008 – Email from Walden to Crowder. This includes, but is not limited to, Walden's request that Crowder add a student-athlete to an AFAM course.  
(Item4\_WaldenToCrowder\_082608\_NorthCarolina\_00231)

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- FI161: October 7, 2005 – Email from Walden to Crowder. This includes, but is not limited to, Walden's request that Crowder add a student-athlete to an AFAM course.  
(Item4\_WaldenFromCrowder\_2of2\_100705\_NorthCarolina\_00231)
- FI162: September 7, 2006 – Email from Crowder to Walden and others. This includes, but is not limited to, Crowder providing the assignment for AFAM 269.  
(Item4\_WaldenFromCrowder\_090706\_1of2\_NorthCarolina\_00231)
- FI163: April 13, 2006 – Email from Crowder to Walden. This includes, but is not limited to, Crowder informing Walden to just email her when a student-athlete is on a waitlist.  
(Item4\_WaldenFromCrowder\_041306\_NorthCarolina\_00231)
- FI164: March 28, 2006 – Email from Crowder to Walden. This includes, but is not limited to, Crowder mentioning she was comfortable adding another student-athlete to a course because she had added other students.  
(Item4\_WaldenFromCrowder\_032806\_NorthCarolina\_00231)
- FI165: April 23, 2010 – Email from Lee to Nyang'oro. This includes, but is not limited to, Lee explaining to Nyang'oro that she thought she was supposed to turn in papers on this date.  
(Item3\_LeeToNyangoro\_042310\_NorthCarolina\_00231)
- FI166: December 5, 2008 – Email from Charlene Regester (Regester), associate professor in AFRI/AFAM department, to Crowder. This includes, but is not limited to, Regester providing Crowder with a copy of an extra credit assignment and Regester mentioning she also provided the assignment to Barnes.  
(Item2\_CrowderFromRegester\_120508\_NorthCarolina\_00231)
- FI167: May 12, 2009 – Email from Reynolds to Lee and Bridger. This includes, but is not limited to, Reynolds forwarding an assignment for AFAM 474 that she had obtained from Crowder.  
(Item3\_LeeFromReynolds\_051209\_NorthCarolina\_00231)
- FI168: July 31, 2009 – Email from Crowder to Lee. This includes, but is not limited to, Crowder mentioning that a student-athlete wrote a paper on the wrong topic, but that they would probably accept the paper anyway.  
(Item3\_LeeFromCrowder\_073109\_NorthCarolina\_00231)

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FI169: July 22, 2009 – Email from Crowder to Lee. This includes, but is not limited to, Crowder's statement that, "sometimes we should treat them just like we would treat other students."  
(Item3\_LeeFromCrowder\_072209\_NorthCarolina\_00231)

FI170: August 27, 2009 – Email from Bridger to Lee. This includes, but is not limited to, Bridger instructing Lee to create a spreadsheet of student-athletes enrolled in AFRI/AFAM for tracking purposes.  
(Item3\_LeeFromBridger(2)\_082709\_NorthCarolina\_00231)

FI171: March 12, 2002 – Email from Jim Murphy (Murphy), dean of summer school, to John Blanchard (Blanchard), former senior associate athletic director. This includes, but is not limited to, a discussion of the number of student-athletes enrolled in independent study courses.  
(Item6\_MurphyToBlanchard\_031202\_NorthCarolina\_00231)

FI172: March 11, 2002 – Email from Murphy to Blanchard. This includes, but is not limited to, a discussion of the number of student-athletes enrolled in independent study courses.  
(Item6\_MurphyToBlanchard\_031102\_NorthCarolina\_00231)

FI173: March 11, 2002 – Email from Murphy to Blanchard. This includes, but is not limited to, a discussion of the number of student-athletes enrolled in independent study courses.  
(Item6\_MurphyToBlanchard(2)\_031102\_NorthCarolina\_00231)

FI174: November 3, 2006 – Email from Owen to Nyang'oro. This includes, but is not limited to, Owen's discussion about the tracking of independent study courses.  
(Item2\_NyangoroToOwen\_110306\_NorthCarolina\_00231)

FI175: July 18, 2006 – Email from Lissa Broome (Broome), Wells Fargo professor of banking law, director of the center for banking and finance school of law and faculty athletics representative, to Blanchard and others. This includes, but is not limited to, Broome's dissemination of a news article describing the use of independent study by the Auburn University (Auburn) athletics department.  
(Item5\_BroomeToMultiple\_071806\_NorthCarolina\_00231)

FI176: January 25, 2013 – Email from Broome to Jack Evans (Evans), professor emeritus of operations for the Kenan-Flagler Business School and former faculty athletics representative. This includes, but is not limited to,

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Broome's discussion of The Martin Report and what the Faculty Athletics Committee knew or did not know concerning independent study courses.  
(Item5\_BroomeToMultiple\_012513\_NorthCarolina\_00231)

FI177: January 2, 2013 – Email from Harold Woodard (Woodard), associate dean and director of the center for student success and academic counseling and former interim director of ASPSA, to the ASPSA staff. This includes, but is not limited to, a description of the new independent study policy.  
(Item8\_TownsendFromWoodard\_010213\_NorthCarolina\_00231)

FI178: June 13, 2006 – Email from Reynolds to Holliday. This includes, but is not limited to, a discussion of a football student-athlete's AFAM independent study course.  
(Item7\_HollidayFromReynolds\_061306\_NorthCarolina\_00231)

FI179: June 8, 2004 – Email from Reynolds to Holliday. This includes, but is not limited to, a discussion of independent study type courses and that identified football student-athletes were "using those type of classes up."  
(Item7\_HollidayFromReynolds\_060804\_NorthCarolina\_00231)

FI180: April 29, 2009 – Email from Reynolds to Holliday. This includes, but is not limited to, a discussion of a football student-athlete's independent study courses.  
(Item7\_HollidayFromReynolds\_042905\_NorthCarolina\_00231)

FI181: July 19, 2006 – Email from Robert Mercer (Mercer), former director of ASPSA, to Susan Malloy (Malloy), former assistant athletics director for certification and eligibility and current tutorial coordinator, and others. This includes, but is not limited to, an email discussing if athletics had done its "due diligence" after the Auburn independent study issue.  
(Item6\_MaloyFromMercer\_071906\_NorthCarolina\_00231)

FI182: \_\_\_\_\_ – Email from Blanton to \_\_\_\_\_, then women's tennis student-athlete. This includes, but is not limited to, Blanton's suggestion that \_\_\_\_\_ take an independent study course.  
(Item5\_BlantonTo \_\_\_\_\_ \_NorthCarolina\_00231)

FI183: \_\_\_\_\_ – Email from Blanton to \_\_\_\_\_. This includes, but is not limited to, a discussion about an independent study course.  
(Item5\_BlantonTo \_\_\_\_\_ \_NorthCarolina\_00231)

