**Cover Letter**

Sleem v. FAU

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Thank you for your response. I wanted to highlight a few things. One, I think that the plagiarism accusations from the USDE and FAU should be investigated. When I requested a Freedom of Information Act Request with the USDE about the plagiarism accusations and communications from professors to the USDE the USDE responded that no responsive records were found.

Two, the graduate student union could have helped me. Maybe I still would have been dismissed, but there would have been another channel to go through. I also think that the president or chancellor should be responsible for firing PhD students, like faculty. Harvard and Yale have unionized since 2016. The University of Wisconsin-Madison was the first graduate student union in 1969. The California System has graduate student unions at each of its schools. Florida has about 4 graduate student unions, including at the University of Florida and the University of South Florida. I want FAU to recognize me as the President of the FAU-GAU, and put my picture on the current PhD students website.

Three, capitalism strives to maximize profits for the shareholders, but we should also strive to maximize social welfare for stakeholders. When FAU fired me, they erased a 0 off my paycheck from 1000 to 100 dollars, and fought me on unemployment insurance. They said I was a student employee. PhD students are adjunct faculty, not student employees.

Kevin Sleem

President FAU-GAU 2010

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**SACSCOC Complaint, Sleem v. FAU**

**Objective:** to be readmitted to FAU with 15 years back pay on the Infinity PhD Contract, and have FAU award the PhD degree for classes taken at Post Online and Fayetteville Tech and 4 papers published to SSRN

When I was fired from FAU I applied to 100 tenure-track positions, which of course I did not get. I have been living off social security for mental disability and government housing for the last few years, so my views on employment have evolved. I am still a social conservative, I don’t think marijuana should be legalized in the federal government, but I have become more socialist financially, although I don’t think the government should pay off student loans. I see myself as a career staff accountant, not interested in TV management, possibly in a job with the federal government in Washington or a school. My job market paper is on capacity markets in electrical engineering, but I am also working on a paper comparing communist price controls to capitalist interest rates to combat inflation. We need more of Ouchi’s Theory Z management style in America, which encourages life employment and fewer promotions like in Japan.

**Requests to be Ruled on by SACS**

1. **Reason for dismissal-** Both USDE Reports state that the reason for dismissal was final grades, though the dismissal email clearly proves otherwise, and I was dismissed for missing 2 classes in a tool class because I was sick and had a doctor’s note which I showed to Gleason and Gitlen, not Dinev.
2. **Suitability for a CPA License-** I recently passed the CPA Exam on the second attempt.
3. **Retaliation, Challenging a Duel-** Extortion charges by FAU for asking for the money on the Infinity PhD Contract, and disabled and blocked email accounts by UNC for emailing UNC about the UNC Presidential Assassination and emailing FAU about unionization. Someone at FAU called UNC and asked them to disable my email account.
4. **Suspensions from FAU and Durham Tech-** Is education a civil right, and even if the student did something wrong, which I did not, the student should be readmitted to school after 1 year.
5. **Graduate Student Unions-** Harvard and Yale have unionized since 2016.
6. **Plagiarism Accusations-** The USDE states in their first report that I engaged in plagiarism, which FAU must have said.
7. References, Required when Requested
8. Graduate Student Union
9. Final Grades Conference 2008
10. No Trespass Review, Education is a Civil Right
11. 3rd USDE Report
12. Discrepancies Between Dismissal Email and Acceptance Letter
13. USDE FOIA Request, No Records Found
14. Transfer Credit for FAU PhD Finance Programme
15. Ouchi Theory Z Management Style
16. CPA Arrest Record Statement

**The Principles of Accreditation:**

**Foundations for Quality Enhancement**

The Commission’s mission is the enhancement of education quality throughout the region and the improvement of the effectiveness of institutions by ensuring that they meet standards established by the higher education community that address the needs of society and students.

*In order to meet the needs of the higher education community that address the needs of society and students, American Academia, including FAU, should offer Thesis Only PhDs. Thesis Only is common in Europe and British Academia, and PhD programs for social sciences in America should only be 3 years, and 4 years for physical sciences. FAU should also accept transfer credit from Fayetteville Tech and Post Online for my PhD Transcript.*

Accreditation by SACSCOC signifies that the institution (1) has a mission appropriate to higher education, (2) has resources, programs, and services sufficient to accomplish and sustain that mission, and (3) maintains clearly specified educational objectives that are consistent with its mission and appropriate to the degrees its offers, and that indicate whether it is successful in achieving its stated objectives.

*FAU has a mission appropriate to higher education, including awarding PhD degrees, however, they might have a cash flow problem and thus insufficient resources because they cut off my money on the 15 year Infinity PhD Contract. They also need to create better services to serve the needs oft heir PhD students, like counseling when students are not performing, which I never received. The only communication from Madura was our meeting at Chilis before the semester, emailing the teaching notes and him telling me I was not allowed to take an additional class, and the dismissal email. Madura stated to the police and USDE that he and Gleason communicated with me throughout the semester about my performance in Statistics, which I admit, I was failing, but I was committed to studying and passing the final and getting a B or C in the class once I finished my extensive data collection of foreign firms listed on the NYSE, Nasdaq, TSX, and TVSX. Gleason’s email referencing that I did not turn my paper in on time shows how my paper was taking a little longer. Sometimes papers can take longer to write, no big deal. Madura also took Kien and Marek out to lunch several times that first semester, and not me. FAU does not maintain clearly specified educational objectives and requirements, and evidenced by the differences for reasons for dismissal in the email dismissal and the Acceptance Letter.*

*Also, the educational objectives should include a way for suspended students to be reintegrated back into the school community after completing their limited term of suspension. FAU has requested that the Restraining Order with the police be indefinite, when they usually only last for 5 years, as told to me by my attorney, Douglas Leifert in Palm Beach. Education is a civil right, and the student should be allowed to finish their degree.*

*Also, required references when requested should be supplied by the college in order to meet their educational objectives of providing an education, including to transfer students.*

*Also, transfer credit should be allowed and accepted for graduate programs.*

*Further, FAU should provide services to fulfill its mission to higher education, including the Final Grades Conference for 2008, the Dissertation Defense, and Unionization Vote. Performing these services will ensure that FAU maintains their educational objectives.*

*FAU should also not lie in their USDE Reports by stating that Kevin Sleem was dismissed for his final grades, when he was dismissed for missing classes which don’t count in Research Degree PhD programs.*

**Philosophy of Accreditation**

Self-regulation through accreditation embodies a philosophy that a free people can and ought to govern themselves through a representative, flexible, and responsive system. Decentralization of authority honors the rich diversity of educational institutions in our pluralistic society and serves to protect both institutional autonomy and the broader culture of academic freedom in our global society. The empowerment flowing from self-regulation promotes both innovation and accountability in achieving the goals of educating and training citizens in a representative democracy.

*Self-regulation could mean that graduate student unions should be mandated by executive order of the President to allow the graduate students at American colleges to govern themselves, and not be at the whim of eccentric PhD advisors. A representative system means that the PhD advisor does not have control over human resources, and cannot simply cut off a PhD student’s pay and erase a 0 to make 1000 100 dollars. We must strive to protect both institutional autonomy through graduate student unions and the broader culture of academic freedom and tenure for graduate students to design their own research programs, including seminars and classes taken. Empowerment from self-regulation gives graduate students more power in the university setting to protect their rights, as they are already underpaid, earning less than the average salary for a college graduate. School is a sacrifice, and students should not be taken advantage of by administration. A representative democracy means that people are encouraged to have lifetime employment, unless they are incarcerated, and preserving a representative democracy means ensuring that people who are fired have the opportunity to transfer to a new job, through required references and unemployment insurance.*

The membership expects its peers to dedicate themselves to enhancing the quality of their programs and services within the context of their respective resources and capacities and to create an environment in which teaching and learning, research, and public service occur, as appropriate to the institution’s self-defined mission.

*FAU should strive to enhance the quality of their program and services, by providing a Final Grades Conference for 2008 and Dissertation Defense for Kevin Sleem. Teaching and Research are both relevant qualities to develop in a graduate student, and there should be a balance maintained between classes and research.*

At the heart of SACSCOC’s philosophy of accreditation, the concept of quality enhancement assumes that each member institution is engaged in ongoing improvement of its programs and services and can demonstrate how well it fulfills its stated mission. Although evaluation of an institution’s educational quality and effectiveness in achieving its mission is a difficult task requiring careful analysis and professional judgment, an institution is expected to document the quality and effectiveness of all its programs and services.

