

December 5, 2014

William J. Christensen, Ph.D.  
Executive Vice President  
Chief Academic Officer

Professor Varlo Davenport,

This letter confirms my meeting this afternoon with you and Dean Jeff Jarvis, in which I, on behalf of Dixie State University, gave notice of dismissal and termination of your appointment.

At that meeting I also notified you that effective immediately you are temporarily suspended, with pay, from all duties until a final determination has been reached (see Policy 3.5.IV). During this suspension you are also prohibited from being on DSU's campus.

This letter fulfills DSU's requirement to provide notice of dismissal for cause (Policies 3.5.IV.A & B). The cause is serious misconduct that took place in one of your acting classes (THEA 1033-02) on 21 November 2014, involving a student (Cassidy Sorensen). The student claims to have been verbally and physically assaulted, including being grabbed and pulled/jerked by the hair. This incident has been corroborated by others who were eye witnesses to the incident. I have attached a copy of the full report, with details.

You have specific rights and I urge you to read and understand our policy. For example, you have the right to due process, "... including the right to contest the information before an impartial board of faculty peers," (Policy 3.5.IV.B.iii).

Policy provides you up to 30 calendar days (i.e., until 5 January 2015) to refute, by written request to DSU's Human Resource Office, the cause(s) stated in this notice of dismissal. In that case, Policy 3.5.IV.C&D, provide for the formation of a Faculty Review Board and outlines the procedures under which it must operate. The Faculty Review Board has up to twenty (20) business days after the receipt of your request to the Human Resources Office in which to schedule a meeting. At that meeting you have the right to be accompanied by two persons or advisors, including legal counsel. The Review Board then has up to twenty (20) business days after the meeting to release its findings. Finally, DSU's President reviews the record, findings, conclusions, and recommendations of the Review Board and renders a final decision within ten (10) business days after receiving the Review Board's decision. If you choose not to refute the cause(s) of dismissal, your dismissal will automatically become effective on 5 January 2015. At any point in this process you also have the option of resigning your appointment.

I have only cited portions of the applicable policy in this letter, and I urge you to review the entire policy ([dixie.edu/humanres/polfac.html](http://dixie.edu/humanres/polfac.html)). If you have any questions please contact Dean Jarvis, Will Craver, or me.

Sincerely,



William J. Christensen

cc: Richard Williams, Jeff Jarvis, Will Craver, Michael Carter