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- FI184: \_\_\_\_\_ – Email from Blanton to \_\_\_\_\_, then baseball student-athlete. This includes, but is not limited to, Blanton commenting to \_\_\_\_\_ that independent study courses have "gone the way of the dinosaur."  
(Item5\_BlantonTo \_\_\_\_\_ \_NorthCarolina\_00231)
- FI185: December 17, 2009 – Email from Blanton to Boxill. This includes, but is not limited to, Blanton's request that Boxill consider teaching an independent study course for a student-athlete.  
(Item5\_BlantonToBoxill\_121709\_NorthCarolina\_00231)
- FI186: \_\_\_\_\_ – Email from Blanton to \_\_\_\_\_, then baseball student-athlete. This includes, but is not limited to, \_\_\_\_\_ inquiry regarding the possibility of an independent study course.  
(Item5\_BlantonTo \_\_\_\_\_ \_NorthCarolina\_00231)
- FI187: \_\_\_\_\_ – Email from \_\_\_\_\_, then women's basketball student-athlete, to Blanton. This includes, but is not limited to, \_\_\_\_\_ inquiry regarding where she should turn in her independent study papers.  
(Item5\_BlantonFrom \_\_\_\_\_ \_NorthCarolina\_00231)
- FI188: \_\_\_\_\_ – Email from \_\_\_\_\_ to Blanton. This includes, but is not limited to, \_\_\_\_\_ inquiry about her independent study course and Blanton's response that Boxill was the instructor.  
(Item5\_BlantonFrom \_\_\_\_\_ \_NorthCarolina\_00231)
- FI189: August 26, 2010 – Email from Michael Walton (Walton), associate professor of communications, to Blanton. This includes, but is not limited to, Walton's instruction that if student-athletes wanted to enroll in an independent study course, they should petition on their own.  
(Item5\_BlantonFromWaltman\_082610\_NorthCarolina\_00231)
- FI190: \_\_\_\_\_ – Email from \_\_\_\_\_, then softball student-athlete, to Blanton. This includes, but is not limited to, \_\_\_\_\_ request for a list of the most nonchallenging independent study courses.  
(Item5\_BlantonFrom \_\_\_\_\_ \_NorthCarolina\_00231)
- FI191: \_\_\_\_\_ – Email from \_\_\_\_\_ to Blanton. This includes, but is not limited to, \_\_\_\_\_ discussion about adding an independent study course to her schedule.  
(Item5\_BlantonFrom \_\_\_\_\_ \_NorthCarolina\_00231)

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- FI192: – Email from Chris Ducar (Ducar), assistant women's soccer coach, to Blanton. This includes, but is not limited to, Blanton mentioning to Ducar that there were no more independent study courses.  
(Item5\_BlantonFromDucar\_ \_NorthCarolina\_00231)
- FI193: October 7, 2005 – Email from Anson Dorrance (Dorrance), head women's soccer coach, to Blanton and others. This includes, but is not limited to, Dorrance's request for independent study courses for  
(Item5\_BlantonFromDorrance\_100705\_NorthCarolina\_00231)
- FI194: – Email from Blanton to Dorrance. This includes, but is not limited to, a possible academic schedule for a prospective student-athlete, including independent study courses in the AFRI/AFAM department.  
(Item5\_BlantonFromDorrance\_ \_NorthCarolina\_00231)
- FI195: – Email from Crowder to then baseball student-athlete. This includes, but is not limited to, Crowder mentioning that courses are not called independent study, but rather "special arrangements."  
(Item5\_BlantonFromCrowder\_ \_NorthCarolina\_00231)
- FI196: – Email from , then softball student-athlete, to Crowder. This includes, but is not limited to, request that Crowder add her into an AFAM independent study course because of her struggles in a computer science course.  
(Item5\_BlantonFromCrowder\_ \_NorthCarolina\_00231)
- FI197: February 28, 2002 – Email from Kathy Parker (Parker), then academic counselor ASPSA, to Blanchard. This includes, but is not limited to, a list of student-athletes enrolled in independent study courses.  
(Item5\_BlanchardFromParker\_022802\_NorthCarolina\_00231)
- FI198: February 26, 2002 – Email from Parker to Blanchard. This includes, but is not limited to, a list of student-athletes enrolled in independent study courses.  
(Item5\_BlanchardFromParker\_022602\_NorthCarolina\_00231)
- FI199: March 12, 2002 – Email from Murphy to Blanchard. This includes, but is not limited to, Murphy stating that some courses with student-athlete enrollment identified as independent study were "actual courses."  
(Item5\_BlanchardFromMurphy\_031202\_NorthCarolina\_00231)

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- FI200: March 11, 2002 – Email from Murphy to Blanchard. This includes, but is not limited to, Murphy stating that student-athletes' use of independent study courses did not correspond with the general student body.  
(Item5\_BlanchardFromMurphy\_031202\_NorthCarolina\_00231)
- FI201: February 22, 2002 – Email from Heather Murphy, athletic academic counselor in ASPSA, to Blanchard. This includes, but is not limited to, a report demonstrating student-athlete enrollment in independent study courses.  
(Item5\_BlanchardFromMurphy\_022202\_NorthCarolina\_00231)
- FI202: July 20, 2006 – Email from Mercer to Blanchard. This includes, but is not limited to, Mercer explaining to Blanchard that he has a difficult time questioning "paper courses."  
(Item5\_BlanchardFromMercer\_072006\_NorthCarolina\_00231)
- FI203: March 4, 2002 – Email from Mercer to Blanchard. This includes, but is not limited to, a list of student-athletes enrolled in independent study courses.  
(Item5\_BlanchardFromMercer\_030402\_NorthCarolina\_00231)
- FI204: February 15, 2002 – Email from Mercer to Blanchard. This includes, but is not limited to, a list of student-athletes enrolled in independent study courses.  
(Item5\_BlanchardFromMercer\_021502\_NorthCarolina\_00231)
- FI205: February 21, 2002 – Email from Marissa Marucci, then academic counselor in ASPSA, to Blanchard. This includes, but is not limited to, a list of student-athletes enrolled in independent study courses.  
(Item5\_BlanchardFromMarucci\_022102\_NorthCarolina\_00231)
- FI206: November 30, 2006 – Email from Evans to Blanchard and others. This includes, but is not limited to, minutes from the Faculty Committee on Athletics, indicating a discussion about independent study courses.  
(Item5\_BlanchardFromEvans\_113006\_NorthCarolina\_00231)
- FI207: April 8, 2009 – Email from Reynolds to Lee and Bridger. This includes, but is not limited to, Reynolds informing Lee and Bridger that there will be no more independent study courses.  
(Item2\_BridgerFromReynolds\_040809\_NorthCarolina\_00231)



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- FI208: March 16, 2009 – Email from Lee to Bridger and Overstreet. This includes, but is not limited to, Lee providing a list of all football student-athletes enrolled in "paper courses."  
(Item2\_BridgerFromLee\_031609\_NorthCarolina\_00231)
- FI209: January 12, 2010 – Email from Lee to Bridger. This includes, but is not limited to, Lee informing Bridger that a professor indicated that she could handle two additional students in her independent study course.  
(Item2\_BridgerFromLee\_011210\_NorthCarolina\_00231)
- FI210: September 20, 2005 – Email from Crowder to Walden. This includes, but is not limited to, Crowder's mention that they are "getting pressure from on high" to reduce the number of independent study type courses the department offered.  
(Item2\_CrowderToWalden\_092005\_NorthCarolina\_00231)
- FI211: July 1, 2009 – Email from Crowder to the AFRI/AFAM studies faculty. This includes, but is not limited to, Crowder asking the faculty for their teaching requests and Crowder mentioning that she would no longer add fictitious courses on Monday, Wednesday and Friday in order to comply with the institution's regulations.  
(Item2\_CrowderToAFAMFaculty\_070109\_NorthCarolina\_00231)
- FI212: January 16, 2009 – Email from Reynolds to Crowder. This includes, but is not limited to, Reynolds asking Crowder if a student-athlete's AFRI course was a seminar course.  
(Item2\_CrowderFromReynolds\_011609\_NorthCarolina\_00231)
- FI213: February 8, 2010 – Email from Kleissler to multiple student-athlete mentors in ASPSA. This includes, but is not limited to, Kleissler's description of Nyang'oro's AFRI 370 independent study course.  
(Item4\_KleisslerToPowell\_120309\_NorthCarolina\_00231)
- FI214: February 8, 2010 – Email from Kleissler to Lee. This includes, but is not limited to, Kleissler's description of AFRI as requiring: "middle school report, not college seminar."  
(Item4\_KleisslerToLee\_020810\_NorthCarolina\_00231)
- FI215: January 12, 2010 – Email from Deborah Stroman (Stroman), lecturer in the department of exercise and sports science, to Lee. This includes, but is not limited to, Stroman stating that she could handle two more students in her independent study course.  
(Item3\_LeeFromStroman\_011210\_NorthCarolina\_00231)

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FI216: February 18, 2015 – Interview transcript of Read. This includes, but is not limited to, Read's description of her role as a tutor.  
(WRead\_TR\_021815\_NorthCarolina\_00231)