*FAU should strive for quality enhancement in their reviews of No Trespass Orders, in order to improve its programs and services for students to fulfill its stated mission of awarding degrees. FAU should document the reasons provided for not lifting the No Trespass Order against Kevin Sleem.*

*FAU should strive for quality enhancement in their Final Grades Conferences and Dissertation Defenses, to improve its programs and services for students to fulfill its stated mission of awarding degrees. FAu should document the reasons provided for not holding the Final Grades Conference for 2008 and the Dissertation Defense for Kevin Sleem.*

SACSCOC supports the right of an institution to pursue its own educational mission as inherent in fundamental values of institutional autonomy; the right of faculty members to teach, investigate, and publish freely; and the right of students to access opportunities for learning and for the open expression and exchange of ideas. However, exercising these rights should not substantially interfere with the overriding obligation of an institution to offer a sound educational experience that optimizes student achievement outcomes.

*The Graduate Student Union is necessary at colleges in order to ensure academic freedom for graduate students to publish freely, and design their own research programmes. The GAU will also help to preserve the rights of students to access opportunities for learning and for the open expression and exchange of ideas.*

*The open expression and exchange of ideas includes students being allowed to protest peacefully, and like missing classes, to protest not being taken to lunch with Kien and Marek.*

*FAU should strive to have a system which optimizes student achievement outcomes, through holding Final Grades Conferences and Dissertation Defenses.*

*FAU should strive to have a system which optimizes student achievement outcomes, which allows students to be reintegrated back into the school community after serving their 1 year suspensions.*

**SECTION 1: The Principle of Integrity**

1. The institution operates with integrity in all matters.

The principle serves as the foundation of a relationship in which all parties agree to deal honestly and openly with their constituencies and with one another.

*FAU lacks integrity in their correspondence with the USDE. They have lied and said I engaged in plagiarism and did not do my homework to the USDE. They also lied about the reason for dismissal, saying I was dismissed for my final GPA when I was fired 2 weeks before finals.*

**SECTION 2: Mission**

1. The institution has a clearly defined, comprehensive, and published mission specific to the institution and appropriate for higher education. The mission addresses teaching and learning and, where applicable, research and public service.

*The mission needs to define the importance of the graduate student union in American Academia.*

*The mission needs to address the differences between classes and research in PhD programs, and state that the purpose of a research degree is to gain research and teaching experience, not take more classes.*

*The mission needs to more clearly define the procedure for a suspended student to be readmitted to campus.*

**SECTION 6: Faculty**

3. The institution publishes and implements policies regarding the appointment, employment, and regular evaluation of faculty members, regardless of contract or tenure status. (Faculty appointment and evaluation)

4. The institution publishes and implements appropriate policies and procedures for preserving and protecting academic freedom. (Academic freedom)

5. The institution provides ongoing professional development opportunities for faculty members as teachers, scholars, and practitioners, consistent with the institutional mission. (Faculty development)

*FAU published conflicting policies for the appointment, employment, and regular evaluation of faculty members, and yes, PhD students are faculty members, adjunct faculty members. PhD students need tenure protection more than established professors. In my opinion, a common evaluation period for PhD student faculty members to gauge whether they are making sufficient progress towards the completion of their dissertation is annually, not after 14 weeks. A good number for an abortion, not a good number for a PhD student. FAU needs to revise their publications of evaluations for PhD students and implement the new policy.*

*Academic freedom is at risk at FAU, because graduate students can be fired for personal reasons. A graduate student needs the protection of the graduate student union to preserve their academic freedom to design and implement their own tailored research programme.*

*Faculty development is also at risk at FAU, and FAU’s definition of faculty development is denying unemployment insurance to a PhD student still on their payroll, and sending him to prison for protesting.*

**SECTION 8: Student Achievement**

1. The institution identifies, evaluates, and publishes goals and outcomes for student achievement appropriate to the institution’s mission, the nature of the students it serves, and the kinds of programs offered. The institution uses multiple measures to document student success. (Student achievement)

 2. The institution identifies expected outcomes, assesses the extent to which it achieves these outcomes, and provides evidence of seeking improvement based on analysis of the results in the areas below:

c. Academic and student services that support student success. (Student outcomes: academic and student services

*Multiple measures define success in a PhD program, including class performance, dissertation progress, and teaching notes. I wrote 1000 pages of teaching notes that first semester. FAU needs to refine their published goals and outcomes for PhD student achievement, to better reflect the priority of the dissertation progress, not the class performance.*

*The expected outcome for a PhD program is finishing and publishing a dissertation. FAU needs to better state this outcome. They also need to provide better academic and student services to support student success, like taking all 3 students to lunch, not discriminating against the white male American citizen.*

**SECTION 9: Educational Program Structure and Content**

The structure and content of a program challenges students to integrate knowledge and develop skills of analysis and inquiry.

*A graduate student should have academic freedom, or tenure, to direct their own flexible research program. Having control over your PhD program is essential to developing skills of analysis and inquiry.*

1. Educational programs (a) embody a coherent course of study, (b) are compatible with the stated mission and goals of the institution, and (c) are based on fields of study appropriate to higher education. (Program content)

*The class I missed was a Statistics class, a graduate level math class, which FAU admits is a first semester tool class, in a finance PhD program. Surely, performance in a tool class should not be the basis for program evaluation. Tool classes are incoherent.*

5. At least one-third of the credit hours required for a graduate or a post-baccalaureate professional degree are earned through instruction offered by the institution awarding the degree. (Institutional credits for a graduate/professional degree)

*FAU should award transfer credit for classes completed at Fayetteville Tech and Post Online.*

6. Post-baccalaureate professional degree programs and graduate degree programs are progressively more advanced in academic content than undergraduate programs, and are structured (a) to include knowledge of the literature of the discipline and (b) to ensure engagement in research and/or appropriate professional practice and training. (Post-baccalaureate rigor and curriculum)

*This principle clearly states that engagement in research and professional practice and training like teaching are required in post-baccalaureate programs, not taking classes. Performance in 1 class should not be a reason for dismissal in a PhD Program in American Academia.*

7. The institution publishes requirements for its undergraduate, graduate, and post-baccalaureate professional programs, as applicable. The requirements conform to commonly accepted standards and practices for degree programs. (Program requirements)

*Commonly accepted standards for graduate programs in America include the completion and publishing of a dissertation. FAU needs to get on track with American Academia. Their published requirements for the graduate assistantship say conflicting reasons for dismissal.*

**SECTION 10: Educational Policies, Procedures, and Practices**

These academic policies lead to a teaching and learning environment that enhances the achievement of student outcomes and success. To advance learning, all coursework taken for academic credit has rigor, substance, and standards connected to established learning outcomes. To protect the integrity of degrees offered, the institution is responsible for the quality of all coursework transcripted as if it were credit earned from the institution.

*The PhD environment at FAU with Jeff Madura was toxic. He did not help to enhance the teaching and learning environment of Kevin Sleem. Jeff Madura discriminated against Kevin Sleem because he is a white male and American citizen, and would not be deported like Kien or Marek would have been had they been fired.*

2. The institution makes available to students and the public current academic calendars, grading policies, cost of attendance, and refund policies. (Public information)

*Grading policies are not published at FAU. The Finance PhD Manual of Jeff Madura is some obscure document which I never received. The Acceptance Letter I did receive, and understood that the reason for dismissal is not receiving a B in a class.*

4. The institution (a) publishes and implements policies on the authority of faculty in academic and governance matters, (b) demonstrates that educational programs for which academic credit is awarded are approved consistent with institutional policy, and (c) places primary responsibility for the content, quality, and effectiveness of the curriculum with its faculty. (Academic governance)

*The authority of the graduate student union should also be referenced in academic and governance matters. A graduate student shares primary responsibility for the content, quality, and effectiveness of the curriculum with the faculty.*

8. The institution publishes policies for evaluating, awarding, and accepting credit not originating from the institution. The institution ensures (a) the academic quality of any credit or coursework recorded on its transcript, (b) an approval process with oversight by persons academically qualified to make the necessary judgments, 24 and (c) the credit awarded is comparable to a designated credit experience and is consistent with the institution’s mission. (Evaluating and awarding academic credit)

*FAU should award transfer credit for classes taken at Fayetteville Tech and Post Online.*

9. The institution ensures the quality and integrity of the work recorded when an institution transcripts courses or credits as its own when offered through a cooperative academic arrangement. The institution maintains formal agreements between the parties involved, and the institution regularly evaluates such agreements. (Cooperative academic arrangements)

*FAU should award transfer credit for classes taken at Fayetteville Tech and Post Online.*

**SECTION 12: Academic and Student Support Services**

An effective institution has policies and procedures that support a stimulating and safe learning environment.

