

From: Bernard Holt

January 29, 2006

To the Gallaudet University Students, Staff, and Faculty:

Recently, I read several articles in the Buff & Blue about communication issues with DPS, cracks in the sidewalks, football field lighting, and a general frustration with the administration. Well join the club, the sidewalk cracks were identified and photographed over three years ago. I tried to have the sidewalks fixed but it was not a high priority with the administration. I'm happy to hear at least there is now a little bit of lighting on the football field; but a special appropriation from Congress in 2002 already funded lighting for the field and other needed security improvements on campus. As far as communication issues with DPS; every officer, and especially the supervisors at DPS should have excellent signing skills. Again, Congress gave the University a special appropriation of 4 million dollars of which a part of it was to cover giving all DPS personnel extensive training in sign language and other subjects; but I never received a dime of additional money for more training. Additionally, a lot of older DPS personnel, with many years of service, and excellent signing skills have been fired, (or as the administration calls it abolishing their job because of so called reorganization). You can read more about reorganizations, and the Congressional appropriation in the excerpts from letters I sent to Dr. Jordan, the Gallaudet University Board of Trustees, and Chairman at the end of this letter.

Over the past several years, I have asked the Board of Trustees at Gallaudet University to conduct a full investigation of the complaints I had about the Administration; as you can see, some of which are related to the complaints you have. They covered the issues of firing older employees, hearing and deaf, by so called reorganization), training and hiring of security personnel, use of federal funding, the dispute resolution process, and the abolishment of my job as Public Safety Director.

As of today, I have not received any response from the letters I sent to the Board, but I did receive two letters from the President's office; the problem is I wrote those letters to the Board, not to Dr. Jordan. I find it hard to believe the Board of Trustees has not conducted a full and complete investigation of my complaints; especially when the Honorable Senator John McCain, Representative Ray LaHood and Lynn Woolsey, and other distinguished individuals sit on this board.

So, good luck on improving conditions on campus. I will be happy to respond to any of your questions or rebuttals by the administration. I hope this letter helps the University to do the right thing for the students, and current and former older employees.

Thank You,

Bernard Holt

Former Director of the Physical Plant, Department of Public Safety, and the Risk Management Office
baholt333(at)starpower.net

Below are excerpts from letters I sent to Dr. Jordan, the Board of Trustees, and Chairman at GU. I have also added a list of some questions you should ask the Board.

Excerpt from a Letter sent to Dr. Jordan

On April 2, 2001 you sent a letter to Congressman Ralph Regula, who is on the House Sub-Committee on Appropriations, Labor, HHS, Education, and related Agencies. You specifically asked for additional funding of 4 million dollars to improve security which included:

- \$1,000,000 for staffing the dormitories (ALL DORMS/24 HOURS A DAY)
- \$800,000 for hiring 16 additional security officers (This included extensive sign language training)
- \$2.2 million for additional card systems, surveillance cameras, lighting, alarm system, and boundary fencing. You also stated your request was based on an expert consultant who did a thorough and painstaking review of our campus security system.
- On January 10, 2002 you announced to the campus community that the university's appropriation bill was signed and four million of it was specifically approved for security. You also have continued to state safety and security is a high priority, but my department has not received the support, funding, or personnel it needs and you requested from Congress.

Further, on April 19, 2002 Mr. Fred Weiner had been asked to report to the congressional sub-committee as to what the \$4 million dollars in additional federal appropriations was being used for. The final draft I saw included:

- We were in the process of hiring 14 more security staff
- DPS has found the need to pay more in salaries than anticipated in to attract highly qualified personnel
- The maintenance contract is on going.
- In the process of hiring trainers.

The problem is that none of the list is true. Has the University deceived Congress? This funding situation for my department must be corrected.

(DR. JORDAN REFUSED TO DISCUSS THIS COMPLAINT WITH ME.)

Excerpt from a Letter sent to the Board Chairman

Since I personally know the University's dispute resolution procedures are severely flawed, and with Dr. Jordan's refusal to assist, I now feel this situation should be brought to the Board of Trustees' attention. Therefore, I am requesting the Board investigate the concerns I listed in the October 2002 letter, and additionally the processes and practice the University uses when eliminating staff positions.

