



# COMPLAINT OF INEQUITY/DISCRIMINATION FORM

Name: [redacted] Telephone: [redacted]  
E-Mail: [redacted]

Street Address: 594 [redacted]  
City/State/Zip: Fort Myers

FGCU Status: (Please complete as appropriate)

Student     Undergraduate     Graduate  
 Employee    Other: Name \_\_\_\_\_  
Position: [redacted] Department: \_\_\_\_\_  
Work Phone: [redacted]  
Office Location: [redacted] Alt. Phone: \_\_\_\_\_  
 Faculty     A&P     USPS     OPS

Inequity/Discrimination based on (check all that apply):

Race     National Origin     Sex     Age     Religion  
 Marital Status     Disability     Retaliation

Date most recent inequity/discrimination took place: Nov. 10<sup>th</sup> 2008

Description of incident(s) which make me believe I have suffered an inequity and/or have been a victim of discrimination (use additional sheet if necessary).

*When prof Carl Wood took me out to Naples, he made some inappropriate physical contacts with me, which put me in a very uncomfortable situation. (wrapped his hand around my waist, held my hand, touched my knees and thighs, tried to tonguekiss me)*

Persons who could provide additional information about my complaint include:

[redacted]

Desired action/outcome regarding this complaint:

*Tell him what he did is wrong. Make him stop.*

I attest that the above statements are true,

Signature: [redacted] Date: 11-12-2008



**Florida Gulf Coast University  
Adjunct, Overload and Summer Salary Agreement**

8/18/08  
JL

This agreement is to pay the following:

- Adjunct pay
- A&P overload\*\*
- Faculty Summer Salary (9 mo. faculty only)
- Faculty overload \*\*
- USPS overload (exempt only) \*\*
- Graduate Teaching Assistant (for Research Asst or non-teaching Graduate Asst use OPS Appointment Form)

**I. Information (Sections I, II, and III to be completed by College/Department)**

Name: Carl Wood		Home College/Dept.: CAS	
College/Dept. Name: Lang & Lit			
Employee UIN: 814 839 014	Banner Index #: 400108	**Banner Fund #: 10001	
		Banner Org. #: 400108	
Term: Fall 2008 (year)	Spring (year)	Summer A (year)	Summer B (year)
		Summer D (year)	Summer C (year)
(Dates: from to )			

**II. Assignment**

Course Number(s)	Section Number	Title	Credit Hours	Contract Amt.	FTE
GER 1120	81608	Beginning German I	3	2500.00	0.25
GER 1120L	81609	Beginning German I Lab	1	833.33	0.083
				3333.33	.33

**III. Additional Information/Non-Instructional Activity:**

**For Adjuncts Only:** In compliance with the SACS accreditation standards, this agreement is contingent upon receipt by Academic Affairs of an original, official transcript of academic work and a current vita or resume within 10 working days from the date of this agreement. In the event official transcript(s) is not received, the university will consider your signature below as authorization to request the transcript(s). This offer is also contingent upon your eligibility to work under the provisions of the Immigration Reform and Control Act of 1986. An Employment Eligibility Verification Form (I-9) must be completed within three (3) business days of the date your employment begins. Please contact the Human Resources Department prior to your first day to schedule a new employee sign-on, be prepared to provide the necessary employment eligibility documentation.

**IV. Please Read:** In the event that the course or activity is canceled due to lack of enrollment or funding, reassignment of faculty workload, etc., remuneration shall be pro-rated on a daily basis to compensate for work completed up to the point of cancellation. This agreement will serve as the official Faculty Academic Activity Assignment form, Faculty Activity Report for adjuncts, USPS and A&P employees overload agreement and Summer Salary assignments for 9 month faculty. Twelve month employees who have been approved for extra compensation conducted during normal working hours must report annual leave for the hours or document an adjustment to their work schedule.

**V. If the employee is performing an overload for a college/dept. other than their home dept., the home dept. dean/director must sign. Home Dept. Authorization:**

**\*\*For any payment made from a sponsored research account (Banner fund that begins with a #20) this form must be routed to the Office of Research & Sponsored Programs for approval. If the payment is for an OVERLOAD this form must be accompanied by the ORSP "Authorization Request for Faculty and A&P Overload Payments & Staff Overtime Payments" form and sent to the Office of Research & Sponsored Programs.**

<i>James Brock</i>	8/16/08	
Department Head/Chairperson/Principal Investigator	Date	
<i>Carl L. Wood</i>	8/16/08	
Employee	Date	
<i>James Brock</i>	8/12/08	
Dean	Date	
<i>James Brock</i>	8/15/08	
Reviewed: Office of Academic Affairs	Date	

Start Date: 8/25	Ending Date: 12/19	No. of Pay Periods: 8.5	Biweekly Rate: 392.16	FTE: .33	26.56
Position #:	ADJ 999 <input type="checkbox"/>	OVLOAD <input type="checkbox"/>	SUMFAC <input type="checkbox"/>	TEASST <input type="checkbox"/>	<i>J. Hayes</i> 8/20/08

Sign On Audit Sheet

CAS  
LANGUAGES

Employee Name CAROLLYNN WOOD  
Supervisors Name E. MARQUEZ

Department LANGUAGES

- OPS - Student (hours taking in school \_\_\_\_\_)
- OPS- Non-Student
- Faculty
- Adjunct
- A&P
- USPS

Please place a check mark in all applicable boxes for the employee's pay plan to indicate that the specified form has been reviewed for completeness