1. The institution provides appropriate academic and student support programs, services, and activities consistent with its mission. (Student support services)

*Graduate Student Unions are needed in American Academia.*

4. The institution (a) publishes appropriate and clear procedures for addressing written student complaints, (b) demonstrates that it follows the procedures when resolving them, and (c) maintains a record of student complaints that can be accessed upon request by SACSCOC. (Student complaints)

*No Trespass Reviews should have a finite lifespan.*

**Section 13: Financial and Physical Resources**

1. The institution has sound financial resources and a demonstrated, stable financial base to support the mission of the institution and the scope of its programs and services. (Financial resources)

*FAU owes Kevin Sleem for a 15 year Infinity PhD Contract.*

4. The institution exercises appropriate control over all its financial resources. (Control of finances)

*FAU should pay the dues for graduate students for unions.*

**SECTION 14: Transparency and Institutional Representation**

4. The institution (a) represents itself accurately to all U.S. Department of Education recognized accrediting agencies with which it holds accreditation and (b) informs those agencies of any change of accreditation status, including the imposition of public sanctions. 32 (See SACSCOC policy Accrediting Decisions of Other Agencies.) (Representation to other agencies)

*FAU lied about several things in their USDE Reports, and may be blocking the third report. They lied about plagiarism, not doing homework, reason for dismissal, and references are required when requested.*

**References, Required when Requested**

In the second USDE FAU Report, the USDE said that professors are neither required nor requested to provide references for students. Surely, there needs to be established protocol for refusing to write a reference letter to transfer. When I was suspended from Durham Tech, I asked Ben Lock from Durham Tech and John MacArthur from UNF for references to NC State and UNLV Electrical Engineering PhD programs. Ben Lock was my construction shop professor at Durham Tech, and John MacArthur wrote me a reference along with John Adams for PhD programs at UNF. These men had good reasons not to provide references. I didn’t know Ben Lock long enough, and John MacArthur asked me why I thought I could do a second PhD program, if I did not finish the first. I graduate with a British Thesis Only PhD from FAU in 2010, peer reviewed by the European Review of Finance and 4 papers published to SSRN.

However, Larry Faerman, Emilio Zarruk, and Jeff Madura from FAU should be required to provide references for me. I think so. The USDE also stated again in the second report, like they did in the first report, that I was dismissed for my final GPA, not 2 weeks before finals. The USDE also stated in the first report that I could file a lawsuit in federal court. The first time I filed was with Judge Donald Middlebrooks in Florida, and I dropped the lawsuit before service because I was arguing with the Warden in prison. The second time was with Judge Lousie Flanagan in North Carolina, and it was dismissed for frivolity, because I asked for 100 trillion dollars. I declined to appeal to the US Supreme Court the case in that form. I am currently researching employment law, and will refile in the future. I am thinking about dropping Durham Tech and the USDE and focusing on the conspiracy between FAU and UNC.

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**Graduate Student Union**

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*Self-regulation could mean that graduate student unions should be mandated by executive order of the President to allow the graduate students at American colleges to govern themselves, and not be at the whim of eccentric PhD advisors. A representative system means that the PhD advisor does not have control over human resources, and cannot simply cut off a PhD student’s pay and erase a 0 to make 1000 100 dollars. We must strive to protect both institutional autonomy through graduate student unions and the broader culture of academic freedom and tenure for graduate students to design their own research programs, including seminars and classes taken. Empowerment from self-regulation gives graduate students more power in the university setting to protect their rights, as they are already underpaid, earning less than the average salary for a college graduate. School is a sacrifice, and students should not be taken advantage of by administration. A representative democracy means that people are encouraged to have lifetime employment, unless they are incarcerated, and preserving a representative democracy means ensuring that people who are fired have the opportunity to transfer to a new job, through required references and unemployment insurance.*

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*The mission needs to define the importance of the graduate student union in American Academia.*

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4. The institution (a) publishes and implements policies on the authority of faculty in academic and governance matters, (b) demonstrates that educational programs for which academic credit is awarded are approved consistent with institutional policy, and (c) places primary responsibility for the content, quality, and effectiveness of the curriculum with its faculty. (Academic governance)

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*FAU should pay the dues for graduate students for unions.*

**The Need for Graduate Assistant Unions in American Academia**

Kevin Sleem, Florida Atlantic University

**Dissertation Defense, The Implementation of a Thesis Only PhD Programme in American Academia**

Service Employees International Union, <https://www.seiu.org>

American Association of University Professors, <https://www.aaup.org>

***Eye of the Tiger***

Risin' up, back on the street

Did my time, took my chances

Went the distance, now I'm back on my feet

Just a man and his will to survive

So many times, it happens too fast

You trade your passion for glory

Don't lose your grip on the dreams of the past

You must fight just to keep them alive

Our platform for the graduate assistants union is better pay, $40,000 stipends, PhD contract law with 4 years of guaranteed funding, formal dismissal procedures for graduate students including a direct line to the chancellor or president, no email firings, tenure protections for graduate students, computer diary civil rights, gang activity on college campuses, discipline procedures for arrests including non-serious arrests like DUI traffic court, and protections for international students on visas who are subject to deportation if they get fired.

At UCLA, the process that’s followed for a grievance, discipline, or early termination. An Academic Senate committee or campus investigative agency conducts a preliminary investigation before a matter is referred to the Academic Senate for a formal hearing. After that hearing, a Senate committee makes recommendations to the chancellor, who has the authority to make a final decision. If the chancellor’s decision differs from the committee’s recommendations, the chancellor meets with the committee’s chair to explain the reasoning, and the chair reports that disagreement to the Academic Senate without divulging confidential information. The chancellor’s decision is communicated in writing to the person in question.

Research assistants’ purpose in obtaining the doctorate is to spend time in the lab performing research leading to an original dissertation, while also performing research for the university in their employment role. The consequence is that institutions whose research assistants become unionized will have to bargain about such issues as how many hours students spend doing research, whether they should receive overtime, what projects they can be assigned to, and whether their course of research can be modified.[[1]](#footnote-0)

It doesn’t take years to write a thesis, it takes months. For most disciplines.

The attainment of a PhD is oftentimes the pinnacle of educational achievement for an individual, and entitles them to work in Academia. They can teach classes and publish papers in academic peer reviewed journals, or work as a dean or president of a college or university. Currently, there are two systems for awarding the PhD degree: 1) American Academia, Classes, Tests, and Dissertation. 2) British Academia, Thesis Only. A fair question to ask, is why can’t PhD students in American Academia obtain their PhDs by Thesis Only? What would have to happen to change the system in America to Thesis Only? Are classes better for some degrees, and not needed for others? For example, math and engineering classes should be required, but economics and english classes should not be required.

**Graduate Student Union**

Central to the graduate student or PhD student debate, is the existence and involvement of the graduate student union at degree awarding colleges and universities. Harvard recently told their graduate students to get on food stamps. This is a novel approach, although incorrect. The financial cutoff for food stamps is $1,500 dollars per month, and Harvard pays their graduate students $40,000 per year. So, Harvard is incorrect that graduate students qualify for food stamps.[[2]](#footnote-1) What graduate students do qualify for is unemployment insurance if they get fired, and this is something that the graduate student union should communicate to their employees. I say employees, because unemployment insurance assumes that the person asking for financial assistance is an employee of the institution.

The argument against unemployment insurance is that the graduate student is only a student receiving a stipend, so they are not an employee. This is a ridiculous and frivolous claim. Clearly, the graduate student is an employee of the school, performing critical research and teaching responsibilities, and deserving of employee status. Schools should classify their graduate students as employees, not students. PhD students are graduate students, and work for a living. They are not undergraduate students on their parents’ dime, they are societal employees contributing to the economy, and should be recognized and paid as such.

**United Nations PhD Programme Rules**

The United Nations should issue PhD program rules, to bridge the divide between British and American systems. It’s been a long time now since my money was cut off for no reason and my civil right of pursuing an education was taken away. If FAU had just paid me the full year salary for moving expenses, none of this would ever have happened, even though that slick first USDE report was an interesting way to turn. You know what Madura did, he erased a 0 off my 1000 bimonthly check and I only got 100 dollars. Now that is extortion, I think so. That must be fun, erasing 0s from bank accounts. When someone moves for a job, you have to pay them the full contract, at least one year’s salary for moving expenses. Something the graduate student unions at FAU and UNLV should communicate to their employees that they can apply for unemployment insurance if they are fired. It should also not be the PhD advisor who has control over the paychecks. That is a segregation of duties problem. There should be a formal hearing before you fire a graduate student from his work, or file to disenroll from the programme.

**2010 USDE OCR FAU Report**

The USDE Report from 2010 clearly states that I asked for references the first time, so why did I have to file a second complaint for references in 2022?

