

IUPUI
OFFICE OF THE CHANCELLOR
INDIANA UNIVERSITY-PURDUE UNIVERSITY
INDIANAPOLIS

April 17, 2008

Kenneth J. Falk
Legal Director
American Civil Liberties Union of Indiana
1031 E Washington St
Indianapolis, IN 46202-3952

Adam Kissel
Director, Individual Rights Defense Program
Foundation for Individual Rights in Education
601 Walnut Street, Suite 510
Philadelphia, PA 19106

Dear Mr. Falk and Mr. Kissel:

This is in response to your recent letters concerning Mr. Keith Sampson (i.e., Mr. Falk's letter dated March 24, 2008, and Mr. Kissel's letter dated March 28, 2008).

I can candidly say that we regret this situation took place and that IUPUI takes this matter very seriously. IUPUI is committed to ensuring that its future approach to such matters is consistent with and affirms the long-standing commitment of this campus to the principles of freedom of expression, lifelong learning, and respect for the rights of all members of the IUPUI community. In the near future, IUPUI will be reexamining the campuswide affirmative action processes and procedures relating to internal complaints. We expect that this experience as well as other feedback from the campus community will result in an improved process.

There are two other points in your recent letters to address. The first is whether the matter in question gave rise to any IUPUI human resources action against Mr. Sampson. I have confirmed with IUPUI's Office of Human Resources Administration (HRA) that no such action was taken. HRA is the campuswide office responsible for coordinating and taking personnel action. After Mr. Falk's initial communication to Associate General Counsel Joe Scodro apprised us of the situation shortly after Ms. Charleston's first memo was issued, the matter was assessed and Ms. Charleston's first memo was withdrawn.

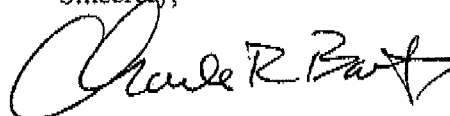


Kenneth J. Falk
Adam Kissel
April 17, 2008
Page 2

Second, I can confirm that neither of Ms. Charleston's memos were ever part of Mr. Sampson's personnel file, nor will they be in the future. Under applicable university policy, Mr. Sampson can access his personnel file and confirm this fact.

If you have any other questions or concerns, please do not hesitate to contact me.

Sincerely,



Charles R. Bantz
Chancellor

CRB:sec

cc: ✓ Joseph Scodro
Associate General Counsel