MEMORANDUM
CONFIDENTIAL

DATE: January 25, 2013

TO: Bob Smith, Provost and Senior Vice President of Academic Affairs

FROM: Charlotte Bingham, Assistant Vice Chancellor for Administration and Managing Director of the Office of Equal Employment Opportunity

Dominick Casadonte, Professor of Chemistry and Interim Dean of the Graduate School

SUBJECT: Investigation of Sam Bradley and Violation of Texas Tech University Policies

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Summary of Investigation

In August of 2012 at the request of Dr. Bob Smith, Provost – Senior Vice President of Academic Affairs, and Dr. Jerry Hudson, Dean of the College of Media and Communication (formerly College of Mass Communications), Dr. Dominick Casadonte, then Professor of Chemistry and currently Interim Dean of the Graduate School, and Charlotte Bingham, Assistant Vice Chancellor of Administration and Managing Director of the Office of Equal Employment Opportunity, were asked to conduct an investigation into the behavior of Dr. Sam Bradley, Associate Professor in the College of Media and Communication, to determine if Dr. Bradley had violated any Texas Tech University Operating Policies in connection with his interactions with certain students.

Dr. Bradley was notified that there were concerns regarding the nature of his relationship with an undergraduate student by the Dean in the late spring of 2012. This was the second time that the Dean had talked to Dr. Bradley about an issue of this nature. The Dean met with him several times in the spring and summer to discuss his concerns. The Provost also met with him in July of 2012 to discuss the matter. Specifically, there were concerns that Dr. Bradley was involved in an inappropriate relationship with an undergraduate student in violation of Texas Tech University Operating Policy 32.33, Regents' Rules 3.01 and 3.02, as well as the Faculty Student Conflict of Interest and provisions of the Faculty Handbook. Dr. Bradley denied any inappropriate behavior. When the concerns of the Dean and the Provost were not allayed by Dr. Bradley's response, they initiated a formal investigation.

On August 17, 2012, Dr. Bradley was placed on administrative leave by Interim President Lawrence Schovanec during the pendency of the investigation. (A copy of this letter is attachment 1.)

Dr. Bradley was advised in writing of the investigation by Dr. Casadonte and Ms. Bingham on August 24, 2012. (A copy of this letter is attachment 2.) He was invited to contact Ms. Bingham and Dr. Casadonte so that they could discuss the situation and hear directly from him anything he

had to say regarding the matters being investigated. Additionally, he was asked to provide Ms. Bingham and Dr. Casadonte with persons who might have knowledge of the matters being investigated so that they could speak to them. In spite of this invitation, Dr. Bradley did not speak to Ms. Bingham or Dr. Casadonte nor did he provide any information to them.

The investigation was concluded by December 11, 2012. Dr. Bradley was advised on that date of the findings of the investigation which were that he had engaged in inappropriate behavior with at least four students in his department and that his actions had violated Texas Tech University Operating Policy 32.33 and 32.01, Regents' Rules 3.01 and 3.02, and the Faculty-Student Conflict of Interest provision of the Faculty Handbook.

Background

Dr. Sam Bradley began work as an Assistant Professor at Texas Tech University in the School of Mass Communications in July of 2006. Dr. Bradley came from the Ohio State University where he had worked as an Assistant Professor for 9 months after obtaining his Ph.D. from Indiana University in 2005.

In the fall of 2009, Dr. Jerry Hudson, Dean of the School of Mass Communications, now Media and Communication was advised by an employee of the College that Dr. Bradley had been involved in an inappropriate and intimate relationship with a graduate student. Dr. Hudson spoke to Dr. Bradley about the relationship. Dr. Bradley admitted that there was a relationship that involved inappropriate sexual text messaging, emails, and kissing the student. While Dr. Bradley agreed that his behavior was wrong, he defended himself by stating that the student was sending the emails and messages to him. Dr. Hudson sternly advised Dr. Bradley that this behavior was inappropriate and would not be tolerated. Dr. Bradley stated that he understood Dr. Hudson's position and would not engage in such behavior in the future. No further action was taken with regard to that situation by Dr. Hudson.

However, while the relationship may have ended temporarily, it began again in the spring of 2010 when the graduate student, in spite of a request to the Dean not to be in Dr. Bradley's class, was required to take a class with Dr. Bradley in order to graduate. At the end of the semester, Dr. Bradley's wife, who had found out about the relationship, sent the text messages which the graduate student had sent to Dr. Bradley to the graduate student's husband. This precipitated an emotional breakdown by the graduate student which required her hospitalization. The graduate student was afraid that Dr. Bradley would do something to prevent her graduation. The student graduated in August of 2010 and following her graduation reported Dr. Bradley's behavior to the Provost's Office. Although the Provost's Office made some inquiry of the matter with the Dean and spoke to the student, no action was taken.

In May of 2010, Dr. Bradley was awarded tenure and promoted to the position of Associate Professor. In the fall of 2010, Dr. Bradley became the Interim Chair of the Department of Advertising. He became the Chair of the Department of Advertising in January of 2011.

In the spring of 2012, Dr. Hudson was informed by Ann Rodriguez, an Instructor in the College, that Dr. Bradley was involved in another inappropriate relationship, this time with an

undergraduate student. She told him that Dr. Bradley was having an affair with an undergraduate student who had gone to a conference with him in Utah in March, 2012. Ms. Rodriguez informed him that the undergraduate student had just been elected to the Dean's Council through a suggestion from Sam Bradley to another faculty member. When the Dean made inquiries of the department accountant, Tamara Ginter, about Dr. Bradley's travel to Utah with a student, she informed him that Dr. Bradley had been making inquiries about using faculty senate money to take the undergraduate student on the trip. Apparently, Dr. Bradley did not follow through with this because the undergraduate student's expenses were not paid for by the University. When Dr. Hudson questioned Dr. Bradley about his travel to Utah and his relationship with the undergraduate student, Dr. Bradley denied being involved in any sort of inappropriate relationship with the student at issue.

However, Dr. Bradley's relationship with the student was apparently well known throughout the College of Media and Communication by faculty, staff, and students as well as persons outside the University. It was also generally known that shortly after the trip to Utah, Dr. Bradley had moved out of his home, and his wife had filed for divorce. In April 2012, his wife went by his residence late at night, and Dr. Bradley and the undergraduate student were sitting around drinking. When Dr. Bradley was asked about this by Dean Hudson, he admitted that the undergraduate student was at his home late at night but said they were working. He said his wife and another graduate student of his were making things up about him and that he had not violated any Texas Tech policies by any of his actions. Dr. Bradley continuously asserted that there were no Texas Tech policies which prohibited relationships with students.

Also during the spring of 2012, Dr. Bradley was having problems with a male graduate student of his with whom he had an extremely close personal relationship and which resulted in the graduate student having to get another advisor for his dissertation. These problems ultimately resulted in the graduate student having to postpone his graduation.

In May of 2012, because of all of the issues involving both the undergraduate student and the graduate student, Dr. Hudson asked Dr. Bradley to step down from his position as Chair of the Advertising Department.

During the summer, the Dean, Associate Dean Kevin Stoker, Provost Bob Smith, and Vice Provost Rob Stewart met with Dr. Bradley to discuss their concerns with him. During the summer, the Dean continued to hear that Dr. Bradley was having an affair with the undergraduate. There were postings on Facebook and Twitter that related to this as well as reports of property damage and threats of violence related to Dr. Bradley's behavior.

On August 5, 2012, Dr. Hudson talked to Dr. Bradley again about his concerns about Dr. Bradley's inappropriate relationships. He informed Dr. Bradley that a formal investigation of those relationships would take place unless Dr. Bradley wanted to resign. Again Dr. Bradley denied inappropriate relationships, as well as stated that there were no Operating Policies that prohibited any of the relationships in which he was involved. Dr. Bradley was subsequently placed on administrative leave, and this investigation was undertaken.

Relevant Operating Policies

Texas Tech University expects the highest behavior from all of its employees, but because of Texas Tech University's mission of educating students, these expectations of professionalism, ethical behavior, and integrity are perhaps highest for its faculty members. Texas Tech University has numerous Regents' Rules, Operating Policies, and other policy statements which set forth these standards.

Among them are the Ethics Policy set forth in Regents' Rule 3.01 which provides:

> It is important that the people of Texas have complete confidence in the integrity of public servants. This need is especially critical in the area of state-supported higher education. The responsibility for educating and training the future leaders of the state and nation carries with it the duty to adhere to the highest ethical standards and principles. The principles and guidelines contained in this policy shall apply to officers and employees of the TTU system regardless of rank or position. Each component institution's operating manuals should be referenced for further information and/or greater specifics not in conflict with the *Regents' Rules*.

Regents' Rule 3.01.2.h. provides that all employees shall:

> Endeavor to avoid any actions that would create the appearance that they are violating the law or the ethical standards of the TTU system.

Regents' Rule 3.02.1 provides that:

> Colleges and universities that are tax supported must function in accordance with the public trust and the actions by faculty, staff and students within them must be consistent with the execution of that trust. A breach of trust includes, but is not limited to, the following:
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> d. knowingly furnishing false information to the TTU system;
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> f. … conduct which threatens or endangers the health or safety of any such person;
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> j. lewd, indecent, or obscene conduct on TTU system-owned or controlled property or at a TTU system-sponsored or supervised function;
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> l. violation of other laws or promulgated TTU system policies or rules;
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n. behavior or activity, on or off campus, that is of such a nature to cause discredit or embarrassment to the university;

o. commission of an act of moral turpitude, on or off campus, including, but not limited to, sexual harassment, sexual assault, fraud or theft;

Texas Tech University Operating Policy 32.01 contains a statement of Texas Tech University's Ethical principles. Among other things it provides that:

> Texas Tech University is committed to being an ethical institution.
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> Professional relationships among all members of the Texas Tech University community deserve attention so that they are not exploited for base motives or personal gain.
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> Texas Tech University is committed to the promotion of professional relationships ...
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> Texas Tech University is committed to Ethical Leadership practices at all levels.
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> We strive for exemplary, professional, and community service through research, creative works, and service programs that extend beyond the universities environment.
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> Texas Tech University is committed to achieving excellence in all aspects of its community.
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> A high standard of professionalism, including opportunities for professional contact and continuous growth, is expected of our faculty, students, staff, and administrators.
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> The University intends to be a model of excellence, following best practices in its professional work.

Texas Tech's statement of public accountability provides the following:

> Texas Tech University is committed to transparency in governance, personal responsibility, and both individual and organizational integrity. Being responsible requires us to be thoughtful stewards of our resources—accountable and respectful to ourselves, to each other, and to the public we serve. A sense of institutional and public responsibility requires careful reflection on one's ethical obligations and the duty to respect commitments and expectations by acknowledging the context and considering the consequences, both intended and unintended, of any course of action. We promptly and openly identify and disclose conflicts of interest on the part of faculty, staff, students, administration, and the institution as a whole, and we take appropriate steps to either eliminate such conflicts or ensure that they do not compromise our procedures and values.

> When we make promises, we must keep those promises. We strive to do what is honest and ethical even if no one is watching us or compelling us to "do the right thing."

Texas Tech also has a specific Faculty Policy which addresses Faculty Conflict of Interest. The purpose of Operating Policy 32.33 - Faculty, Staff, and Student Conflict of Interest, is to ensure that the integrity of the faculty/student roles is protected from conflicts of interest. It provides:

> Texas Tech University has the responsibility to protect the integrity of the roles of the faculty and students during the period of graduate or undergraduate enrollment in any university offering and involvement in other evaluation processes of the university.
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> ... Faculty must avoid academic supervisory, teaching, or evaluative relationships with students, staff, or other faculty that pose significant conflicts of interest from the standpoint of personal or professional connections. Such connections might include ... affectional liaisons ... The appearance of conflict of interest should be avoided. ...

The OP further provides that those involved in other affectional relationships must not direct or serve on committees that evaluate their partners. Such committees include thesis, dissertation, or preliminary, comprehensive, or qualifying examination committees, periodic staff evaluations, or annual, three year, or ten year evaluations. The Texas Tech University faculty handbook contains a similar Conflict of Interest provision.

Additionally, both University OP's 10.09 and 70.28 and the faculty handbook prohibit sexual harassment and provide that:

> [a] basic objective of the university is to provide an environment in which faculty, staff, and students may pursue their careers and studies with a maximum of productivity and enjoyment. Behavior or conduct that interferes with this goal is not to be condoned or tolerated.
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> It is the policy of the university to maintain a work place and a learning environment free of sexual harassment and intimidation.
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> ... [S]exual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when:
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> (3) Such conduct has the purpose or effect of unreasonably interfering with an individual's academic or work performance or of creating an intimidating, hostile, or offensive working or educational environment.

Investigation

During the course of the investigation, lengthy interviews were held with over 20 witnesses who included current faculty members, past faculty members, administrators, staff, current students, former students, as well as persons who are not associated with the University, including Dr. Bradley's now ex-wife, [redacted] Bradley. In addition to interviews, documents including text messages and portions of Facebook and Twitter accounts, emails, and academic records, were reviewed. At the conclusion of the investigation, we determined that Dr. Bradley had violated Texas Tech University Operating Policy 32.33, Regents' Rules 3.01 and 3.02, as well as the Faculty Student Conflict of Interest and provisions of the Faculty Handbook with regard to at least four students.

The following is a summary of information relating to four of the students with whom we determined Dr. Bradley had a relationship which violated Texas Tech University Policies relating to professionalism and conflicts of interest.

[redacted] was a student of Dr. Bradley's while he was an [redacted] Texas Tech University and was enrolled as a [redacted] Dr. Bradley's from August of 2006 until her [redacted] Texas Tech on [redacted] Wendy Maxian is now a faculty member at [redacted]

We were informed that this was a sexual relationship by at least three individuals who witnessed behavior that confirmed this. Dr. Bradley was seen "making out" with [redacted] at a bar. He also admitted this behavior to his ex-wife. He was also seen "making out" with her at the home of another graduate student. (Relevant text messages are attachment 3 to this report.) Another graduate student, who had an office in the basement of the Mass Communications building across from [redacted] overheard Dr. Bradley and [redacted] in her office with the door closed engaged in some sort of encounter very late one night. Additionally, at another point in time, she asked this individual if everyone in the department knew about Dr. Bradley kissing her at the bar. When [redacted] realized that she and Sam Bradley had been seen and were being discussed by others, she apologized to the individual stating that she was sorry he had been exposed to the situation.

During the [redacted] in Chicago in May 2009, although Dr. Bradley had a room he was sharing with a male graduate student, he did not stay in his room, but he rather stayed in [redacted] room during the entire conference. He discussed details of his sexual relationship with [redacted] throughout the summer with this graduate student. He frequently reported to the male graduate student things such as he and [redacted] had just had sex in his lab or his office and jokingly referred to the chair in his office as the "participant's chair". Although he was having an affair with [redacted] he also made mean comments about her looks and would say she was a lesbian.

When a fellow graduate student who was concerned for [redacted] told her she needed to be careful in her relationship with Sam Bradley, she stated she was a big girl and she knew what she

was doing. When several individuals talked to Dr. Bradley about their concerns about the relationship with [redacted] being wrong because she was a student and that he was going to get into trouble, he said there was no Texas Tech OP that said he could not have a relationship with a graduate student. He specifically stated that he had broken no rules regarding that relationship even though he was advised that such a relationship, whether it violated any policies or not, was morally wrong. In the course of the discussion regarding his relationship with [redacted] Dr. Bradley blamed the affair on his wife, as he did all of his other relationships.

According to one of Dr. Bradley's graduate students, he continued his sexual relationship with [redacted] even after she left Texas Tech. Dr. Bradley told people about her staying with him while he was out of state giving a talk. While a relationship with a former student does not violate any University policy, his relationship with [redacted] while he was [redacted] was clearly a conflict of interest and violates the Texas Tech University Operating Policies and Regents' Rules cited above.

Graduate Student No. 2

During the Spring semester of 2009, Sam Bradley began a relationship with another graduate student in the Advertising Department in the College of Mass Communications. This particular graduate student was severely affected emotionally by Dr. Bradley's behavior and asked not to be identified in this report. She will be referred to as Graduate Student 2 or GS2 throughout this report. GS2 began attending TTU as an undergraduate in the fall of 2005. She graduated [redacted] with a Bachelor of Arts Degree in Advertising in December 2008 and immediately began pursuing a master's degree in Mass Communications in the spring of 2009. During both her undergraduate and graduate degree studies, GS2 worked in various departments in the College of Mass Communications and was well known and liked by numerous faculty and staff members.

