

January 17, 2007

Dr. D. Harold Doty, Dean
College of Business
The University of Southern Mississippi
118 College Drive
Hattiesburg, MS 39406

Dear Dr. Doty:

On December 25, 2006, I responded to Dr. Grimes' ruling concerning my 2003-2004 appeal. You were sent a copy. Dr. Grimes affirmed the decision of the College Advisory Committee as to research but did not reach a decision as to teaching. Accordingly, I requested that he make a determination on all issues so that the matter could be handled in a consolidated fashion. To date, Dr. Grimes has not replied.

Furthermore, before any hearing before the committee occurs, it is necessary that Dr. Grimes provide guidance as to the terms and conditions of the hearing. Specifically, the guidance is necessary because in the more than two years in which the appeal remained pending the committee has changed, the Faculty Handbook has changed, and the internal evaluation procedures of the College of Business have changed. I recommended that Dr. Grimes and I set the procedures to resolve this appeal. I made this request for two reasons: (1) the delay which caused structural and procedural problems was beyond my control (but was within your control), and (2) I have been subjected to extraordinary retaliation and harassment by you and others. Furthermore, it is my intention to request that a number of the members of the committee refrain from participating. I have documented numerous statements, including yours, that indicate that I cannot be given an impartial hearing by certain members of this committee.

The most recent grievance was filed in May 2006. The grievance was delivered to then-Director Roderick Posey in May 2006. A few days later, Dr. Posey indicated that the grievance had been referred to Lee Gore for review and that he would respond on the following Friday. Although Dr. Posey remained director for several additional weeks, he took no action with respect to the grievance. Accordingly, the grievance has remained without action in the possession of Dr. Posey, Dr. Lewis and/or Mr. Gore for nearly a year without action. You have a copy of that grievance, too.

You and your fellow administrators made demonstrably poor decisions that led to the appeals and grievances and then you allowed them to accumulate over the years. You ignored the rules and evidence and reason. You have demonstrated that you should not participate in this matter at all. Given the extraordinary animosity you have displayed toward me and the malicious, punitive conduct directed at me, you should not participate in the resolution of the appeals and grievances in any way whatsoever. Had you taken initiative to correct the problems you created without being required to do so, you might have reason to participate in the process of resolving the appeals and grievances. For whatever reason, you do not have the leadership or impartiality to signal that you had overcome your bias. We don't need to compound the problems you created with cause for further appeals and grievances.

Respectfully submitted,

Chauncey M. DePree, Jr.

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cc: Dr. Jay Grimes, Provost (without enclosures)
Dr. Shelby Thames, President (without enclosures)
Dr. Stan Lewis, Director (without enclosures)
Lee P. Gore, Esquire (without enclosures)