

## Addendum B

**Dr. Poole was invited to the May 1, 2013 AFDPC meeting to give his account of the events that occurred in his class and to answer questions from the committee.**

- The classroom activity is based on a text book, Intercultural Communication, a Contextual Approach, 5<sup>th</sup> Edition, by James W. Neuliep who teaches at St. Norbert College.
- This was an overload class in Davie; he volunteered to teach this course as an overload and he also chose the textbook as he had used it in a previous course.
- During the first part of the class, the student was agitated by the topic under discussion relating to women in the military. He clearly was not in favor of women serving in the military.
- Dr. Poole sensing that the topic was causing a bit of controversy, decided to end the discussion and continued on with his lecture for the evening and then gave the class a short break.
- After break, Dr. Poole asked the students to write the name “Jesus” on a piece of paper
- He clearly stated that he spelt out the name “Jesus” rather than say it
- He then asked the class to place the paper on the ground, look at the name, think about it and after a few seconds, asked them to step on it.
- He noticed that some students hesitated before stepping on it and most were uncomfortable and responded by refusing to step on the paper with the word “Jesus” on it.
- At this point, Dr. Poole told them that it was not a problem and that they did not have to do it if they did not want to and then he went into the discussion about symbolism.(see attached exercise)
- None of the other student’s displayed offensive behavior and the discussion took place in the normal procedure.
- No student was reprimanded or suspended for not participating in the exercise.
- **The Student** shouted out that he was not religious and “how dare you disrespect other people’s religion” as opposed to the media reports that he was a devout Mormon.
- **The Student** kept yelling out “Hey brother” to Dr. Poole who asked him to stop calling him that name.
- Dr. Poole ended the class early; **The Student** and a friend remained after class.
- While Dr. Poole was packing up his books, **The Student** approached him in a threatening manner, hitting his balled fist into his other open hand, yelling at him “Don’t you ever do that again, you hear me”
- Dr. Poole asked him to leave, he felt he was in danger; he turned to retrieve his cell phone to call security.
- By the time he retrieved his cell phone, **The Student** and his friend were already half way out the classroom

- The friend who was with **The Student**, apologized to Dr. Poole as they were leaving the classroom. (This friend also initiated the student petition and was responsible for collecting the signatures from his class mates, see attached email from student the night of the incident)
- Dr. Poole felt that his life was in danger and therefore wanted to make an official report.
- Since there was no official FAU police on duty, the Davie campus security guard agreed to go to Dr. Poole's classroom to take his statement.
- The report was filed on Monday, February 25<sup>th</sup> at 9pm against the student for his threatening behavior and not for his objection to the class room activity.
- This behavior was in violation of the Student Code of Conduct.
- Dr. Rozallia Williams conducted an investigation onto the alleged misconduct and informed Dr. Poole that disciplinary charges were filed against the student. The Student Conduct Board sanctions the student, not the Dean's office
- Dr. Poole also stated that he felt uncomfortable about returning to the class until the situation was resolved
- On Thursday, March 21, Dr. Poole met with Dean Coltman and Dr. Marin who wanted to find out what had transpired in the classroom
- The President asked the Provost to look into the matter and the Provost in turn asked the Dean to find out what had happened.
- On Friday, March 22<sup>nd</sup>, Dr Poole received a call from Dr. Corey King who told Dr. Poole that he was trying to put together a mediation negotiation with the student and his attorney and university attorney.
- He asked if Dr. Poole would attend that very day but later called back to inform him that he could not schedule the meeting but he will try for the following week.
- Dr. Poole did not hear back from Dr. King again.
- On March 20<sup>th</sup>, Dr. Poole received an email from Scott Travis a reporter from the Sun Sentinel wanting to know his version of the events before he released the story to the media
- Dr. Poole was instructed by Dr. Williams not to comment on the events as per FERPA Policies as this involved student privacy laws
- The incident hit the local media on March 20<sup>th</sup> and made national news on March 21<sup>st</sup>.
- Once the news hit the media, Dr. Poole started receiving hateful mail and death threats.
- The Administration also received numerous hate calls, emails and death threats.
- He was then informed by letter that he was put on paid administrative leave and was not permitted on any of the FAU campuses for his safety and that of the university as well.
- Dr. Poole then stated that he found out online, that the disciplinary charges against the student was dropped
- The administration did not contact him regarding the incident prior to it hitting the news. He has not being informed of whether he will be allowed to teach his summer classes which all have been filled up.

- He did not talk to anyone in administration that he would not be teaching this exercise again; he heard it on the video statement made by Dr. Charles Brown on March 26th.
- Dr. Poole also stated that he spoke to Dr. Coltman after the Charles Brown video was released and as a joke said that had he known that this would cause such uproar, he would never have taught the exercise. He has taught this exercise before with no conflicts.
- Dr. Poole was asked to read a letter from the President to the BOG and to give his perspective on whether his academic freedom was compromised. Dr. Poole agreed to email his views on the letter which is important for the committee to know what his stance is on academic freedom.
- Dr. Poole stated that he felt insulted by the statement made on the video referring to him as “a non-tenured professor”. Instructor’s also work very hard just like tenured professors and the wording” offensive to ..... implied that Dr. Poole was intentionally offensive to his students and to his religion as he is also a devout Christian. It was more offensive to him that the Administration did not contact him to get his version of the events.
- The Provost contacted him on April 13<sup>th</sup> to find out if he was ok.
- When asked by the committee if he felt intimidated by all the threats and what his thoughts were about getting back in the classroom to teach
- Dr. Poole stated he felt comfortable to get back to teaching in a classroom without security and that he is willing to work with the university to find a compromise to this difficult situation.

Dr. Poole then left the meeting.