In the spring of 2009, while GS2 was in Sam Bradley's Advertising and the Consumer class, he began a relationship with her. On January 26, 2009, in response to an inquiry from GS2 to Sam Bradley on Facebook about the official name of his research lab, he stated, "You're the lab's official beauty queen cover model :)". He also commented during that conversation that half of her face was "quite sexy :)". (Copies of these Facebook posts are attachment 4 to this report.) (A photograph in which half of GS2's face was visible had been taken in connection with research being done in Sam Bradley's laboratory.) During that semester, Sam Bradley began sending additional inappropriate emails and texts to the student. The student responded and a mutual "sexting" relationship began. Sam Bradley emailed her from his gmail account and said that they should not communicate through Texas Tech University email because "big brother is watching". Sam Bradley made comments to her about her panties and "her ass". He also described sexually explicit acts he wanted to do with her and at one point in time asked if she could get him some marijuana. She responded with explicit messages, and at his request, forwarded nude photographs of herself to him. The texting, emailing, and computer chatting occurred over a lengthy period of time. According to one of Dr. Bradley's male graduate students, Sam Bradley would spend hours texting GS2. He even did this during class.

In addition to the emailing and texting, Sam Bradley kissed GS2 in his office. GS2 told another graduate student, [redacted] about this at the time it occurred. When [redacted] asked Sam Bradley about kissing GS2, Sam Bradley admitted it but said she had initiated it. [redacted] told him he was taking advantage of GS2 who was very fragile and vulnerable emotionally.

During that spring, Sam Bradley told GS2 that he was going to leave his wife and wanted to marry her, and he tried to persuade her to move into an apartment with him that summer. At this same time, Sam Bradley told [redacted] he was moving out of his house and wanted to know how much he was paying for his apartment because he was moving in with someone. When [redacted] provided him with information on the cost of his apartment, Sam Bradley said, "I'm not going to pay that much for ass." When [redacted] asked him who he was planning to move in with, he said it was GS2. [redacted] told Sam Bradley that he needed to stop messing around with students, and Sam Bradley said that he didn't have the problems he had at home. Sam Bradley also said he had checked with the University and it was fine. [redacted] told him that didn't matter, what he was doing was wrong because she was a student, and he was married with children. [redacted] said Sam Bradley ignored his warnings.

In May of 2009, Sam Bradley also kissed GS2 at a bar in town called Murphy's (now the Lantern). This occurred after classes were finished but before grades had been turned in. He did this in front of numerous students.

GS2 was very conflicted over the relationship. She said she was in a vulnerable place which Sam Bradley knew about and took advantage of. She felt she had to respond to him because she was in his class. He told her that he wanted to have a physical, sexual relationship with her, that he was going to leave his wife, and that he wanted to marry her. GS2 was engaged at the time.

During the time that the texting relationship with Sam Bradley was going on, [redacted] a graphic designer in the College, saw GS2 in the halls of the Mass Communications building. GS2 appeared very distressed. GS2 had worked for [redacted] as a student assistant when she was an undergraduate, and [redacted] was going to be the [redacted] When [redacted] asked her why she was upset, GS2 initially did not want to discuss what was going on. However, she went into [redacted] and started crying. She told [redacted] she had been carrying on an emotional affair with a faculty member. She didn't want to tell [redacted] who the faculty member was, but she eventually did. It was Sam Bradley. She told [redacted] that he sent her sexually suggestive emails about her body and what he wanted to do with her. He wanted them to get an apartment together for the summer with his summer stipend. He had kissed her in his office once. This had been going on for several months. GS2 said it made her sick, and she wanted it to stop. [redacted] extremely upset by what she heard and told GS2 that she was going to tell the Dean. GS2 told [redacted] that [redacted] was going to tell the Dean about her affair with Sam Bradley. [redacted] told Sam Bradley that this was happening.

[redacted] went to the Dean and told him. She was very upset. She told the Dean that GS2 was also very upset about the advances from a faculty member. The Dean was surprised and said he would talk to Sam Bradley.

After [redacted] contacted the Dean but before the Dean could talk to him, Sam Bradley came to the Dean's office to tell him about the affair. He said he wanted to tell the Dean about it before he heard about it from someone else. Sam Bradley admitted the relationship but cast himself as the victim. He said that GS2 had been sending him sexually explicit emails and text messages and even nude photographs of herself. He showed the Dean only the portion of the text messages that GS2 had sent to him, not what his responses had been. He admitted to having kissed her. The Dean sternly advised him that this was not acceptable, and Sam Bradley said he would end the relationship. Later, the Dean told [redacted] that Sam Bradley had assured him that the relationship would stop but that GS2 was at fault as well. At some point in time after Sam Bradley kissed GS2 at Murphy's and after the initial report to [redacted] the relationship ended.

At some point in time Sam Bradley also told [redacted] about the relationship with GS2. He admitted to [redacted] that he had kissed GS2 at a bar, but he also stated that she sent him text messages and pictures of herself indicating that GS2 was the cause of the relationship. He said that it was a huge mistake and that he would never do it again. He recognized that it was an inappropriate relationship and was worried that his wife was going to find out about it.

Sam Bradley also admitted his relationship with GS2 to other faculty members including [redacted] an Instructor in the College, and former Assistant Professor [redacted] While he denied having sex with her, he admitted to each of them that he kissed her. He quoted some of her text messages to [redacted] and told him things like GS2 was wearing rainbow underwear and discussing the taste of rainbows. It was clear to [redacted] who knew the student in question, that this student was struggling with stability. She was looking for friendship and affirmation, and he thought Sam's conversations with her should never have happened. He described Sam Bradley as a "puppetmaster". Sam Bradley would only show GS2's texts but not his responses to them. He felt it was Sam Bradley's responsibility to stop the situation and that he crossed professional lines and boundaries. However, he also believed that Texas Tech Administration enabled Sam Bradley in this regard because he was a "rockstar". His vita was the most important thing to Texas Tech University, so his behavior was overlooked.

On November 3, 2009, GS2 spoke with [redacted] and told him that in order to graduate, she needed to take a course in the spring which was being taught by Dr. Bradley. She told him she did not want to take the course with Sam Bradley because of the prior relationship with him and requested to take an Independent Study course instead. According to [redacted] he spoke with Sam Bradley and the student and confirmed that there was only kissing, texting and emails that went on between them, and therefore, he determined that she should take the class with Sam Bradley rather than doing an Independent Study course as she requested. According to the student, [redacted] told her that, even though Sam Bradley and she had a relationship, he was the best teacher for the class and that she needed to suck it up and take the class [redacted] said that when he asked GS2 about the emails she sent to Sam Bradley, she said to him, "He is a faculty member. He shouldn't be responding." The Dean said that while he didn't approve of it, GS2 wasn't without fault, and he thought this would be the end of it. He did not approve GS2 taking another class instead of Sam Bradley's class. He did not hear anything further about the matter and considered it over at that point. GS2 got married in December of 2009.

Because she needed the course in order to graduate, the student was required to take Sam Bradley's course, which she did in the spring of 2010, and during that period of time, Sam Bradley began text messaging her and emailing her again. She responded, and a relationship began again. Sam Bradley told GS2 that it didn't matter who she told because he had all of her texts which included photographs of her nude. He also told her that when [redacted] had talked to him about his relationship with her, the Dean had told him that "boys will be boys" and did not admonish him sternly. Numerous others saw the texts between Sam Bradley and GS2. They stated that Sam Bradley would be texting or emailing with this particular student even during class which upset other students in the class, that the texts and emails were definitely reciprocal, and that Sam Bradley even showed the text messages he received from GS2 to other graduate students of his and discussed the relationship openly.

While she was in Sam Bradley's class, GS2 went to [redacted] to discuss how worried and upset she was that she was in a class with him. GS2 had previously been in a class with [redacted] and [redacted] thought highly of her. She told [redacted] that inappropriate things had happened and that she was worried about him giving her a grade. [redacted] discussed this with Sam Bradley and heard the intimate details from him. According to Sam Bradley, he said, "She's claiming I did some things to her, but you should see the texts and naked pictures she sent me." He said that this was consensual but that he was worried about his wife finding out about it. He told [redacted] that if he thought GS2 would do it, he would have left his wife for her. [redacted] told him that this was wrong and that this was a conflict of interest. She was very upset about his behavior. Sam Bradley repeatedly stated, "I haven't broken any OP's." She felt like when he told her about this, that he was doing "damage control". The Dean knew about it and didn't do anything about it which really disturbed [redacted]

According to [redacted] Sam Bradley acknowledged his relationship with GS2 and said it had ended but started up again around December of 2009. Sam Bradley didn't think there was anything wrong with her being in his class or a graduate student of his. He thought because he had enough evidence against her (her text messages) that it was okay. He said that he wasn't doing anything wrong with the students because there were no rules against his actions.

In late spring of 2010, GS2's husband found out about what was going on between his wife and Sam Bradley. He got angry and went to confront Sam Bradley at the University. This confrontation was witnessed by an undergraduate student who heard GS2's husband shouting at Sam Bradley, "I know what you've been doing with my wife. You need to leave her the hell alone." This confrontation was very disturbing to the student who overheard it because it was upsetting to think that these things were going on between a faculty member and a student. During the confrontation, Sam Bradley texted his wife and told her to call GS2. [redacted] did so and told GS2 that if her husband went to the Dean, "something bad was going to happen." This occurred after the Dean had already been told about the prior situation. GS2 felt that if the Dean didn't do anything about it nobody would. In fact, after the Dean knew about this, Sam Bradley was given tenure and was promoted to Department Chair.

[redacted] had somehow obtained copies of Sam Bradley's portions of the text messages or emails with GS2, and in May 2010 she forwarded them to GS2's husband. This precipitated an

extremely difficult emotional situation between GS2 and her husband and led to a breakdown and hospitalization of GS2.

On May 20, 2010, GS2 emailed [redacted] in the College of Mass Communications, a copy of her thesis with a message that the thesis was to be given to her thesis director [redacted] in case "anything happens to me". [redacted] was a former supervisor and friend of GS2, and the message worried her. GS2 had just left her employment with TTU and moved t[redacted] and had not left a forwarding address with her friends at TTU. [redacted] contacted [redacted] and [redacted] about the situation.

When [redacted] was able to get a hold of GS2 via cell phone, GS2 was extremely distraught. Sam Bradley's wife had recently sent her text messages to GS2's husband who was threatening to divorce her. GS2 was suicidal over the situation but would not give [redacted] her address. [redacted] obtained GS2's address from [redacted] who reported to them that when he had last seen GS2 a few days before, she had seemed despondent and told him, "This is goodbye. I'm never coming back to Lubbock." [redacted] was able to contact a friend of GS2's in [redacted] and GS2's father to make sure someone was there to assist her. [redacted] contacted a counselor with TTU who put them in touch with a counselor in [redacted] who GS2 could talk to. GS2 was taken to a hospital in [redacted] and reported back that she was getting help. GS2 did not contact the College of Mass Communications again. However, she did send an email to Sam Bradley telling him how she felt about what had happened and how he had treated her. (A copy of that email is attachment 5 to this report.)

GS2 graduated from TTU with her Master of Arts in Mass Communications on August 7, 2010. On August 17, 2010, she contacted the Provost's Office to inform them of what had happened to her. She stated that she had talked to the Ombudsman and Amy Murphy about the situation and had been told OP 32.33 had been violated and told to contact the Provost's Office. She stated, "I don't know what to do about that, but he seems to have known what to do and had probably done this before – preyed on a student. It doesn't seem fair that he can do this to me and have no ramifications. I just don't know what to do. Please help me." Associate [redacted] contacted GS2 and obtained some background from her and from [redacted] but was told the matter had been handled previously.

When GS2 was contacted in connection with this investigation, she was still very upset with TTU and concerned that nothing would happen to Sam Bradley even if she talked to us. She did agree to talk to us but was very fearful of retaliation by Sam Bradley and asked that her name be kept confidential.

[redacted]

In April of 2012, [redacted] was informed by [redacted] that Sam Bradley was having an affair with an undergraduate in the College named [redacted] had recently gone on a trip with him to [redacted] and was on the Dean's Council. [redacted] is currently enrolled as an undergraduate student at Texas Tech University, majoring in Advertising in the College of Media and Communication. She has taken three courses with Sam Bradley and

worked on undergraduate research with him in his psychophysiology lab. In the fall of 2010, she was in Advertising 3310, Principles of Advertising and got an [redacted] In the spring of 2011, she was in Advertising 3312, Advertising and got an [redacted] In the fall 2011, she was enrolled in Advertising 4300, Individual Study and received an [redacted] In the spring of 2012, she travelled with Sam Bradley to [redacted] to present a paper at a conference there. There were no other faculty or students from the College of Media and Communication who attended that conference. It was after this conference that rumors began to circulate in the College that Sam Bradley was involved in a relationship with [redacted]

However, prior to attending the conference Sam Bradley drew a great deal of attention to the fact that he was going to a conference alone with [redacted] He made comments to faculty members about going to a conference with [redacted] and being alone with her for four days. He contacted [redacted] to inform her that [redacted] would be presenting a paper at a conference and that she would need time off from her Advertising Team responsibilities for this particular project. [redacted] had never heard of the conference and thought it was odd that [redacted] was attending it alone with Sam Bradley. The conference was the [redacted] Sam Bradley and [redacted] attended the conference in [redacted] from March 28, 2012 to April 2, 2012. Sam Bradley was listed as a co-presenter or co-author of the paper [redacted] was presenting. (An abstract of the paper is attachment 6 to this report.)

While he was in [redacted] Sam Bradley drove several hundred miles from [redacted] where the conference was being held to the state line between [redacted] He texted his graduate student [redacted] a photograph of himself and [redacted] at the state line between [redacted] because he and [redacted] were in a competition to see who could go to all 50 states first. (When the Dean questioned Sam Bradley about the extra miles he drove while at the conference, Sam Bradley told the Dean he was visiting a former student.) When Sam returned home, he specifically described to [redacted] the sexual relationship that he had with [redacted] He first told Brandon about it one night when he was drunk but later repeated his stories about his relationship with [redacted] when he was sober. He said that it started on the second night that they were there. According to Sam, he "kissed her on the neck and she went for it." He made comments like, "she tastes so good" and said that he was afraid to try certain positions with her because he was so much bigger than she was.

According to Sam Bradley's now ex-wife, [redacted] when he was in [redacted] at the conference with [redacted] his contact with her was very different than it normally was in that they almost had no contact – perhaps one phone call and no texting. This was very unusual. When he came home from [redacted] he acted very secretive and funny. He would stay out until 2 a.m. and told her that he needed to work with a graduate student. On April 12, 2012, he said he was moving out, but he didn't say why. He didn't come home for several nights, and he missed his daughters 12th birthday. She believes he was staying with [redacted] Approximately a week later he moved into a rental house. [redacted] went to that rental house at approximately 11:30 p.m. one night. She went into the house and saw [redacted] in a chair with Sam Bradley in the room. The two of them were drinking tequila. She said she stood there and watched them for approximately 5 minutes before she called attention to her presence, and Sam escorted her out.

On [redacted] filed for divorce from Sam Bradley. Not only did Sam tell some of the faculty he was getting divorced, but the divorce petition was transmitted to some of the faculty in the department via email and was posted on Facebook.

Around this time, [redacted] asked [redacted] to call her which was unusual because they were not close friends. When [redacted] called, [redacted] told her that Sam was sleeping with a student named [redacted] told her that [redacted] was over at Sam's every night because she saw her car there. Several days later [redacted] asked [redacted] about this, and he told her it was true. At that point in time, she said she had too much respect for [redacted] not to tell him what was going on in the College. She told the Dean that [redacted] was on the Dean's Council and that a number of undergraduate and graduate students knew about the relationship. Apparently, [redacted] had texted some of her close friends and informed them of her relationship with Sam Bradley so both undergraduate and graduate students were aware of and talking about the relationship. [redacted] was very upset about this because [redacted] had been in one of her classes and she liked her a lot. She felt like [redacted] didn't have a lot of confidence and that Sam was taking advantage of this. When [redacted] talked to Sam Bradley about his relationship with [redacted] he did not deny the relationship and referred to her as his girlfriend. He said that there were no rules against his relationship with her and that he hadn't done anything wrong.

Shortly after he got back from the conference in [redacted] at a lab meeting which was attended by both undergraduate and graduate students, as well as faculty, Sam Bradley joked about how on their way back, he and [redacted] couldn't get their bottle of vodka through the airport security, so they bought orange juice and made screwdrivers in the airport bathroom. He just laughed about getting drunk with [redacted] at the [redacted] airport. [redacted] an [redacted] was present at this meeting and thought this was highly inappropriate.