FORMS	OPS - Student	OPS Non-Student	Adjunct	Faculty	A&P	USPS
Form I-9 (Employment Eligibility Verification)			✓			
I-9 Documentation			✓			
W-4 (Employee's Withholding Allowance Certificate)			✓			
Data Sheet/Felony Conviction/Veterans Disability			✓			
Beneficiary Designation/Conflict of Interest/Loyalty Oath			✓			
Memorandum/Gulfline Pin Request/Workers Comp.			✓			
Direct Deposit Authorization			✓			
Responsibility Concerning Student & Emp. Records (2)			✓			
Social Security # Notification			✓			
OPS Appointment Conditions (2)			✓			
SSA-1945			✓			
Employment Application (SOAR)			✓			
OPS Student Employee Expectations						
Selective service (Males 18-26 non students)			✓			*
New Hire Sign-On Verification						*
Benefit Check Sheet (Goes to Benefit Specialist)						*
Benefits Orientation						*
Outside Employment Activity Reporting Form						*
OR outside Employment Auth Form						*
Employee Handbook Receipt						*
Time Sheet & Payroll Calendar						*
Position Description						*
Parking Pass						*
New Employee ID Information						*
Twelve Month Pay Option Form				*		*
Background Screening Form						*
Employment Contract			✓	*	*	*
Transcripts			✓	*	*	*
Offer Letter				*	*	*

\*Additional Forms for OPS/Adjunct moving to USPS, A&P or Faculty  
Comments:

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Reviewed By: Rachel Kazor

Date: 6/4/08



# EMPLOYEE PERSONAL DATA SHEET

(Please Print Information)

CHECK ONE  
FAC   
A&P \_\_\_\_\_  
USPS \_\_\_\_\_  
OPS \_\_\_\_\_

NAME: WOOD CARL L. DR.  
(Last) (First) (Middle Initial) (Title: Ms., Mrs., Miss; Mr.; Dr.)

PREFERRED NAME/NICKNAME: CARL BIRTH DATE: (Month/Day/Year): 4/28/41

(239) 297-9922 Home Phone GENDER: MALE MARITAL STATUS: MARRIED

RACE: (circle one) Black Hispanic White Asian/Pacific Islander American Indian/Alaskan Native

Are you, your spouse and/or children covered by Florida Statute 119.07(3)(i) which prohibits the publishing of home addresses, telephone numbers, photographs and places of employment for personnel in law enforcement, firefighting, HRS, judiciary, and/or code enforcement? (Yes or No)

CITIZENSHIP: US  
(US; Resident Alien; Non-Resident Alien)

If Non Resident Alien:

VISA TYPE: \_\_\_\_\_ VISA NUMBER: \_\_\_\_\_ NATION OF ISSUE: \_\_\_\_\_

ISSUING AUTHORITY: \_\_\_\_\_ VISA START DATE: \_\_\_\_\_ VISA EXPIRATION DATE: \_\_\_\_\_

Have you been convicted of a felony after October 1, 1990 for the sale or trafficking in, or conspiracy to sell or traffic in, a controlled substance as defined in Chapter 893, Florida Statutes? (Yes or No) NO

\*if you answered yes, please see #1 on reverse side of this form to explain

Persons with a disability, please see #2 on reverse side of this form.

Military Status (N/A or Veteran): VETERAN  
If you are a Vietnam Era Veteran and/or a Disabled Veteran please see #3 on reverse side of this form

### EMERGENCY CONTACT INFORMATION:

LAST NAME: MARINA A. WOOD FIRST NAME: MARINA MI: N.

ADDRESS/CITY/STATE/ZIP: 1865 Florida Club Dr. - #6308 NAPLES, FL 34112

AREA CODE/TELEPHONE NUMBER: 239-297-9922 RELATIONSHIP: WIFE

HIGHEST DEGREE: PH.D. MAJOR: ENGLISH + COMPARATIVE LITERATURE

GRADUATION DATE: (MM/DD/YY) 06/04/12 INSTITUTION: UNIV. OF CA, BERKELEY

\*Have you provided HR your official transcripts? (Yes or No) Yes

ARE YOU RELATED TO AN FGCU EMPLOYEE? (Yes or No)

If yes, give name(s) and relationship (s) \_\_\_\_\_

SIGNATURE: Carl L. Wood DATE COMPLETED: 6/4/08

Complete this form (    Y if you answered yes to any of the previous asked questions about a drug-related felony conviction (#1), or veteran's information (#3). This form also provides important information to individuals with disability.

1. State of Florida law prohibits any person who has been convicted after October 1, 1990 of the sale of, or trafficking in, or conspiracy to sell or traffic in, a controlled substance as defined by Chapter 893, Florida Statutes, from applying for employment with the State of Florida or its agencies unless certain statutorily required conditions are met. You must complete and sign this certification form or you will not be eligible for employment with an agency of the state. Providing false information on this certification form will be cause for dismissal if you are hired. All information provided is subject to verification.

If you answered yes, you have been convicted of a drug-related felony, then you are disqualified from applying for state employment, unless you meet one of the following conditions:

\_\_\_\_\_ I have completed all sentences of imprisonment or supervisory sanctions imposed by the Court, by the Parole Commission, or by law.

OR

\_\_\_\_\_ While under supervisory sanction monitored by the Department of Corrections, I have

- (a) enrolled in, and completed, an approved drug treatment and rehabilitation program specified by either the Court, the Parole Commission, or the Department of Corrections, or was deemed not to have a substance abuse problem by the program, and
- (b) agreed to submit to periodic urine drug testing pursuant to procedures prescribed by the Department of Corrections.

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2. Under the Americans with Disabilities Act, an individual is considered to have a "disability" if s/he has a physical or mental impairment that substantially limits one or more major life activities, has a record of such an impairment, or is regarded as having such an impairment.

If you meet this definition and need an accommodation(s) to perform the essential functions of your job, please contact the Office of Institutional Equity & Compliance at 239-590-7405.

3. The following information is needed for reporting and monitoring purposes only, in accordance with Section 402 of the Vietnam Era Veteran's Readjustment Act (VEVRA) and Section 503 of the Rehabilitation Act of 1973. This is a voluntary self-disclosure. Refusal to respond will not subject you to adverse treatment in employment consideration.

If you believe that you are covered by section 402 of the Vietnam Era Veteran's Readjustment Act of 1974, please complete the following:

I am:

A. A Veteran of the Vietnam Era  Dates in Service 1963-67

**VIETNAM VETERAN:** Means any persons who (1) served on active duty for more than 180 days (6 months) between February 28, 1961 and May 7, 1975 and who was discharged or released with other than a dishonorable discharge or (2) was discharged or released from active duty for a service-connected disability.