1. What did I plagiarize?
2. The official dismissal was 2 weeks before finals in the email from Madura, not February 2009, that’s obvious.
3. What work did I not do and which classes did I not show up for? I missed 2 classes in Statistics in a row in November out of protest because Madura was discriminating against me and not taking me to lunch with Marek and Kien. I was preparing to go to Statistics when Madura sent the dismissal email 2 hours before class, so I didn’t go to class that day either, nice timing Jack. I showed the doctor’s note from the student clinic for heartburn to Dr. Gleason.
4. I did all my research work for Dr. Viale, and handed in my thesis proposal to Dr. Gleason.
5. Clearly, the extortion charges were retaliation from FAU. The aggravated stalking was warranted. FAU owes me the remainder of the 4 year PhD contract, since they didn’t want to settle in 2009 for 1 year.

**2023 USDE OCR FAU Report**

1. In light of the representative’s statement that the University does not request or require that faculty provide letters of recommendation, the response to the School’s request does not indicate any different treatment of the Complainant.
2. You cant be serious, the university does not require that the professors provide references. Youre a clown.
3. Thats not why I said I was dismissed. Not my grade point average. I was dismissed because Geoff Gitlen is a rogue CIA agent, and tried to steal my money.
4. What, no appeal?
5. Who was the school representative who said they dont require their professors to provide references. They need to get the hell off the campus, and are probably a college dropout.
6. My UNC GAA email account was allegedly deleted at 5PM on Friday, and at 5:44 PM I received the USDE letter which lies about my claims and rules for references.

There is a long history of graduate student unions in American Academia, with the first graduate student union being created in 1969 at the University of Wisconsin-Madison, although unionization has picked up steam in recent years due to a series of National Labor Relations Board rulings, and unionization of graduate students at both Harvard and Yale.

This has got to be one of the most foolish arguments ever, the argument against graduate student unions in America. First of all, faculty and administration are all former graduate students, so to imply that they forget the financial hardships that come with being a graduate student and making less than the average college graduate once they become a PhD is ridiculous. Of course they don’t forget. Second, to prevent graduate students from receiving unemployment insurance if they get fired as a university employee is disrespectful to someone who has taken a pay cut to continue their education. They must be liberal attorneys who write those arguments, because it is also foolish to be a liberal in America, when the police are conservative. That said, maybe the process of graduate student unions in America is just part of the political process, and in democracy we want opposing views, even from the same group, PhDs, graduate students and professors, as hard as that is to create. Maybe this is democracy in action over communism. Also, Harvard and Yale have unionized, so the rest of the American colleges should follow suit shortly.

What if a PhD student gets arrested, say for DUI? Is he fired from his job? Is he disenrolled from the academic program? This is where the graduate student union can help. Just because you get fired from the assistantship, does not mean that you get disenrolled from the academic program. The right to an education is a civil right, and everyone has the right to pursue a PhD, even if they have to pay their own way. The school could possibly issue a No Trespass Order if the arrest happened on campus, but they would still be required to provide references to transfer, which is also a civil right, references for work and school. Maybe rehab is prescribed for a first DUI offense, which is not a big deal, DUI. The graduate student union could help to define rules for what happens if a PhD student is arrested, with regards to both their job and their academic program. SFS Chapel Hill is working hard to make arrest procedures a part of graduate student unionization rules. We are working to unionize FAU, UNC, and UNLV.

As for racism in higher education, McKinsey reports that 84 percent of presidents in higher education who responded to a 2021 survey said issues of race and ethnicity have become more important for their institutions.[[3]](#footnote-2) One thing that is alarming is the slow rate of change in racial profiles in higher education, as there has been little progress in this area over the years. There is also the aspect that increases in student representation will be driven by hispanic and latino people over the next 70 years, and it will take 1,000 years for faculty members to attain equal racial representation, and the elite R1 universities will never reach parity at current levels, according to McKinsey. R1 institutions are highly research-intensive institutions, with there being 131 in America as of 2020.[[4]](#footnote-3)

As for Title IX and transgender athletes, under the Biden Administration, the U.S. Department of Education proposed a new rule that would allow schools to reject transgender athletes from competing on sports teams that align with their gender identity, when questions of physicality and fairness arise. The rule would prohibit schools from issuing blanket bans on transgender athletes in school sports, making such a policy a violation of Title IX.[[5]](#footnote-4)

Elementary school students would generally be able to participate on teams matching their identity. But as students get older and go through puberty, and as competition increases, schools and athletic organizations would make a multipronged assessment of whether or not to restrict transgender athletes from playing on their preferred team. The age of the students, the level of the fairness and the nature of the sport would be among the considerations.

Regarding the gender pay gap in higher education, according to the American Association of University Professors, full-time female faculty members earned 82 cents on average for every dollar their male colleagues took home in the 2022-23 academic year, and only 36% of full professors were women. Women earned less than men across all academic ranks, but the disparity was especially pronounced at the full professor rank, where women earned a salary of $136,490, on average, compared with $156,820 for men.

For administrators who oppose graduate student unions, the university’s official position is that we are students who are training for academia, rather than workers who are keeping this university’s mission alive.[[6]](#footnote-5) “There have been a lot of myths perpetuated that graduate unions would damage academic relationships, mentor-mentee relationships, academic freedom,” Alex Howe, a doctoral student in philosophy at the University of Missouri, says. “They’re all completely baseless, but they have dominated the discussion. The NLRB decision just thoroughly eviscerates those myths, and that in itself is a great contribution for everybody.”[[7]](#footnote-6)

Vimal Patel writes, *“The Brandeis contract also addresses perhaps the central factor in determining the success of a Ph.D. student: the quality of the relationship between the student and her or his doctoral adviser. The contract calls for flexibility in the feedback that an adviser must provide to an advisee, but requires a professor with concerns about a graduate assistant’s work to meet with the student “as soon as practicable” to discuss them.”[[8]](#footnote-7)*

**NLRB Rulings on Private College Graduate Student Unions**

1. 1972, Adelphi University, held that graduate assistants are students not entitled to collective bargaining
2. 1974, Stanford University, affirmed 1972 ruling
3. 2000, Clinton administration, granted the right to unionize, New York University
4. 2004, Bush administration, right rescinded, Brown University
5. 2016, Obama administration, granted the right to unionize, Columbia University
6. 2019, Trump administration, proposed rule to rescind right, not implemented
7. 2021, Biden administration, right affirmed

**Arguments from Harvard and MIT for no Unionization in 2016[[9]](#footnote-8)**

1. Academic freedom would suffer
2. Degradation of the sacred relationship between graduate students and their academic advisers

These arguments have little merit, and the evidence of the unionization of private colleges graduate student unions after 2016 supports this view. Academic freedom could refer to the benefits of academic tenure, whereby a professor has to exceed a threshold to be fired, and usually freedom of speech of opposing views, such as liberal v. conservative, is not enough to fire the tenured professor. Freedom of speech does not include hate speech or inciting protests, however. In these recent graduate student union contracts, academic freedom was explicitly protected and enshrined. There is also the argument that unionizing graduate student unions will degrade the sacred relationships between PhD student and PhD advisor. This is also not entirely true, as the nature of the sacred relationship is actually one of life and death, or master and serf, with the PhD advisor’s word being golden and the the PhD student is oftentimes entirely at the mercy of his PhD advisor. This power structure is unnecessary, and should change. PhD student deserves to be a protected group for civil rights violations under the full protection of the graduate student union, in part to defend against abuses of power from eccentric PhD advisors, who control their PhD students’ lives with the flick of a switch or press of a button, such as cutting off their money for differences of research opinion.

A major argument for both sides in the graduate student unionization debate is the pay, or annual stipend. It should also be noted that some areas see higher costs of living, such as New York City or Los Angeles. Private college stipends typically are around $40,000 per year, with public school stipends at around $24,000 per year. This is a major difference between private and public schools for stipend allowances for graduate students.

**Need for the US Department of Education**

A point of contention at Harvard contract negotiations has been the grievance procedure for sexual harassment, and whether an independent third party is needed. Harvard takes the view that their own investigators can handle the complaint sufficiently, while the graduate students contend they cannot be impartial, since they are paid by the university. Jonathan Swain, a Harvard University spokesman, responded to requests for independent third parties to review sexual harassment claims for female students. He said, “We find it difficult to accept the view,” he said, “that it is impossible to find unbiased members of the university community who could review an investigation on appeal.”[[10]](#footnote-9)

**Human Resources for Payroll**

*“When I had an issue with my pay stub,”* Tania Aparicio, a New School sociology PhD student, says, *“I was referred to human resources and payroll. I wasn’t referred to my adviser or my dean, because I’m an employee, and those are my wages.”[[11]](#footnote-10)* According to legal briefs filed by the university, the purpose of these positions *“is to assist students, and not create employment opportunities.”*

At FAU, for Sleem, he was clearly classified as a student. He was not referred to payroll when his money was cut off, instead, his advisor, Madura, cut off his pay himself. A clearly defamatory statement, saying that the purpose of a graduate student on payroll is to assist students, not create employment opportunities. When you get paid, it is an employment opportunity.