In May of 2012, [redacted] and [redacted] met with Sam Bradley to discuss the situation with him. When they brought up his relationship with [redacted] he said that nothing inappropriate had happened. [redacted] reminded him that he had been told at the time his relationship with Graduate Student 2 was discussed with him that he was not to engage in relationships with students. Sam Bradley acknowledged this warning. He reiterated that he had not done anything wrong and that there were no OP's that prohibited his relationship with [redacted] He did admit to the Dean that [redacted] had been at his house late at night and that his wife had caught them there together, but he said nothing had happened. He said they were working. He contended that the rumors about his relationship with [redacted] all stemmed from his wife and her animosity toward him and his graduate student [redacted] He did not say why his graduate student would be spreading rumors about him.

Based on the information he had at that time, the Dean felt that it was no longer a good idea for Sam Bradley to be serving in a position of leadership in the department and in early May asked him to submit his resignation as Chair of the Advertising Department. The Dean was also aware that [redacted] had registered for a Special Topics class with Dr. Bradley during the summer and stated that that could not happen, and she was withdrawn from the class.

During the same time frame that that he was discussing the matter with Sam Bradley, the Dean asked [redacted] the [redacted] to meet with [redacted] to make sure that everything was alright with her. [redacted] the Dean's Assistant, was with [redacted] when she met with [redacted] asked [redacted] if she was aware that there were rumors circulating which involved her. [redacted] stated she was and that they were not true. [redacted] did not ask what the rumors were and did not appear to be surprised at all about the situation. [redacted] and [redacted] both thought this was very odd. [redacted] stated that her mother had already gotten a lawyer and that she was not supposed to talk about this. [redacted] then asked [redacted] if she was okay, and she said that she was. [redacted] also asked [redacted] if she needed any resources or support, and she said she didn't need anything. [redacted] was very cool and not distressed at all. Nothing further was discussed in the meeting, and [redacted] left.

On May 14, 2012, which was very shortly after [redacted] asked Sam Bradley to resign as Chair of Advertising, Sam Bradley emailed a fellow department member about his "resignation" which he said Dean Hudson would bill as a "leave of absence" and stated, "In truth, if he came back to me at this point saying 'come back' there is a better than 50% chance that I would give him some very polite version of 'shove it up your ass.' He's always been pretty loyal, but he turned tail and ran like a coward this time, and that will never be forgotten…I have no doubt that [redacted] "the rat" [redacted] loomed large in this decision and this was in part revenge for ADV dropping newswriting." In the same string of emails and in response to his colleagues' email that [redacted] had set a meeting with him, Sam Bradley said, "I'll be VERY interested to hear how he decides to tell you. The dumber you play, the more we learn. Also, just a reminder, anything I've said to you is hearsay, and you are under no obligation to disclose." (A copy of this string of emails is attachment 7 to this report.)

Also, around the time that Sam Bradley had been asked to resign as Chair, he requested to meet with [redacted] a member of the department. He told her that "things are going to come out" and that "people are trying to set me up." He said that this had happened before with another girl and mentioned the problems he had with Graduate Student 2. He wanted to tell her the details of that relationship, but [redacted] did not want to hear any such details from Dr. Bradley. Dr. Bradley stated that there were no OP's that he had violated regarding his behavior. He said that there had been questions regarding his trip with [redacted] and that nothing inappropriate had happened on the trip. He told [redacted] that he just wanted her to know this because [redacted] was one of her students. He said that he was guilty of nothing and that he was a victim. [redacted] said he sounded very convincing, but that this was a very weird and awkward conversation. At one point he went on off on a tirade about his wife and said she was crazy. Later, after he had resigned as Chair, a number of students and faculty members came and talked to her and told her that things of this nature had been going on for years. She said although she tried to stay out of these things, her gut feeling told her that these things were true.

In May 2012, just before graduation, [redacted] also spoke with [redacted] was aware of all the talk that Sam Bradley was involved in a relationship with [redacted] and she asked [redacted] if she was okay and told her that if she needed to talk that she knew where to reach her. [redacted] said that she was not sure what to do, and [redacted] advised her that she

should distance herself from Dr. Bradley. However, she was very surprised over the summer to see that [redacted] continued to interact on Facebook and Twitter with Dr. Bradley. Since then she has learned that Dr. Bradley and [redacted] were and still are in a relationship.

Also in May of 2012, Sam Bradley called [redacted] a newly hired faculty member from the University of [redacted] who would begin work at TTU in September. He started out by telling her that he had had a falling out with his graduate student [redacted] He then brought up his divorce and, at the same time, mentioned that he was hanging out with a younger girl. [redacted] got the impression that the girl he was hanging out with was twenty or twenty one. Sam Bradley said nothing had happened, but the fact that he was telling her about it and saying that nothing had happened made her think that something was going on. Sam Bradley said the girl was very mature for her age. [redacted] thought that he was just laying out his own version of the facts because he was afraid that somehow she would be on [redacted] side in whatever dispute he had with him. Sam Bradley also told her that [redacted] had stabbed him in the back and gone to his wife, so he was no longer talking to [redacted] or communicating with him. [redacted] mpression of the conversation was that Sam Bradley was involved with an undergraduate student, and she felt like something needed to be done about it. [redacted] was not close to Sam Bradley, and this entire conversation was very unsettling to her as a newly hired faculty member.

According to [redacted] during June and July 2012, she and Sam were discussing reconciliation, and Sam said he was going to break off his relationship with [redacted] On Father's Day, June 17, 2012, Sam told [redacted] that he was ending his relationship with [redacted] and sent emails to his attorney telling his attorney that he was reconciling with [redacted] On June 18th, [redacted] texted Sam, "Just to be clear, there is no chance you are going to be going back to [redacted] No sleepovers etc. … ?" Sam responded, "You have to trust me that I will handle it. I cannot be responsible for crushing someone. If you trust me, I can handle it." [redacted] responded, "You are asking me to close my eyes and step off a cliff." Sam Bradley responded, "I understand that but I have to live with my conscience for the rest of my life and I have OCD. She is in very bad place due to personal events that have nothing to do with us. I have to be delicate. I have laid the foundation." [redacted] responded, "Just don't keep secrets and no sleepovers, kissing or sex." Sam Bradley responded, "I don't have a plan. You will need to trust that I will act …" (Copies of this series of text messages between Sam and [redacted] are attachment 8 to this report.)

[redacted] believed that Sam had broken up with [redacted] The next weekend, June 23, 2012, [redacted] and her children went to Sam's house for a BBQ. On the following Sunday, June 24, 2012, she went by Sam's house to pick up something, and she saw that [redacted] car was parked in the garage. It was approximately 11:30 in the morning. She went into the house and into Sam's room, and [redacted] and Sam were in bed together. She was very angry, and when she left the house, she broke out the windshield of [redacted] car. Later she texted [redacted] the letter that Sam had sent to his lawyer saying that he and [redacted] were getting back together as well as his texts to her about their reconciliation.
On June 25th [redacted] posted a Facebook message that many of the faculty saw, which said "Ever wonder what happens when a professor sleeps with an undergraduate student? They lose their Chair position. Just ask Dr. Bradley. His girlfriend is [redacted] Sometime soon

after [redacted] smashed in [redacted] car window, Sam Bradley's car was keyed. Sam Bradley posted pictures of his car with a note that said, "Courtesy of my soon-to-be ex-wife and her lackies, [redacted] (A copy of this Facebook posting is attachment 9 to this report.)

On July 17, 2012, [redacted] texted [redacted] and asked, "Are you and Sam back together?" [redacted] responded, "Nope, we are not back together. Sorry for just now responding my phone is a piece of shit and dies on me every once in awhile." (A copy of this text message exchange is attachment 10 to this report.)

On August 5, 2012, [redacted] spoke with Sam Bradley to discuss his continued concern over the situation with him. He informed Sam Bradley that unless Sam Bradley wanted to resign, a formal investigation of his behavior would take place. When Dr. Bradley said he was not interested in resigning, on August 13, 2012, [redacted] notified Dr. Bradley in writing of the investigation and that with the approval of the President and the Provost, he was being placed on administrative leave during the pendency of the investigation. [redacted] informed him that his behavior, if confirmed, might be a violation of the faculty conflict of interest policy prohibiting certain relationships between faculty and students (OP 32.33) and Regents' Rules 3.01 and 3.02. (A copy of this letter is attachment 11 to this report.) Dr. Bradley was also advised of being placed on administrative leave by Interim President Lawrence Schovanec on August 17, 2012.

On August 7, 2012, after [redacted] advised Dr. Bradley of plans for a formal investigation of his relationship with [redacted] she delivered a lengthy letter to the Provost which extolled Dr. Bradley's virtues as a teacher and stated that she had read Texas Tech's OP 32.33 and that Dr. Bradley had never violated it in connection with her. She went on to state that, beyond the scope of the University, she had initiated a friendship with Dr. Bradley which had nothing to do with Texas Tech. (A copy of this letter is attachment 12 to this report.)

However, just prior to taking the letter to the Provost's Office, [redacted] showed it to [redacted] did not know why she did this except to try to convince her that she was not involved with Sam Bradley. [redacted] said she did not believe [redacted] wrote the letter herself and that she seemed very coached by Sam Bradley. [redacted] also mentioned things that [redacted] had said and that she would not have known had she not talked to Sam Bradley. [redacted] told her about [redacted] breaking her car window. She said she had been at Sam Bradley's house with other students and nothing had happened. [redacted] was worried about [redacted] and told her to be careful. Later, both [redacted] and another individual told us that Sam Bradley wrote [redacted] letter for her and that he had written statements for other individuals as well.

On the Tuesday before Halloween, October 30, [redacted] picked up the Bradley's oldest daughter (who is [redacted] years old and has [redacted] from school. [redacted] wondered why her daughter got home from school so late, and her daughter told her that [redacted] picked her up. She said her daughter told her that Sam had told her not to tell her mother about [redacted] picking her up. [redacted] was very concerned that Sam put their daughter in this position because her daughter did not even know [redacted] and Sam Bradley's divorce was final on [redacted]

On November 26th Sam Bradley posted on Facebook that he was in a relationship. It is generally known that his relationship is with [redacted] It is clear that while Sam Bradley was Chair of the Advertising Department in the College of Media and Communication and [redacted] was a student working on research with him and getting a degree in Advertising that Sam Bradley was in an affectional relationship with her which constituted a conflict of interest and violated other University policies and Regents' Rules relating to professional behavior.

[redacted]

During the entirety of his employment with Texas Tech University, Sam Bradley's relationships with his students have remarked comment from and created concern for other faculty and students. All faculty and students interviewed had concerns that the relationships were too close or familiar and were not professional. Several faculty members talked to him about the nature of his relationships, in particular with one of his graduate students. [redacted] was in an undergraduate class of Sam Bradley's as a student at [redacted] and was recruited by him to come to Texas Tech University for graduate school after he graduated from [redacted] He became a student in the School of Mass Communications in 2007. He received a master's in Mass Communications in August 2008. He graduated from Texas Tech University with a Ph.D. in Mass Communications in December of [redacted]

While at Texas Tech, [redacted] had a very close personal relationship and friendship with Sam Bradley. He spent a great deal of time with Sam Bradley, at his home and at work, was friends with his wife and children, and at one point he even helped coach Sam Bradley's daughter's [redacted] Several individuals remarked upon the fact that [redacted] father had died when he was young and felt that Sam was a father figure to [redacted] and had tremendous influence over him. It was commonly thought that he and [redacted] were best friends. During the years, Sam Bradley and [redacted] went out together frequently and partied. They got drunk together. [redacted] had to drive Sam Bradley home on numerous occasions because he (Sam) was too drunk to drive. It was common amongst Dr. Bradley's graduate students to have to drive him around because he was so drunk after parties. It was known that Dr. Bradley was afraid of flying and that he got terribly drunk every time he flew and so prior to going to conferences there were discussion as to who was going to take care of Sam Bradley at the conferences. Often this was [redacted]

Sam Bradley and [redacted] were so close that people referred to them as having a [redacted] Sam Bradley and [redacted] were described by a staff member as "almost inseparable". At one point in time, Sam told [redacted] that he and [redacted] were going to run the Amazing Race together. When [redacted] questioned the wisdom of this and his closeness with [redacted] Sam Bradley acknowledged that it was a problem. Several faculty members tried to give Sam advice about his relationships with students and told him that he needed to watch himself or that he would get in trouble. In particular, several faculty members talked to him about his relationship with [redacted] which they saw as problematic because it compromised his objectivity. In spite of this, the faculty that talked to him, saw no changes in his behavior. According to one faculty member, Sam was hot and cold with graduate students, and there would always be someone upset with Sam.

During the spring of 2010, after [redacted] had broken up with a girlfriend, [redacted] Sam Bradley decided that he wanted to pursue a relationship with her. Although she was not a student of Sam Bradley's, and thus this was not necessarily a violation of any policy or procedure, this created a lot of awkwardness because of his closeness with [redacted] (An account by [redacted] of Sam Bradley's pursuit of her is attachment 13 to this report.) The fact that Sam Bradley was getting involved with [redacted] became known to others in the College, and when someone tried to talk to him about problems this was causing, Sam Bradley replied, "the rules are not for me." During that time, [redacted] considered changing advisors, and his relationship with Sam Bradley cooled. However, because he wanted to graduate, [redacted] patched things up with Sam Bradley. [redacted] was aware of all of Sam Bradley's extramarital relationships and general misbehavior, and Sam Bradley told him about his relationships with GS2 in 2009-2010 and [redacted] in 2012. After Sam Bradley told [redacted] about his relationship with [redacted] he told him that he couldn't talk about it because it would ruin him in his divorce.

In the spring of 2012, after Sam went to the conference in [redacted] with [redacted] he described in detail some of the sexual acts he engaged in with [redacted] When he came back from the conference, he started spending all of his time with [redacted] and was not working on [redacted] dissertation. [redacted] had given him a draft of his dissertation in March, and Sam Bradley never gave it back to him. [redacted] believes that this was because Sam was spending all of his time at [redacted] Because of his friendship with Sam Bradley and his wife [redacted] was caught in the middle between them – [redacted] who wanted to know what was going on with Sam, and Sam Bradley, who was telling him the details of all of his relationships.

In the spring when there were rumors regarding Sam's relationship with [redacted] Sam Bradley accused [redacted] of being the source of the rumors and told him that he had better stop saying things. [redacted] was not spreading rumors. Apparently, [redacted] had told her friends about her relationship with Sam Bradley, and they were telling people. Also, [redacted] had caught [redacted] at Sam Bradley's house, and she was telling people. Sam Bradley told faculty member [redacted] that he was going to sue [redacted] was so concerned about the problems he was having with Sam Bradley in the spring of 2012 that he went to the Ombudsman for students to see if he could get assistance. In the late spring of 2012, the problems between Sam and [redacted] were noticeable to other faculty members who were concerned that because Sam Bradley was the Chair of [redacted] dissertation, [redacted] would not be able to graduate. Several of them talked to [redacted] and in May of 2012, [redacted] switched advisors to [redacted]

According to Sam Bradley's now ex-wife [redacted] he would say things like, "Why should [I] work on [redacted] dissertation?" In a conversation with [redacted] who is now the Chair of the Department of Advertising, Sam Bradley accused [redacted] of "setting him up". She said this was shocking to her because her perception was that he and [redacted] were best friends. Also in May of 2012, Sam told a new faculty member that [redacted] had "stabbed him in the back and gone to his wife" so he was no longer talking to or communicating with Brandon. This was at a crucial time in [redacted] academic career because he was in the process of writing his dissertation and preparing to defend.

Following [redacted] change of dissertation chairs, Sam Bradley continued to disparage [redacted] and on the day that [redacted] presented his oral defense of his dissertation proposal, Sam Bradley tweeted "apparently our program has done away with all standards." (A copy of this Twitter posting is attachment 14 to this report.) This was very distressing to other faculty members who felt that this was completely inappropriate. Later during the summer, Sam Bradley tweeted that he thought [redacted] had keyed his car.

[redacted] did defend his dissertation in the fall of 2012 and graduated with a Ph.D. in Mass Communications in December 2012. He is currently an Assistant Professor at the University of [redacted]

Clearly Sam Bradley's relationship with [redacted] was much too close a friendship while he was his graduate advisor. Sam Bradley shared intimate and personal information regarding his wife and his extramarital relationships with [redacted] and, when he thought [redacted] had reported his relationship with [redacted] to the Dean and/or his wife, he retaliated by not reviewing and working on [redacted] dissertation which caused [redacted] to have to get a new advisor and delayed his graduation by at least one semester.

General Unprofessional Behavior

During the course of the investigation, in addition to the specific problems discussed above, almost every individual interviewed had concerns about other unprofessional behavior on the part of Sam Bradley. Throughout the investigation there were numerous references to him getting drunk with students, getting drunk at conferences and requiring students to drive him, pick him up, and look after him while he was drunk at conferences. One faculty member who went to meetings relating to the psychophysiology lab stated that, at those labs he would always talk about drinking and threw around the "f" word constantly in front of students.