FI217: February 11, 2015 – Interview transcript of Everett Withers (Withers), former interim head football coach. This includes, but is not limited to, Withers' level of knowledge about the AFRI/AFAM courses.  
(EWithers\_TR\_021115\_NorthCarolina\_00231)

FI218: September 24, 2014 – Interview transcript of Townsend. This includes, but is not limited to, Townsend's recollection that Owen did not want AFRI/AFAM independent study courses used as frequently.  
(JTownsend\_092414\_TR\_NorthCarolina\_00231)

FI219: September 25, 2014 – Interview transcript of Dick Baddour (Baddour), former director of athletics. This includes, but is not limited to, Baddour's belief that individuals in the college of arts and sciences enrolled student-athletes in independent study courses, not athletics academic counselors.  
(DBaddour\_TR\_092514\_NorthCarolina\_00231)

FI220: November 4, 2014 – Interview transcript of Ivory Latta (Latta), assistant women's basketball coach. This includes, but is not limited to,

(ILatta\_TR\_110414\_NorthCarolina\_00231)

FI221: December 14, 2014 – Interview transcript of Roy Williams (R. Williams), head men's basketball coach. This includes, but is not limited to, R. Williams' concern about the number of men's basketball student-athletes majoring in AFRI/AFAM.  
(RWilliams\_TR\_120414\_NorthCarolina\_00231)

FI222: November 20, 2014 – Interview transcript of Reynolds. This includes, but is not limited to, Reynolds' description of her relationship with Crowder.  
(CReynolds\_TR\_112014\_NorthCarolina\_00231)

FI223: November 5, 2014 – Interview transcript of Holliday. This includes, but is not limited to, Holliday's description of John Bunting's (Bunting), former head football coach, deference to ASPSA when it came to course selection.  
(CHolliday\_TR\_110514\_NorthCarolina\_00231)

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- FI224: September 25, 2014 – Interview transcript of Gore. This includes, but is not limited to, Gore's description of Nyang'oro's relationship with Lee.  
(TGore\_092514\_TR\_NorthCarolina\_00231)
- FI225: September 24, 2014 – Interview transcript of Joe Holladay (Holladay), former assistant men's basketball coach. This includes, but is not limited to, Holladay's understanding that Walden helped the men's basketball student-athletes pick courses.  
(JHolladay\_TR\_092414\_NorthCarolina\_00231)
- FI226: August 27, 2014 – Interview transcript of Walden. This includes, but is not limited to, Walden's explanation for AFRI/AFAM courses with restricted enrollment, where he would call Crowder to get a student-athlete enrolled.  
(WWalden\_TR\_082714\_NorthCarolina\_00231)
- FI227: August 20, 2014 – Interview transcript of Kleissler. This includes, but is not limited to, Kleissler's description of how the athletics academic counselors in ASPSA would want her to track AFRI/AFAM courses.  
(AKleissler\_TR\_082014\_NorthCarolina\_00231)
- FI228: August 12, 2014 – Interview transcript of Lee. This includes, but is not limited to, Lee's description of her relationship with Crowder and Nyang'oro.  
(JLee\_TR\_081214\_NorthCarolina\_00231)
- FI229: August 14, 2014 – Interview transcript of Bridger. This includes, but is not limited to, Bridger's description of ASPSA's relationship with the AFRI/AFAM department.  
(BBridger\_TR\_081414\_NorthCarolina\_00231)
- FI230: July 30, 2014 – Interview transcript of Woodard. This includes, but is not limited to, Woodard's recollection that Owen had expressed some concerns to him regarding the number of student-athletes enrolled in AFRI/AFAM courses.  
(HWoodard\_TR\_073014\_NorthCarolina\_00231)
- FI231: July 31, 2014 – Interview transcript of Blanton. This includes, but is not limited to, Blanton's description of Crowder's interaction with ASPSA.  
(BBlanton\_TR\_073114\_NorthCarolina\_00231)

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- FI232: July 30, 2014 – Interview transcript of Blanchard. This includes, but is not limited to, Blanchard's 2006 meeting with the faculty athletic committee concerning the anomalous courses offered in the AFRI/AFAM department.  
(JBlanchard\_TR\_073014\_NorthCarolina\_00231)
- FI233: July 7, 2017 – Interview transcript of Mercer. This includes, but is not limited to, Mercer reporting that some of the counselors in ASPSA worried how some student-athletes would stay in school once the institution stopped offering anomalous courses.  
(RMercer\_TR\_070714\_NorthCarolina\_00231)
- FI234: July 8, 2014 – Interview transcript of Boxill. This includes, but is not limited to, Boxill's description of how she would turn in papers to Crowder on behalf of women's basketball student-athletes.  
(JBoxill\_TR\_070814\_NorthCarolina\_00231)
- FI235: January 9, 2015 – Interview transcript of Bunting. This includes, but is not limited to, Bunting's description of his relationship and expectations of the ASPSA staff.  
(JBunting\_TR\_010915\_NorthCarolina\_00231)
- FI236: November 4, 2014 – Interview transcript of Andrew Calder (Calder), former assistant women's basketball coach. This includes, but is not limited to, Calder's description of his relationship with ASPSA.  
(ACalder\_TR\_110414\_NorthCarolina\_00231)
- FI237: November 4, 2014 – Interview transcript of Sylvia Hatchell (Hatchell), head women's basketball coach. This includes, but is not limited to, Hatchell's description of her relationship with Boxill.  
(SHatchell\_TR\_110414\_NorthCarolina\_00231)
- FI238: November 5, 2014 – Interview transcript of Joy Renner (Renner), clinical associate professor department of allied health sciences, director of the division of radiologic science and chair of the Faculty Athletics Committee (FAC). This includes, but is not limited to, Renner's description of the FAC's oversight role of athletics.  
(JRenner\_TR\_110514\_NorthCarolina\_00231)
- FI239: January 27, 2015 – Interview transcript of Butch Davis (Davis), former head football coach. This includes, but is not limited to, Davis' description of the relationship between ASPSA and the football program.  
(BDavis\_TR\_012715\_NorthCarolina\_00231)

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FI240: November 5, 2014 – Interview transcript of Steve Robinson (Robinson), assistant men's basketball coach. This includes, but is not limited to, Robinson's description of how the men's basketball team handled academic issues.

(SRobinson\_TR\_110514\_NorthCarolina\_00231)

FI241: August 13, 2014 – Interview transcript of Evans. This includes, but is not limited to, Evans' description of the role of the faculty athletics representative.

(JEvans\_TR\_081314\_NorthCarolina\_00231)

FI242: July 30, 2014 – Interview transcript of Woodard. This includes, but is not limited to, Woodard's role as a former supervisor of ASPSA.

(HWoodard\_TR\_073014\_NorthCarolina\_00231)

FI243: July 7, 2014 – Interview transcript of Owen. This includes, but is not limited to, Owen's role as a former supervisor of ASPSA.

(BOwen\_TR\_070714\_NorthCarolina\_00231)

FI244: November 5, 2014 – Interview transcript of Chris Derrickson (Derrickson), registrar. This includes, but is not limited to, Derrickson's description of the history of independent study courses and how they applied to a degree at the institution.

(CDerrickson\_TR\_110514\_NorthCarolina\_00231)

FI245: August 28, 2014 – Interview transcript of Betsy Taylor (Taylor), student services manager with the academic advising program in the college of arts and sciences and the general college. This includes, but is not limited to, Taylor's understanding that the anomalous courses taught in the AFRI/AFAM department were independent study courses.

(BTaylor\_TR\_082814\_NorthCarolina\_00231)

FI246: August 29, 2014 – Interview transcript of Jay Smith (J. Smith), professor in the department of history. This includes, but is not limited to, J. Smith's description of the 12-hour-rule limitation for independent study courses.