**Leave of Absence or Year off from PhD Programmes**

*“There’s no way for us to know how we’re going to make a living, or whether we should take a year off or a leave of absence because it’s not going to be possible to do both school and work outside the university.”[[12]](#footnote-11)*

Sleem contends that he took a leave of absence from the FAU PhD program, though stayed on salary as a research professor. Clearly, leave of absence is a real thing, often used to take care of other issues outside of academic studies.

**4 Year Contract**

*“With $1,000 increases per year over the life of the four-year contract…”*[[13]](#footnote-12)

This article discusses how usually the PhD contract is viewed as a 4 year contract, and there can even be annual salary increases. The PhD contract could be viewed as either an annual contract, or more commonly, a 4 year contract, though most certainly is not viewed as a 16 or 14 week contract.

**Quarterly Meetings with Advisor**

Sudhir Mahadevan, a former NYU PhD student, sits down with each of his Ph.D. teaching assistants at the start of each quarter and outlines their relationship. A sheet of paper specifies how many hours they’ll be working per week — no more than 20 — and how that time will be divided between teaching, grading papers, and preparing for class. He and the graduate assistant both sign the paper. This helps reduce a common complaint of graduate students everywhere: They work far more in reality than it says on paper.[[14]](#footnote-13)

At FAU, Sleem only met with his advisor one time, before the email firing. He met before the semester, but was not invited to lunch meetings during the semester with the other 2 graduate students, Marek and Kien. He protested this with a work stoppage and missed 2 classes in Statistics in November, which he also had a doctor’s note for. He was fired for his protest.

**Unnecessary Classes**

Professors will lose the discretion to favor teaching assistants with better appointments, to punish less-favored graduate students by giving them harder and educationally irrelevant classes, and to require assistants to work longer than is reasonable. Those changes sound beneficial for graduate-student education.[[15]](#footnote-14)

**Grievance Procedure**

Indeed, the interpersonal cluelessness pervasive in academe becomes downright destructive in the professor-assistant context. We have both had to deal with the fallout of graduate-student ill-treatment by other faculty members, hardly what we have been trained for. A union would provide a formal grievance procedure, decide whether the case warranted bureaucratic escalation, and deal with it institutionally, a much better channel than seeking out the ill-equipped junior faculty members. Taking all of this out of professors’ hands is not only fairer to graduate students, it gives the professors more time to focus on the primary task: educating their students.[[16]](#footnote-15)

**Faculty Unions**

The reasons why graduate student unions are more needed than faculty unions is because graduate students make less than the average college graduate per annum, and because graduate students are at the mercy of their PhD advisor, who has complete control over their academic standing and employment status, and is a master/serf relationship. Taking control of the employment status out of the PhD advisor’s hands, and putting it in the domain of the graduate student union, will serve to help the graduate student.

In the name of representative democracy, we should have two sides to the labor union argument, management and workers. Yet, there is a decided trend recently of republican administrations voting against graduate student unions, and democrat administrations voting for them. This seems to go against traditional labor union political theory, because the graduate student union is not like the auto workers union, in that the graduate student union also guarantees the right to an education, a civil right. The right to work and right to be fired by management are not rights that are enshrined in law, rather they are rights which usually need no protection because there are so many options to work and get a job in the community. There are many different types of jobs, and we need people to fill all of them. Conversely, it can be difficult to get into a different college, you might have to move and get references, so the right to an education is a civil right.

**Sleem v. FAU**

The case of Sleem v. FAU suggests that an impartial third party is sometimes needed to review the actions of the school when an investigation is commenced against school administrators.

Sleem appealed the email dismissal to the dean, and was responded to with an official dismissal in February of 2009. Dismissals are supposed to take place at the end of the school year, during the summer. Further, Sleem was suspended from the campus and a No Trespass Order was issued, over his email protests. FAU continued to deny Sleem readmittance to the finance PhD program, even after 5 years. This suggests that the college itself cannot be impartial at times, such as when they are in danger of being sued for a million dollars.

The multitude of factors that had to come together to get civil rights violations against a white male in American Academia is astronomical, and maybe it is still possible. From UNF not having a PhD program and Sleem having to transfer to FAU, to Sleem arriving early and completing his teaching notes before the semester so he had no reason to email Madura, so Madura never emailed him for lunch like the other 2 students, to Sleem not performing well in Calculus which he had passed before because he was spending all his time writing more teaching notes and doing an intense data collection for his thesis proposal, to Madura actually thinking that he could get away with firing a graduate student for missing 2 classes when he had a doctor’s note and was clearly a protest to the lack of communication from the advisor. Well, it happened, and it just goes to show that civil rights are a dumb idea. The term is discrimination, when someone is treated unfairly, you don’t need to include race and gender in the discussion.

If FAU had a graduate student union when I was a student there, I never would have been fired from my job and dismissed from my academic program. The graduate student union provides checks and balances, and is needed for 2 primary reasons. One, graduate students make less than the average college graduate, even though they have an advanced degree. Two, the relationship between the graduate student and PhD advisor is master/serf, the PhD advisor has a god-like control over his graduate students, controlling both their employment and academic progress. By taking the payroll function out of the hands of the PhD advisor, and returning it to human resources, we can reduce the power and control the PhD advisor has over his graduate students, and create a safer and more welcoming college environment.

In the Sleem v. FAU case from 2009, the PhD advisor never scheduled a meeting with the graduate student to discuss why he missed the 2 classes in Statistics. There should be flexibility in scheduling, like not saying anything until final exams are in, especially when the graduate student had a doctor’s note that he showed to a different professor. The FAU and UNLV graduate student unions should write this language into their contracts too, that the advisor must meet with the student as soon as practicable, and not distance themselves like not inviting the student to lunch. These lunch meetings are very important for first year students, as they serve as a communication outlet to voice frustrations and concerns that may have during a stressful first year in the PhD program.

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Service Employees International Union, <https://www.seiu.org>

American Association of University Professors, <https://www.aaup.org>

**Final Grades Conference 2008**

I emailed Emilio Zarruk, the Finance Department Chair, and Larry Faerman, the Vice President for Student Affairs, in Fall 2023 to schedule the Final Grades Conference for 2008, the Dissertation Defense, and to schedule the unionization vote. They responded by having Detective Malara call my inner circle, my father, my therapist, and my probation officer on my final day of probation. Where did she get those phone numbers? I included my address and phone number on the emails.

Madura told me to reread the PhD Manual if I was confused, so I did, and learned that I could request a Final Grades Conference for 2008 if nonacademic criteria were used in the determination of final grades, like being prevented from taking finals. Gleason told me I could still publish in business at my thesis presentation, and Marke encouraged me to still take finals, but I thought I was not allowed, as Madura told me. Now, I see, that what Madura did was only an attempt, as described by Barry Rosson, the dean, to cut off my money, and I still could have taken finals and continued in the program. I arrived to FAU early in 2008, met with Geoff Gitlen and Jedd Madura, and turned in my teaching notes for Finance 101 before the semester started. I then asked Madura if I could take an additional class, and he said no. I told him I wanted to finish in 3 years, and I guess he took it personally, and fired me.

**The Principles of Accreditation:**

**Foundations for Quality Enhancement**

Accreditation by SACSCOC signifies that the institution (1) has a mission appropriate to higher education, (2) has resources, programs, and services sufficient to accomplish and sustain that mission, and (3) maintains clearly specified educational objectives that are consistent with its mission and appropriate to the degrees its offers, and that indicate whether it is successful in achieving its stated objectives.

*Further, FAU should provide services to fulfill its mission to higher education, including the Final Grades Conference for 2008, the Dissertation Defense, and Unionization Vote. Performing these services will ensure that FAU maintains their educational objectives.*

**Philosophy of Accreditation**

The membership expects its peers to dedicate themselves to enhancing the quality of their programs and services within the context of their respective resources and capacities and to create an environment in which teaching and learning, research, and public service occur, as appropriate to the institution’s self-defined mission.

*FAU should strive to enhance the quality of their program and services, by providing a Final Grades Conference for 2008 and Dissertation Defense for Kevin Sleem. Teaching and Research are both relevant qualities to develop in a graduate student, and there should be a balance maintained between classes and research.*

At the heart of SACSCOC’s philosophy of accreditation, the concept of quality enhancement assumes that each member institution is engaged in ongoing improvement of its programs and services and can demonstrate how well it fulfills its stated mission. Although evaluation of an institution’s educational quality and effectiveness in achieving its mission is a difficult task requiring careful analysis and professional judgment, an institution is expected to document the quality and effectiveness of all its programs and services.

