

RE: [REDACTED]

From: "Reid, Don" <reid@dixie.edu>
To: "Beatty, Del" <beatty@dixie.edu>
Date: Wed, 04 Mar 2015 10:30:37 -0700

Perfect. Thanks.

From: Beatty, Del
Sent: Tuesday, March 3, 2015 5:16 PM
To: Reid, Don
Cc: Millet, Debbie
Subject: [REDACTED]

Don,

Here are the notes of my meeting with [REDACTED]

I met [REDACTED] in my office on December 4, 2014 at 11:30 am.

- She indicated she was a student enrolled in a theater class taught by Varlo Davenport
- She is not a theater major, but taking the class as an elective
- She was presenting material assigned to her in front of the class.
- Varlo was upset with her interpretation of the material, he wanted her to be more emotional
- He came to the front of the class and began pulling her hair
- She was very upset about this , and it was painful.
- She asked him to stop
- He replied to her request by saying, "Act now... do the piece now"
- She felt humiliated in front of the class
- She later spoke with her parents about the incident, they were upset and told her she needed to speak to a university official about the incident.
- She indicated that she had spoken with Mark Hauser, who took notes of her situation and he had referred her to me for assistance
- I offered her counseling services, and also assured her that we could help her through this difficult situation.
- She indicated she would continue working with Mark H. to try and resolve this situation
- She was very concerned that no other student ever be humiliated and treated this way by this professor in the future
- During the entire meeting she seemed truthful and honest, but was still obviously upset from the experience.

This meeting lasted approximately 45 minutes.

As she prepared to leave I told [REDACTED] she was welcome to return to my office for further assistance if necessary. I have not had any interaction with her since.

Please let me know if you need additional information.

Del W. Beatty, M.Ed
DEAN OF STUDENTS
225 S. University Ave.
St. George, UT 84770
435.652.7514



RE: Faculty Concerns Over Firing of Varlo Davenport

From: "Reid, Don" </o=dixie state college/ou=exchange administrative group (fydibohf23spdlt)/cn=recipients/cn=reid">
To: "President Williams, Biff" <williams@dixie.edu>
Date: Wed, 04 Mar 2015 11:41:20 -0700

President,

I have received, read, and copied each of these emails. Thank you for the quick response. I will not be submitting the details of most of them as part of the complaint request that I am preparing for the County Attorney but I will certainly make sure he is aware of the tone and the fire storm this case is generating. I think that alone will impress on him the need for the independent investigation by a separate governmental entity and the need to make it a timely priority.

Nudge received.

I don't know all the details of Joel Lewis's actions but at first glance it may very well be that if [REDACTED] begins receiving unsolicited contacts from people who would in any way put pressure on her, and that occurred after the point at which we started the criminal investigation, Joel could possibly be at charges of witness tampering.

On a personal note,... I've seen other President's have to go through this very same knee-jerk reaction from certain faculty, (many of whom are upset they did not get to participate in the protests and sit-ins of the 60s), and it does seem always to come from a certain group in a certain location. I have been the target of the same group on a few occasions and I've been able to keep my sanity only by keeping a sense of humor, (having joked on many occasion that a well place grenade in a certain building could do wonders for the universal struggle between right and wrong).

I guess I'm just saying, they've done this to others and they'll do it to others yet to come,... but this will pass. Hang in there. You have a great deal of support.

Don

From: President Williams, Biff
Sent: Tuesday, March 3, 2015 8:49 PM
To: Craver, Will; Reid, Don; Christensen, Bill
Subject: FW: Faculty Concerns Over Firing of Varlo Davenport

Cant remember if I sent this one.

rbw

From: Smith-Lahrman, Matthew
Sent: Tuesday, March 3, 2015 2:00 PM
To: President Williams, Biff
Subject: Faculty Concerns Over Firing of Varlo Davenport

President Williams,

I write this email out of concern about the firing of Professor Varlo Davenport and the process by which it occurred. After much consultation I am confident that numerous other faculty on campus share my feelings on this matter. My concern isn't necessarily with Dr. Davenport's firing but instead with the lack of transparency in how it happened. At this point the only information is coming from Dr. Davenport himself. This, of course, results in a one-sided understanding of what happened. This biased information flow has created quite a bit of angst and discomfort among faculty. Most alarming for us is the possibility that tenure no longer means anything; anyone might get fired at any time for any reason.

This said, President, I respectfully ask that you make your side of the story public in some way. I believe this will go a long way toward easing the anxieties felt by faculty here at DSU.

Sincerely,

Matthew Smith-Lahrman
Professor of Sociology