(JSmith\_TR\_082914\_NorthCarolina\_00231)

FI247: July 31, 2014 – Interview transcript of Malloy. This includes, but is not limited to, Malloy's understanding of the 12-hour limitation on independent study courses.

(SMalloy\_TR\_073114\_NorthCarolina\_00231)

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FI248: January 5, 2015 – Student-athlete academic transcripts. This includes, but is not limited to, all student-athletes from the 2000-01 academic year through the 2010-11 academic year who passed more than 12 hours of courses within the AFRI/AFAM department.

(Item9\_StudentAthleteTranscripts\_010515\_NorthCarolina\_00231)

FI249: February 4, 2015 – Student-athlete academic transcript evaluation. This includes, but is not limited to, a spreadsheet demonstrating student-athletes who enrolled in more than 12 hours of independent study and anomalous courses.

(AcademicTranscriptEvaluation\_020415\_NorthCarolina\_00231)

FI250: October 27, 2014 – Independent study policy. This includes, but is not limited to, copies of the institution's independent study course policy contained within the student handbook, from the 1997-98 academic year through the 2014-15 academic year.

(IndependentStudy\_102714\_NorthCarolina\_00231)

FI251: January 12, 2015 – Response to the Southern Association of Colleges and Schools Commission on Colleges Letter of November 13, 2014. This includes, but is not limited to, the institution's historical description of the institution's independent study policy.

(ReportToSACSCOC\_011215\_NorthCarolina\_00231)

FI252: PowerPoint drafted by Bridger for the football staff. This includes, but is not limited to, Bridger pointing out that the staff put football student-athletes into courses where they did not have to go to class, did not have to meet with professors and did not have to pay attention or take notes.

(PowerPoint1\_WainsteinSupplement\_NorthCarolina\_00231)

The enforcement staff incorporates by reference all other factual information referenced in this document and all other documents posted on the secure website.

### **Specific to Allegation No. 1:**

- a. Please indicate whether the information contained within this allegation is substantially correct and whether the institution and the involved individuals identified in this allegation believe that violations of NCAA legislation occurred. Submit materials to support your response.

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- b. If the institution and the involved individuals believe that NCAA violations occurred, please indicate whether there is substantial agreement on the level of the violation. Submit materials to support your response.
  - c. Please indicate whether the factual information is substantially correct and whether the institution has additional pertinent information and/or facts. Submit facts in support of your response.
2. [NCAA Division I Manual Bylaws 10.1, 10.1-(c), 16.11.2.1 (2006-07 through 2010-11)]

It is alleged that from April 2007 to July 2010, Jan Boxill (Boxill), then philosophy instructor, director of the Parr Center for Ethics, women's basketball athletic academic counselor in the Academic Support Program for Student-Athletes (ASPSA) and chair of the faculty, knowingly provided extra benefits in the form of impermissible academic assistance and special arrangements to women's basketball student-athletes. Specifically:

- a. On April 16, 2007, after reviewing a student-athlete's incomplete paper for the course AFAM 280, Boxill added content to the student-athlete's introduction and conclusion. [NCAA Bylaws 10.1, 10.1-(c), 16.11.2.1 (2006-07)]
- b. On \_\_\_\_\_, after reviewing a student-athlete's incomplete paper for the course AFAM \_\_\_\_\_ Boxill added content to the paper in the form of a conclusion. [NCAA Bylaws 10.1, 10.1-(c), 16.11.2.1 (2006-07)]
- c. On \_\_\_\_\_, after reviewing a student-athlete's incomplete paper for the course AFAM \_\_\_\_\_, Boxill added content to the paper in the form of a conclusion. [NCAA Bylaws 10.1, 10.1-(c), 16.11.2.1 (2006-07)]
- d. On \_\_\_\_\_, after reviewing a student-athlete's incomplete paper for course AFAM \_\_\_\_\_, Boxill added content to the paper in the form of a conclusion. [NCAA Bylaws 10.1, 10.1-(c), 16.11.2.1 (2008-09)]
- e. On \_\_\_\_\_ after reviewing a student-athlete's incomplete paper, Boxill added content to the paper by providing additional quotations. [NCAA Bylaws 10.1, 10.1-(c), 16.11.2.1 (2008-09)]
- f. On July 22, 2010, Boxill turned in a women's basketball student-athlete's paper to the African and Afro-American Studies (AFRI/AFAM)

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department and, in the same email containing the paper, recommended a grade to the department for the submitted work. [NCAA Bylaws 10.1, 10.1-(c), 16.11.2.1 (2010-11)]

This serves as part of the basis for the lack of institutional control allegation in Allegation No. 5.

### **Level of Allegation No. 2:**

The NCAA enforcement staff believes a hearing panel of the NCAA Division I Committee on Infractions could determine that Allegation No. 2 is a severe breach of conduct (Level I) because the violations involve unethical conduct and, thus, seriously undermine or threaten the integrity of the NCAA Collegiate Model. The impermissible academic assistance along with the academic arrangements also provided or were intended to provide extensive or substantial impermissible benefits. [NCAA Constitution 2.2 and Bylaws 19.1.1 and 19.1.1-(d) (2014-15)]

### **Factual information (FI) on which the enforcement staff relies for Allegation No. 2:**

- FI253: May 2, 2012 – Review of courses in the Department of African and Afro-American Studies, College of Arts and Sciences.  
(HartlynAndrewsReport\_050212\_NorthCarolina\_00231)
- FI254: December 19, 2012 – The University of North Carolina at Chapel Hill Academic Anomalies Review Report of Findings.  
(GovernorMartinFinalReport&Addendum\_121912\_NorthCarolina\_00231)
- FI255: October 21, 2014 – Investigation of Irregular Classes in the Department of African and Afro-American Studies at the University of North Carolina Chapel Hill (Wainstein Report).  
(WainsteinReport\_102114\_NorthCarolina\_00231)
- FI256: October 21, 2014 – Exhibits to the Wainstein Report.  
(ExhibitsToWainsteinReport\_102114\_NorthCarolina\_00231)
- FI257: October 8, 2007 – Email from Boxill, to Anne Hastings, senior lecturer in the sociology department. This includes, but is not limited to, requesting an independent study for a student-athlete.  
(Item1\_BoxillToHastings\_100807\_NorthCarolina\_00231)



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- FI258: July 22, 2010 – Email from Boxill to Travis Gore (Gore), administrative support associate in the AFRI/AFAM department. This includes, but is not limited to, recommending a grade on a paper for a then student-athlete. (Item1\_BoxillToGore\_072210\_NorthCarolina)
- FI259: June 17, 2011 – Email from Boxill to Gore. This includes, but is not limited to, Boxill providing Gore with a copy of a student-athlete's paper. (Item1\_BoxillToGore\_061711\_NorthCarolina\_00231)
- FI260: March 25, 2008 – Email from Boxill to Barbara Davis, department manager of the geography department. This includes, but is not limited to, requesting an independent study course for a student-athlete. (Item1\_BoxillToDavis\_032508\_NorthCarolina\_00231)
- FI261: December 1, 2008 – Email from Boxill to Deborah Crowder (Crowder), former student services manager of the AFRI/AFAM department. This includes, but is not limited to, Boxill asking when student-athletes on the women's basketball team can turn in their papers. (Item1\_BoxillToCrowder\_120108\_NorthCarolina\_00231)
- FI262: October 5, 2005 – Email from Boxill to Crowder. This includes, but is not limited to, Boxill stating that she needs to get a women's basketball student-athlete into an AFAM class. (Item1\_BoxillToCrowder\_100505\_NorthCarolina\_00231)
- FI263: September 28, 2005 – Email from Boxill to Crowder. This includes, but is not limited to, Boxill inquiring whether Crowder could get members of the women's basketball team into a class. (Item1\_BoxillToCrowder\_092805\_NorthCarolina\_00231)
- FI264: September 23, 2008 – Email from Boxill to Crowder. This includes, but is not limited to, Boxill stating that a women's basketball student-athlete only needs a D in an AFAM course. (Item1\_BoxillToCrowder\_092308\_NorthCarolina\_00231)
- FI265: August 23, 2006 – Email from Boxill to Crowder. This includes, but is not limited to, Boxill asking Crowder to add a women's basketball student-athlete into an AFAM course. (Item1\_BoxillToCrowder\_082306\_NorthCarolina\_00231)