Excerpts from Several Letters sent to the Board

I just read the letter Dr. Jordan sent to employees about the damage done to the "campus climate" by the recent re-organization in the Finance Office. What about the dedicated, hard-working employees that were terminated, what about the damage done to them? Why are they not mentioned in his letter? Why can't he change what happened if it was wrong? Who authorized the employees' terminations in the first place? >From the sound of his letter, most of the campus is upset over what happened; it appears to be a major mistake by someone.

Why is Dr. Jordan acting like it is such a surprise? This has been going on for years, I can recall

name after name of older employees who lost their job thru so-called reorganizations at Gallaudet. In fact, for over a year, I have tried to have the President and the Board investigate several major issues on campus, one of which was the way older employees lost their job through reorganization. Dr. Jordan refused to sit down and discuss the issues with me, and I have not heard from the board.

I can bet a lot of older employees again lost their jobs.

To date, I feel you are not following USC Title 20, Chapter 55, Part A, Sec. 4303.b, which clearly states the Board is responsible for establishing rules, policies, regulations, and procedures related to the appointments, the salaries, and the dismissals of employees at Gallaudet University. You have the ability, authority, and responsibility to correct what is being done. I am again asking you to conduct a full investigation of my complaints and the recent terminations. This means reviewing all related paperwork and interviewing everyone involved, including employees who have been fired, terminated, or retired, and not just the administration.

Why are the very people who are responsible for reviewing, revising and implementing policies and procedures; now investigating themselves on how they reviewed, developed and implemented the same policies and procedures on the Finance Office lay-offs? Doesn't the Board have the responsibility for investigating what the administration possibly did wrong?

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You should now also investigate a recent incident about a criminal report initiated by the grounds department manager for a major theft. By the way, this story is all over campus. An investigation was immediately started and a suspect, a high ranking administrator, was seen on a campus security camera taking the property reported stolen. What happened to the written criminal report and the copy of what the camera recorded? Was the whole incident covered-up? Please don't allow anyone to tell you it was surplus!

Further, the United States Supreme Court recently came out with a major ruling on how corporations and businesses terminate older employees. I have been trying to have Dr. Jordan and the Board of Trustees investigate this and other issues for over two years.

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Over the past two years, I have requested the Board of Trustees at Gallaudet University investigate complaints about the Administration. One of which was my job as an older, skilled, educated, and well trained administrator being eliminated a few weeks after I refused to lie to Congress. That position, Director of the Department of Public Safety, has now been filled by a younger person. I am at loss as to why no investigation has been conducted into my complaints, which I clearly outlined in the letters I sent to you. I still have not received even (1) one response from any of you.

Questions you should ask the Board:

- 1.. In the original Campus Climate Study, were all submitted surveys included in the study?
- 2.. After the big re-organization of the Administration/Finance and Academic Affairs Divisions by Dr. Jordan a few years ago, why have so many reorganizations occurred since then? Does this mean its development and implementation were severely flawed? Or is there another explanation for the number of re-organizations? How many older workers lost their jobs during this process?
- 3.. Is there still a Facilities Department? Wasn't this new section part of the big re-organization to make the administration more streamlined? Doesn't the Administration and Finance Division look

more like it did before the big reorganization, but with even more departments reporting directly to a vice-president and not to an Executive Director?

4.. The Business and Support Services Section looks almost exactly like the Facilities Section when Mr. Fred Kendrick was the Executive Director of it. (CHECK OUT THE CURRENT A & F FLOW CHART OT THE GU WEB SITE)

5.. Is the employee grievance process fair to employees?

6.. Why did the Administration promote two hearing managers to directors, quietly? Why didn't they promote them publicly; along with two other excellent managers that are deaf, the manager of the bookstore and the former manager of the grounds department?

7.. Did anyone's pay go way up or double after receiving the 4 million from Congress for Security?

8.. What was the reason Dr. Jordan just up and resigned?