B. A Disabled Veteran \_\_\_\_\_ (Not restricted to the Vietnam Era)



**BENEFICIARY DESIGNATION**

**for Accrued Wages, Sick, Annual, and/or Compensatory Leave Payment**

In the event of your death, any accrued wages, annual leave, sick leave (if you were eligible for such payment), and special compensatory leave may be paid to your beneficiary, estate, or as otherwise provided by law. Benefits will be paid to the first named beneficiary, unless that person predeceases you, in which case payment will be made to the second named, etc.

<u>MARINA N. WOOD</u>	<u>WIFE</u>	<u>11/30/67</u>	<u>FEMALE</u>
Primary Beneficiary	Relation	Date of Birth	Sex
<u>CATHERINE J. WOOD</u>	<u>DAUGHTER</u>	<u>8/29/74</u>	<u>F.</u>
First Contingent Beneficiary	Relation	Date of Birth	Sex
_____	_____	_____	_____
Second Contingent Beneficiary	Relation	Date of Birth	Sex

\*If the above does not meet your needs, attach a signed and dated listing of your designated beneficiaries\*

My signature below authorizes payment to the beneficiary(ies) designated in the event of my death.

**CONFLICT OF INTEREST**

To my knowledge, neither I nor any member of my immediate family (including my spouse or minor children) is engaged in, or has any financial or other interest in, any occupation or business which would be affected, either adversely or favorably, by any decision or act in which I would participate, or over which I might have some influence, in the performance of my duties as an employee of Florida Gulf Coast University.

I am listing on the reverse side all direct and indirect financial interest in, or affiliation with, business establishments which may conduct business with Florida Gulf Coast University or other education agencies with which I have relationship in the performance of my official duties. I will revise this list at any time in the future as needed so that it will, at all times, reflect such direct and indirect financial interests.

My signature below acknowledges that I have read and understood the disclosure request referenced above.

**STATE OF FLORIDA LOYALTY OATH**

I, Carl L. Wood, a citizen of the State of FL, county of

COLLIER, in United States of America and being employed by or an officer of Florida Gulf Coast University and a recipient of public funds as such employee or officer, do hereby solemnly swear or affirm that I will support the Constitution of the United States and of the State of Florida.

My signature below acknowledges that I have read and understood the loyalty oath referenced above.

**SIGNATURE SECTION**

CARL L. WOOD  
as (Carl L. Wood)  
Print Name

Carl L. Wood  
Signature

Do not write below.

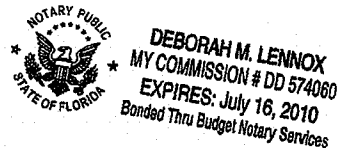
Sworn to and subscribed before me this 4TH day of JUNE, 2008, by Carl L. Wood

who is personally known to me or who produced US PASSPORT as identification (type of identification).

Deborah M. Lennox  
Notary Signature

(SEAL)

Deborah M. Lennox  
Print Name of Notary





## Florida Gulf Coast University Memorandum of Understanding

### Retirement

I am \_\_\_\_\_ I am not  retired from a State of Florida administered retirement plan.

I understand that if I retired under a State of Florida administered retirement plan or conclude DROP participation and : (1) I am employed in any type of position (temporary, part time or regularly established) during the first month of retirement, my retirement is void, all benefits received must be repaid and I must re-apply for retirement benefits. (2) If I am re-employed during the 2<sup>nd</sup> through the 12<sup>th</sup> calendar months of the first year of retirement, my monthly retirement pension will be suspended during these months. Contact an HR representation to discuss exceptions to the reemployment limitations.

### University Policies

My signature below acknowledges receipt of the following University Policies: Drug Free Workplace, Unlawful Harassment and Non-Discrimination. I acknowledge that it is my responsibility to thoroughly review and adhere to these policies.

### Direct Deposit Condition of Employment

As a new USPS, A&P, or faculty employee, I understand that use of direct deposit for payroll checks is a condition of employment. We strongly encourage OPS employees to participate in this program as well.

### Deduction Waiver for Debts Owed Florida Gulf Coast University

It is understood that upon termination of employment with Florida Gulf Coast University, the entire balance of any and all debts owed to Florida Gulf Coast University shall be immediately due and payable at the option of the University (PR-5.003(3)(c)3). I authorize Florida Gulf Coast University upon termination of my employment to withhold any and all sums necessary to satisfy outstanding debts owed by me to the University and incurred during the period of employment.

### Gulflin Pin (only complete if you do NOT already have a Pin)

Payroll, benefit and leave information is viewed on "Gulflin" accessible from the FGCU home page. To access this information you will need a PIN. Your PIN # will be assigned to you and sent via e-mail.

E-mail Address carl@bdmtg.com

### State of Florida Workers' Compensation Managed Care Arrangement

#### Employee Acknowledgement & Receipt

I acknowledge and understand that my employer is subject to and participates in the CorVel Corporation Managed Care Arrangement. I have received, read, and understand the plan's workers' compensation injury procedures. I understand my responsibilities under the plan, should I be injured while on the job. I understand that unless my injury requires emergency treatment I must seek medical treatment as outlined in the workers' compensation procedures. Treatment received outside the managed care arrangement is not compensable unless authorized by the insurance carrier and/or CorVel Corporation prior to treatment date.

My signature acknowledges that I have read and understand all the statements above.

CARL LYNN WOOD  
Print Name

Carl Lynn Wood  
Signature

\_\_\_\_\_  
Date

## Florida Gulf Coast University

### Employee Code of Responsibility for Student, Finance, Human Resources and Payroll Information

As a University employee, you are likely to handle or have access to student education records and employee payroll and personnel information.

#### CONFIDENTIALITY OF STUDENT RECORDS AGREEMENT

In compliance with the guidelines incorporated in the Family Educational Rights and Privacy Act, 1974 – (FERPA), Section 1002.22, Florida Statutes, and the Florida Gulf Coast University's Student Records Policy, you are required to take every precaution to protect the integrity of our student records.