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- FI266: August 12, 2009 – Email from Boxill to Crowder and Eunice Sahle, associate professor and current chair of the AFRI/AFAM department. This includes, but is not limited to, Boxill providing a copy of a women's basketball student-athlete's course assignment.  
(Item1\_BoxillToCrowder\_081209\_NorthCarolina\_00231)
- FI267: August 1, 2008 – Email from Boxill to Crowder. This includes, but is not limited to, Boxill asking Crowder if an assignment from a previous class would work for a women's basketball student-athlete.  
(Item1\_BoxillToCrowder\_080108\_NorthCarolina\_00231)
- FI268: July 25, 2005 – Email from Boxill to Crowder. This includes, but is not limited to, Boxill instructing Crowder to give a then women's basketball student-athlete an incomplete in a course.  
(Item1\_BoxillToCrowder\_072505\_NorthCarolina\_00231)
- FI269: June 24, 2009 – Email from Boxill to Crowder. This includes, but is not limited to, Boxill asking Crowder to create a course syllabus so a women's basketball student-athlete could receive books.  
(Item1\_BoxillToCrowder\_062409\_NorthCarolina\_00231)
- FI270: June 19, 2007 – Email from Boxill to Crowder. This includes, but is not limited to, Boxill stating that she directed an AFAM course for a football student-athlete.  
(Item1\_BoxillToCrowder\_061907\_NorthCarolina\_00231)
- FI271: June 18, 2009 – Email from Boxill to Crowder. This includes, but is not limited to, Boxill requesting assignments for women's basketball student-athletes.  
(Item1\_BoxillToCrowder\_061809\_NorthCarolina\_00231)
- FI272: June 16, 2009 – Email from Boxill to Crowder. This includes, but is not limited to, Boxill requesting an incomplete for women's basketball student-athletes.  
(Item1\_BoxillToCrowder\_061609\_NorthCarolina\_00231)
- FI273: May 29, 2009 – Email from Boxill to Crowder. This includes, but is not limited to, Boxill asking about an assignment for an AFAM course.  
(Item1\_BoxillToCrowder\_052909\_NorthCarolina\_00231)

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- FI274: May 4, 2006 – Email from Boxill to Crowder. This includes, but is not limited to, Boxill stating that a women's basketball player had only two "real" courses.  
(Item1\_BoxillToCrowder\_050406\_NorthCarolina\_00231)
- FI275: April 8, 2008 – Email from Boxill to Crowder. This includes, but is not limited to, Boxill handing in a women's basketball student-athlete's paper to Crowder.  
(Item1\_BoxillToCrowder\_040809\_NorthCarolina\_00231)
- FI276: February 13, 2006 – Email from Boxill to Crowder. This includes, but is not limited to, Boxill requesting that Crowder add a women's basketball student-athlete into a class.  
(Item1\_BoxillToCrowder\_021306\_NorthCarolina\_00231)
- FI277: February 11, 2006 – Email from Boxill to Crowder. This includes but is not limited to, Boxill requesting an assignment on behalf of a student-athlete.  
(Item1\_BoxillToCrowder\_021106\_NorthCarolina\_00231)
- FI278: February 6, 2003 – Email from Boxill to Crowder. This includes, but is not limited to, Boxill providing Crowder with a prospectus on behalf of a student-athlete for Julius Nyang'oro's, former chair and professor in the AFRI/AFAM department, course.  
(Item1\_BoxillToCrowder\_020603\_NorthCarolina\_00231)
- FI279: January 25, 2006 – Email from Boxill to Crowder. This includes, but is not limited to, Boxill requesting that Crowder add a student-athlete into a class.  
(Item1\_BoxillToCrowder\_012506\_NorthCarolina\_00231)
- FI280: January 17, 2006 – Email from Boxill to Crowder. This includes, but is not limited to, Boxill forwarding to Crowder an assignment she provided to women's basketball student-athletes for a class and asking if the assignment was acceptable.  
(Item1\_BoxillToCrowder\_011706\_NorthCarolina\_00231)
- FI281: January 4, 2007 – Email from Boxill to Crowder. This includes, but is not limited to, Boxill requesting that Crowder add women's basketball student-athletes to a class.  
(Item1\_BoxillToCrowder\_010407\_NorthCarolina\_00231)

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- FI282: \_\_\_\_\_ – Email from Boxill to \_\_\_\_\_, former women's basketball student-athlete. This includes, but is not limited to, Boxill telling \_\_\_\_\_ that she will have little work to complete in order to earn credit in an independent study course.  
(Item1\_BoxillTo \_\_\_\_\_ \_NorthCarolina\_00231)
- FI283: \_\_\_\_\_ – Email from Boxill to \_\_\_\_\_, former women's basketball student-athlete. This includes, but is not limited to, Boxill informing \_\_\_\_\_ that she added a conclusion to her paper.  
(Item1\_BoxillTo \_\_\_\_\_ \_NorthCarolina\_00231)
- FI284: \_\_\_\_\_ – Email from Boxill to \_\_\_\_\_. This includes, but is not limited to, Boxill informing \_\_\_\_\_ that she edited her paper for grammar.  
(Item1\_BoxillTo \_\_\_\_\_ \_NorthCarolina\_00231)
- FI285: \_\_\_\_\_ – Email from Boxill to \_\_\_\_\_. This includes, but is not limited to, Boxill informing \_\_\_\_\_ that she added a conclusion to her paper.  
(Item1\_BoxillTo \_\_\_\_\_ \_NorthCarolina\_00231)
- FI286: April 16, 2007 – Email from Boxill to \_\_\_\_\_. This includes, but is not limited to, Boxill informing \_\_\_\_\_ that she added to her introduction and conclusion.  
(Item1\_BoxillTo \_\_\_\_\_ \_041607\_NorthCarolina\_00231)
- FI287: \_\_\_\_\_ – Email from Boxill to \_\_\_\_\_. This includes, but is not limited to, Boxill informing \_\_\_\_\_ that she added quotes to paper.  
(Item1\_BoxillTo \_\_\_\_\_ \_NorthCarolina\_00231)
- FI288: \_\_\_\_\_ – Email from Boxill to \_\_\_\_\_. This includes, but is not limited to, Boxill informing \_\_\_\_\_ that she added a conclusion to paper.  
(Item1\_BoxillTo (2)\_ \_\_\_\_\_ \_NorthCarolina\_00231)
- FI289: April 24, 2008 – Email from Boxill to Brent Blanton (Blanton), associate director of ASPSA, and Susan Malloy (Malloy), former assistant athletics director for certification and eligibility and current tutorial coordinator. This includes, but is not limited to, Boxill explaining the arrangement she

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made with a communications instructor for a course

(Item1\_BoxillToBlanton\_042408\_NorthCarolina\_00231)

FI290: – Email from Boxill to \_\_\_\_\_ then women's basketball student-athlete. This includes, but is not limited to, Boxill telling \_\_\_\_\_ she would enroll her in an AFAM independent study class.

(Item1\_BoxillTo \_\_\_\_\_ \_NorthCarolina\_00231)

FI291: – Email from \_\_\_\_\_, then women's basketball student-athlete, to Boxill. This includes, but is not limited to, \_\_\_\_\_ mentioning to Boxill that they wrote a paper together.

(Item1\_BoxillFrom \_\_\_\_\_ \_NorthCarolina\_00231)

FI292: March 12, 2008 – Email from Steve May, associate professor of organizational communication, to Boxill. This includes, but is not limited to, a discussion about a summer independent study course for women's basketball student-athletes.

(Item1\_BoxillFromMay\_031208NorthCarolina\_00231)

FI293: – Email from \_\_\_\_\_, then women's basketball student-athlete, to Boxill. This includes, but is not limited to, thanking Boxill for allowing her to use the same paper for two different courses.