*FAU should strive for quality enhancement in their Final Grades Conferences and Dissertation Defenses, to improve its programs and services for students to fulfill its stated mission of awarding degrees. FAu should document the reasons provided for not holding the Final Grades Conference for 2008 and the Dissertation Defense for Kevin Sleem.*

SACSCOC supports the right of an institution to pursue its own educational mission as inherent in fundamental values of institutional autonomy; the right of faculty members to teach, investigate, and publish freely; and the right of students to access opportunities for learning and for the open expression and exchange of ideas. However, exercising these rights should not substantially interfere with the overriding obligation of an institution to offer a sound educational experience that optimizes student achievement outcomes.

*FAU should strive to have a system which optimizes student achievement outcomes, through holding Final Grades Conferences and Dissertation Defenses.*

**SECTION 2: Mission**

1. The institution has a clearly defined, comprehensive, and published mission specific to the institution and appropriate for higher education. The mission addresses teaching and learning and, where applicable, research and public service.

*The mission needs to address the differences between classes and research in PhD programs, and state that the purpose of a research degree is to gain research and teaching experience, not take more classes.*

**SECTION 6: Faculty**

3. The institution publishes and implements policies regarding the appointment, employment, and regular evaluation of faculty members, regardless of contract or tenure status. (Faculty appointment and evaluation)

4. The institution publishes and implements appropriate policies and procedures for preserving and protecting academic freedom. (Academic freedom)

5. The institution provides ongoing professional development opportunities for faculty members as teachers, scholars, and practitioners, consistent with the institutional mission. (Faculty development)

*FAU published conflicting policies for the appointment, employment, and regular evaluation of faculty members, and yes, PhD students are faculty members, adjunct faculty members. PhD students need tenure protection more than established professors. In my opinion, a common evaluation period for PhD student faculty members to gauge whether they are making sufficient progress towards the completion of their dissertation is annually, not after 14 weeks. A good number for an abortion, not a good number for a PhD student. FAU needs to revise their publications of evaluations for PhD students and implement the new policy.*

*Academic freedom is at risk at FAU, because graduate students can be fired for personal reasons. A graduate student needs the protection of the graduate student union to preserve their academic freedom to design and implement their own tailored research programme.*

*Faculty development is also at risk at FAU, and FAU’s definition of faculty development is denying unemployment insurance to a PhD student still on their payroll, and sending him to prison for protesting.*

**Appeal of Final Grades, Fall 2008**

Kevin Sleem, College of Business, Finance Department

To: Emilio Zarruk, Finance Department Chair, cummingd@fau.edu, zarruke@fau.edu, dgropper@fau.edu

Re: Kevin Sleem’s Final Grades, Fall 2008

I want my name added to the current PhD students website.

<https://business.fau.edu/masters-phd/phd-program/traditional-phd/concentrations/finance/current-phd-students/>

**Regulation 4.002 STUDENT ACADEMIC GRIEVANCE PROCEDURES FOR GRADE REVIEWS**

The FAU Student Handbook, which Dr. Madura told me to reread, states that a grade review may be warranted if “Non-academic criteria were applied in the grading process.”

The non-academic criteria were Geoff Gitlen was the one who fired me mid-semester, under a deal brokered by the CIA in Washington DC. I deserve the right to take finals, or have math and calculus courses transfer from Fayetteville Tech to replace the math and calculus classes from the first semester. My paper was published to SSRN, so that should give me an A in Dr. Gleason’s class.

Any time frames may be modified at the discretion of the University Provost (or designee).

Step 1: Meeting with instructor. I met with Dr. Gleason when I presented my paper to the other students, and she told me that I could still publish in business.

Step 2: Conference with Chair/Director. This is the step we are at. I request that FAU pay for my travel and lodging expenses, as I am currently on research assignment in Fayetteville, NC, on salary with FAU as a graduate assistant and research professor. My current research papers are on capacity markets and graduate student unions. A summary of findings will be written and presented to the student.

Step 3: Appeal to the Dean.

Thank you, Mr. Zarruk. When would you like to schedule the conference?

Kevin Sleem

sleemkevin@gmail.com

910-850-7147

707 Greenland Drive, Fayetteville, NC 28303

**Notice of Dissertation Defense, Emilio Zarruk, FAU**

Kevin Sleem, October 17-18, FAU

Emilio, is that Spanish? Hey Emilio, maybe we can get together, and have a little party for 2. Remind me to take a picture. Hey, a wise man once said, you come after me, I’m coming after you.

Now, I’ve got you this time, but I want to see how FAU gets out of this one, the conference for final grades.

The reason I am suing for a million dollars is because someone here is plum retarded, and I don’t think it is Jeff Madura or Emilio Zarruk. In a communist society, the person pays themself, from royalties. Pay from the minorities civil rights fund then, I don’t care.

Why didn’t you just pay me the one year salary? That was retarded. None of this ever would have happened if you had paid me the contract to begin with. Now you owe more.

I have recently applied for PhD level jobs with UNLV, and I want them to know that the degree will be completed soon. Kevin Sleem, Research Integrity Officer and Graduate Student Coordinator. unlvjobs@unlv.edu

Speaking of civil rights, the only thing I am spearheading is the graduate student unions at FAU, UNC, and UNLV. That’s it, speaking fees at those three schools, then I’m done. Then I quit. Then I leave.

**No Trespass Review, Education is a Civil Right**

Larry Faerman, the Vice President for Student Affairs, is responsible for ruling on my No Trespass Order with FAU. He has denied my appeal twice. Even if I committed a crime, which I did not, I should be readmitted to school to finish my degree. Education is a civil right, and even prisoners go to college these days.

**The Principles of Accreditation:**

**Foundations for Quality Enhancement**

Accreditation by SACSCOC signifies that the institution (1) has a mission appropriate to higher education, (2) has resources, programs, and services sufficient to accomplish and sustain that mission, and (3) maintains clearly specified educational objectives that are consistent with its mission and appropriate to the degrees its offers, and that indicate whether it is successful in achieving its stated objectives.

*Also, the educational objectives should include a way for suspended students to be reintegrated back into the school community after completing their limited term of suspension. FAU has requested that the Restraining Order with the police be indefinite, when they usually only last for 5 years, as told to me by my attorney, Douglas Leifert in Palm Beach. Education is a civil right, and the student should be allowed to finish their degree.*

**Philosophy of Accreditation**

At the heart of SACSCOC’s philosophy of accreditation, the concept of quality enhancement assumes that each member institution is engaged in ongoing improvement of its programs and services and can demonstrate how well it fulfills its stated mission. Although evaluation of an institution’s educational quality and effectiveness in achieving its mission is a difficult task requiring careful analysis and professional judgment, an institution is expected to document the quality and effectiveness of all its programs and services.

*FAU should strive for quality enhancement in their reviews of No Trespass Orders, in order to improve its programs and services for students to fulfill its stated mission of awarding degrees. FAU should document the reasons provided for not lifting the No Trespass Order against Kevin Sleem.*

SACSCOC supports the right of an institution to pursue its own educational mission as inherent in fundamental values of institutional autonomy; the right of faculty members to teach, investigate, and publish freely; and the right of students to access opportunities for learning and for the open expression and exchange of ideas. However, exercising these rights should not substantially interfere with the overriding obligation of an institution to offer a sound educational experience that optimizes student achievement outcomes.

*FAU should strive to have a system which optimizes student achievement outcomes, which allows students to be reintegrated back into the school community after serving their 1 year suspensions.*

**SECTION 2: Mission**

1. The institution has a clearly defined, comprehensive, and published mission specific to the institution and appropriate for higher education. The mission addresses teaching and learning and, where applicable, research and public service.

*The mission needs to more clearly define the procedure for a suspended student to be readmitted to campus.*

**SECTION 12: Academic and Student Support Services**

An effective institution has policies and procedures that support a stimulating and safe learning environment.

4. The institution (a) publishes appropriate and clear procedures for addressing written student complaints, (b) demonstrates that it follows the procedures when resolving them, and (c) maintains a record of student complaints that can be accessed upon request by SACSCOC. (Student complaints)

*No Trespass Reviews should have a finite lifespan.*

**3rd USDE Report**

Miss Adrienne Harris, the attorney responsible for the third USDE FAU Report, has not responded back to me since November 2023. I have contacted the White House and the U.S. Justice Department, and am yet to hear back.

**The Principles of Accreditation:**

**Foundations for Quality Enhancement**

Accreditation by SACSCOC signifies that the institution (1) has a mission appropriate to higher education, (2) has resources, programs, and services sufficient to accomplish and sustain that mission, and (3) maintains clearly specified educational objectives that are consistent with its mission and appropriate to the degrees its offers, and that indicate whether it is successful in achieving its stated objectives.