Federal law and Chapter 1002.22 F.S. prohibits the disclosure of information contained in students' academic records to third parties – including fellow students, parents, spouses, etc. -- without the student's written consent. No one other than the student has the right, under the Public Records Act, to see the student's records. The law does not permit the release of such information to an Early Admitted or Dual Enrolled student's parents, regardless of the age of the student. Further, only University employees with a "need to know" may review a student's education record. Education records consist of information which pertains to a student's academic record. Education records do not include student conduct, medical, law enforcement, personal records or notes maintained by faculty/staff, student employment, or alumni records. However, these records fall within the parameters of Florida's Public Records Law, Chapter 119, Florida Statutes, and other state or federal laws.

You are responsible for distinguishing between public/directory and confidential information. For guidance regarding the release of directory vs. confidential information contained in student records, read the Student Records Management & Procedures Guide and University Education Records Policy. Confidential information regarding students or employees may not be released in any personally identifiable format without written permission of the individual. If you are in doubt, refer the requestor to the office responsible for maintaining the information requested. Student directory information may be released unless a student has requested otherwise. Always check the "Privacy Flag" in the student information system before releasing directory information. Public information may be displayed in either individual or aggregated format.

#### CONFIDENTIALITY OF EMPLOYEE RECORDS AGREEMENT

Employee payroll and personnel information to which an employee has access is to be handled in a confidential manner safeguarding its exposure to possible theft or manipulation. Chapter 119.07, F.S. provides for the confidentiality of specific employee personnel information such as social security numbers, medical information and evaluation of academic performance. While most other employee information is public record, in responding to requests for payroll and personnel information, you are responsible for determining that the individual is not also a student of FGCU and therefore has rights to information protection under FERPA.

Information provided to you to conduct official University business may not be used for other purposes or passed on by you to any unauthorized person. You are responsible for the security of all data to which you have access which refers to storing confidential documents in locked cabinets, periodically updating network or system passwords, and ensuring desktops/PCs are properly signed off when not in use.

Official university counts of students, employees and other items are maintained and supplied by the Office of Planning and Institutional Performance. Regardless of your access to University records, it is your responsibility to use official counts when completing surveys, grant proposals, etc.

#### CONFIDENTIALITY OF CREDIT CARD INFORMATION AGREEMENT

Access to credit card information requires the highest degree of public trust to protect the interest of the University and the cardholders. It is a breach of ethical standards for any employee of the University or third party with access to credit card information to divulge either directly or indirectly any cardholder information except on a need-to-know basis. Additionally, the release of cardholder information may only be done with proper authorization from the director, associate director, manager, or appropriate supervisor.

As an employee of Florida Gulf Coast University, I am aware that any release of academic information which would identify a specific student is prohibited unless we have a written release from that student. I am also aware that confidentiality of student records is required by Federal and State Law. I understand that it is my responsibility to read the Credit Card Security Procedures available at <http://www.fgcu.edu/as/finance/PCI> and will abide by its guidelines and that failure to comply may result in criminal and/or disciplinary action, up to and including termination.

Further, I agree to report any violations of security policy, practice or procedure of which I become aware, to my supervisor, the Information Security Manager/Administrator(s) or other such person(s) designated with the responsibility for handling matters of a security nature. I understand that any access granted to me in accordance with my job responsibilities will not be shared. I will not allow others to use my account(s) or tell them my account password(s). I understand that divulging confidential information or the unauthorized release of records is a violation of the University disciplinary standards and may result in appropriate disciplinary action being taken against me, including up to termination.

I agree to seek advice before releasing information from an FGCU student's educational records & an FGCU employee's personnel information to anyone. I will refer inquiries about student records to the Registrar's Office and employee related inquiries to the Human Resource Department.

CARLENN WOOD  
Printed Name

Carl Lynn Wood 6/4/08  
Signature Date

Revised: 3/17/2008

Florida Gulf Coast University  
Human Resources Department

Notification of Social Security Number Collection and Usage

In compliance with FL Statute 119.071(5), this document serves to notify you of the purpose for the collection and usage of your Social Security number.

The Human Resources Department collects and uses your social security number only for the following purposes in performance of the University's duties and responsibilities. To protect your identity FGCU will secure your SS# from unauthorized access, never release your SS# to unauthorized parties, and assign you a unique employee identification number. This unique ID number is used for all associated employment and educational purposes.

To ensure that you are properly linked to outside governmental entities such as the Internal Revenue Service, your social security number is used for any or all of the following legitimate business purposes:

- Completing and processing the Federal I-9 (Department of Homeland Security)
- Completing, processing & distributing Federal W4, W2, and 1099 (Internal Revenue Service)
- Completing and processing Federal Social Security taxes (FICA)
- Completing and processing quarterly Unemployment Reports (FL Dept of Revenue)
- Completing and processing Florida Retirement Contribution reports (FL Division of Retirement)
- Reporting Work-related injuries (Florida Division of Risk Management), if applicable
- Completing and processing Direct Deposit Files (Bank of America, ACH), if applicable
- Completing and processing 403b and 457b contribution reports, if applicable
- Completing and processing group health, life and dental coverage enrollment, if applicable
- Completing and processing various supplemental insurance deduction reports, if applicable
- Completing and processing immigration related documents, if applicable

Providing your Social Security number to FGCU is a required condition of employment.

*I understand the above information and have been given a copy of this document.*

(CARL LYNN WOOD)  
Print Name

Carl Lynn Wood  
Signature

6/1/08  
Date

**Statement Concerning Your Employment in a Job  
Not Covered by Social Security**

**Employee Name** CAROL LYNN WOOD

**Employee ID#** \_\_\_\_\_

**Employer Name** Florida Gulf Coast University

**Employer ID#** 65-0753801

Your earnings from this job are not covered under Social Security. When you retire, or if you become disabled, you may receive a pension based on earnings from this job. If you do, and you are also entitled to a benefit from Social Security based on either your own work or the work of your husband or wife, or former husband or wife, your pension may affect the amount of the Social Security benefit you receive. Your Medicare benefits, however, will not be affected. Under the Social Security law, there are two ways your Social Security benefit amount may be affected.