(Item1\_BoxillFrom \_\_\_\_\_ NorthCarolina\_00231)

FI294: – Email from Hap Kindem, professor of communications, to Boxill. This includes, but is not limited to, a discussion about an independent study course for \_\_\_\_\_

(Item1\_BoxillFromKindem\_ \_\_\_\_\_ \_NorthCarolina\_00231)

FI295: – Email from \_\_\_\_\_ to Boxill. This includes, but is not limited to, Boxill informing \_\_\_\_\_ that she will ask about an AFAM independent study course on her behalf.

(Item1\_BoxillFrom \_\_\_\_\_ \_NorthCarolina\_00231)

FI296: – Email from Malloy to Blanton and Robert Mercer (Mercer), former director of ASPSA. This includes, but is not limited to, Malloy's concern about Boxill requesting courses for \_\_\_\_\_

(Item6\_MaloyToBlantonMercer\_ \_\_\_\_\_ \_NorthCarolina\_00231)

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FI297: – Email from Boxill to Malloy. This includes, but is not limited to, Malloy's continuing concern about Boxill's involvement in summer school courses for

(Item6\_MaloyFromBoxill\_ \_NorthCarolina\_00231)

FI298: July 17, 2009 – Email from Boxill to Huffstetler (Huffstetler) former tutor in ASPSA. This includes, but is not limited to, Boxill providing a professor's study guide to Huffstetler for an AFAM course.

(Item7\_HuffstetlerFromBoxill\_071709\_NorthCarolina\_00231)

FI299: July 15, 2009 – Email from Boxill to Huffstetler. This includes, but is not limited to, Boxill thanking Huffstetler for providing a copy of a study guide previously used by ASPSA.

(Item7\_HuffstetlerFromBoxill\_071509\_NorthCarolina\_00231)

FI300: March 30, 2006 – Email from Boxill to Huffstetler. This includes, but is not limited to, Huffstetler's offer to have join a study session Huffstetler held for an AFAM course.

(Item7\_HuffstetlerFromBoxill\_033006\_NorthCarolina\_00231)

FI301: July 15, 2009 – Email from Boxill to Huffstetler. This includes, but is not limited to, a discussion concerning the performance of men's and women's basketball student-athletes in an AFAM course.

(Item7\_HuffstetlerFromBoxill(2)\_071509\_NorthCarolina\_00231)

FI302: – Email from Cynthia Reynolds, former associate director and director of football in ASPSA, to Corey Holliday, associate athletic director for football administration. This includes, but is not limited to, a discussion of football student-athletes enrolled in Boxill's philosophy course.

(Item7\_HollidayFromReynolds\_ \_NorthCarolina\_00231)

FI303: May 16, 2011 – Email from Alice Dawson (Dawson), senior assistant dean of the academic advising program in the college of arts and sciences and the general college, to Boxill. This includes, but is not limited to, Dawson's explanation about how a student-athlete can petition to drop a class.

(Item7\_DawsonToBoxill\_051611\_NorthCarolina\_00231)

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FI304: June 19, 2007 – Email from Boxill to Crowder. This includes, but is not limited to, Boxill providing a grade for a football student-athlete enrolled in an AFAM course that Boxill directed.  
(Item2\_CrowderFromBoxill\_061907\_NorthCarolina\_00231)

FI305: November 4, 2014 – Interview transcript of Sylvia Hatchell (Hatchell), head women's basketball coach. This includes, but is not limited to, Hatchell's description of Boxill's role within the women's basketball program.  
(SHatchell\_TR\_110414\_NorthCarolina\_00231)

FI306: July 31, 2014 – Interview transcript of Malloy. This includes, but is not limited to, Malloy's discussion with Boxill regarding her scheduling of independent study courses for  
  
(SMalloy\_TR\_073114\_NorthCarolina\_00231)

FI307: July 8, 2014 – Interview transcript of Boxill. This includes, but is not limited to, Boxill's description of the type of academic assistant she would provide to women's basketball student-athletes.  
(JBoxill\_TR\_070814\_NorthCarolina\_00231)

FI308: July 31, 2014 – Interview transcript of Blanton. This includes, but is not limited to, Blanton's description of how he and Boxill would work together with the women's basketball team.  
(BBlanton\_TR\_073114\_NorthCarolina\_00231)

FI309: August 14, 2014 – Interview transcript of Beth Bridger (Bridger), former associate director of ASPSA. This includes, but is not limited to, Bridger's description that Boxill would rarely attend ASPSA staff meetings.  
(BBridger\_TR\_081414\_NorthCarolina\_00231)

FI310: November 4, 2014 – Interview transcript of Ivory Latta (Latta), assistant women's basketball coach. This includes, but is not limited to,  
  
(ILatta\_TR\_110414\_NorthCarolina\_00231)

FI311: November 4, 2014 – Interview transcript of Andrew Calder (Calder), former assistant women's basketball coach. This includes, but is not limited to, Calder's report that he had no concerns regarding Boxill and her interactions with the women's basketball student-athletes.  
(ACalder\_TR\_110414\_NorthCarolina\_00231)

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FI312: July 7, 2017 – Interview transcript of Mercer. This includes, but is not limited to, Mercer's description of Boxill's relationship with the ASPSA staff.

(RMercer\_TR\_070714\_NorthCarolina\_00231)

FI313: July 30, 2014 – Interview transcript of John Blanchard (Blanchard), former senior associate athletic director. This includes, but is not limited to, Blanchard's shock at learning of Boxill's alleged impermissible academic assistance.

(JBlanchard\_TR\_073014\_NorthCarolina\_00231)

FI314: August 27, 2014 – Interview transcript of Wayne Walden (Walden), former associate director and athletic academic counselor in ASPSA for men's basketball. This includes, but is not limited to, Walden's description of Boxill's role in ASPSA.

(WWalden\_TR\_082714\_NorthCarolina\_00231)

FI315: September 25, 2014 – Interview transcript of Dick Baddour (Baddour), former director of athletics. This includes, but is not limited to, Baddour describing how Boxill managed to juggle many responsibilities both within and outside athletics.

(DBaddour\_TR\_092514\_NorthCarolina\_00231)

FI316: August 13, 2014 – Interview transcript of Jack Evans, professor emeritus of operations for the Kenan-Flagler Business School and former faculty athletics representative. This includes, but is not limited to, Evans' description of how Boxill's name came up during the institution's previous major infractions investigation.

(JEvans\_TR\_081314\_NorthCarolina\_00231)

FI317: July 30, 2014 – Interview transcript of Harold Woodard (Woodard), associate dean and director of the center for student success and academic counseling. This includes, but is not limited to, Woodard's description of Boxill's role in ASPSA.

(HWoodard\_TR\_073014\_NorthCarolina\_00231)

FI318: July 7, 2014 – Interview transcript of Bobbi Owen, Michael R. McVaugh distinguished professor of dramatic art and former senior associate dean of the college of arts and sciences. This includes, but is not limited to, a discussion regarding whether Boxill had a conflict of interest due to her multiple roles on campus and within athletics.

(BOwen\_TR\_070714\_NorthCarolina\_00231)



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The enforcement staff incorporates by reference all other factual information referenced in this document and all other documents posted on the secure website.

### **Specific to Allegation No. 2:**

- a. Please indicate whether the information contained within this allegation is substantially correct and whether the institution and the involved individuals identified in this allegation believe that violations of NCAA legislation occurred. Submit materials to support your response.
  - b. If the institution and the involved individuals believe that NCAA violations occurred, please indicate whether there is substantial agreement on the level of the violation. Submit materials to support your response.
  - c. Please indicate whether the factual information is substantially correct and whether the institution has additional pertinent information and/or facts. Submit facts in support of your response.
3. [NCAA Division I Manual Bylaws 10.1, 10.1-(a) and 19.2.3 (2014-15)]

It is alleged that in 2014 and 2015, Deborah Crowder (Crowder), former student services manager in the African and Afro-American Studies department, violated the NCAA principles of ethical conduct when she failed to furnish information relevant to an investigation of possible violations of NCAA legislation when requested to do so by the NCAA enforcement staff and the institution. Specifically, Crowder refused to participate in an interview with both the institution and the enforcement staff despite at least three requests for her participation.