In addition to concerns about his drinking and talking about drinking, Dr. Bradley would frequently belittle and speak poorly of other faculty members behind their backs. He did this in front of students. He also made disparaging comments about fat people and racists comments about Asians.

Other communications of Dr. Bradley were problematic. Upon having gotten notice of the Virginia Tech shooting in April 2007, or very shortly thereafter, Dr. Bradley said to a class of students, "Well he should've shot the football team with them." The Dean got complaints about the remark from parents and talked to Dr. Bradley about needing to be more sensitive and professional in front of his students.

Every faculty member interviewed stated that Sam Bradley's relationships with students, even if not necessarily a conflict of interest, were much too familiar and unprofessional. Dr. Bradley also got involved with the ex-girlfriend of one of his graduate students and was constantly involving his students in his personal affairs. He made statements such as "the rules do not apply to me".

Other faculty members expressed frustration that Sam Bradley seemed to be able to do whatever he wanted to do. Over the years it appeared that he became confident that he was above everyone and the rules and thought that he could do anything he wanted to. He explicitly told one faculty member that he could hire whoever he wanted to. He made comments about being able to use the faculty senate P-card for items in his office that were unrelated to faculty senate business. Others remarked upon the fact that Sam Bradley on one occasion dyed his hair blue which again people thought was unprofessional and juvenile.

Summary of the meeting with Dr. Bradley

On December 11, 2012, we attended a meeting in the Provost's Office with Provost Bob Smith, Dean Jerry Hudson, and Dr. Sam Bradley. Dr. Smith opened the meeting by thanking Dr. Bradley for attending and letting him know that we would be presenting the results of our investigation to him and that he would have an opportunity to ask questions after the presentation of the results of our investigation.

Dr. Bradley was informed of how the investigation came about after concerns were raised about his interactions with students and of how it was conducted. He was told we began the investigation by reviewing Texas Tech University Operating Procedures and Regents' Rules relating to Conflict of Interest and professionalism. Portions of OP 32.33 relating to Conflict of Interest as well as provisions in OP 32.01, the Regents' Rules, and the faculty handbook were reviewed with him. It was specifically noted to Dr. Bradley that the policies did not prohibit only sexual relationships but also affectional relationships, and the reasons for the conflict of interest policy were explained. Dr. Bradley was reminded that at the outset in the investigation we had notified him of the investigation and had invited him to visit with us or provide us with any information he had wanted to but that he had not done so. Dr. Bradley stated that he had received our letter notifying him of our investigation and had chosen not to speak to us because he did not want to waive his rights under the 5th Amendment or the 14th Amendment of the Constitution.

Dr. Bradley was informed that we had spoken at length to over 20 witnesses including current faculty members, past faculty members, administrators, staff, current students, former students, and persons who are not associated with the University, including his ex-wife [redacted] He acknowledged that he was aware of this. He was also informed that in addition to lengthy interviews with numerous people, we had also reviewed documents including emails, text messages, and some portions of Facebook and Twitter postings. We provided Dr. Bradley with a detailed summary of the information we had gathered from witnesses which we believed substantiated an intimate relationship between himself and his graduate student [redacted] while he was her graduate advisor at Texas Tech University (TTU), with [redacted] while she was a student in his classes, with [redacted] while she was working on research with him and he was the Chair of the Advertising Department in which she was getting her degree, and of the conflict of interest created by his close affectional relationship with his graduate student [redacted]

In connection with information relating to [redacted] Dr. Bradley was read text messages he wrote regarding [redacted] emotional condition and his ending their relationship.

Dr. Bradley was informed that his interactions with GS2 were particularly disturbing because from all accounts she was a very fragile individual and his actions precipitated thoughts of suicide on her part. Dr. Bradley was advised of other unprofessional behavior which was reported to us. We concluded by informing him that we found that his behavior with the four students referred to above violated the OP's and Regents' Rules that had been discussed.

At the conclusion of our presentation of our findings, Dr. Smith asked Dr. Bradley if he had any questions he wanted to ask us or any information which he wanted to provide us with. Dr. Bradley stated that he did not want to provide us with information because of concerns of violating his 5th Amendment or 14th Amendment Constitutional Rights. He did, however, ask if any of the persons we interviewed were under oath at the time we talked to them and whether we had advised them of the penalties of perjury. Dr. Bradley was told that while none of the persons we talked to were under oath nor had they been advised of the penalty of perjury because this was not a legal proceeding, we did inform each person that we talked to that all we wanted them to be was truthful with us and that we were not looking for any particular information but simply the truth.

Dr. Bradley stated several times that he had repeatedly heard every bit of the information we had presented to him in the past and that there was nothing new in anything we said to him.

He made reference to his 5th Amendment and 14th Amendments rights several times during the meeting and stated that he had a degree in constitutional law. After asking the questions about whether any of the witnesses were under oath, Dr. Bradley presented and discussed several text messages that he had from his ex-wife stating that she was making a point of telling him that she was going to let everybody at Texas Tech know what "pieces of shit" he and [redacted] were. (Copies of these text messages are attachment 15 to this report.) He also said that shortly after she spoke to us, his ex-wife posted on Facebook that she had told us all about him. When Dr. Bradley was asked if by presenting these texts to us at this time he was implying that all of the information we had received was untrue and was a result of a vendetta to ruin him by his ex-wife, he stated that he was not saying whether the information we received was true or not true. Dr. Smith then asked Dr. Bradley if he was denying the truthfulness of the information we had received or denying any of the findings that we made, and Dr. Bradley said that he would not respond to that question because he didn't want to waive his 5th Amendment rights. He had nothing else he wanted to present, and we excused ourselves from the meeting. The meeting, which lasted approximately 40 minutes, was cordial and polite on all sides with no unpleasantness.

Conclusion

In conclusion, based on the information we received and reviewed, we believe that Dr. Bradley engaged in inappropriate relationships and violated Texas Tech University Operating Policy 32.33, Regents' Rules 3.01 and 3.02, as well as the Faculty Student Conflict of Interest and provisions of the Faculty Handbook in connection with at least 4 students with whom he had a faculty-student and mentoring relationship, as well as engaged in generally unprofessional behavior on numerous occasions that was embarrassing to Texas Tech University.

Attachments

1. Letter placing Dr. Bradley on administrative leave (August 17, 2012)
2. Letter advising Dr. Bradley of formal investigation (August 24, 2012)
3. Text messages regarding Dr. Bradley and [redacted] relationship from [redacted]
4. Facebook messages between Dr. Bradley and GS2 (January 25, 2009)
5. Email from GS2 to Sam Bradley regarding her feelings about what happened [redacted]
6. Abstract of Paper presented at [redacted]
7. Emails between Sam Bradley and [redacted] regarding Sam Bradley's resignation as Chair (May 14, 2012)
8. Text messages between Sam and [redacted] regarding his relationship with [redacted]
9. Sam Bradley Facebook posting regarding graduate student [redacted]
10. Text message exchange between [redacted] and [redacted] regarding status of relationship [redacted]
11. Letter from Dean Jerry Hudson to Sam Bradley (August 13, 2012)
12. Letter of [redacted] to Provost regarding relationship with Sam Bradley [redacted]
13. [redacted] email to Sam Bradley (May 9, 2010)
14. Twitter posting of Sam Bradley regarding graduate studen[redacted]
15. Text message exchange between Sam and [redacted] which Dr. Bradley gave to investigators (May 5 and May 31, 2012)

Attachment 1

TEXAS TECH UNIVERSITY

Office of the President

OFFICE OF THE PROVOST

AUG 21 201

MEMORANDUM

TO: Dr. Sam Bradley, Associate Professor
Media and Communications

FROM: Lawrence Schovanec
Interim President

DATE: August 17, 2012

SUBJECT: Professionalism Issues

Pursuant to OP 32.2, I am suspending you from all duties pending an investigation into allegations of unprofessional or inappropriate conduct with one or more students. I believe that these allegations, if true, create a likelihood of harm to persons or the university. If, in fact, any of the allegations are proven to be true, you may subject to further discipline, including but not limited to possible revocation of your tenure. The suspension will be with pay. You are to fully cooperate with this investigation.

c: Bob Smith, Provost
Rob Stewart, Sr. Vice Provost
Jerry C. Hudson, Dean

Attachment 2

TEXAS TECH UNIVERSITY SYSTEM
Office of Equal Employment Opportunity

Box 41073
Lubbock, TX 79409-1073
(806) 742-3627

CONFIDENTIAL
DELIVERED: via e-mail

August 24, 2012

Dr. Sam Bradley
sam.bradley@ttu.edu

Dear Dr. Bradley

We are writing to you in connection with an investigation we have been asked to perform concerning possible violations of Texas Tech University Operating Policies (OPs). As you are aware from the memo which was sent to you by Dean Jerry Hudson on August 13, 2012, the University has concerns regarding the nature of your relationship and/or relationships with undergraduate and graduate students. We have been asked to investigate whether your behavior may have violated TTU OP 32.33, Regents Rule 3.01 and 3.02, as well as the Faculty-Student Conflict of Interest provision of the Faculty Handbook. We will be happy to meet with you to discuss this situation and hear from you directly anything you have to say regarding these matters.

Additionally, if there is anyone that you know of that may have knowledge which is relevant to the issues which were brought forward in Dr. Hudson's letter to you, we would be happy to speak to them also.

Please let us know whether you would like to talk to us so that we may set up a meeting with you.

Thank you.

Sincerely,

Charlotte Bingham
Assistant Vice Chancellor for Administration and Managing Director for the Office of Equal Employment Opportunity

Dominick J. Casadonte, Jr.
Dominick Casadonte
Professor for the Chemistry Department

cc: Aubrey J. Fouts
The Fouts Law Firm
1001 Texas Avenue
Lubbock, TX 79401

Attachment 3

AT&T 12:43 PM 87%

[redacted]

I will pass it along. Thank you.
P.S. he slept with [redacted] (multiple times) while she was his student at Tech. It was disgusting.
Thought you might want to know.

[redacted]

Why are you doing this to me?

[redacted]

I am sorry. I am not trying to hurt you. I just thought you might like to know what kind of guy you are getting away from. I am very sorry that such a bad person was such a big part of your life. I will let you be. Good luck with everything.

[redacted]

Anyone else I should know about?

Write a reply... Send

Attachment 4

Facebook Conversation Between GS2 and Sam Bradley

facebook | Search

Edit My Profile

- News Feed
- Messages
  - Updates (133)
  - Sent
- Events
- Friends
- Photos
- Starfleet Commander (1)
- Marketplace (1)
- Daily Horoscope

More

Chat with Friends
Go Online

(no subject)

Back to Messages | Mark as Unread | Report Spam | Delete

Between Sam Bradley and You

GS2 January 25, 2009 at 1:49pm
what is the full name of the lab?

January 25, 2009 at 2:32pm Sam Bradley
That has actually never been firmly established. Mostly we call it the psychophysiology lab in the Center for Communications Research with lowercase, hence denoting that it is not a proper name.

I sometimes call it the Communication & Cognition lab, but since our college don't always understand lab culture, I don't insist that my own name for it is used. But C&C is technically the most correct.

Why?

GS2 January 25, 2009 at 4:37pm
im writing this thing for scholarships and it is asking for involvment so im saying that i help in there... :)

January 25, 2009 at 4:42pm Sam Bradley
You do. You're the lab's official beauty queen cover model :)

GS2 January 26, 2009 at 10:12am
heh i like that title :-D

January 26, 2009 at 10:39am Sam Bradley
I get a lot of comments about the cover. Apparently HALF of your face is quite sexy :)

GS2 January 26, 2009 at 10:40am
hahaha well its a good thing the whole face isnt on there! or the other side... sick! haa

January 26, 2009 at 10:50am Sam Bradley
Yeah. The right side is the weak link. Or is it left. Cannot recall.

Ha!

Back to Messages

Attachment 5

From: G32
Date: Saturday, May 29, 2010
Subject: My peace
To: "Bradley, Sam" <sam.bradley@ttu.edu<mailto:sam.bradley@ttu.edu>>
Cc: [redacted]com<mailto:[redacted]"
<[redacted]mailto:[redacted]>,

Dr. Bradley,

I never officially ended it with telling you how I feel now but I think I need to. What happened between the two of us was horribly wrong. It destroyed my relationship with my love, [redacted] It ruined everything I ever worked for. It was a horrible mistake that hurt two innocent people. I never meant anything that I said to you. You were just a way to feed my ego. I never loved you and never really wanted you. I wish I could take everything back. You are not worth any of this pain I caused to [redacted] as I am sure [redacted] feels the same about me. They did nothing wrong--they only loved us.

We fucked up the one good thing in our lives-- [redacted] and [redacted] This turmoil that I have caused to [redacted] is unacceptable. I have hurt him far more than I knew humanly possible and hate myself for that. I don't have a reason as to why I talked to you and let it go on for so long. It was horribly wrong and inconsiderate. I am ashamed for having reciprocated sexual talk this past semester while [redacted] and I were newly married. I made a vow to him that is now laying shattered on the floor. He is my everything, and I damaged us.

I abhor what we have done and wish I never did anything. I'm tired of you guilting me into talking to you. How many times did I try to stop talking to you? And how many times did you suck me back in? I was weak and fell for your cheap manipulation. It will not work anymore. You are a fucking professor. You should know better than to use your power and trust that you gain with students to get what you want. I had the upmost respect and admiration for you because you seemed to genuinely care about my future--apparently that was not your pure intention. You went after me at my weakest moments. Disgusting. Yes, I could have stopped it, but I was weak and you knew that. Thank fucking god I knew better than, and had enough respect for [redacted] to ever do anything physical with you--honestly the thought of that makes me want to vomit. I loathe the time I wasted with you.

I hate what I've become. I was a good person before you. [redacted] and [redacted] deserve better than us. I hope that you never do this to her again. I know that if [redacted] takes me back I will not be so fucked up and stupid to do this to him ever again. He deserves so much better than that. So does [redacted] Raising your children while you did this? We are disgusting people. I will have to live with this the rest of my life, and unfortunately so will [redacted]

I should have never been allowed into your class again. I wish the Dean would have listened to me when I said I did not want to take another class with you--he said worse things have happened and I needed to deal with it. It's a damn good thing I'm good at statistics or people would think other things.

I apologized to [redacted] for my actions--you never had the decency to apologize to [redacted] In fact, you apparently lied to his face about not talking to me this semester. Everything we did was under the safety of text messages, but when confronted with a real man you shriveled behind your cowardice. [redacted] is a good man, better than I deserve. I threw that away for you. Why? No clue. You mean absolutely nothing to me. Everything I ever told you meant nothing. The only

reason I replied was because I liked getting flattery. Also, you knew I don't like it when people are mad at me (yes, a character flaw), and you used that to get me to talk to you again. I was a fool. A damn fool. My life is in shambles because of this and I hate myself and you for this. I'm so grateful that I had enough sense and love for [redacted] to never visit you when you got that apartment.

I will never speak to you again, never see you again. Please do not contact me or respond to this, as I will not read anything you send me.

Attachment 6

[redacted]

[redacted]

[redacted] *Sam Bradley, Department of Advertising, Texas Tech University, Lubbock, Texas 79409*

Decades of research and popular wisdom demonstrate that music powerfully effects human emotion. Music both drives and reflects popular culture, and music plays an increasingly important role in advertising, with musicians now striving to get their songs into commercials in order to gain exposure. A divide in the academic literature occurs, however, in that advertising is driven by popularly relevant music, whereas most research on the effects of mood and music study unfamiliar classical music, which despite its merits has little mainstream appeal. Thus advertisers hoping to engender attention and emotion among television viewers and radio listeners have little relevant research to guide their decisions. Thus, although the effects of music tempo, tone, and texture have been studied in depth, this has not been done within a popular genre. Furthermore, the effects of music familiarity have not been thoroughly examined. An original within-subjects psychophysiological experiment was conducted to examine how music tempo (i.e., beats per minute) and familiarity (as assessed during a pretest) of alternative rock music affects a listener's autonomic arousal (as assessed by skin conductance levels), self-reported emotion arousal, and self-reported liking. Four songs were selected for each level of a 2 (familiarity; high and low) by 3 (tempo; slow, medium, and fast) factorial treatment structure. Data show that participants' (N = 40) physiological arousal and self-reported were strongly influenced by familiarity, as expected. However, there also was an interaction with tempo, such that both slow-paced and fast-paced unfamiliar music was significantly more arousing than moderate-paced unfamiliar music. This was not the case for familiar music, which universally elicited high arousal. Also as expected, arousal was not a direct correlate of liking. Liking was greatest for slow-paced familiar songs and least for fast-paced unfamiliar songs. Across both levels of familiarity, slow-paced music was liked better than fast-paced music. These data provide strong evidence that song and genre familiarity affect emotional responding, and advertisers would be wary to generalize findings related to classical music to popular music.