**Windfall Elimination Provision**

Under the Windfall Elimination Provision, your Social Security retirement or disability benefit is figured using a modified formula when you are also entitled to a pension from a job where you did not pay Social Security tax. As a result, you will receive a lower Social Security benefit than if you were not entitled to a pension from this job. For example, if you are age 62 in 2005, the maximum monthly reduction in your Social Security benefit as a result of this provision is \$313.50. This amount is updated annually. This provision reduces, but does not totally eliminate, your Social Security benefit. For additional information, please refer to Social Security Publication, "Windfall Elimination Provision."

**Government Pension Offset Provision**

Under the Government Pension Offset Provision, any Social Security spouse or widow(er) benefit to which you become entitled will be offset if you also receive a Federal, State or local government pension based on work where you did not pay Social Security tax. The offset reduces the amount of your Social Security spouse or widow(er) benefit by two-thirds of the amount of your pension.

For example, if you get a monthly pension of \$600 based on earnings that are not covered under Social Security, two-thirds of that amount, \$400, is used to offset your Social Security spouse or widow(er) benefit. If you are eligible for a \$500 widow(er) benefit, you will receive \$100 per month from Social Security ( $\$500 - \$400 = \$100$ ). Even if your pension is high enough to totally offset your spouse or widow(er) Social Security benefit, you are still eligible for Medicare at age 65. For additional information, please refer to Social Security Publication, "Government Pension Offset."

**For More Information**

Social Security publications and additional information, including information about exceptions to each provision, are available at [www.socialsecurity.gov](http://www.socialsecurity.gov). You may also call toll free 1-800-772-1213, or for the deaf or hard of hearing call the TTY number 1-800-325-0778, or contact your local Social Security office.

**I certify that I have received Form SSA-1945 that contains information about the possible effects of the Windfall Elimination Provision and the Government Pension Offset Provision on my potential future Social Security benefits.**

**Signature of Employee**

*Carol Lynn Wood*

**Date** 6/4/08

Close Window



## FLORIDA GULF COAST UNIVERSITY

### Adjunct Faculty Application

Job #: <b>N/A</b>	Posting Title:
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#### Personal Information

First Name: <b>Carl</b>	Middle Name: <b>Lynn</b>	Last Name: <b>Wood</b>	Address: <b>1865 Florida Club Dr.--Unit 6308</b>
City: <b>Naples</b>	State: <b>FL</b>	Zip Code: <b>34112</b>	International Address:
Primary Phone: <b>239-297-9922</b>	Extension:	Alternate Phone:	Extension:
International Phone:	Email Address: <b>cwood1492@gmail.com</b>	Other names by which you may have been known:	Select highest degree obtained:
If other, please explain:			

#### Additional Personal Information

Are you legally authorized to work in the United States?: <b>Yes</b>	Do you currently work for, or have you ever worked for, another State University in Florida or for a State Agency in Florida?: <b>No</b>	If yes, please list the dates and agencies:	Did you receive a dishonorable discharge from the military? Answering "yes" will not necessarily bar you from employment Each case will be judged on its own merit with respect to time, circumstances.: <b>No</b>
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#### Criminal History

Have you ever been convicted, pled nolo contendere no contest, been placed on probation, enrolled in a pretrial diversion program or had adjudication withheld in a criminal offense felony or first deg: <b>No</b>	Have you been convicted in Florida of a felony committed after September 1990 for selling or trafficking in, or conspiracy to sell or traffic in a controlled substance?: <b>No</b>	If you answered "Yes" to either of the conviction questions above, list the date, offense, and judgment Answering "Yes" will not necessarily bar you from employment Each case will be judged on its o:
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#### Voluntary Demographic Data

Gender: <b>Male</b>	Race/Ethnicity: <b>White</b>
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#### Teaching Experience

If currently teaching, current faculty rank:	If other, please specify:	Current Availability:
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<b>No Response</b>			
<b>Semester Availability:</b>			
<input type="checkbox"/> No Response	<input checked="" type="checkbox"/> Spring	<input type="checkbox"/>	<input checked="" type="checkbox"/> Summer
<input checked="" type="checkbox"/> Fall	<input checked="" type="checkbox"/> Winter	<input type="checkbox"/>	<input type="checkbox"/>
<b>College or School that has the discipline you desire to teach:</b>			
<input type="checkbox"/> No Response	<input checked="" type="checkbox"/> College of Arts and Sciences	<input type="checkbox"/> College of Business	<input type="checkbox"/>
<input type="checkbox"/> School of Engineering	<input type="checkbox"/> College of Education	<input type="checkbox"/> College of Health Professions	<input type="checkbox"/>
<input type="checkbox"/> School of Nursing	<input type="checkbox"/> College of Professional Studies	<input type="checkbox"/> College of Graduate Studies & Continual Learning	<input type="checkbox"/>

<b>Agreement</b>		
BY SIGNING BELOW, I certify that I have read and agree with these statements.		
<b>Carl Lynn Wood</b>	_____	
Applicant's Name	Applicant's Signature	Date

[Close Window](#)

**FLORIDA GULF COAST UNIVERSITY  
OTHER PERSONAL SERVICES APPOINTMENT FORM**

OPS appointments (excluding adjuncts) are of a temporary nature for short term, peak load, or periodic tasks or projects and are not entitled to fringe benefits other than Workers' Compensation and the Federal Family Medical Leave Act, if applicable. Such appointments may be terminated at any time that the University deems appropriate, with no right to appeal. Time served in an OPS assignment will be considered toward meeting the minimum qualification requirements for application to a vacant University Support Personnel System (USPS) position, however, there is no guarantee of future employment with the University.

Adjuncts are hired on a temporary appointment basis paid from OPS funds. Such appointments are for one academic term at a time and are ordinarily paid on a per course basis. Adjunct appointments may not be for more than 50% of the time throughout an academic year or full-time for more than twenty-six weeks of a fiscal year.

I have read and understand the conditions applicable to OPS appointments and agree that the University will not be held liable if my employment is terminated at any time.