9.. What happened to Chief Turner? Captain George Rountree and all the other older Security people? I remember Ms. Turner and Mr. Rountree were excellent signers and cared deeply for the safety and well-being of everyone on campus.

10.. Who is now in charge of Security? How much training and experience specifically in law enforcement does that person have? Why was this person picked?

11.. Who is the next older employee to be sent on their way at Security; Captain Tate or Starke, Lt. Dean, Officer Wright, or Lana Lewis? How many millions of dollars and distress has these reorganizations cost? Could the monies spent on reorganizations been used to reduce tuition or make the campus safer?

12.. Did Dr. Jordan just buy new furniture for his office? I thought he was retiring in a few months!

13.. How much of a retirement package is Dr. Jordan getting? Couldn't some of it be used to help communications at DPS, fix the cracks in the sidewalks for people with mobility or sight issues, new lights for the football field, or reduce tuition?

14.. How much did it cost to remake the Old Gate House?

As of today, Dr. Jordan, the Chairman and Board of Trustees have still refused to discuss or sit down and talk to me about my complaints.

From: Bernard Holt [mailto:baholt333@starpower.net]

Sent: Tue 5/11/2004 7:46 PM

To: Patricia.Kunkle@gallaudet.edu; Fred.Weiner@gallaudet.edu; Mercy Coogan; Michael Kaika; Slemo.Warigon@gallaudet.edu; William.Marshall@gallaudet.edu, Francis.Duffy@gallaudet.edu; Cynthia.King@gallaudet.edu, Thomas Allen; Lynne Murray; Catherine.Anderson@gallaudet.edu; William.McCrone@gallaudet.edu; Lauri.Rush@gallaudet.edu; Howard.Busby@gallaudet.edu; Jane.Dillehay@gallaudet.edu, Carol.Yeh@gallaudet.edu, Carl.Pramuk@gallaudet.edu; baholt333

Subject: To the Board

Ms. Kunkle, please give this letter and attachments to the board. Thank you.

May 10, 2004

To the Board of Trustees:

As you meet this week, I hope you will consider my request for a full investigation of my complaints, (of which some are listed below and in the attached letters). To date, I have not heard a word from you. Below is another personal experience I have had with reorganizations at Gallaudet University.

My job as Director of Campus Police and Risk Management was abolished after I refused to lie to Congress about how 4 million dollars in additional federal appropriations was spent; and for refusing to make changes to the Simplex Camera and Access System at Central Receiving, so an administrator could go into it on weekends without being bothered by a Security response. Within weeks of refusing to lie to congress, I was called into Denise LaRue's office, and as she choked back the tears, told me my job was abolished, without an explanation, and after years of dedicated and devoted service to the job and the University, I was sent on my way like so many other older employees.

Is this the way the Board wants employees treated?

I have a few more questions you can ask the administration.

1) After the big reorganization, what excellent investigation did Denise LaRue conduct at the Transportation Department that had the administration take the department away from her, and put it back under Fred Kendrick; and now reports directly to a Vice President.

2) What ever happened to the new tractor at the NW campus before the buildings and grounds were sold? Please don't tell me it was surplus.

Respectfully,

Bernard Holt
Former Director of Campus Police, Physical Plant and Risk Management

Thursday, May 13, 2004 America Online

2109 Cascade Road
Silver Spring, Maryland 20902
(H) 301-649-1281
baholt333@starpower.net

February 1, 2004

Board of Trustees Member
Gallaudet University
800 Florida Ave, NE
Washington, DC 20002

Dear Member:

I asked Dr. I. King Jordan and the University's Board of Trustees to conduct an investigation at Gallaudet University.

Specifically, I requested the President and the Board look into the circumstances surrounding the use of \$4 million dollars in additional federal funding the University received in 2002 for security, and to review several personnel issues. I was stunned to learn the process I was trying to follow, to have my complaint investigated by the University, was seriously flawed. I found the University does not have a mechanism setup to review this level of complaint, and has refused to even discuss it with me.