### **Level of Allegation No. 3:**

The NCAA enforcement staff believes a hearing panel of the NCAA Division I Committee on Infractions could determine that Allegation No. 3 is a severe breach of conduct (Level I) because the violation involves individual unethical conduct and a failure to cooperate in an NCAA enforcement investigation. Participation in an NCAA enforcement investigation is critical to the common interests of the NCAA's membership. [NCAA Bylaws 19.1.1 and 19.1.1-(c) (2014-15)]

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**Factual information (FI) on which the enforcement staff relies for Allegation No. 3:**

FI319: July 17, 2014 – Email from Katherine Sulentic (Sulentic), associate director of enforcement, to Chris Browning (Browning), then counsel for Crowder. This includes, but is not limited to, an email containing NCAA Bylaw 10.1.

(KSulentic\_CO\_NCAABylaw10.1Attachment\_071714\_NorthCarolina\_00231)

FI320: July 22, 2014 – Email from Browning to Sulentic. This includes, but is not limited to, Crowder's refusal to participate in an NCAA interview.

(KSulentic\_CO\_NCAABylaw10.1\_072214\_NorthCarolina\_00231)

FI321: April 20, 2015 – Crowder's interview request letter. This includes, but is not limited to, a final letter from the enforcement staff requesting Crowder's participation in an NCAA interview.

(DCrowder\_CO\_InterviewRequest\_042015\_NorthCarolina\_00231)

The enforcement staff incorporates by reference all other factual information referenced in this document and all other documents posted on the secure website.

**Specific to Allegation No. 3:**

- a. Please indicate whether the information contained within this allegation is substantially correct and whether the institution and the involved individuals identified in this allegation believe that violations of NCAA legislation occurred. Submit materials to support your response.
- b. If the institution and the involved individuals believe that NCAA violations occurred, please indicate whether there is substantial agreement on the level of the violation. Submit materials to support your response.
- c. Please indicate whether the factual information is substantially correct and whether the institution has additional pertinent information and/or facts. Submit facts in support of your response.

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4. [NCAA Division I Manual Bylaw 10.1, 10.1-(a) and 19.2.3 (2014-15)]

It is alleged that in 2014 and 2015, Dr. Julius Nyang'oro (Nyang'oro), former professor and chair of the African and Afro-American Studies department, violated the NCAA principles of ethical conduct when he failed to furnish information relevant to an investigation of possible violations of NCAA legislation when requested to do so by the enforcement staff and the institution. Specifically, Nyang'oro refused to participate in an interview with both the institution and the enforcement staff despite at least five requests for his participation.

**Level of Allegation No. 4:**

The NCAA enforcement staff believes a hearing panel of the NCAA Division I Committee on Infractions could determine that Allegation No. 4 is a severe breach of conduct (Level I) because the violation involves individual unethical conduct and a failure to cooperate in an NCAA enforcement investigation. Participation in an NCAA enforcement investigation is critical to the common interests of the NCAA's membership. [NCAA Bylaws 19.1.1 and 19.1.1-(c) (2014-15)]

**Factual information (FI) on which the enforcement staff relies for Allegation No. 4:**

FI322: July 23, 2014 – Email from Todd Shumaker (Shumaker), assistant director of enforcement, to William Thomas (Thomas), counsel for Nyang'oro. This includes, but is not limited to, Shumaker's request that Nyang'oro participate in an NCAA interview.  
(TShumaker\_CO\_JNyangoroInterview\_072314\_NorthCarolina\_00231)

FI323: July 25, 2014 – Email from Thomas to Shumaker. This includes, but is not limited to, Nyang'oro's refusal to participate in an NCAA interview.  
(WThomas\_CO\_NyangoroInterview\_072514\_NorthCarolina\_00231)

FI324: April 20, 2015 – Email from Rick Evrard (Evrard), outside counsel for The University of North Carolina, Chapel Hill, to Sulentic. This includes, but is not limited to, a list of Evrard's attempts to contact Thomas.  
(KSulentic\_CO\_AttemptsToContactAttorneyBThomas\_042015\_NorthCarolina\_00231)

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FI325: April 6, 2015 – Nyang'oro interview request letter. This includes, but is not limited to, a final letter from the enforcement staff requesting Nyang'oro's participation in an NCAA interview.  
(JNyangOro\_CO\_InterviewRequest\_040615\_NorthCarolina\_00231)

The enforcement staff incorporates by reference all other factual information referenced in this document and all other documents posted on the secure website.

### **Specific to Allegation No. 4:**

- a. Please indicate whether the information contained within this allegation is substantially correct and whether the institution and the involved individuals identified in this allegation believe that violations of NCAA legislation occurred. Submit materials to support your response.
  - b. If the institution and the involved individuals believe that NCAA violations occurred, please indicate whether there is substantial agreement on the level of the violation. Submit materials to support your response.
  - c. Please indicate whether the factual information is substantially correct and whether the institution has additional pertinent information and/or facts. Submit facts in support of your response.
5. [NCAA Division I Manual Constitution 2.1.1, 2.8.1 and 6.01.1 (2002-03 through 2010-11)]

It is alleged that the scope and nature of the violations set forth in Allegation Nos. 1 and 2 demonstrate that the institution violated the NCAA principles of institutional control and rules compliance when it failed to monitor the activities of Jan Boxill (Boxill), then philosophy instructor, director of the Parr Center for Ethics, women's basketball athletics academic counselor in the Academic Support Program for Student-Athletes (ASPSA) and chair of the faculty. Further, the institution exhibited a lack of institutional control in regard to the special arrangements constituting impermissible benefits athletics academic counselors and staff within African and Afro-American Studies (AFRI/AFAM) department provided to student-athletes.

Specifically, individuals in the academic administration on campus, particularly in the college of arts and sciences, did not sufficiently monitor the AFRI/AFAM and ASPSA departments or provide appropriate supervision for these academic units and their staffs. The AFRI/AFAM department created anomalous courses that

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went unchecked for 18 years. This allowed individuals within ASPSA to use these courses through special arrangements to maintain the eligibility of academically at-risk student-athletes, particularly in the sports of football, men's basketball and women's basketball. Although the general student body also had access to the anomalous AFRI/AFAM courses, student-athletes received preferential access to these anomalous courses, enrolled in these anomalous courses at a disproportionate rate to that of the general student body and received other impermissible benefits not available to the general student body in connection with these courses.

Additionally, the institution did not monitor Boxill's activities. Although employed by ASPSA, Boxill conducted her athletics academic advising activities largely within the philosophy department. Despite concerns by some at the institution that Boxill's relationship with the women's basketball student-athletes may have been too close, the institution did not monitor Boxill or determine whether her conduct violated institutional rules or NCAA bylaws.

### **Level of Allegation No. 5:**

The NCAA enforcement staff believes a hearing panel of the NCAA Division I Committee on Infractions could determine that Allegation No. 5 is a severe breach of conduct (Level I) because the violations seriously undermine or threaten the integrity of the NCAA Collegiate Model and the presumption of lack of institutional control violations as Level I. [NCAA Bylaws 19.9.1 and 19.1.1-(a) (2014-15)]

### **Factual information (FI) on which the enforcement staff relies for Allegation No. 5:**

The enforcement staff incorporates by reference factual information supporting Allegation Nos. 1 and 2, all other factual information referenced in this document and all other documents posted on the secure website.

### **Specific to Allegation No. 5:**

- a. Please indicate whether the information contained within this allegation is substantially correct and whether the institution and the involved individuals identified in this allegation believe that violations of NCAA legislation occurred. Submit materials to support your response.