Carl Lynn Wood  
Employee Signature

6/7/08  
Date

CARL LYNN WOOD  
Print Name

Original

#3



Academic Affairs

November 13, 2008

**TO:** Dr. Carl Wood, Adjunct Faculty  
College of Arts and Sciences

**FROM:** Hudson Rogers, Associate Provost

**SUBJECT:** Complaint

**Received**

NOV 13 2008

**Director  
Human Resources**

Dear Dr. Wood:

I am writing to inform you that the University has received a complaint concerning alleged sexual harassment on your part. Consistent with University Policy, complaints of sexual harassment are promptly investigated. Until the investigation is completed, no conclusions will be reached.

You are hereby immediately placed on leave and your pay as an adjunct faculty member for two (2) courses will continue pending the outcome of the investigation. This action is not disciplinary. However, because your Adjunct Salary Agreement expires on December 19, 2008, your leave with pay status will not continue beyond that date, which is the end date of your current adjunct appointment.

During the period you are on leave with pay pending investigation, your adjunct faculty privileges to e-mail and other computing resources will be withheld.

During the period that you are on leave with pay pending investigation, you are directed to:

- (i) Refrain from contacting any FGCU students;
- (ii) Refrain from contacting any University employee regarding this matter beyond responding to official University requests, or making requests for information from the University;
- (iii) Refrain from visiting the FGCU campus during the period you are on leave unless you have official business that requires you to have an appointment with a specific person or office on the FGCU campus;
- (iv) Immediately provide your Dean or Department Chair with any and all course related materials that will enable the University to continue meeting the educational needs of students who are in classes that you are teaching this Fall 2008 semester;
- (v) Immediately provide your Dean or Department Chair with records, materials and information consistent with any non-instructional duties in which you may be involved so that the College is able to continue its smooth operation during the period while you are on leave with pay pending investigation; and
- (vi) Cooperate fully in the conducting of the investigation.

If you have any questions please feel free to contact me or Dean Donna Price-Henry.

(239) 590-7000 TTY:(239) 590-1450 SUNCOM: 731-7000 FAX: (239) 590-7034 <http://www.fgcu.edu>  
10501 FGCU Boulevard South • Fort Myers, Florida 33965-6565



**Attachments:**

**Section 1012.91 Personnel Records, The 2008 Florida Statutes**


**c:**

- Ronald Toll, Provost and Vice President for Academic Affairs**
- Donna Price-Henry, Dean, College of Arts and Sciences**
- Jack Crocker, Interim Department Chair, Language and Literature**
- ✓ Steven Belcher, Director, Human Resources**
- Steven Moore, Chief of Police, FGCU**

**Acknowledgement of receipt:**

Carl Wood  
Carl Wood

11/13/08  
Date

Select Year: 2008  

## The 2008 Florida Statutes

Title XLVIII  
K-20 EDUCATION CODE

Chapter 1012  
PERSONNEL

[View Entire Chapter](#)

### 1012.91 Personnel records.--

(1) Each university board of trustees shall adopt rules prescribing the content and custody of limited-access records that the university may maintain on its employees. Such limited-access records are confidential and exempt from the provisions of s. 119.07(1). Such records are limited to the following:

(a) Records containing information reflecting academic evaluations of employee performance shall be open to inspection only by the employee and by officials of the university responsible for supervision of the employee.

(b) Records maintained for the purposes of any investigation of employee misconduct, including but not limited to a complaint against an employee and all information obtained pursuant to the investigation of such complaint, shall be confidential until the investigation ceases to be active or until the university provides written notice to the employee who is the subject of the complaint that the university has either:

1. Concluded the investigation with a finding not to proceed with disciplinary action;
2. Concluded the investigation with a finding to proceed with disciplinary action; or
3. Issued a letter of discipline.

For the purpose of this paragraph, an investigation shall be considered active as long as it is continuing with a reasonable, good faith anticipation that a finding will be made in the foreseeable future. An investigation shall be presumed to be inactive if no finding is made within 90 days after the complaint is filed.

(c) Records maintained for the purposes of any disciplinary proceeding brought against an employee shall be confidential until a final decision is made in the proceeding. The record of any disciplinary proceeding, including any evidence presented, shall be open to inspection by the employee at all times.

(d) Records maintained for the purposes of any grievance proceeding brought by an employee for enforcement of a collective bargaining agreement or contract shall be confidential and shall be open to inspection only by the employee and by officials of the university conducting the grievance proceeding until a final decision is made in the proceeding.

(2) Notwithstanding the foregoing, any records or portions thereof which are otherwise confidential by law shall continue to be exempt from the provisions of s. 119.07(1). In addition, for sexual harassment investigations, portions of such records which identify the complainant, a witness, or information which could reasonably lead to the identification of the complainant or a witness are limited-access records.

(3) Except as required for use by the president in the discharge of his or her official responsibilities, the custodian of limited-access records may release information from such records only upon authorization in writing from the employee or upon order of a court of competent jurisdiction.

(4) Notwithstanding the provisions of subsection (1), records comprising the common core items contained in the State University System Student Assessment of Instruction or comparable instrument may not be prescribed as limited-access records.

(5) This section shall apply to records created after July 1, 1995.

History.--s. 779, ch. 2002-387.

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#4

November 13, 2008

On Tuesday November 11, 2008 about 10:30pm, I received a phone call at home from [REDACTED]. She wished to talk to me about an experience she had just had that day with a professor, Carl Wood. She was not certain what to make of this experience and that she did not understand what had occurred, why it happened, or what to do about it.

Professor Wood is an adjunct faculty in the same department in which [REDACTED]. They both use [REDACTED]. Professor Wood recently befriended her, and encouraged her to attend his German language class (which she did) so she could brush up on her German. According to [REDACTED] professor Wood recently offered to assist her with a personal business matter, by taking her to visit with a lawyer in Naples, whom who knew. [REDACTED] appreciated this offer (as she has had assistance and invitations from many other friendly and helpful people and colleagues here). Professor Wood came to campus to meet [REDACTED] and took her in his car to Naples on Nov. 11. During that day with professor Wood, she met with the lawyer, was brought to a meeting of Christians where she was introduced, and then professor Wood took her to a beach in Naples, I think they also went to a restaurant, and at the end of the day's activities he drove her back to campus.

