

I thought you had to provide a reference, that is just how the world works, even if you only have bad things to say. To me, not wanting to provide a reference is an admission that there are only good things to say, and is just odd that grown men with PhDs don't want to provide a reference of any kind.

Firing me like this prevented me from transferring, obviously, and over a 1 basic statistics test the first week of the semester. I scored a 31 on a test in a class I had already taken twice, because the teacher graded it differently. Then Madura lied to me the whole semester, maybe because he is mad that he had never been more recognised for his work, I really don't know what to say. Clearly I would have passed, which is why he dismissed me the week of finals when there was nothing I could do. Gleason remarked to me, though I do not begrudge her, or anyone really, was that I could still publish in business. Because of course, Madura firing the week of finals via email is going to prevent me from being able to transfer or get a school job, two days after I handed in my dissertation proposal. So clearly there were no behavioural issues.

#### Dismissal Email

First Correspondence from Madura since September, so no warning obviously, as required by law, and not in writing, as required by law.

This is not a warning, this is a dismissal. It clearly states that I am being dismissed from the program. The assistantship is mutually dependent on continuation in the PhD program. I cannot continue without the assistantship, and I cannot have the assistantship unless I am in the PhD program. It is not all about the money, though for me it was, it is also about being fully immersed in the university and academic life, which by having an assistantship, you must be on campus more, such as for teaching and doing research.

>>> Date: Tuesday, December 2, 2008, 10:38 AM  
>>> Kevin  
>>> As explained in the PhD Finance Guide, your assistantship  
>>> requires that you not only complete your research assistance  
>>> but also perform in your courses. Specifically, the guide  
>>> states:  
>>> >>> Performance in Courses  
>>> >>> To make sure that you perform well in courses, you are  
>>> expected to arrive at each class on time. Second, you are  
>>> do your assignments on time. These requirements are a  
>>> necessary condition to perform well, but you also need to  
>>> make sure for every class that you are able to keep up with  
>>> the class. This is not only a requirement for your  
>>> ability to pass the class, but also a requirement for  
>>> during the semester may lose their assistantship  
>>> immediately.  
>>> >>> I have been informed that you not meeting the conditions of  
>>> the paragraph above. Therefore, in accordance with the PhD  
>>> Program policy, your assistantship has been terminated.  
>>> >>> Jeff Madura  
>>> >>>

-----Original Message-----  
From: KC Gleason [mailto:kgleason@atlantic.edu]  
Sent: Monday, November 25, 2008 6:28 PM  
To: klevins@phdco.com  
Subject: RE: class Friday - please confirm

but I assigned this last week, and everyone else had it pretty much done last week - you can turn it in whenever you want - but recognize that your grade is going to be negatively affected by your inability to meet deadlines; also, I still do not know what you are testing and why - because you have never defined variables or expressed concern why what it is that you are testing.

KC Gleason Department of Finance Florida Atlantic University Boca Raton, 33431 954.829.7849 kgleason@fau.edu

"Be good, and you will be loved" - Mark Twain; "Be loveliness and you will be free" - Jimmy Buffet

# Official Dismissal

I applied for a hearing immediately and was not responded back to.

February 25, 2009

Mr. Kevin D. Sloan,  
223 Via D Este Apt 1011  
Delray Beach, FL 33445-3984

Dear Mr. Sloan,

I received a letter yesterday from Dr. Paul Hart (Associate Dean, Barry Kaye College of Business) recommending that you be dismissed from your doctoral degree program. The "Guide for Ph.D. Students in Finance" section of the Barry Kaye College of Business Graduate Catalog states that students are required to meet the minimum academic standards in any of the courses you attempted that semester. Due to your inability to meet these minimum academic standards in any of the courses you attempted that semester, they have come to the conclusion that you are not meeting the minimum academic standards required for your degree program. Therefore, I am dismissing you from your doctoral degree program effective immediately.

You may appeal this termination decision. Should you choose to appeal this dismissal decision, you must do so within 10 days of the receipt of this letter. You should direct the written appeal to me at the address given above.

Sincerely,

Barry T. Roason, Ph.D.  
Dean and Professor  
Graduate College

cc: Paul Hart, Ph.D.

## Financial Proof of the Email Dismissal as Being Official

As shown, I was not paid \$1,900, as everyone else at the school was, over the fall semester 2008. If I had not been dismissed yet, as the February 25, 2009 letter claims, then my pay would not have been cut off, and I would have even been paid through February 25, 2009 when the official dismissal was issued.



