

August 5, 2011

Richard McCallum
Office of the President
Dickinson State University
291 Campus Drive
Dickinson, ND 58601-4896

SENT VIA U.S. Postal Service (Certified) and
Email at richard.mccallum@dickinsonstate.edu

NOTICE OF INTENT TO DISMISS

President McCallum:

This letter serves as Notice of Intent to Dismiss you from the position of DSU President for just cause, effective August 11, 2011, according to subsection 3 of SBHE Policy 608.2 and under authority delegated to me by SBHE Policy 304.1.

I take this action following receipt of and based in large part on an August 2, 2011 Internal Review Report, a copy of which is attached. The Report documents improper enrollment reporting by DSU officials, contrary to applicable SBHE policies and federal IPEDS and other reporting standards, for the purpose of inflating DSU enrollment numbers. Responsible DSU officials and employees report they improperly reported these numbers under your direction or under pressure from you to do so. In addition, DSU officials and employees report other concerns related to a campus culture that is divided and one of distrust, with staff being pressured to engage in unethical, suspect or wasteful activities to meet demands.

The improper reporting has the potential to compromise the integrity of NDUS enrollment reporting, impact credibility of the SBHE and NDUS and lead to other consequences and sanctions. Other reported concerns may have equally serious consequences.

Also, on Wednesday, August 3, I instructed you to telephone me yesterday morning, August 4, to discuss these matters. Not only did you fail to contact me, but you have refused to respond to repeated attempts by my administrative secretary to contact you, including phone calls to your administrative secretary, your cell phone and your wife at your home, who yesterday reported that you are "unavailable." These actions constitute insubordination.

Your actions regarding enrollment reporting and contributing to a campus culture in which employees are expected, encouraged or directed to engage in improper activities or ignore applicable SBHE policies and other requirements and your insubordinate conduct are inconsistent with SBHE Policies 305.1 (College and University Presidents' Authority and Responsibilities), 308.1 (Officer and Employee Code of Conduct), 402.2 (Admission Policies – Beginning Freshman Applicants – Baccalaureate Programs), 440 (Enrollment Reporting) and 611.10 (Employee Responsibility and Activities: Theft and Fraud). These actions constitute grounds for dismissal for cause under Policy 608.2.

As provided by Policy 608.2 you have five days, or until 5:00 p.m. August 11, 2011, to respond in writing to me and request a pre-termination review. In the interim, you are immediately suspended and relieved of all duties and responsibilities, pending final action according to Policy 608.2. You are directed to immediately refrain from entering the office of president or any building on campus or owned or controlled by DSU, except under my direction. You are granted permission to continue to reside in the DSU President's House, pending final action.

You are instructed to contact me or Terry Meyer to set a time to meet with me in Bismarck on Monday, August 8, 2011. When you come to Bismarck, please bring with you your state lap top, campus entry keys, campus or state credit card, cell phone, other keys and other access cards.

Sincerely,

William G. Goetz
Chancellor

c: SBHE members

Attachment