[REDACTED] described to me a number of unexpected and unwanted physical contacts and advances professor Wood exhibited towards her while they were together. They included: 1) touching her face with his fingers and saying her skin is so soft; 2) holding her hand while they were walking; 3) sitting very close to her, putting his body in full physical contact with hers and wrapping his arm tightly around her waist, then proceeding to push his fingers under her clothing to touch her skin; 4) hugging her and kissing her twice in his car, the kisses were directly on her lips and he stuck his tongue in her mouth (this occurred [REDACTED] when he brought her back [REDACTED]).

I asked her if anything like this has ever occurred to her when she was with others here, and she responded "no." I also asked her if at any time the professor first asked her permission for him to touch her and she said "no". She also said that after he kissed her she had asked him if this was a normal thing to do here (because she does not know all of the customs in our country and was clearly very surprised) and she was not comfortable with this. She wanted to exit his car and told him that she needed to go to [REDACTED] which she did.

When I asked her how she felt about this she shared with me several times that she was very uncomfortable with what had occurred and did not understand why he would do this. She was also very confused by it and not sure what she should do. She found the experience upsetting and uncomfortable, especially as she would likely have continued contact with professor Wood, based on each of their involvements in [REDACTED] on campus. I inquired if she was ok being alone that night (in her [REDACTED]) and she said she was. I advised her not to discuss the situation with anyone until I had the opportunity to meet with certain colleagues at the university to discuss it the following day.

Submitted by: [REDACTED]  
Florida Gulf Coast University

November 13, 2008

NOTARY PUBLIC-STATE OF FLORIDA  
Diane St. John  
Commission # DD456228  
Expires: SEP 12, 2009  
Bonded Thru: [REDACTED]

*The foregoing instrument was acknowledged before me this 13th day of November 2008 by [REDACTED] who has produced a FE Drivers license as identification.*  
*Diane St. John*  
NOTARY PUBLIC Expires 9/12/09

EXHIBIT 2

Linda Simpson

From: [REDACTED]  
Sent: Thursday, November 13, 2008 10:48 AM  
To: [REDACTED]  
Subject: FW: request--inexpensive travel and free lodging

----- Forwarded Message -----  
From: "Wood, Carl" <cwood@fgcu.edu>  
To: [REDACTED]  
Sent: Thu, 13 Nov 2008 09:21:12 -0500  
Subject: FW: request--inexpensive travel and free lodging

[REDACTED]  
This is just to confirm that I will be picking you up Friday at 7:30 a.m. by the stairs where I dropped you off. Please send me your cell phone number. Mine is 297-9922.  
Thanks,

Carl Wood, Ph.D.  
Adjunct Professor of Language and Literature  
Florida Gulf Coast University  
cell: (239) 297-9922

From: Wood, Carl  
Sent: Wednesday, November 12, 2008 11:32 AM  
To: [REDACTED]  
Subject: FW: request--inexpensive travel and free lodging

Ni hau!  
It was a pleasure to take you to Jeff Cecil, the Naples beach, and the James Gang yesterday. It's always fun to see [REDACTED] react for the first time to Naples' glorious beach. Perhaps we can visit it again Friday--and walk the famous Boardwalk.  
As you see below, I have asked two of my Honors students from the New York City area if they can find American families to host you four and put you up while you're there. I think this would be interesting and pleasant on both sides. And it would save you hundreds of dollars.  
You, Bernie, and your friends should, I think, seriously consider travelling to Philadelphia and New York by Greyhound Bus--and renting a car locally in those places, if you wish. Both of those cities, as well as Washington, have excellent public transportation systems, so you might not even need to rent a car there. To give you an idea of the savings, the round trip bus fare from Ft. Myers to New York, is only \$239. per person--and you can get off the bus for a few hours or days at no extra charge. It might be slightly more if you take a bus that goes through Philadelphia on the way to New York, but probably only a few dollars. (Other than the Liberty Bell, there's not much to see in Philly. I recommend that you spend most of your time in NYC and Washington, where there's a great deal to see (and in Washington admissions are mostly free!).  
I hope some of this is helpful to you all.  
As we planned, I'll pick you up at 7:30 Friday at the stairway where I dropped you off last night. Please email me your cell phone number, in case I get lost. (Mine is 239-297-9922). I think you'll find Reverend Ed Gray and Reid Carpenter interesting and pleasant to meet--and I know they'll be interested to talk with you. Ed is a very innovative Presbyterian pastor (minister), and Reid is a major advisor and fundraiser at the new Catholic University near here, Ave Maria University, where his wife is Vice President. (In early December or early January, perhaps you'd enjoy attending a Sunday morning church service where Ed preaches and Marina is the music director).  
Why don't you consider bringing along any books or paperwork you have to work on before you [REDACTED] Saturday,

11/19/2008

EXHIBIT  
3

and after the breakfast meeting we can do some more touring in the Naples area and introduce you to Marina before she and I take you [REDACTED] in the early evening. You don't [REDACTED] on Fridays, right? See you soon.

Carl

**Carl Wood, Ph.D.**  
Adjunct Professor of Language and Literature  
Florida Gulf Coast University  
cell: (239) 297-9922

---

**From:** Wood, Carl  
**Sent:** Wednesday, November 12, 2008 10:59 AM  
**To:** [REDACTED]  
**Subject:** request

As a New Yorker, do you or your parents know any hospitable families who might enjoy the opportunity to provide a bed for a visiting [REDACTED] university instructor of outstanding character for three or four nights while they're visiting the NYC area for the first time this December?

[REDACTED] stationed around the US will be meeting at the end of our semester to bus and drive up to Philly and the Big Apple before returning down the coast (DC, etc.). Any interested family could choose to put up one or two of the following: a young [REDACTED] a young [REDACTED] woman, two young [REDACTED] men. They're all in their mid to late twenties, [REDACTED], and have fascinating things to chat about.

Pls check into this possibility and let me know by next week if you find any interest.

