



INDIANA UNIVERSITY
NORTHWEST

ACADEMIC AFFAIRS

September 14, 2021

Dr. Mark McPhail
964 W. Peck St.
Whitewater, WI 53190

VIA HAND DELIVERY AND VIA CERTIFIED U.S. MAIL

Dear Dr. McPhail:

It has recently come to my attention that you have engaged in personal and professional misconduct in direct violation of university policy, and considerably beyond what had previously been made known and communicated to you and to the Faculty Council through Mark Baer. This previously submitted information made it clear that you had a performance review record demonstrating that you were not meeting the responsibilities outlined in the Indiana University Code of Academic Ethics. As part of my responsibilities, I conferred with the Dean of the School of Arts, consistent with policy, and I determined that any steps to remediate those performance deficits were unlikely to be successful.

Beyond the previously submitted information, however, it has recently been reliably reported to me, and substantiated by a report to another member of the IUN campus, that you have made, on more than one occasion, a threat of physical violence that we have no choice but to take quite seriously. This threat, regardless of whether it is express or implied, is interfering with the ability of others on the IUN campus to fulfill their job responsibilities and, based on all the information provided to me, poses an ongoing threat to the safety and security of members of the university community. At this time, I find there is no reasonable alternative but to proceed with dismissal pursuant to applicable policy. The Chancellor has been consulted and he agrees that these are exigent circumstances for which dismissal is warranted. Your inability to perform your job has already been documented, and now the ability of others to do their work is also clearly and seriously impaired.

Please note the enclosure, which is a Trespass Warning order from the Indiana University Police Department. Should you need to appear on the IUN campus to retrieve personal items or for other reasons, please let me know so that my office can coordinate with campus security any arrangements that may be necessary to allow for temporary access to IUN property. If access is desired for other IU



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campuses, please consult with Ben Hunter, Associate Vice President for Public Safety and Institutional Assurance.

Sincerely,

Vicki Román-Lagunas, Ph.D.
Executive Vice Chancellor for Academic Affairs

cc: Chancellor Ken Iwama
Dean David Klamen

Enclosure