GRADUATE COLLEGE  
777 Glades Road, SU80 101  
Boca Raton, FL 33493-0991  
tel: 561.297.3624  
fax: 561.297.1212  
graduatecollege@fau.edu  
www.fau.edu/graduate

March 6, 2009

Mr. Kevin D. Sloan  
221 Via D Este Apt 611  
Delray Beach, FL 33445-3984

Dear Mr. Sloan,

I have been asked to investigate the allegations you recently made regarding the assistantship you were awarded last year and to report my findings to you. I received a copy of your offer letter dated March 13, 2008 from Dr. Kenneth Jones (Vice President for Financial Affairs). I also spoke with Dr. Paul Hart (Associate Dean, Barry Kays College of Business) about your assistantship and the payments you received through January 2009.

Your assistantship offer letter states that you were to receive "\$18,000 for the first nine months (fall and spring semesters), starting in the fall semester 2008". It also states that you "may have the opportunity to earn an additional \$3,000 by teaching the beginning course in your disciplines during the summer". This appears to be the \$21,000 that you allege Dr. Madara "promised" you.

As is customary at universities throughout the United States, graduate students earn their assistantships each semester and are not paid until the following semester. If you remain eligible to receive funding, this is explained in your offer letter when it states that your assistantship is granted each semester if you remain in good standing and are making sufficient progress toward the completion of the PhD. It also states that to "retain the assistantship, you need to maintain a grade point average of at least 3.2. Your assistantship may be discontinued if you receive a grade below a B+ in any course".

Beginning September 12, 2008 you received bi-weekly payments of \$1,000. On December 19, 2008 you received \$100 and on January 16, 2009 you received your last payment of \$1,900. Thus the total amount paid to you for the fall semester was the promised \$9,000. Since you did not fulfill the academic requirements to retain your assistantship for the spring semester and summer term, you became ineligible to earn and receive the remaining \$12,000.

I fully appreciate the financial difficulty this has inevitably caused, but the conditions to retain your assistantship, and the consequences if you failed to do so, were clearly stated in your offer letter. I hope this helps to clarify the university's position regarding this matter, and that you now understand why you have not been given additional funding beyond that which you have already received.

Sincerely,

*Barry T. Mosson*  
Barry T. Mosson, Ph.D.  
Dean and Professor  
Graduate College

cc: Vice President Ken Jessel  
Assoc. Dean Paul Hart  
Chief of Staff Randy Goin

Boca Raton • Dania Beach • Davie • Fort Lauderdale • Jupiter • Treasure Coast  
An Equal Opportunity/Affirmative Action Institution

*Draft  
Not mailed  
to Kevin Sloan  
Barry T. Mosson  
3/11/09*



Office of the General Counsel  
777 Glades Road  
Boca Raton, FL 33431  
tel: 561.297.3007 / fax: 561.297.2787

September 17, 2009

**VIA Overnight Mail**  
**UPS GROUND # 1Z5X17A00393244352**

Joshua Heath, Referee  
Agency for Workforce Innovation  
Office of Appeals  
MSC 347 Caldwell Building  
107 East Madison Street  
Tallahassee, FL 32399-4143

Re: *Kevin Sleem*  
Docket No: 2009-91857U

Dear Mr. Heath:

Please find enclosed the employer's exhibits (11 pages) regarding the above-referenced matter, for use at the hearing scheduled September 21, 2009 at 9:15am Eastern time.

Very truly yours,

Valerie Lainé  
Office Manager

21<sup>st</sup>  
2PM

Enclosures

Cc: Kevin Sleem, Claimant (via UPS Overnight Mail# 1Z5X17A02498501034)





Barry Kaye College of Business  
Graduate Student Programs  
Fleming West 101  
777 Glades Road  
Boca Raton, FL 33431  
Tel: 561.297-2768

March 5, 2008

Kevin Sleem  
3115 Hunters Hill East  
Jacksonville, FL 32246

Dear Kevin:

Congratulations! I am pleased to inform you that you have been admitted into the Ph.D. Program in Business Administration at Florida Atlantic University (FAU). Your acceptance is contingent upon you beginning the Program in the Fall 2008. It is also contingent upon any requirements that are specified by FAU's Graduate Admissions Office. You should receive a letter from the Graduate Admissions Office in the next few weeks, which will state any requirements.

I am also pleased to inform you that Florida Atlantic University offers you an assistantship of \$18,000 for the first nine months (fall and spring semesters), starting in the Fall semester, 2008. You may have the opportunity to earn an additional \$3,000 by teaching the beginning course in your discipline during the summer (if there is a course that is available for you to teach and if you have met the qualifications to teach). The assistantship is granted each semester if you remain in good standing and are making sufficient progress toward the completion of the Ph.D. For the first year, the stipend is normally offered for research and teaching assistant duties, which require 20 hours of work per week.