Attachment 7

From: [redacted]
Sent: Monday, May 14, 2012 5:43 PM
To: Bradley, Sam
Subject: RE: Monday and forever after

he and [redacted] in a meeting with [redacted], [redacted] and myself... He never said anything about why you were being removed but said it was a personal mater and that if we wanted to know more we should ask you. ALSO MADE IT VERY CLEAR THAT FOR THEM THIS WAS A TEMPORARY MOVE AND THAT THEY WOULD JUST WAIT AND SEE HOW THINGS WORKED OUT.

OF COURSE you had great support from [redacted] and from me. Seemed like they thought they had to do something but wanted to do nothing. I view that as support for you.

[redacted]

From: Bradley, Sam
Sent: Monday, May 14, 2012 2:55 PM
To: [redacted]
Subject: Re: Monday and forever after

You can use Facebook message (not wall post) for the debriefing! :)

Sent from my iPhone

On May 14, 2012, at 2:15 PM, [redacted] <[redacted]@ttu.edu<mailto[redacted]@ttu.edu>> wrote:

You who? Ha ha.

5/14/12 11:34 AM, "Bradley, Sam" <sam.bradley@ttu.edu> wrote:

I'll be VERY interested to hear how he decides to tell you.

The dumber you play, the more we learn.

Also, just a reminder, anything I've said to you is hearsay, and you are under no obligation to disclose.

Thank you, [redacted]

Sam

Sent from my iPhone

On May 14, 2012, at 11:20 AM, [redacted]@ttu.edu> wrote:

Re: Monday and forever after Oh good... That waiting never hurts does it. Being sarcastic. Calling me into the office to tell me what's up today at 2:30. [redacted] sent an email.

[redacted]

On 5/14/12 10:25 AM, "Bradley, Sam" <sam.bradley@ttu.edu> wrote:

Sorry. Not quitting. Just won't likely be allowed to participate in the decision process.

ne hour wait for the oral surgeon so far.

Sam

Sent from my iPhone

On May 14, 2012, at 8:56 AM, [redacted]ttu.edu> wrote:

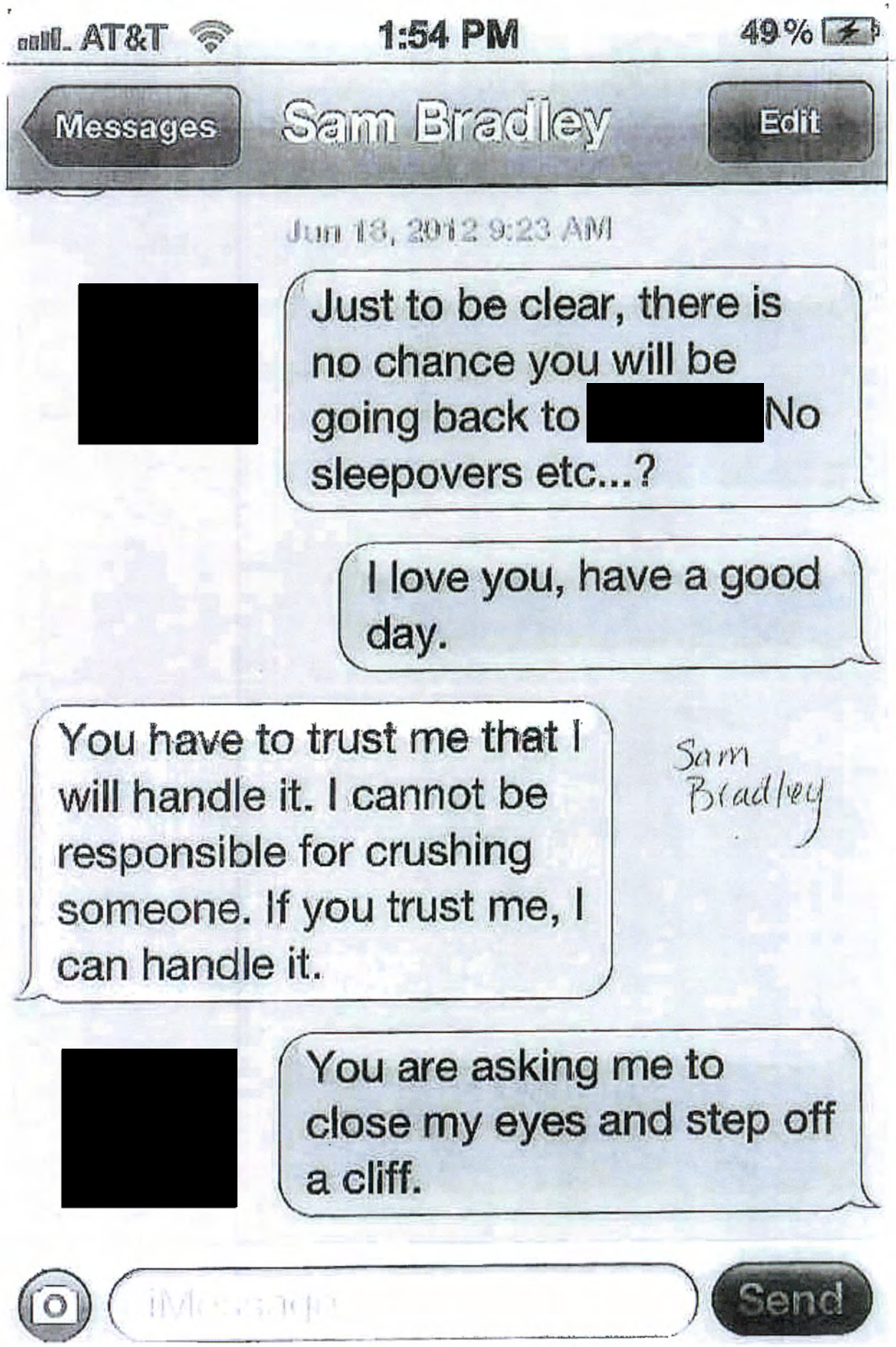
> Sam,
>
> Thanks for the reminder about today. I am about to head into the office but just cause grading there is better than here.
>
> ALso appreciate the words of encouragement about continuing the fight to make us better, but the rest of the note sounded like a "goodbye" and by no means is that acceptable. Whether you want to be a leader or not, whether you have the official title or not, we're going to look to you for guidance. And if you do start to enjoy that time as a professor, don't forget that I'd like to direct some of that time to issues like "Frankenstien."
>
> Good luck today with the dentist. If you need something, just send me an email and I'll do whatever.
>
> [redacted]
> From: Bradley, Sam
> Sent: Sunday, May 13, 2012 6:26 PM
> To: [redacted]
> Subject: Monday and forever after
>
> [redacted]
>
> Just a reminder that I will be out-of-the office tomorrow for oral surgery. Bad timing, I know.
>
> [redacted] said nothing about his timeline, so we're flying in the dark. However, he did say that he would bill it as a "leave of absence" to buy him time. Note that this is not the case. My letter says "resignation."
>
> Whenever the next move occurs, it falls to you and [redacted] to safeguard the future of the department. I will almost assuredly be on the outside looking it. So you may need to fight for what should happen. Given that I have no idea what the options are, I cannot speculate.
>
> In truth, if he came back to me at this point saying "come back," there is better than a 50% chance that I would give him some very polite version of "shove it up your ass." He's always been pretty loyal, but he turned tail and ran like a coward this time, and that will never be forgotten.
>
> Remember that I was appointed associate chair the same day that my tenure was official, so I've never enjoyed a single tenured day as a professor. With my keen knowledge of how the inside works, I'm looking forward to aggressively advancing issues of faculty rights and shared governance within the college. To quote someone wiser than me, "I have not yet begun the fight."

> You're a good friend and a great department member. I have no doubt that [redacted] "the rat" [redacted] loomed large in this decision and this was in part revenge for ADV dropping newswriting.
>

With the turnover this year, MCOM stands again at a crossroads. We may continue forward, or the ship may sink. I stand alert and prepared to help facilitate either outcome depending upon how I am treated. If this is indeed not a faculty friendly place, it is my duty to warn those I recruited.

>
> Wish there were something better to say.
>
> Sam

Attachment 8


AT&T
1:54 PM
49%
Messages
Sam Bradley
Edit
Jun 13, 2012 9:23 AM
[redacted]
Just to be clear, there is no chance you will be going back to [redacted] No sleepovers etc...?
I love you, have a good day.
You have to trust me that I will handle it. I cannot be responsible for crushing someone. If you trust me, I can handle it.
Sam Bradley
[redacted]
You are asking me to close my eyes and step off a cliff.
iMessage
Send

AT&T 1:54 PM 50%

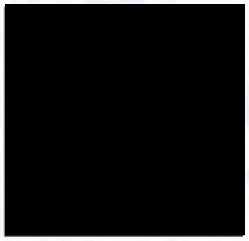
Messages Sam Bradley Edit

I understand that.

Sam Bradley

But I have to live with my conscience for the rest of my life, and I have OCD.

She is in a very bad place due to personal events that have nothing to do with us. I have to be delicate. I have laid the foundation.



Just don't keep secrets and no sleepovers, kissing or sex.

I don't have a plan. You need to trust that I will act

Sam Bradley

Send

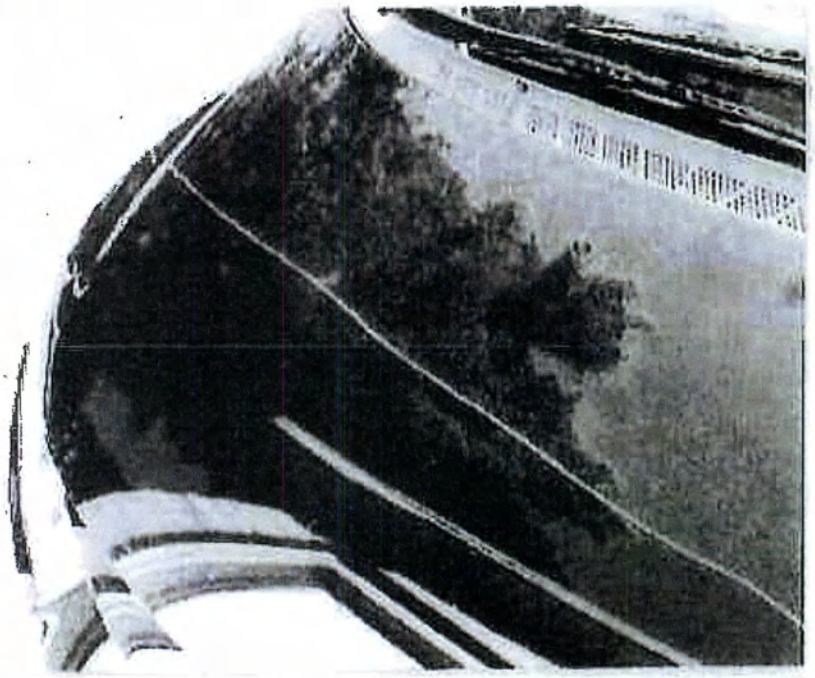
Attachment 9

Sort

Status | Photo | Check In

Sam Bradley

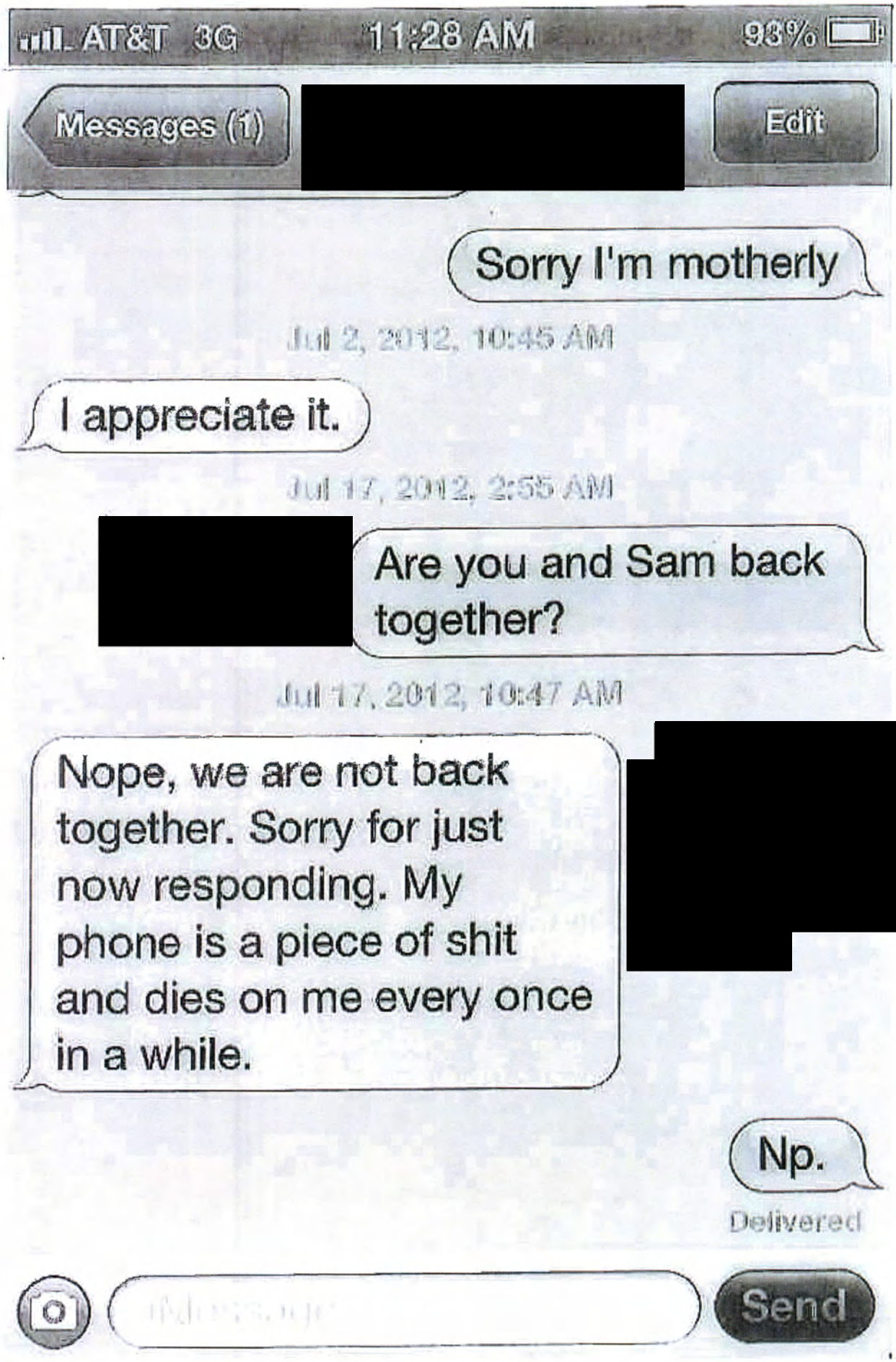
Courtesy of my soon-to-be ex-wife and her lackeys, [redacted] $4,000 worth of damage. — Thanks, (ex) wife (18 photos)



Like · Comment

2

Attachment 10


AT&T 3G
11:28 AM
93%
Messages (1)
[redacted]
Edit
Sorry I'm motherly
Jul 2, 2012, 10:45 AM
I appreciate it.
Jul 17, 2012, 2:55 AM
[redacted]
Are you and Sam back together?
Jul 17, 2012, 10:47 AM
Nope, we are not back together. Sorry for just now responding. My phone is a piece of shit and dies on me every once in a while.
[redacted]
Np.
Delivered
Send

Attachment 11

Date: August 13, 2012

To: Dr. Sam Bradley, Associate Professor

From: Jerry C. Hudson, Dean

Subject: Faculty/Student Relationship and Professionalism Issues

I met with you in May to discuss the nature of your relationship with an undergraduate student, [redacted] I also visited with my Associate Deans, three Department Chairs and at least four college faculty members regarding this issue. Additionally, I visited with Dr. Rob Stewart, Senior Vice Provost, and Charlotte Bingham, Assistant Vice Chancellor for Administration. All concurred that this, along with your past and recent behavior, presented a serious issue. My review with some of our faculty and college administrators regarding the issue with [redacted] revealed to me that you have lost much credibility and respect among our faculty, thereby, restricting your ability to lead the faculty. Based on the information I received, I believed your relationship with [redacted] was compromising your ability to serve in a leadership position with the University. I was further concerned that it might be in violation of University conflict of interest policies and was violative of the public trust. Therefore, at my meeting with you in May, I requested that you provide me with a letter of resignation as Chair of the Department of Advertising. On May 11, you submitted your resignation letter as Chair. I appointed Dr. Shannon Bichard as Chair of the Department of Advertising.

