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EXECUTIVE OFFICES

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March 9, 2007

Walter Kehowski, Ph.D.

Phoenix, AZ 85029

Re: Notice of intent to dismiss you from your employment

Dear Dr. Kehowski:

Pursuant to Maricopa County Community College District (MCCCD) Residential Faculty Policy Section 3.15.1, you are hereby notified of my intent to recommend to the Governing Board that it dismiss you from your faculty position at Glendale Community College (GCC) effective April 24, 2007. The reasons for my recommendation are as follows:

In January 2007, an MCCCD internal audit revealed that you violated: 1.) MCCCD Equal Employment Opportunity (EEO) Policy Administrative Regulation 5.1.3. (MCCCD Bluebook, p. 23) 2.) MCCCD Administrative Regulation: 4.3 Electronic Communications, Paragraphs A and D, Item 5 (MCCCD Bluebook, p. 18-19); 3.) MCCCD Technology Resource Standards Administrative Regulation, which prohibits the use of MCCCD's electronic communications for private or personal business, by disseminating a non-business related email to MCCCD employees on November 22, 2006. On February 14, 2007, the Administrative Review Committee found you in violation of the Technology Resources Standards Administrative Regulation 4.4. Administrative Review Committee Findings received from the Committee on February 14, 2007.

In September 2005, you were suspended without pay for five working days for a violation similar to the incident mentioned above (utilizing the MCCCD email system for private and/or personal business in violation of MCCCD's Electronic Communications Policy, Section D3).

Over the past several years, you have been advised by MCCCD Assistant General Counsel as well as other MCCCD Officials about the applicable policy and administrative regulations regarding the use of MCCCD's computer technology.

Despite previous intermediate sanctions and directives regarding the use of MCCCD's computer technology, you continue to disregard MCCCD's policies and procedures by using the email system for private or personal business.

Per section 3.15.3, you have the right to a hearing by filing a written request to me within five (5) working days after you are served with this notice of intent to dismiss.

Sincerely,

Rufus Glasper, Ph.D., CPA
Chancellor

cc: MCCD Governing Board
Dr. Velvie Green
Ms. Jean Ann Abel
Mr. Michael Holtfrerich

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The Maricopa County Community College District is an EEO/AA institution