At this time, I am again asking the board to investigate the entire complaint I sent Dr. I. King Jordan and the Board Chairperson; and additionally to look into the incredible, unbelievable circumstances surrounding my position being abolished as the Director/Chief of the Campus Police, Physical Plant Department, and the Office of Risk Management and Insurance; and the elimination of positions held by older employees on campus.

Thank you for your time.

Sincerely,

Bernard Holt
Former Director of the Gallaudet University
Public Safety/Physical Plant Departments and
Office of Risk Management and Insurance

Wednesday, February 19, 2009, 11:35 pm Eastern Time

PRESS RELEASE:

It's official: Gallaudet announces I. King Jordan's retirement from the faculty

A notice posted online today on the Gallaudet University website announced what was published last week in an on-campus newsletter that former Gallaudet University President I. King Jordan has now officially retired from the Gallaudet faculty. He had previously retired as Gallaudet president on December 31, 2006. Jordan has made no public statement as to when or whether he intends to cease teaching altogether.

Under the caption: "Notes from Human Resources Services," the announcement states:

QUOTE:

Retirement in December
I. King Jordan, Psychology

UNQUOTE

LINK TO OFFICIAL ANNOUNCEMENT ON GALLAUDET.EDU:

<http://pr.gallaudet.edu/otg/Article.asp?ArticleID=14961>

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(Note: This community bulletin below is now re-issued as press release, on Feb. 19, 2009.)

Tuesday, November 11, 2008, 10:09 pm Eastern Time

Jordan took in more than one million dollars in
Fiscal Year 2006-2007 at Gallaudet

VP Paul Kelly earns more than President Davila

A document obtained from a reliable source, though not yet independently confirmed, shows that former Gallaudet President I. King Jordan took in more than one million dollars at Gallaudet during Fiscal Year 2006-2007.

The document appears to be an excerpt from a federal Form 990 filed by Gallaudet with the IRS. If authentic, then the document would contain public information, since Gallaudet is classified as being a 501(c)(3) non-profit organization and is required to disclose its Form 990s.

The document shows I. King Jordan taking in exactly \$1,014,547 (one million fourteen thousand five hundred forty seven dollars), plus \$70,372 in additional benefits, and also \$15,000 in expenses and other allowances.

Also shown on the document is a base rate of pay of \$307,099 for Paul Kelly, the Vice President of Administration and Finance, plus an additional benefit amount of \$56,255. This constitutes a monthly base salary of \$25,591, which means that Paul Kelly earns 7 1/2 % MORE THAN the base salary listed for President Robert Davila (seven-and-a-half percent more). Dr. Davila's monthly base salary comes out to be \$23,802 per month, which calculates as being \$214,218 divided by nine for his nine months of service from Jan. 2 to Sept. 30, 2007.

Paul Kelly, even though he is only the third-ranking officer at Gallaudet, is listed as earning more than double (233%) the salary of the second-ranking officer, Provost Stephen Weiner.

Other amounts listed include Jane Fernandes taking in \$418,204, plus \$58,407 in benefits, and Karen Kimmel taking in \$150,567, plus \$55,664 in benefits.

The document mentions that Jordan's base salary listed includes extra retirement pay (\$500,490), plus also the estimated rental value of living in House One. In previous Form 990's for previous years, that rental value (of House One) was listed as being in the \$60 K range. So this would amount to being between approximately \$15,000 to \$20,000 for the period of Oct. 1, 2006 to December 31, 2006 when he lived in House One.

Small correction/addendum:

The document (link below) mentions that the money listed in "column E" (the right-hand column) is the amount that accounts for the rental value of living in House One (for I. King Jordan). That means that \$15,000 was the fair market rental value between Oct. 1, 2006 and Dec. 31, 2006 and that the one-million-dollar figure in the other column does not include any amount related to living in House One.

The document seems to indicate that Jordan continued (and perhaps continues) to draw almost the same exorbitant salary after he stepped down from the position of Gallaudet president as he received while he was president, only he was/is receiving the exorbitant salary as a professor--a salary which is still more than the salary of the President of the United States.

LINK TO DOWNLOAD DOCUMENT:

http://gallyprotest.org/gallaudet_form_990_fiscal_year_2006-2007.pdf