During my absence from campus the last week of June and the first week of July, [redacted] became concerned about your criticism on Twitter of a male graduate student and of the quality of education in the College of Media and Communication. I requested that he meet with Senior Vice Provost Stewart and Charlotte Bingham regarding his concerns. He wrote a memo to provide background information about his concerns and provided a copy to each of them (See attached memo).

You met with Provost Smith and Senior Vice Provost Stewart on July 10th regarding your relationship with Ms. Bottlinger and OP 32.33 – Faculty, Staff, and Student Conflict of Interest. I then met with you the following week to further discuss this matter.

During the past few weeks, I continue to hear "rumors" about your relationship with [redacted] that are not consistent with the original reports you made to me. If these rumors are true, then you may be in violation of Regents Rules 3.01 and 3.02 and Operating Policies 32.01 and 32.33. The following are some of the problematic issues:

- [redacted] was enrolled in ADV 4300-002 during the 2011 fall semester. This was a section that you taught. She made a grade of [redacted] in the course.

- This is not the first incident regarding your inappropriate involvement with a female student. During the 2010 spring semester, you admitted texting graphic and sexual comments to a graduate student, [redacted] and kissing her. I reviewed some

of your text messages and a few of those she forwarded to you. This incident was also reported to the provost by [redacted] and me.

- You seem to have made statements to others in the University community about having sex with students.

- In connection with your divorce and your move from your wife's house to your present house, your wife reported to a graduate student who was assisting her move that you told her you had a gun and were just waiting to see who showed up. The graduate student said that you knew who the graduate student was. The graduate student felt that he might experience physical harm from you and filed a report with the University Police stating concerns for his safety.

- Some of the violent activities related to your divorce have begun to affect and include college and university students and faculty. Windows have been broken out of cars, and a car has been keyed causing thousands of dollars in damage.

I am aware that a divorce often creates anxiety and mental stress. I would like to remind you that the university has employee counseling services for such issues.

One of my responsibilities is to maintain the integrity of the University and College. We must be cognizant of conflicts that could impact the quality of education we provide our students and the ethical behavior of faculty. To address these concerns, I have met with Provost Bob Smith and Charlotte Bingham. We believe the best and most effective way to bring closure to the accusations against you would be to conduct an investigation of this issue. Provost Smith has requested that Ms. Bingham and Professor Dominic Casadonte conduct an investigation into these matters.

Therefore, until the investigation is completed, with the approval of the President and Provost, I am placing you on administrative leave (suspension). We hope to complete the investigation within a short period of time.

cc: Dr. Bob Smith
Dr. Rob Stewart
Dr. Kevin Stoker

July 2, 2012

To: Dr. Rob Stewart, Senior Vice Provost
Charlotte Bingham, Assistant Vice Chancellor For Administration
And Managing Direct or the Office of Equal Employment Opportunity

From: [redacted] College of Media & Communication

Re: Dr. Sam Bradley

In early May, Dr. Jerry Hudson, dean, asked Dr. Sam Bradley to step down, at least temporarily, as chair of the Department of Advertising. As per the dean's request, Dr. Bradley submitted his letter of resignation, effective May 31.

The reason behind a "temporary" resignation was that Dr. Bradley had missed several days of work as a result of personal issues stemming from his divorce. There were also unsubstantiated rumors regarding Dr. Bradley's relationship with an undergraduate advertising student—although it's important to note that the university has no formal policy prohibiting relationships between students and faculty.

Dr. Bradley met with [redacted] and me and stated, based on discussions with his attorney, that nothing "inappropriate" had occurred between him and the undergraduate advertising student. The student was a joint author on a research paper with Dr. Bradley and attended an undergraduate research conference with Dr. Bradley. After the conference and his separation from his wife, his wife discovered the young woman at Dr. Bradley's apartment.

Both [redacted] and I agreed that Dr. Bradley's behavior raised enough questions and concerns to make it difficult for him, at least temporarily, to continue serving as chair of the department. He also had spent a great deal of time dealing with these personal issues, causing him to be away from his office on several occasions at the end of spring semester.

Of special concern was Dr. Bradley's criticism of a male graduate student he had mentored through two years of a master's and then nearly three years of a Ph.D. program. The two were very close academically and personally. Dr. Bradley alleged the student spread rumors about him and was working with his wife to defame him. He said the student was getting even for Dr. Bradley allegedly taking his ex-girlfriend away.

Another faculty member has had to take over as chair of the student's dissertation. At the time the student's dissertation proposal was approved by his committee, Dr. Bradley tweeted that the college had lowered its standards. He has since withdrawn that tweet. Last semester, Dr. Bradley

criticized the college's decision to consolidate the departments of journalism and electronic media via Twitter.

Dr. Bradley has had issues with at least two female students in the past, so there seems to be a pattern that can't be discounted. However, in one particular case, the graduate student appeared to be the instigator. [redacted] and I feel that these past incidents, combined with the current allegations, which include allegations that his relationship with the undergraduate student continues, are unbecoming of a senior faculty member, let alone the chair of a department. He continues to socialize with students in ways [redacted] has asked him not to do.

As for the divorce, it has escalated in conflict. Last week, on Facebook, Dr. Bradley blamed his ex-wife, his former graduate student and his girlfriend for keying his car. Also, the window of the undergraduate student's car was busted out, and later the window of Bradley's ex-wife was busted out. I learned today that incident reports had been filed with TTUPD.

Dr. Bradley's situation has become fodder for discussions among colleagues at other universities and at a communication association conference. There also have been a lot of discussions going on among the faculty and staff of the college.

Attachment 12

COPY AUG 0 7 2012

[redacted]

RECEIVED
Texas Tech University System
AUG 07 2012
Office Of
Equal Employment Opportunity

August 7, 2012

Bob Smith, Ph.D.
Provost and Senior Vice President
104 Administration Building
Box 42019
Lubbock, Texas 79409-2019

Dear Provost Smith:

I am writing in regard to Department of Advertising associate professor Dr. Sam Bradley. It has recently come to my attention that the administration has concerns about my interactions with Dr. Bradley, and I would like to clarify the facts.

First and foremost, I want to clearly state that there has never been a single interaction between us that I would consider unethical, inappropriate, or harassing. Dr. Bradley has never made a single comment – or so much as given me a single glance – that could be characterized as inappropriate or unethical.

I first met Dr. Bradley in Fall 2010 when I enrolled in his Principles of Advertising (ADV 3310) class. This was a large lecture class, and we did not get to know each other in this context. At the beginning of the Fall 2010 semester, I was at a point in my life where I did not know what I wanted to do and was very discouraged. I came very close to dropping out of the College of Mass Communications and leaving Texas Tech University. However, it was Dr. Bradley's passion for advertising, his interest in his students' learning experience, and his zeal that inspired me to stick it out and stay another semester at Texas Tech.

The following semester, Spring 2011, I enrolled in Dr. Bradley's Advertising Writing (ADV 3312) class. Given that this is a smaller class with a laboratory component, Dr. Bradley became familiar with my work and my potential as a student. He inspired me to think outside of the box, and with his help I found out that I was actually "good" at something. I finally knew that I was on the right path and that I was meant to be an advertising student. I am confident in saying you can ask any student from that Spring 2011 ADV 3312 class and they will tell you the exact same thing.

During this class, I occasionally visited Dr. Bradley during office hours for career advice. During one of these conversations, I discussed my love of music, and Dr. Bradley told me about research done by his former graduate student, Dr. Wes Wise, on the cognitive processing of music. I was

Initial:

instantly intrigued by this research, and I asked Dr. Bradley if I could participate in some similar research.

We began a research project that is still ongoing, and this participation in undergraduate research has greatly improved my educational experience. I began attending weekly lab meetings and helped conduct psychophysiological experiments. Dr. Bradley's lab primarily consists of graduate students, and Dr. Bradley went out of his way to ensure that I and other undergraduate researchers felt at-home and not intimidated by the more senior graduate students. During Fall 2011, I enrolled in an independent study (ADV 4301) course to work on this research.

I would like to repeat at this time that at *no point* during any of these interactions did Dr. Bradley say or do anything that made me feel uncomfortable or that I deemed inappropriate. At all times, he was extremely ethical and professional. Dr. Bradley never made a single advance toward me at any time. Again, allow me to be precisely clear here. Given that there was never an inappropriate interaction at any point, there is no reason for concern by the Texas Tech University administration. That is, there is nothing for which Texas Tech could be held responsible, as nothing inappropriate ever occurred. I do, however, credit Texas Tech for the undergraduate research initiative, which has greatly benefitted my education.

During Spring semester 2012, I attended the [redacted] with Dr. Bradley in [redacted] Other undergraduate researchers working in Dr. Bradley's lab worked toward submitting proposals to this conference, but they were unable to get their submissions ready by the deadline. As a result, I was the only student from the lab to submit. Having my proposal accepted was one of the highlights of my academic career. Until this year, public speaking was one of my limitations, and I had a great deal of anxiety about the presentation. Dr. Bradley patiently coached me through the process, and his presence during my poster session was invaluable in boosting my confidence. Two weeks after this conference, I was a member of the presentation team for Tech's submission to the [redacted] Due in large part to my experience at NCUR, I entered that presentation confident, and I believe that I performed far better for the experience.

Once again, I will say that Dr. Bradley never made an inappropriate advance toward me, behaved unethically, or harassed me in any way during the trip to [redacted] or since. He was a consummate professional mentor, and my education has greatly benefitted from that. Since the current issues have come to the front, I have read Texas Tech's Operating Policies 32.01 and 32.33. I want to state again unequivocally that I have never seen Dr. Bradley behave in any way – either with respect to me or to others – that is inconsistent with these policies. In the language of the OP, I have never witnessed – nor do I have any knowledge of – Dr. Bradley doing *anything* to jeopardize the "integrity of the roles of the faculty and students during the period of graduate or undergraduate enrollment in any university offering and involvement in other evaluation processes of the university."

Beyond the scope of the university and clearly within my personal life, I have initiated a friendship with Dr. Bradley. Again, this is within the context of my personal life and has nothing to do with any context of the mission of Texas Tech University. Due to the fact that this might be

Initial:

misconstrued, I have ensured that I err on the side of caution with respect to OP 32.33 and will not enroll in any class offered by Dr. Bradley or allow any potential conflict of interest to arise.

Dr. Bradley has been one of the most influential educators in my life. Because of him, I feel confident in my future and know I have chosen the right path with advertising. Out of all the professors not only in the College of Mass Communications, but also at Texas Tech University, I will confidently say he is the absolute best. He has never done anything inappropriate in his role as an employee of Texas Tech University, and accordingly there is nothing for which the university could be held liable. Feel free to email me [redacted] or call me [redacted] This issue is more than important to me, and I am disappointed in myself for not writing this letter earlier.

Sincerely,

[redacted]

cc: Jerry C. Hudson, Ph.D.; Kevin Stoker, Ph.D.

SAVANNA MARIA STEVENS
Notary Public, State of Texas
My Commission Expires 07-15-2015

Savanna M. Stevens
Lubbock County Notary

Attachment 13

> From: [redacted]
> Date: May 9, 2010 3:34:53 PM CDT
> To: Samuel Bradley [redacted]
>

> If either she or you had read things I've actually said or you had
> listened to me the whole time instead of wanting to believe something
> else none of this would have happened. I was too nice and too tired
> and busy to deal with it. Removing you from my life would have been
> admitting this mess that I didn't want to deal with. You know how hard
> you pushed for every second of time that I granted you. You did this
> and I resisted it the whole time. I wanted to be friends. I thought we
> were friends and you were going through a tough time and truly wanted
> a divorce, not that it "was always about me". I have been angry about
> that since you said it, I feel like you were manipulating me. When I
> told you that your response was "if I knew what to say to make you
> fall for me I would say it", or something to that effect. That just
> proves you don't get it..everything you said or did was calculated to
> make me want you, it was a game with a prize. It was a friendship for
> me and I cared about your happiness and your feelings. I was the
> person you talked to..and the right thing for me to do would have been
> to shut you out. But I didn't have this whole picture, did I..I
> believed you and I thought you listened to me saying this would not
> happen. I thought it would be cruel to end the friendship then.
>
> I never blame other people, I blame myself for the world's
> problems...but you did all of this. I had nothing to do with your
> marriage. She obviously doesn't know the whole story about [redacted] I was
> just another chapter. If I would've been willing to be your girlfriend
> while you stayed married she wouldn't know about me either, but I
> can't do that and had no desire to. In hindsight, that was the only
> reason for telling me you had feelings for me.
>
> Also..those feelings are not love. You cannot be completely in love
> with someone so quickly who is so uninterested in a romantic
> relationship. You get infatuated and call it love I think. You seemed
> to care about my happiness to some extent, but your own desires for an
> impossible relationship come before anyone else.
> There is a selfishness that supercedes whatever you feel for someone
> else. Your love for your wife is filled with contempt and revenge.
> This whole mess has driven me crazy. Since that Saturday I haven't
> wavered in the slightest, I didn't know that speaking to me since then
> would infuriate her.
>
> She did not confuse my facebook with a text message..she publically
> wanted to "shame" both of us. I feel no shame, I feel angry at both of
> you. I understand her not seeing things clearly, who knows what bits
> and pieces and lies you've told her..but you know. You can't be
> honest with yourself about any of this, you've always had a warped
> view of it all. You think I was always holding back and I'm not honest
> with myself..but you just didn't get what you wanted from me and
> couldn't accept that.
>
> I did not do any of this, you did. You brought your ridiculous mess
> into my life and your bully of a wife into my business. I am angry.
> I did not do anything out of revenge or because I wanted you. You were
> a friend going through a hard time and you BEGGED me relentlessly for
> every moment I granted you. I was wrong for being your friend, and you

> were wrong for lying to everyone and trying to manipulate everything
> to get what you wanted.
> [redacted] wasn't being a friend trying to keep [redacted] and I together,
> although I think she thought she was at the time. Apparently she
> doesn't know about all the whores, even after everything she saw..he's
> the worst thing I've been through and I've overcome more in my life
> than either of you will ever face. You don't know my past, you know
> pieces of my present. You know I was date raped when I was [redacted]
> age? And the entire small town heard a rumor I was pregnant, not
> raped. I didn't tell anyone the truth, ever. Still. I shut down and
> took my family's pain and anger, everyone blames me. I have been known
> as a whore since then, by my family too. I was raped more violently
> when I was 18. First 2 sexual experiences. Suicide attempt. Forced
> therapy, threatened committments to mental institutions. Mental
> breakdown. Missed 1st semester of college after breakdown that I can't
> remember. Pregnant by an abusive, supposedly former, drug dealer.
> Embittered 2 year battle over my child with him and his now wife, who
> attacked every part of me and my life. Knowing every day that i'm
> alone and my baby is alone. She has problems that you don't know
> about, that I can't help her with. I feel helpless and hopeless. Those
> are the highlights of the last 15 years, of course there's much more.
> You have no idea what it's like to be me, no idea what it takes to get
> out of bed. Your children have nothing on my kid, she was screwed from
> the start. And if she ever meets him..I think everything I work for or
> try to protect her from will be ruined. You have no idea..I don't have
> the normal parenting concerns. His family is mentally ill. She scares
> me sometimes and I'm scared for her. That was yesterday..she has
> problems I don't know how to handle. So your life, your kids..it isn't
> in shambles or whatever. It's changing, you're adjusting to a new
> existence, hopefully a happier one, whatever that means for you. But
> us...we get up every day and fight things we can't control. I know you
> have a special needs child, and I'm not in the habit of ever comparing
> my problems to anyone else's, but it's different. People always think
> our life is great..I'm good at projecting what I want people to see
> apparently. Neither of you really know me. [redacted] definitely doesn't.
> He never cared to. You will all think what you want and say what you
> want, blame me for whatever you want...no lies can be worse than the
> truths I keep inside. I don't care what people say anymore.
> I know what I've been through and what I face everyday..I know I'm a
> better person than most people I've known. I am..insufficient. And
> flawed. But my motives aren't selfish or cruel and I haven't given up.
> I'm strong because that's my reality..I have to be this strong just to
> stay alive. You don't know what it's like to lose the will to live at
> 16 and never find it again. I get out of bed and fight just so I won't
> hurt anyone else. So. Your life isn't falling apart and your kids
> aren't a mess. You both amaze me with your own problems, but I'm
> obviously not one to judge anyone else.
>
> My life does not just go on. You've made me more angry and cynical
> than I was, which is hard to do. There are no good marriages, everyone
> lies and everyone hurts people. I tried not to hurt anyone, you KNOW
> that was my only motivation...and I failed, but I tried.
> You didn't care if you hurt her, and now that you know you can't get
> what you want from me you don't care if you or she hurts me. It's only
> about what you want, controlling variables for the desired outcome.
> You think you're all about emotions and I'm too hard or cold...I care
> enough about people in general to try to protect them.
> You care about what you want, what you feel above anyone else.