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- b. If the institution and the involved individuals believe that NCAA violations occurred, please indicate whether there is substantial agreement on the level of the violation. Submit materials to support your response.
- c. Please indicate whether the factual information is substantially correct and whether the institution has additional pertinent information and/or facts. Submit facts in support of your response.

**C. Potential Aggravating and Mitigating Factors.**

Pursuant to NCAA Bylaw 19.7.1, the NCAA enforcement staff has identified the following potential aggravating and mitigating factors a hearing panel of the NCAA Division I Committee on Infractions may consider.

**1. Institution:**

- a. Aggravating factors. [NCAA Bylaw 19.9.3]
  - (1) Multiple Level I violations. [Bylaw 19.9.3-(a)]
    - The notice of allegations includes multiple Level I violations involving unethical conduct, extra benefits and a lack of institutional control.
  - (2) A history of Level I, Level II or major violations by the institution, sport program(s) or involved individual. [Bylaw 19.9.3-(b)] They include:
    - March 12, 2012 – Violations of NCAA legislation regarding academic fraud, impermissible benefits, impermissible participation, unethical conduct, failure to monitor, preferential treatment, failure to cooperate and failure to report outside income.
    - January 10, 1961 – Violations of NCAA legislation involving improper entertainment and lodging and improper recruiting entertainment.
  - (3) Lack of institutional control. [Bylaw 19.9.3-(c)]

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- As described in Allegation No. 5, the institution demonstrated a lack of institutional control by providing impermissible academic extra benefits to student-athletes, exploiting the anomalous courses provided by the African and Afro-American Studies (AFRI/AFAM) department and failing to adequately monitor the activities of Jan Boxill (Boxill), then philosophy instructor, director of the Parr Center for Ethics, women's basketball athletics academic counselor in the Academic Support Program for Student-Athletes and chair of the faculty.
- (4) Persons of authority condoned, participated in or negligently disregarded the violation or related wrongful conduct. [NCAA Bylaw 19.9.3-(h)]
- Boxill abused her position as a faculty member by providing impermissible academic assistance.
- b. Mitigating factor. [Bylaw 19.9.4]
- (1) An established history of self-reporting Level III or secondary violations. [Bylaw 19.9.4-(d)] They include:
- The institution reported approximately 95 Level III/secondary self-reports over the last four years.
2. **Involved individuals [Deborah Crowder (Crowder), former student services manager in the AFRI/AFAM department]:**
- a. Aggravating factor. [NCAA Bylaw 19.9.3]
- Unethical conduct, compromising the integrity of an investigation, failing to cooperate during an investigation, or refusing to provide all relevant or requested information. [Bylaw 19.9.3-(e)]
- Despite several requests from both the NCAA and the institution, Crowder refused to participate in an interview to determine her knowledge of or involvement in potential violations of NCAA legislation. Because of her deep involvement in the administration of the AFRI/AFAM department, she had information relevant to the investigation.

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- b. Mitigating factor(s). [NCAA Bylaw 19.9.4]

The enforcement staff did not identify any mitigating factors for Crowder.

3. **Involved Individual [Julius Nyang'oro (Nyang'oro), former chair of the AFRI/AFAM department]**

- a. Aggravating factor. [NCAA Bylaw 19.9.3]

Unethical conduct, compromising the integrity of an investigation, failing to cooperate during an investigation, or refusing to provide all relevant or requested information. [Bylaw 19.9.3-(e)]

Despite several requests from both the NCAA and the institution, Nyang'oro refused to participate in an interview to determine his knowledge of or involvement in potential violations of NCAA legislation. Because of his deep involvement in the administration of the AFRI/AFAM department, he had information relevant to the investigation.

- b. Mitigating factor(s). [NCAA Bylaw 19.9.4]

The enforcement staff did not identify any mitigating factors for Nyang'oro.

4. **Involved individual (Boxill):**

- a. Aggravating factors. [NCAA Bylaw 19.9.3]

- (1) Unethical conduct. [Bylaw 19.9.3-(e)]

Boxill provided repeated impermissible academic extra benefits in the form of providing content to student-athlete's papers as well as recommending a grade for a student-athlete.

- (2) Persons of authority condoned, participated in or negligently disregarded the violation or related wrongful conduct. [Bylaw 19.9.3-(h)]

Boxill abused her position as a faculty member by providing impermissible academic assistance.



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- b. Mitigating factor(s). [NCAA Bylaw 19.9.4]

The enforcement staff did not identify any mitigating factors for Boxill.

**D. Request for Supplemental Information.**

1. Provide mailing and email addresses for all necessary parties to receive communications from the hearing panel of the NCAA Division I Committee on Infractions related to this matter.
2. Indicate how the violations were discovered.
3. Provide a detailed description of any corrective or punitive actions implemented by the institution as a result of the violations acknowledged in this inquiry. In that regard, explain the reasons the institution believes these actions to be appropriate and identify the violations on which the actions were based. Additionally, indicate the date that any corrective or punitive actions were implemented.
4. Provide a detailed description of all disciplinary actions taken against any current or former athletics department staff members as a result of violations acknowledged in this inquiry. In that regard, explain the reasons the institution believes these actions to be appropriate and identify the violations on which the actions were based. Additionally, indicate the date that any disciplinary actions were taken and submit copies of all correspondence from the institution to each individual describing these disciplinary actions.
5. Provide a short summary of every past Level I, Level II or major infractions case involving the institution or individuals named in this notice. In this summary, provide the date of the infractions report(s), a description of the violations found by the Committee on Infractions/hearing panel, the individuals involved, and the penalties and corrective actions. Additionally, provide a copy of any major infractions reports involving the institution or individuals named in this notice that were issued by the Committee on Infractions/hearing panel within the last 10 years.
6. Provide a chart depicting the institution's reporting history of Level III and secondary violations for the past five years. In this chart, please indicate for each academic year the number of total Level III and secondary violations reported involving the institution or individuals named in this notice. Also include the applicable bylaws for each violation, and then indicate the number of Level III and secondary violations involving just the sports team(s) named in this notice for the same five-year time period.

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7. Provide the institution's overall conference affiliation, as well as the total enrollment on campus and the number of men's and women's sports sponsored.
8. Provide a statement describing the general organization and structure of the institution's intercollegiate athletics department, including the identities of those individuals in the athletics department who were responsible for the supervision of all sport programs during the previous four years.
9. State when the institution has conducted systematic reviews of NCAA and institutional regulations for its athletics department employees. Also, identify the agencies, individuals or committees responsible for these reviews and describe their responsibilities and functions.
10. Provide the following information concerning the sports programs identified in this inquiry:
  - The average number of initial and total grants-in-aid awarded during the past four academic years.
  - The number of initial and total grants-in-aid in effect for the current academic year (or upcoming academic year if the regular academic year is not in session) and the number anticipated for the following academic year.
  - The average number of official paid visits provided by the institution to prospective student-athletes during the past four years.
  - Copies of the institution's squad lists for the past four academic years.
  - Copies of the institution's media guides, either in hard copy or through electronic links, for the past four academic years.
  - A statement indicating whether the provisions of NCAA Bylaws 31.2.2.3 and 31.2.2.4 apply to the institution as a result of the involvement of student-athletes in violations noted in this inquiry.
  - A statement indicating whether the provisions of Bylaw 19.9.7-(g) apply to the institution as a result of the involvement of student-athletes in violations noted in this inquiry.

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11. Consistent with Committee on Infractions IOP 4-16-2-1 Total Budget for Sport Program and 4-16-2-2 Submission of Total Budget for Sport Program, please submit the three previous fiscal years' total budgets for all involved sport programs. At a minimum, a sport program's total budget shall include: (1) all contractual compensation including salaries, benefits and bonuses paid by the institution or related entities for coaching, operations, administrative and support staff tied to the sport program; (2) all recruiting expenses; (3) all team travel, entertainment and meals; (4) all expenses associated with equipment, uniforms and supplies; (5) game expenses; and (6) any guarantees paid associated with the sport program.

Any additional information or comments regarding this case are welcome.