By the second year, Ph.D. students are typically assigned strictly to teaching duties for the assistantship. At this point the typical teaching assignment is a total of three courses taught over the Fall and Spring semesters. The assistantship duties may be assigned on the Boca Raton or Davie campuses.

In addition to the stipend, we are also pleased to offer you tuition fee waivers. These waivers have historically covered approximately 80% of the tuition, but the waiver amount can vary from one semester to another. After applying the waivers, you will have approximately \$750 to pay in tuition each semester if you are Non-Resident and \$450 if you are a Resident student. Waivers are granted each semester as long as you have your assistantship and are making satisfactory progress toward completion of the Ph.D. degree.

To retain the assistantship and waivers, you need to maintain a grade point average of at least 3.2. Your assistantship and waivers may be discontinued if you receive a grade below a "B" in any course, or if you receive one or more grades of "incomplete." The assistantship and the waivers may

also be discontinued if you do not earn the full-time credit hours in any given semester (nine credit hours in the Fall and Spring semesters, six credit hours in the Summer semester), or if you do not perform adequately on the assigned assistantship duties. The assistantship and waivers are granted (subject to conditions stated above) for a maximum period of 4 years from the time of initial enrollment into the program. The Ph.D. in finance normally takes 4 years on a full-time basis for students who have a Masters degree in business administration, or finance, or economics. More details about the program are provided in the Finance PhD Guide.

If you have any general questions regarding our program, please contact our Administrative Coordinator, Judith Benson at 561-297-1176 or [Benson@fau.edu](mailto:Benson@fau.edu). There is more information at <http://www.fau.edu/cibit/gsb/acadprogs/acadprogs-phd.htm>. Your course adviser is Dr. Jeff Madura ([jeffmadura@bellsouth.net](mailto:jeffmadura@bellsouth.net)). Please prompt your adviser about one month before classes begin in order to determine the courses that you will be taking in the fall semester. Contact Dr. Zarruk (at 561-297-3995 or [zarruke@fau.edu](mailto:zarruke@fau.edu)) a week before school begins to request your assistantship assignment.

All students on stipend must report to the Student Employment Office on the Boca Raton campus to "sign-in" in order to get paid. This means presenting appropriate documentation such as a Social Security card or birth certificate, a photo I.D. (driver's license or owl card) for domestic students, a passport, I-20, Visa and I-94 for International Students. Your stipend contract which begins on the first day of classes will not be processed until you are completely registered as fulltime student. (In order to register you must also show proof of immunizations; go to [www.shs.fau.edu/immunization/index.cfm](http://www.shs.fau.edu/immunization/index.cfm) for immunization information.)

Please notify me within ten (10) days of receipt of this letter, if you wish to accept this offer. If you wish to fax us your reply, our Fax number is (561) 297-1315. We are pleased that you are interested in our Ph.D. Program, and look forward to a mutually rewarding professional relationship.

Sincerely,

Jeff Madura  
Director, Ph.D. Program



March 24, 2009

Mr. Kevin D. Sleem  
223 Via D Este Apt 1911  
Delray Beach, FL 33445-3984

Dear Mr. Sleem,

I have been asked to respond to you regarding the graduate student assistantship that was awarded to you last year and the reason why you are no longer receiving funding from Florida Atlantic University. In order to provide this response, I reviewed your offer letter from Dr. Jeff Madura dated March 5, 2008. Additionally, I spoke with Dr. Paul Hart (Associate Dean of the Barry Kaye College of Business) about your assistantship and the payments you received through the fall 2008 semester.

Your assistantship offer letter states that you were to earn "\$18,000 for the first nine months (fall and spring semesters), starting in the Fall semester 2008". It also states that you "may have the opportunity to earn an additional \$3,000 by teaching the beginning course in your discipline during the summer". This appears to be the \$21,000 that you allege Dr. Madura promised you.

A graduate student assistantship, as the name implies, is a form of student employment at FAU that is similarly found at other universities throughout the United States. Graduate students earn their assistantships each semester only if they remain academically eligible to remain employed as a student employee and receive funding pursuant to the offer letter. This is clearly and explicitly explained in your offer letter when it states that your "assistantship is granted each semester if you remain in good standing and are making sufficient progress toward the completion of the PhD". It also states that to "retain the assistantship and waivers, you need to maintain a grade point average of at least 3.2. Your assistantship may be discontinued if you receive a grade below a 'B' in any course".