> Fundamental differences, again.
>
> From the very first day I just wanted this to be some twisted joke,
> some crazy dream. I never wanted any of it, just my friends, friends
> who had kids that played with my kid.
>
> Thanks for the mess. Thanks for trying to add to the guilt that keeps
> my world dark. You can't though, I know I didn't do this. So
> apparently..thanks for making me a little stronger for the next ass,
> or pair of asses in this case, that tries to bring me down. I'm a sad,
> broken person and I have been for 15 years. I live my life trying not
> to spread my darkness like a cancer to other people...you don't know
> me. You couldn't have loved me. I'm pretty surprised at how much
> you've changed in recent weeks, but the person I knew was a role you
> were playing to get what you wanted. I guess I don't know you either.
> Yet...I'm still surprised you try to place some of this blame with me.
> I will always expect peoples motives to be more pure.
> As dark and twisty as I am, I don't understand twisted motivations.
>
> In your world of keeping score, I see that you bargain and threaten
> retaliation. I'm not part of this game, I never really was. My role in
> this was inflated in your head, which inflates it in her mind.
> She does not need to bargain or threaten about contacting me again.
> It has been harrassment since I stopped responding, and last night was
> extreme. She's a grown woman, if she chooses to continue regardless of
> your agreement I will take care of it. Harrassing me, talking about my
> child and defamation are unacceptable. She cannot control what you do
> through me. And she's crazy to think it's all about me. I wasn't the
> first and I won't be the last.
>
> I typed all of this on my phone while I'm supposed to be spending the
> day with my kid, so who knows what I've said...but this has gone too
> far. The only consistent thing I have ever been able to offer my baby
> is a safe protected world. This mess is affecting her world now, and
> that will not happen. She has enough to overcome.
>
>
> Sent from my iPhone

Attachment 14

Sign in Sign up

sbradley3
Haha. Now THAT is hilarious.

sbradley3
Apparently our program has done away with all standards.

sbradley3
Orange Crush!
instagr.am/p/MUWlyfuMD-/

sbradley3
Only early onset dementia or a complete psychotic break could explain this behavior!

sbradley3
Does $4,000 worth of vandalism make it a felony?

Attachment 15

AT&T
3:03 PM
[redacted]
Text
I'm simply dumbfounded.
I know the feeling
I'm not saying anything else in text
Why?
Fwd
Blank Fwd
Just know I would never had filed for divorce so fast, I would have tried to fight a little harder even if you would have said no. If I hadn't been played.
iMessage
Send

AT&T
4:25 PM
[redacted]
Text
How did we get here again?
Really? Buy a clue!
As you wish.
May 5, 2012 11:59 PM
I would advise you to find a lawyer. Oh and pay back is a bitch!
Talk to me. What the heck?
I'm done talking. In a little while you will have your own mess to clean up.
iMessage
Send

[redacted]
Text
I'm just getting started
OK.
I get to be a weekly reminder of what a piece of shit u are
An I don't think I will ere be truly happy tntil every single person on tech and that we know find out what pieces of shit both of you are.
Ok done for the weekend. Have fun
Send

POLICIES

[Minor revision–posted 8/31/11]

TEXAS TECH UNIVERSITY

Operating Policy and Procedure

OP 10.09: Sexual Harassment

DATE: August 31, 2011

PURPOSE: The purpose of this Operating Policy/Procedure (OP) is to establish a university policy prohibiting sexual harassment and establishing procedures for processing sexual harassment complaints.

REVIEW: This OP will be reviewed in February of odd-numbered years by the managing director of the Office of Equal Employment Opportunity (EEO), the senior vice provost, and the vice provost for undergraduate education and student affairs with recommended revisions forwarded through administrative channels to the president.

POLICY/PROCEDURE

1. **Policy**

   a. Objective

   The objective of the university is to provide a positive and respectful environment in which faculty, staff, and students may pursue their careers and studies with a maximum of productivity. Behavior or conduct that interferes with this goal will not be tolerated.

   b. Policy Statement

   It is the policy of the university to maintain a work place and a learning environment free of sexual harassment and intimidation. **Sexual harassment is unlawful.**

   c. Legal Basis

   Harassment of students on the basis of sex is a violation of § 106.31 of Title IX of the Education Amendments of 1972.

   Harassment of TTU employees on the basis of sex is a violation of § 703 of Title VII of the Civil Rights Act of 1964, § 39.03 of the Texas Penal Code, as stipulated in House Bill 370 passed in the 71st Legislative Session, and the Texas Commission on Human Rights Act of 1983.

   d. Definition

   Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

(1) Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, participation in a university-sponsored educational program or activity, or in return for a grade or other consideration;

(2) Submission to or rejection of such conduct by an individual is used as the basis for an academic or employment decision affecting such individual; or

(3) Such conduct has the purpose or effect of unreasonably interfering with an individual's academic or work performance, or of creating an intimidating, hostile, or offensive working or educational environment.

Examples of inappropriate behavior often cited in sexual harassment complaints include, but are not limited to, the following: sexual teasing, jokes, remarks, or questions; sexual looks and gestures; sexual innuendoes or stories; sexual favoritism; pressure for dates or sexual favors; gifts, letters, calls, e-mails, or materials of a sexual nature; unwelcome physical contact (touching, patting, stroking, rubbing); sexually explicit visual material (calendars, posters, cards, software, internet materials); catcalls or whistling in a demeaning manner with sexual overtones; and/or inappropriate comments about dress or physical appearance.

e. Sexual Harassment Prevention Training

Pursuant to state legislation, all new benefits eligible faculty and staff and insurance eligible graduate students must attend non-discrimination training within the first 30 days of employment and receive supplemental training every two years. This training includes Sexual Harassment Prevention Training. Employees are required to sign a statement that verifies attendance to this training. Signed attendance statements will be recorded in the employee's personnel file.

f. Dissemination of Sexual Harassment Information

Employees and students are informed of the sexual harassment policy through new employee orientations, compliance EEO training sessions, the distribution of sexual harassment pamphlets, and the placement of sexual harassment prevention posters at various locations throughout the campus. Information about the Texas Tech sexual harassment policy can also be obtained from the Personnel Office or the Texas Tech System's EEO Office, and can be found in the *Student Handbook* at www.ttu.edu/studenthandbook.

g. Non-retaliation

Retaliation is strictly prohibited against a person who files a complaint of sexual harassment in good faith, opposes a charge or testifies, or assists or participates in an investigative proceeding or hearing.

h. Confidentiality

Confidentiality of both complainant and accused will be honored to such extent as is possible without compromising the university's commitment to investigate allegations of sexual harassment. The willful and unnecessary disclosure of confidential information by anyone, including the alleged victim, regarding a sexual harassment complaint to any person outside of the investigation process may result in appropriate disciplinary measures against the offending party.

2. **Complaint Procedures**

a. Students

(1) Sexual harassment complaints must be filed within 180 days after the alleged incident occurs. (Title VII of the Civil Rights Act of 1964 and Title IX of the Educational Amendments of 1972)

(2) Students who believe they are the targets of sexual harassment in the academic environment by faculty, staff, or other students should file their complaint with the Dean of Students Office. If the complaint involves personnel in the Dean of Students Office, the complaint should be filed with the EEO office.

(3) Students complaining of sexual harassment in their employment capacity should proceed directly to the EEO office as provided in section 2.b of this policy.

(4) When a signed complaint is filed, an investigation will be conducted by either the Dean of Students Office staff or the EEO office. Investigation of a complaint of sexual harassment will include, but not be limited to, conferring with the complainant, the accused, and the supervisor of the accused, and may involve examination of relevant documentation and interviews with other pertinent individuals. The provost and senior vice president and the senior vice president for enrollment management and student affairs will be notified of the complaint.

(5) The investigation will be conducted as thoroughly and expeditiously as possible, and the results will be reported to the complainant, the accused, the senior vice president for enrollment management and student affairs, and, if appropriate, the provost and senior vice president. At the conclusion of the investigation, the complainant and the accused will be notified. The written notification will be delivered by hand or certified mail, return receipt requested, or by any other method requested by either party. If sufficient evidence exists to bring an allegation against a student, disciplinary charges will be brought against the student at the conclusion of the investigation.

(6) In the event a complaint is filed against a member of the administration, the next senior level administrator shall be notified of the complaint by the EEO office. In such an event, that administrator shall also be responsible for any disciplinary or corrective action required as a result of the investigation, and shall be the first level administrator for any appeal filed.

(7) In the event the charge of sexual harassment is upheld, the accused will be subject to disciplinary action, as determined by the appropriate administrator.

(8) An appeal by either party will be directed to the appropriate vice president or the provost and senior vice president. Appeals must be made in writing and filed within ten working days of the parties being notified of the finding. The resolution of the appeal will rest with the senior vice president for enrollment management and student affairs, in accordance with the *Student Handbook*, and his/her ruling will be the final ruling on the matter with regard to student discipline.

b. Faculty and Staff

(1) Sexual harassment complaints must be filed within 180 days after the most recent incident occurs. (Title VII of the Civil Rights Act of 1964 and Title IX of the Educational Amendments of 1972)

(2) Employees who believe they are being sexually harassed but are unsure about filing a formal complaint are encouraged to discuss the situation with a representative of the EEO office.

(3) When a signed complaint is filed in the EEO office, an investigation will be conducted by that office. The vice president of the appropriate administrative division or the provost and senior vice president will be notified of the complaint.

(4) Investigation procedures of a complaint are at the discretion of the EEO office. Investigation of a complaint of sexual harassment may include conferring with the complainant, the accused, and the supervisor of the accused, and may involve examination of relevant documentation and interviews with other pertinent individuals.

(5) The investigation will be conducted as thoroughly and expeditiously as possible. At the conclusion of the investigation, the complainant and the accused will be notified. The written notification will be delivered by hand or certified mail, return receipt requested, or by any other method requested by either party. The outcome of the investigation will be reported to the appropriate university administrator.

(6) The appropriate university administrator, after reviewing the findings of the EEO office, will proceed toward resolution of the complaint.

(7) In the event a complaint is filed against a member of the administration, the next senior administrator shall be notified by the EEO office of the complaint. In such events, that administrator shall also be responsible for any disciplinary or corrective action required as a result of the investigation.

(8) In the event a finding of sexual harassment is made, appropriate disciplinary action will be taken as determined by the appropriate administrator. Disciplinary action may range from counseling up to and including termination.

(9) Either party may, within ten working days, choose to appeal in writing the finding of the EEO office or any disciplinary action proposed by the appropriate university administrator through the procedures established for faculty, OP 32.05, sections 3, 4, and 5, and for staff, OP 70.10, sections 2.b.(2) through 2.b.(5).

(10) Follow-up: If the investigation supported the allegation of sexual harassment, a follow-up will be made by the EEO Office no later than 60 days after an investigation has been completed and the findings have been reported in writing to the appropriate university administrator. The follow-up will involve the following:

(a) Contact the appropriate university administrator to determine whether appropriate disciplinary action or other corrective action has been taken, as necessary. Confirmation of appropriate disciplinary or corrective action can also be acknowledged via copy of a PAF, resignation letter, termination documents, etc.

(b) Contact the complaining party to verify that no further sexual harassment, discourteous conduct, or retaliation by any person has occurred. The complaining party should be asked to describe with sufficient detail any incidents that the complaining party alleges to have occurred after the original allegations were filed.

3. **Right to Change Policy**

Texas Tech University reserves the right to interpret, amend, or rescind this policy, in whole or in part, at any time.

Attachment: *Complaint of Sexual Harassment*

Texas Tech University Statement of Ethical Principles

Adopted by the TTUS Board of Regents May 18, 2012

Texas Tech University Statement of Ethical Principles

"DO THE RIGHT THING"

Texas Tech University is committed to the values of mutual respect; cooperation and communication; creativity and innovation; community service and leadership; pursuit of excellence; public accountability; and diversity.

— 2005 Texas Tech University Strategic Plan

Texas Tech University is committed to being an ethical institution. In recognition of the rights and inherent dignity of all members of the Texas Tech University community, the university is committed to supporting the following principles and to protecting those rights guaranteed by the Constitution, the laws of the United States and the state of Texas, and the policies adopted by the Board of Regents. As members of the Texas Tech community, faculty, students, staff, administration, and all stakeholders accept responsibility for abiding by and promoting the ethical principles of the university described below. Although legal behavior and ethical behavior overlap in many areas, they are quite distinct from each other. While we follow legal requirements, an ethical institution goes beyond them to achieve the following values.

Mutual Respect

Texas Tech University is committed to an open and diverse society. Each member of the Texas Tech community has the right to be treated with **respect** and dignity. This right imposes a duty not to infringe upon the rights or personal values of others. Professional relationships among all members of the Texas Tech community deserve attention so that they are not exploited for base motives or personal gain.

Cooperation and Communication

Texas Tech University is committed to the promotion of professional relationships and open channels of **communication** among all individuals. The university will publish and disseminate in a timely manner its values, policies, procedures, and regulations, as well as any other information that is necessary to protect and educate all members of our community. We encourage and provide opportunities for the free and open exchange of ideas both inside and outside the classroom. While the free expression of views in orderly ways is encouraged, personal vilification of individuals has no place in the university environment.

Creativity and Innovation

Texas Tech University is committed to ethical institutional programs that meet the teaching, research, and service objectives of each discipline and department, to policies that are consistent with those objectives, and to a working and learning environment that encourages active participation. Such exemplary environments often challenge existing worldviews, requiring trust in the process of discovery and the acceptance of uncertainty and ambiguity within ethical parameters. The university supports all its members in life-long learning—a process that is both challenging and rewarding—and encourages **creative** and **innovative** means to achieve this goal through both opportunities and incentives.

Adopted by the TTUS Board of Regents May 18, 2012

Community Service and Leadership
Texas Tech University is committed to ethical **leadership** practices at all levels and to our tradition of **community service**, both within the university community and in our relationships with the greater community. We strive for exemplary professional and **community service** through research, creative works, and service programs that extend beyond the university environment. We strive to provide excellent service in a caring and friendly environment and encourage such involvement in the community by all faculty, students, staff, and administration.

Pursuit of Excellence
Texas Tech University is committed to achieving **excellence** in all aspects of its community. We expect this in the expertise and performance of our faculty, staff, and administration, as well as the continuing education of our students. A high standard of professionalism, including opportunities for professional contact and continuous growth, is expected of our faculty, students, staff, and administrators. The university is committed to academic integrity and to the effective and just implementation of a system designed to preserve and protect it. The university intends to be a model of **excellence**, following best practices in its professional work, displaying the highest standards in its scholarly work, and offering venues to showcase national and international examples of achievement.

Public Accountability
Texas Tech University is committed to transparency in governance, personal responsibility, and both individual and organizational integrity. Being responsible requires us to be thoughtful stewards of our resources—**accountable** and respectful to ourselves, to each other, and to the publics we serve. A sense of institutional and public responsibility requires careful reflection on one's ethical obligations and the duty to respect commitments and expectations by acknowledging the context and considering the consequences, both intended and unintended, of any course of action. We promptly and openly identify and disclose conflicts of interest on the part of faculty, staff, students, administration, and the institution as a whole, and we take appropriate steps to either eliminate such conflicts or ensure that they do not compromise our procedures and values. When we make promises, we must keep those promises. We strive to do what is honest and ethical even if no one is watching us or compelling us to "do the right thing."

Diversity
Texas Tech University is committed to the inherent dignity of all individuals and the celebration of **diversity**. We foster an environment of mutual respect, appreciation, and tolerance for differing values, beliefs, and backgrounds. We encourage the application of ethical practices and policies to ensure that all are welcome on the campus and are extended all of the privileges of academic life. We value its cultural and intellectual **diversity** because it enriches our lives and the community as a whole, promoting access, equity, and excellence.

Adopted by the TTUS Board of Regents May 18, 2012

[Revised and posted September 15, 2006]

Texas Tech University
Operating Policy and Procedure

OP 32.33: Faculty, Staff, and Student Conflict of Interest

DATE: September 15, 2006

PURPOSE: The purpose of this Operating Policy/Procedure (OP) is to ensure that the integrity of faculty/student roles is protected from conflict of interest.

REVIEW: This OP will be reviewed in February of even-numbered years by the dean of the Graduate School and the senior vice provost for academic affairs with recommended revisions forwarded to the provost/senior vice president for academic affairs (PSVPAA) by March 15.

POLICY/PROCEDURE

1. **Background**

   Texas Tech University has the responsibility to protect the integrity of the roles of the faculty and students during the period of graduate or undergraduate enrollment in any university offering and involvement in other evaluation processes of the university.