*FAU should also not lie in their USDE Reports by stating that Kevin Sleem was dismissed for his final grades, when he was dismissed for missing classes which don’t count in Research Degree PhD programs.*

**SECTION 1: The Principle of Integrity**

1. The institution operates with integrity in all matters.

The principle serves as the foundation of a relationship in which all parties agree to deal honestly and openly with their constituencies and with one another.

*FAU lacks integrity in their correspondence with the USDE. They have lied and said I engaged in plagiarism and did not do my homework to the USDE. They also lied about the reason for dismissal, saying I was dismissed for my final GPA when I was fired 2 weeks before finals.*

**SECTION 14: Transparency and Institutional Representation**

4. The institution (a) represents itself accurately to all U.S. Department of Education recognized accrediting agencies with which it holds accreditation and (b) informs those agencies of any change of accreditation status, including the imposition of public sanctions. 32 (See SACSCOC policy Accrediting Decisions of Other Agencies.) (Representation to other agencies)

*FAU lied about several things in their USDE Reports, and may be blocking the third report. They lied about plagiarism, not doing homework, reason for dismissal, and references are required when requested.*

**FAU USDE OCR Complaint Number 3**

1. **FAU No Trespass Order, Letter Attached**

Sleem should be readmitted to the university. He served his time in prison and paid his debt to society, and the right to an education is a civil right. Even if he had committed a heinous crime, like murder or sexual assault, the right to an education is a civil right and there should be a time limit on No Trespass Orders at colleges, in order to allow students to reenroll and finish their education. Plus, I never unlawfully entered campus with ill intentions, and only emailed 1 letter to Jeff Madura.

1. **Final Grades Conference from 2008 with Department Chair**

As Madura told Sleem in 2008, he reread the student manual, and in 2023 learned that he could request an appeal of his final grades for the reason of “Non-academic criteria were applied in the grading process.” Emilio Zarruk, the department chair for finance, has yet to respond as of the date of this letter, September 2023.

1. **Phone Calls from Detective Malara, FAU Police**

The phone calls from Detective Malara prove that the CIA is involved, and that is not a frivolous claim. She called my elderly father, my therapist, and my ex-probation officer. How did she get those phone numbers, and why didn’t she call Kevin Sleem directly when his number is at the end of every email? How did she know that he used to be on probation? A state attorney might know his prior record, though a school policeman would not be privy to that information. When she called his father she said that they were concerned he might travel to Palm Beach for a dissertation conference with Emilio Zarruk, and the therapist said that he had been making 3 threats a day per email. She made 3 threats in 1 day.

**Discrepancies Between Dismissal Email and Acceptance Letter**

The Acceptance Letter from Jeff Madura dated March 6, 2008 clearly states that I may be dismissed for not having a B in any course, yet the dismissal email from Jeff Madura dated December 2, 2008 states that I was being dismissed for the opaque reason of not performing in my classes, including missing 2 classes in Statistics with Dinev because I was sick and showed the doctor’s note from the FAU Student Clinic to Gleason and Gitlen.

**The Principles of Accreditation:**

**Foundations for Quality Enhancement**

Accreditation by SACSCOC signifies that the institution (1) has a mission appropriate to higher education, (2) has resources, programs, and services sufficient to accomplish and sustain that mission, and (3) maintains clearly specified educational objectives that are consistent with its mission and appropriate to the degrees its offers, and that indicate whether it is successful in achieving its stated objectives.

*FAU has a mission appropriate to higher education, including awarding PhD degrees, however, they might have a cash flow problem and thus insufficient resources because they cut off my money on the 15 year Infinity PhD Contract. They also need to create better services to serve the needs oft heir PhD students, like counseling when students are not performing, which I never received. The only communication from Madura was our meeting at Chilis before the semester, emailing the teaching notes and him telling me I was not allowed to take an additional class, and the dismissal email. Madura stated to the police and USDE that he and Gleason communicated with me throughout the semester about my performance in Statistics, which I admit, I was failing, but I was committed to studying and passing the final and getting a B or C in the class once I finished my extensive data collection of foreign firms listed on the NYSE, Nasdaq, TSX, and TVSX. Gleason’s email referencing that I did not turn my paper in on time shows how my paper was taking a little longer. Sometimes papers can take longer to write, no big deal. Madura also took Kien and Marek out to lunch several times that first semester, and not me. FAU does not maintain clearly specified educational objectives and requirements, and evidenced by the differences for reasons for dismissal in the email dismissal and the Acceptance Letter.*

**Philosophy of Accreditation**

SACSCOC supports the right of an institution to pursue its own educational mission as inherent in fundamental values of institutional autonomy; the right of faculty members to teach, investigate, and publish freely; and the right of students to access opportunities for learning and for the open expression and exchange of ideas. However, exercising these rights should not substantially interfere with the overriding obligation of an institution to offer a sound educational experience that optimizes student achievement outcomes.

*The open expression and exchange of ideas includes students being allowed to protest peacefully, and like missing classes, to protest not being taken to lunch with Kien and Marek.*

**SECTION 8: Student Achievement**

1. The institution identifies, evaluates, and publishes goals and outcomes for student achievement appropriate to the institution’s mission, the nature of the students it serves, and the kinds of programs offered. The institution uses multiple measures to document student success. (Student achievement)

 2. The institution identifies expected outcomes, assesses the extent to which it achieves these outcomes, and provides evidence of seeking improvement based on analysis of the results in the areas below:

c. Academic and student services that support student success. (Student outcomes: academic and student services

*Multiple measures define success in a PhD program, including class performance, dissertation progress, and teaching notes. I wrote 1000 pages of teaching notes that first semester. FAU needs to refine their published goals and outcomes for PhD student achievement, to better reflect the priority of the dissertation progress, not the class performance.*

*The expected outcome for a PhD program is finishing and publishing a dissertation. FAU needs to better state this outcome. They also need to provide better academic and student services to support student success, like taking all 3 students to lunch, not discriminating against the white male American citizen.*

**SECTION 9: Educational Program Structure and Content**

The structure and content of a program challenges students to integrate knowledge and develop skills of analysis and inquiry.

*A graduate student should have academic freedom, or tenure, to direct their own flexible research program. Having control over your PhD program is essential to developing skills of analysis and inquiry.*

1. Educational programs (a) embody a coherent course of study, (b) are compatible with the stated mission and goals of the institution, and (c) are based on fields of study appropriate to higher education. (Program content)

*The class I missed was a Statistics class, a graduate level math class, which FAU admits is a first semester tool class, in a finance PhD program. Surely, performance in a tool class should not be the basis for program evaluation. Tool classes are incoherent.*

5. At least one-third of the credit hours required for a graduate or a post-baccalaureate professional degree are earned through instruction offered by the institution awarding the degree. (Institutional credits for a graduate/professional degree)

*FAU should award transfer credit for classes completed at Fayetteville Tech and Post Online.*

6. Post-baccalaureate professional degree programs and graduate degree programs are progressively more advanced in academic content than undergraduate programs, and are structured (a) to include knowledge of the literature of the discipline and (b) to ensure engagement in research and/or appropriate professional practice and training. (Post-baccalaureate rigor and curriculum)

*This principle clearly states that engagement in research and professional practice and training like teaching are required in post-baccalaureate programs, not taking classes. Performance in 1 class should not be a reason for dismissal in a PhD Program in American Academia.*

7. The institution publishes requirements for its undergraduate, graduate, and post-baccalaureate professional programs, as applicable. The requirements conform to commonly accepted standards and practices for degree programs. (Program requirements)

*Commonly accepted standards for graduate programs in America include the completion and publishing of a dissertation. FAU needs to get on track with American Academia. Their published requirements for the graduate assistantship say conflicting reasons for dismissal.*

**SECTION 10: Educational Policies, Procedures, and Practices**

These academic policies lead to a teaching and learning environment that enhances the achievement of student outcomes and success. To advance learning, all coursework taken for academic credit has rigor, substance, and standards connected to established learning outcomes. To protect the integrity of degrees offered, the institution is responsible for the quality of all coursework transcripted as if it were credit earned from the institution.

*The PhD environment at FAU with Jeff Madura was toxic. He did not help to enhance the teaching and learning environment of Kevin Sleem. Jeff Madura discriminated against Kevin Sleem because he is a white male and American citizen, and would not be deported like Kien or Marek would have been had they been fired.*

2. The institution makes available to students and the public current academic calendars, grading policies, cost of attendance, and refund policies. (Public information)

*Grading policies are not published at FAU. The Finance PhD Manual of Jeff Madura is some obscure document which I never received. The Acceptance Letter I did receive, and understood that the reason for dismissal is not receiving a B in a class.*

**USDE FOIA Request, No Records Found**

When I requested a Freedom of Information Act with the U.S. Department of Education for all records related to communications from my professors with the USDE and the accusations of plagiarism, they said that there were no responsive records, which cannot be true.