Beginning September 12, 2008 you received biweekly payments of \$1,000. On December 19, 2008 you received \$100 and on January 16, 2009 you received your last payment of \$1,900. Thus the total amount paid to you for the fall semester was the promised \$9,000. Since you did not fulfill the academic requirements to retain your assistantship for the spring semester and summer term, you became ineligible to earn and receive the remaining \$12,000.

I fully appreciate the financial difficulty the loss of your assistantship may have caused, but the conditions to retain your assistantship, and the consequences if you failed to do so, were clearly stated in your offer letter. The loss of your student employment was the result of your failure to fulfill the academic requirements to retain your assistantship. There was no deliberate act by any university professor or administrator to withhold funds that you were eligible to earn and ultimately receive in the spring semester and summer term. State law prohibits FAU, as a public institution, from disbursing funds inappropriately or when not earned, and from employing any individual in a class of employment for which he or she is ineligible.

I hope this helps to clarify the university's final position regarding this matter, and that you now understand why you are not eligible for additional funding (employment or tuition waivers) beyond that which you have already received.

Sincerely,



Barry T. Rosson, Ph.D.  
Dean and Professor  
Graduate College

cc: Paul Hart, Ph.D.



## NEW STUDENT EMPLOYEE FORM

CONTACT

JUAETH BENSON

BENSON @ FAU.EDU

954 229 5248  
BC-4, SIS

## Academic Information:

Term 08 F# of Credits 9Residency Status FClassification GR DOGPA —

## EMPLOYEE INFORMATION

Student ID: Z 15064090SS# —Student's Name: KEVIN

First

Middle

SLEEM

Last

Home Phone Number —Cell Phone Number: 561.699.7626

## ASSIGNMENT INFORMATION

Hiring Department: FINANCE + INSURANCEBldg# 25Room: 137Contact Name: JOAN SUTHERS E-mail: Jscutlase@Phone Extension: 72607Home Organization B45000Check Distribution B45000Location Code PVB050Division Code PVCollege Code BACampus Code 01Beginning Date of Assignment: 08/23/2008— 400000- College Work Study— 500000- Student Assistant— 800000- Graduate Student Worker— 300000- Resident Hall Assistant— 300000- Graduate Research Assistant☒ 300000- Graduate Teaching Assistant— 300000- Graduate Research Associate— 300000- Graduate Teaching Associate\* Position Job Identification Form for Non-Line Position is **REQUIRED** for all 300000 positions

## REQUIRED STUDENT EMPLOYEE DOCUMENTATION:

## US Citizen:

☒ Social Security Card— Photo ID— Voided Check

## Resident Alien or Employment Authorization Card:

— Permanent Resident Card— Employment Authorization Card— Social Security Card— Photo ID— Voided Check

## International Student:

— Passport— I-94— Voided Check— I-20 or J-1— Understanding of Eligibility— Social Security Card

## Student Employment use only:

The above student has completed the employee sign-in package. Once the sign-in package is reviewed, the student will be processed as a student employee. Departments must ensure students are registered and degree seeking at FAU for the entire duration of employment.

Student Employment Office Authorized Signature

Date 7/19/08

\* Make sure this Form is returned to your Department.



na Verticier

From: Shari Powell [spowell2@fau.edu]  
Sent: Wednesday, December 03, 2008 8:07 AM  
To: avertici@fau.edu  
Subject: FW: Kevin Sleem Z15064090

Be sure to copy all of those people that Rosa included in the e-mail.

Shari Powell  
Florida Atlantic University  
Manager of Student Employment  
561-297-6247  
561-297-2404 (Fax)  
[spowell2@fau.edu](mailto:spowell2@fau.edu)

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**From:** Rosa Nardone [mailto:rnardone@fau.edu]  
**Sent:** Tuesday, December 02, 2008 10:53 PM  
**To:** 'Shari Powell'  
**Cc:** 'Don Deaquino'; 'Paula Pistoia'; 'Ginger Hale'; jeffmadura@bellsouth.net  
**Subject:** Kevin Sleem Z15064090

Hi Shari,  
Please terminate the contract for Kevin Sleem effective 12/1/08. His position number is 300000 and suffix 00.  
If you need additional information, please let me know.

Thanks,  
Rosa

*Rosa Nardone*

Coordinator, Academic Support Services  
Florida Atlantic University  
Dean's Office, College of Business  
561.297.0694  
[rnardone@fau.edu](mailto:rnardone@fau.edu)

✓  
E-Paf.  
RN  
12/3/08