2. **Criteria**

   Faculty must avoid academic supervisory, teaching, or evaluative relationships with students, staff, or other faculty that pose significant conflicts of interest from the standpoint of personal or professional connections. Such connections might include husband/wife or other affectional liaisons, supervisor/employee relationships, or parent/child relationships. The appearance of conflict of interest should be avoided; the department chair should be consulted if questions arise.

3. **Procedure**

   a. Spouses, parents, or those involved in other affectional relationships must not direct or serve on committees that evaluate their partners, children, or other close relatives. Such committees include thesis, dissertation, or preliminary, comprehensive, or qualifying examination committees, periodic staff evaluations, or annual, three-year, or tenure evaluations.

   b. Students should not enroll in courses offered by their parents, spouses, or partners in affectional liaisons.

   c. An immediate supervisor in an employment relationship (except for a research or teaching assistantship or a situation in which a student serves as a grader for another course taught by a faculty member) should not direct a student's research nor permit the enrollment of the supervisee in her/his courses or other organized instructional activity.

4. **Exceptions**

   a. No member of the faculty who has held rank higher than instructor normally is eligible to pursue a graduate degree at Texas Tech; exceptions require prior approval of the dean of the appropriate college/school.

   b. Any exceptions should be approved and monitored by the chair of the faculty member's unit, unless the chair is involved; in case of involvement, the chair must refer the decision to the dean. If the dean is involved, the exception decision must be referred to the PSVPAA.

5. **Appeals**

   a. Faculty and Staff

      In unusual circumstances, an appeal can be submitted to a committee consisting of the department chair, managing director of Personnel, deans, and senior vice provost for academic affairs. This committee shall submit its recommendations to the PSVPAA.

   b. Graduate Student

      In unusual circumstances, an appeal can be submitted to a committee consisting of the graduate dean or associate graduate dean, associate vice president for research, senior vice provost for academic affairs, one additional faculty member from the Student Affairs Subcommittee of the Graduate Council chosen by lot, and the student representative to the Graduate Council. This committee shall have final decision authority for exceptions.

   c. Undergraduate Student

      In unusual circumstances, an appeal can be submitted to a committee consisting of the faculty member's dean, senior vice provost for academic affairs, student's dean (if different from faculty member's dean), Student Association president, dean of students, and the chair of the faculty member's department. This committee shall have final decision authority for exceptions.

   d. If a person is involved in an appeal, that person may not serve on the hearing panel named in sections 5.a or 5.b of this OP.

From TTU Faculty Handbook Faculty Affairs Section

Faculty-Student Conflict of Interest

The university is responsible for ensuring the integrity of the roles of faculty and students during the period of graduate or undergraduate enrollment and protecting them from conflict of interest. Faculty must avoid academic supervisory, teaching, or evaluative relationships with students that pose significant conflicts of interest from the standpoint of personal or professional connections. Such connections might include husband-wife or other affectional liaisons, supervisor-employee relationships, or parent-child relationships. The appearance of a conflict of interest should be avoided. sets forth details of procedures that are to be followed in this regard.

From the TTU Faculty Handbook Faculty Affairs Section

Sexual Harassment

A basic objective of the university is to provide an environment in which faculty, staff, and students may pursue their careers and studies with a maximum of productivity and enjoyment. Behavior or conduct that interferes with this goal is not to be condoned or tolerated.

It is the policy of the university to maintain a work place and a learning environment free of sexual harassment and intimidation. Harassment of students on the basis of sex is a violation of Section 106.31 of Title IX of the Education Amendments of 1972. Harassment of Texas Tech University employees on the basis of sex is a violation of Section 703 of Title VII of the Civil Rights Act of 1964 and the Texas Commission on Human Rights Act. Sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

- Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, participation in a university-sponsored educational program or activity, or in return for a grade or other consideration;
- Submission to or rejection of such conduct by an individual is used as the basis for an academic or employment decision affecting such individual; or
- Such conduct has the purpose or effect of unreasonably interfering with an individual's academic or work performance or of creating an intimidating, hostile, or offensive working or educational environment.

Any faculty member, staff member, or student may pursue a grievance within the procedures outlined in without fear of reprisal, stigma, or threats if a complaint is filed in good faith.

In conducting an investigation, the right to confidentiality, both of the complainant and of the accused, will be respected. The entire Sexual Harassment Policy appears in .

Pursuant to Article IX, Section 123.5 of the General Appropriations Act, Texas Tech is implementing EEO-Sexual Harassment training for each new benefits-eligible employee whose first day of work was after December 31, 1997. This is required training. Supplemental training for all employees (faculty and noninstructional staff) will be required biennially.

Chapter 03 -- Personnel

03.01 **Ethics policy.** It is important that the people of Texas have complete confidence in the integrity of public servants. This need is especially critical in the area of state-supported higher education. The responsibility for educating and training the future leaders of the state and nation carries with it the duty to adhere to the highest ethical standards and principles. The principles and guidelines contained in this policy shall apply to officers and employees of the TTU system regardless of rank or position. Each component institution's operating manuals should be referenced for further information and/or greater specifics not in conflict with the *Regents' Rules*.

03.01.1 Conduct. Officers and employees should not:

a. accept or solicit any gift, favor, or service that might reasonably tend to influence officers or employees in the discharge of official duties or that officers or employees know, or should know, is being offered with the intent to influence the officers' or employees' official conduct;

b. accept other employment or engage in a business or professional activity that officers or employees might reasonably expect would require or induce them to disclose confidential information acquired by reason of the official position;

c. accept other appointments or any employment or compensation that could reasonably be expected to impair officers' or employees' independent judgment in the performance of official duties;

d. make personal investments that could reasonably be expected to create a substantial conflict between the officers' or employees' private interest and the public interest; or

e. intentionally or knowingly solicit, accept, or agree to accept any benefit for having exercised their official powers or performed official duties in favor of another.

03.01.2 Ethical behavior. TTU system officers and employees shall:

a. put forth honest effort in the performance of their duties;

b. not make unauthorized commitments or promises of any kind purporting to bind the TTU system or any of its components;

c. not use their public offices for private gain;

d. act impartially and not give preferential treatment to any private or public organization or individual;

e. protect and conserve public property and shall not use it for anything other than authorized activities;

f. promptly disclose waste, fraud, abuse, and corruption to appropriate authorities;

g. adhere to all laws, regulations, and policies that provide equal opportunity for all persons regardless of race, color, religion, sex, national origin, age, physical or mental disability, Vietnam era or special disabled veteran status; and

h. endeavor to avoid any actions that would create the appearance that they are violating the law or the ethical standards of the TTU system.

03.01.3 Conflict of interest – generally. It is state policy that state officers and employees may not have direct or indirect interests, including financial and other interests, engage in business transactions or professional activities, or incur any obligation of any nature that is in substantial conflict with the proper discharge of the officers' or employees' duties in the public interest. (*See also: Section 03.03,* Regents' Rules, *regarding a specific conflict of interest policy that applies to the board; and Section 03.04,* Regents' Rules, *regarding a specific conflict of interest policy that applies to executive administration.*)

03.01.4 Benefits, gifts, and honoraria. A "benefit" is anything reasonably regarded as pecuniary gain or pecuniary advantage, including benefit to any other person in whose welfare a TTU system employee has an interest as under state laws.

a. Bribery. No TTU system officers or employees may solicit, offer, or accept any benefit in exchange for their decisions, opinions, recommendations, votes, or other exercises of official power or discretion. A benefit that is otherwise allowed by TTU system policy is nevertheless prohibited if it is offered in exchange for official action.

b. Prohibited benefits. Public servants who exercise discretion in connection with contracts, purchases, payments, claims, and other pecuniary transactions of government, commit an offense if they solicit, accept, or agree to accept any benefit from any person the public servants know is interested in or is likely to become interested in any contract, purchase, payment, claim, or transaction involving TTU system officers' or employees' discretion. The prohibition does not apply to the following:

(1) gifts or other benefits conferred on account of kinship or a personal, professional, or business relationship independent of the official status of the recipient;

(2) a fee prescribed by law to be received by public servants or any other benefit to which they are lawfully entitled or for which they give legitimate consideration in a capacity other than as public servants;

(3) a gift, award, or memento that is received from a lobbyist who is required to make reports under Chapter 305, *Texas Government Code;* and

(4) items having a value of less than $50, not including cash or negotiable instruments.

TTU system officers or employees who receive an unsolicited benefit that they are prohibited from accepting by law may donate the benefit to a governmental entity that has the authority to accept the gift or may donate the benefit to a recognized tax-exempt charitable organization formed for educational, religious, or scientific purposes.

c. Food, lodging, transportation, and entertainment received as a guest. Public servants may accept food, lodging, transportation, or entertainment from persons or entities they know or reasonably should know, are interested in or likely to become interested in a contract, purchase, payment, claim, decision, or transaction involving the exercise of the public servants' discretion only if the public servants are "guests" as defined by the state laws. Public servants are "guests" if the person or a representative of the entity providing the food, lodging, transportation, or entertainment is present at the time the food, lodging, transportation, or entertainment is received or enjoyed by the public servants.

   Public servants are required to report any such benefits valued at over $250 on their annual disclosure statements filed with the Texas Ethics Commission.

d. Benefits from friends, relatives, and associates. Public servants may accept benefits from personal friends, relatives, or business associates with whom they have a relationship independent of their official status, so long as the benefit is not offered in exchange for official action or decision.

e. Awards. Public servants may accept plaques and similar recognition.

f. Honoraria. Public servants may not solicit, accept, or agree to accept an honorarium in consideration for services they would not have been asked to provide, but for their official position or duties. This prohibition includes a request for or acceptance of a payment made to a third party if made in exchange for such services. However, they may accept the direct provision of or reimbursement for expenses for transportation and lodg-

ing incurred in connection with a speaking engagement at a conference or similar event. Meals provided as a part of the event or reimbursement for actual expenses for meals may also be accepted. Participation by a public servant must be more than merely perfunctory.

03.01.5 Political activities

a. Use of TTU system funds or property. No public servant shall expend or authorize the expenditure of any TTU system funds for the purpose of influencing the outcome of any election, or the passage or defeat of any legislative measure.

b. Political contributions. Unless prohibited by state law, public servants may make personal contributions to political organizations and candidates for political office.

03.01.6 Authority

a. Misapplication of property. It is a violation of state law for public servants, acting with the intent to obtain a benefit or with intent to harm another, to intentionally or knowingly misapply any thing of value belonging to the government that comes into their custody or possession by virtue of their office as stated in state law.

b. Misuse of official information. It is a violation of state law for public servants if, in reliance on information that they have access to in an official capacity and that has not been made public, they:

(1) acquire or aid another to acquire a pecuniary interest in any property, transaction, or enterprise that may be affected by the information; or

(2) speculate or aid another to speculate on the basis of the information as stated in state laws.

03.01.7 Sexual harassment

a. Public servants should maintain a workplace environment that is free of sexual harassment and intimidation.

b. It is a violation of Title VII of the Civil Rights Act of 1964 to engage in sexual harassment. Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

(1) submission to such conduct is made either explicitly or implicitly a term or condition of employment;

(2) submission to or rejection of such conduct is used as the basis for employment decisions; or

(3) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.

03.01.8 Nepotism

a. Whenever an appointment is made, either on a full or part-time basis, it shall be made on the basis of the qualifications and suitability of the appointee, subject to applicable statutes and subject to the provisions of this policy.

b. Prohibition applicable to TTU system and system component officials. No person related to any member of the board, to any component institution's president, or to the chancellor within the second degree by affinity (marriage) or within the third degree by consanguinity (blood) shall be eligible for appointment to any position in the TTU system when the compensation of such appointee is to be paid, either directly or indirectly, from public funds or fees.

(1) The above does not apply to any employee who has been continuously employed for thirty or more days prior to the appointment of a member to the board, a president,

or the chancellor who is related to the employee within a prohibited degree, and it does not apply to honorary or non-remunerative positions.

(2) Any employee who has been continuously employed for less than thirty days prior to the appointment of a member to the board, a president, or the chancellor who is related within a prohibited degree will be removed from the individual's position.

c. Prohibition applicable to administrators, supervisors, and others. No person related to an administrator within a prohibited degree shall be eligible for initial appointment to a position in an area of responsibility over which an administrator has appointive authority, in whole or in part, regardless of the source of funds from which the position's salary is to be paid. Exceptions to this restriction on the initial appointment of an individual may be made only by the board upon recommendations of the president and the chancellor and then only when the administrator in question does not directly supervise the person to be appointed.

d. No employee may approve, recommend, or otherwise take action with regard to the appointment, reappointment, promotion, salary, or supervision of an individual related to the employee within a prohibited degree.

e. If the appointment, reappointment, reclassification, or promotion of an employee places the employee under an administrative supervisor who is related within a prohibited degree, all subsequent personnel and compensation actions affecting the employee shall become the responsibility of the next higher administrative supervisor.

f. If the appointment, reappointment, reclassification, or promotion of an employee makes the employee an administrative supervisor over an employee who is related within a prohibited degree, all subsequent personnel and compensation actions affecting the subordinate employee shall become the responsibility of the next higher administrative supervisor.

g. The provisions of subsections e. and f. shall apply to situations where two employees marry and one spouse is the administrative supervisor of the other.

h. All instances where an employee marries an administrative supervisor, is placed under the administrative supervision of a relative, or is made the administrative supervisor of a relative within the prohibited degree will be reported to the board as an information item.

i. Exception. The provisions of the policy do not apply to the appointment or employment of a personal attendant by any member of the board, a president, the chancellor, or an employee for attendance on the officer or employee who, because of physical infirmities, is required to have a personal attendant.

j. Enforcement. An individual who is appointed in violation of this policy will be removed from the individual's position.

k. Persons related within the prohibited degrees are indicated in the Affinity Kinship/Consanguinity Kinship Chart displayed below.

AFFINITY KINSHIP / CONSANGUINITY KINSHIP CHART

Affinity Kinship

The following persons are relatives of the official/employee within the second degree by affinity (marriage):

1st Degree	Spouse, spouse's child, spouse's mother or father, child's spouse, parent's spouse
2nd Degree	Spouse's brother or sister, spouse's grandparent, spouse's grandchild, brother or sister's spouse, grandparent's spouse, grandchild's spouse

Consanguinity Kinship

The following persons are relatives of the official/employee within the third degree by consanguinity (blood):

1st Degree	Mother, father, daughter, son
2nd Degree	Brother, sister, grandparent, grandchild
3rd Degree	Great-grandparent, great-grandchild, uncle (brother of parent), aunt (sister of parent), nephew (son of brother or sister), niece (daughter of brother or sister)

03.01.9 Affirmative action and equal employment opportunity. TTU system officers and employees will not discriminate against any employee or applicant for employment because of race, color, religion, sex, national origin, age, physical or mental disability, Vietnam era or special disabled veteran status. TTU system personnel will take affirmative action to provide a nondiscriminatory application process. Such action shall include, but not be limited to the following employment transactions: upgrading, demotion, or transfer; recruitment or recruitment advertising; lay-off or termination; rate of pay or other forms of compensation; and selection for training, including apprenticeship.

03.02 **TTU system community conduct.**

03.02.1 Breach of trust. Colleges and universities that are tax supported must function in accordance with the public trust and the actions by faculty, staff and students within them must be consistent with the execution of that trust. A breach of trust includes, but is not limited to, the following:

a. academic dishonesty such as giving or receiving aid on a test, examination, quiz, or other academic assignment;

b. plagiarism;

c. forgery, alteration or unauthorized use of TTU system documents, records, or identification materials;

d. knowingly furnishing false information to the TTU system;

e. the use of force or violence or other methods of obstructing the functions of the TTU system, which include teaching, research, administration, public service, presentations by guest lecturers and speakers, and other authorized activities;

f. physical abuse of any person on TTU system-owned or controlled property or at TTU system-sponsored or supervised functions or conduct which threatens or endangers the health or safety of any such person;

g. theft of or damage to the tangible property of the TTU system or of a member of the TTU system community or campus visitor;

h. unauthorized entry to or use of TTU system facilities;

i. unlawful manufacture, distribution, dispensing, possession or use of a controlled substance, or any substance the possession or distribution of which is regulated by federal or Texas law, except where the manufacture, distribution, dispensing, possession or use are in accordance with the laws of each;

j. lewd, indecent, or obscene conduct on TTU system-owned or controlled property or at a TTU system-sponsored or supervised function;

k. failure to comply with the lawful directions of TTU system officials where such directions are issued in the performance of their duties;

l. violation of other laws or promulgated TTU system policies or rules;

m. unauthorized release or removal of any information from university records, including but not limited to patient, student, financial and personnel records;