**Transfer Credit for FAU PhD Finance Programme**

I should be allowed to transfer credit from Fayetteville Tech, including math classes, and Post Online, including accounting classes, to my PhD Transcript at FAU.

**The Principles of Accreditation:**

**Foundations for Quality Enhancement**

The Commission’s mission is the enhancement of education quality throughout the region and the improvement of the effectiveness of institutions by ensuring that they meet standards established by the higher education community that address the needs of society and students.

*In order to meet the needs of the higher education community that address the needs of society and students, American Academia, including FAU, should offer Thesis Only PhDs. Thesis Only is common in Europe and British Academia, and PhD programs for social sciences in America should only be 3 years, and 4 years for physical sciences. FAU should also accept transfer credit from Fayetteville Tech and Post Online for my PhD Transcript.*

Accreditation by SACSCOC signifies that the institution (1) has a mission appropriate to higher education, (2) has resources, programs, and services sufficient to accomplish and sustain that mission, and (3) maintains clearly specified educational objectives that are consistent with its mission and appropriate to the degrees its offers, and that indicate whether it is successful in achieving its stated objectives.

*Also, transfer credit should be allowed and accepted for graduate programs.*

**SECTION 9: Educational Program Structure and Content**

The structure and content of a program challenges students to integrate knowledge and develop skills of analysis and inquiry.

5. At least one-third of the credit hours required for a graduate or a post-baccalaureate professional degree are earned through instruction offered by the institution awarding the degree. (Institutional credits for a graduate/professional degree)

*FAU should award transfer credit for classes completed at Fayetteville Tech and Post Online.*

**SECTION 10: Educational Policies, Procedures, and Practices**

8. The institution publishes policies for evaluating, awarding, and accepting credit not originating from the institution. The institution ensures (a) the academic quality of any credit or coursework recorded on its transcript, (b) an approval process with oversight by persons academically qualified to make the necessary judgments, 24 and (c) the credit awarded is comparable to a designated credit experience and is consistent with the institution’s mission. (Evaluating and awarding academic credit)

*FAU should award transfer credit for classes taken at Fayetteville Tech and Post Online.*

9. The institution ensures the quality and integrity of the work recorded when an institution transcripts courses or credits as its own when offered through a cooperative academic arrangement. The institution maintains formal agreements between the parties involved, and the institution regularly evaluates such agreements. (Cooperative academic arrangements)

*FAU should award transfer credit for classes taken at Fayetteville Tech and Post Online.*

**Ouchi Theory Z Management Style**

McGregor’s Theories X and Y and Ouchi’s Theory Z are management motivation styles. A manager who instills Theory X believes that workers do not like to work, and need to be motivated with fear and punishment. Conversely, managers who utilize Theory Y believe that employees enjoy work as a natural state and that empowering workers to make their own decisions is the best way to motivate employees. Theory Z divides Japanese workers into Type J and American workers into Type A, and tries to find a middle ground between them. Japanese workers enjoy life employment, with fewer promotions or advancements, whereas American workers enjoy less job stability with more opportunities for advancement and promotion.

Related to the concept of lifetime employment, is unemployment insurance. FAU denied me unemployment insurance, because I was a student. I certainly was not a student, I was a research and teaching assistant, with an MBA from UNF. This is asinine, denying unemployment insurance for graduate students when they are fired. That is a bad standard to set for a country that you want to make people homeless and take away their money, like FAU did to me.

Capitalism is good, but Obama said you didn’t build that, the government did. We need more lifetime employment in the United States, and we should be helping people to work, not preventing them. Jail is the prevention, and if you are not in jail, you should be working. Related, I was suspended from Durham Tech for one year for a ghost email to a professor which Durham Tech never provided. At the lawsuit hearing in Durham, their attorney said that witnesses are protected, and the judge agreed, total garbage. The USDE declined to do an investigation because they said I waited too long, which was incorrect. Not only did FAU and Durham Tech take away my ability to work and go to school, and education is a civil right, Durham Tech sent Crypts and Bloods gang members, Black Panthers, to break into my apartment and steal 2 computers and 2 TVs. That is 4 computers I have had stolen by Black Panthers, 2 at UNC and 2 at Durham Tech. I ended up moving to Fayetteville and enrolling at Fayetteville Tech, which has worked out well, but that professor at Durham Tech actually friended me on Facebook during our email exchange! Clearly, I did nothing wrong to be suspended at FAU or Durham Tech, and even if I did, I served my 1 year suspension, and education is a civil right.

**CPA Arrest Record Statement**

**Update on the UNC Presidential Assassination Investigation**

CPA Arrest Record Personal Statement

Kevin Sleem, SFS Chapel Hill

Sleem Financial Services, [www.sarlington.com](http://www.sarlington.com)

I would like the U.S. CPA license. I think I have earned it. Not only is education a civil right, and there is a difference between not being awarded a license and having a license revoked, including for violations relevant to the license (my NC insurance license was denied for violations not related to financial services) some people say that everyone deserves a second chance, and more than that, everyone deserves the civil liberty to earn a decent salary, and pay off their debts, including student loans. I was disappointed that the NC Insurance Commission denied the license.

I still don’t know what happened that day at UNC. I went there to buy folders for class at Durham Tech, walked by the building, the door was open, people were inside, I saw her picture on the wall, and found the confederate flag t-shirts and Silent Sam memorabilia. When I was in Duke Hospital, somebody went into my apartment and took back the confederate flag t-shirts and Silent Sam stickers I took. I also took down a Black Gum tree marker from above her memorial. They found me because I left my driver’s license.

I have been arrested 3 times, not including DUI, and the DUI was 20 years ago. FAU, UNC, and Duke, for protesting global warming, all arrests at college campuses for protesting. FAU my PhD, UNC for the presidential assassination, and Duke was fortuitous because I was driving to Las Vegas and my parents cut off the credit card, and I never would have made it. Duke cut me off at the bar at the Washington Duke Hotel, and I left and ripped a Duke basketball banner off the wall, and a cop followed me and pulled me over and I plead guilty to misdemeanor larceny. For the UNC Student Y, the civil rights building, I was not arrested, I was committed to Duke Hospital, so maybe some people do not think I committed a crime at UNC. There were things that happened that I guess the government did not want to say on TV, and I chose not to push the matter and plead guilty to misdemeanor vandalism to stay off TV. I think I was the fall guy, and not only is the court stubborn, they will go to trial, I don’t want to fight the government, and if they didn’t publish something initially, maybe it is better to leave it unsaid. Crime is mental illness, and even if you disagree with being arrested, continuing counseling and psych meds shows good faith in the system.

Even though some people clearly disagreed with my investigations at FAU and UNC, if you grant me the license, I will use it to continue my union investigations at UNC and FAU. Yale and Harvard have unionized their graduate students since 2016, so FAU and UNC should too. In fact, when I was emailing FAU about unionizing, with my UNC GAA email account, FAU called UNC and complained and then UNC disabled my GAA email account. Unbelievable. And that is the second email account UNC has blocked, they blocked my gmail account when I was emailing the chancellor’s office about the presidential assassination, and the evidence I uncovered on campus. However, UNC never issued me a No Trespass Order like FAU did. I think the U.S. government should award me this license and affirm my criminal investigations at FAU and UNC. I got lucky at Duke.

So I have been arrested or committed three times, and two, UNC and FAU, I was defending myself. I have filed two civil lawsuits against FAU, and am preparing a third; I never appealed to the US Supreme Court because the case wasn’t right yet. And I have filed a Freedom of Information Act request with the FBI about UNC. I’m not done with UNC and FAU, so don’t give up on me yet.

To sum up, I have been arrested or hospitalized for protesting global warming on college campuses three times: FAU I challenged a duel, which is legal under American Law, UNC I was hospitalized, not arrested, and Duke I got lucky. All clean.

When the roof caves in and the truth comes out. For FAU, my parents paid for mental counseling and begged me to plead guilty. My first lawyer said no one wanted to see me in my military uniform, and my second lawyer begged me to plead guilty after I rejected the plea deal. And UNC was racism, where there are no winners, though I’m not the loser.

***Eye of the Tiger***

Risin' up, back on the street

Did my time, took my chances

Went the distance, now I'm back on my feet

Just a man and his will to survive

So many times, it happens too fast

You trade your passion for glory

Don't lose your grip on the dreams of the past

You must fight just to keep them alive

Kevin Sleem, CMA, CIA

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