Thanks,

**Carl Wood, Ph.D.**  
Adjunct Professor of Language and Literature  
Florida Gulf Coast University  
cell: (239) 297-9922

----- End of Forwarded Message -----

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11/19/2008

**Linda Simpson**

---

**From:** [REDACTED]  
**Sent:** Friday, November 21, 2008 12:19 AM  
**To:** Vicki Sprout  
**Subject:** FW: help (from [REDACTED])--personal favor requested by Carl Wood

another letter.  
[REDACTED]

----- Forwarded Message -----

**From:** "Wood, Carl" <cwood@fgcu.edu>  
**To:** [REDACTED]  
**Cc:** "jcecil@porterwright.com" <jcecil@porterwright.com>  
**Sent:** Mon, 10 Nov 2008 09:40:15 -0500  
**Subject:** FW: help (from [REDACTED])--personal favor requested by Carl Wood

OK. [REDACTED]

Pls confirm that it's good for you to meet me by the reception desk in the Student Union Tuesday at 2:15--and that you'll bring along all the paperwork and documents you have on the timeshare purchase and [REDACTED]. Pls call me this evening at 297-9922 so we can talk about your meeting my wife Marina, having a pizza dinner with us (our treat), and possibly attending our James Gang meeting from 6:45 to 9 in the evening, after which I'll drive you back

[REDACTED] Thanks,

Carl

Carl Wood, Ph.D.  
Adjunct Professor of Language and Literature  
Florida Gulf Coast University  
cell: (239) 297-9922

---

**From:** Cecil, W. Jeffrey [JCecil@porterwright.com]  
**Sent:** Monday, November 10, 2008 9:37 AM  
**To:** Wood, Carl  
**Cc:** [REDACTED]  
**Subject:** RE: help (from [REDACTED])--personal favor requested by Carl Wood

It's clear for me.

-----Original Message-----

**From:** Wood, Carl [mailto:cwood@fgcu.edu]  
**Sent:** Sunday, November 09, 2008 8:23 AM  
**To:** Cecil, W. Jeffrey

Cc: [REDACTED]

Subject: FW: help (from [REDACTED])--personal favor requested by Carl Wood

Good morning, Jeff--

On further thought, I'm wondering if you would be free to meet with [REDACTED] and me about 3 on Tuesday. That way, we could get your advice and then drive over to Marina's bank, so she could meet [REDACTED]. Then M. and I could take [REDACTED] out for pizza, after which M. could head over to her chorus rehearsal while [REDACTED] and I (if she's free) come out to the James Gang meeting for the evening. Thanks,

Carl

[REDACTED]  
Would you be free to do this? Please call me (297-9922) so I can tell you about the James Gang.

Dank schoen. [REDACTED]

Carl Wood, Ph.D.  
Adjunct Professor of Language and Literature  
Florida Gulf Coast University  
cell: (239) 297-9922

---

From: [REDACTED]

Sent: Saturday, November 08, 2008 5:09 PM

To: Wood, Carl

Subject: RE: help (from [REDACTED])--personal favor requested by Carl Wood

Thank you so much, Carl!!!

i did not expect to get such a prompt reply. I am free this Tue. Anytime is good for me. We can meet at the Student Union. I am so grateful for all the help from you and your friend. See you this Tue! [REDACTED]

On Sat, 8 Nov 2008 14:42:51 -0500, Wood, Carl wrote

- > Thanks again, Jeff, for your willingness to meet with [REDACTED] and me to
- > review whatever paperwork she has and to give her professional advice.
- > Would you be available just before or just after lunch on Tuesday,
- > when classes will not be held on campus? Please tell us your
- > availability. Thanks. [REDACTED]--Are you available to come to Naples
- > between 10:30 and 1:30 on Tuesday? Please email me about this so I
- > can coordinate and set up a meeting. I assume that you need a ride in
- > from the campus--and I can pick you up. Just tell me where to meet
- > you--in front of the Student Union Building, for example. I'm sure
- > you'll find Mr. Cecil's advice very helpful and encouraging.

>  
> Carl Wood, Ph.D.  
> Adjunct Professor of Language and Literature  
> Florida Gulf Coast University  
> cell: (239) 297-9922

---

> From: Cecil, W. Jeffrey [JCecil@porterwright.com]

> Sent: Friday, November 07, 2008 5:30 PM

> To: Wood, Carl

> Subject: RE: help (from [REDACTED]--personal favor requested by Carl Wood

>  
> She probably won't be bothered when she returns [REDACTED] but I really  
> wouldn't mind meeting her and reviewing the paperwork to see if there  
> is a way to get her money back -or to ensure that she is not harassed  
> for money while she's here.

> -----Original Message-----

> From: Wood, Carl [mailto:cwood@fgcu.edu]

> Sent: Friday, November 07, 2008 9:07 AM

> To: Cecil, W. Jeffrey

> Subject: RE: help (from [REDACTED]--personal favor requested by Carl Wood

>  
> Thanks for your willingness to meet with her and me, Jeff. I think  
> you'd find it interesting to meet her. On further thought, I'm  
> wondering if what she can do--and the limits on it--aren't obvious  
> even to a layman. She's paid them (under their false pretenses) about  
> \$1500. I doubt that there's any way she'll even get them to return  
> it. They want \$3000 more, but since she will [REDACTED] in a  
> year, might it not make sense for her simply to ignore their demands  
> for the additional sum? Do you agree? Maybe it doesn't make sense for  
> us to meet after all....

>  
> Carl Wood, Ph.D.  
> Adjunct Professor of Language and Literature  
> Florida Gulf Coast University  
> cell: (239) 297-9922

---

> From: Cecil, W. Jeffrey [JCecil@porterwright.com]

> Sent: Friday, November 07, 2008 8:41 AM

> To: Wood, Carl

> Subject: Re: help (from [REDACTED]--personal favor requested by Carl Wood

> Today is not a good day, but I would be happy to meet with her early  
> next week.

>  
> W. Jeffrey Cecil  
> Porter, Wright, Morris & Arthur, LLP  
> 5801 Pelican Bay Blvd., Suite 300  
> Naples, FL 34108  
> Office (239) 593-2950  
> Cell (239) 248-2023  
> Fax (239) 593-2990

>  
> Sent from my Blackberry

> ----- Original Message -----

> From: Wood, Carl <cwood@fgcu.edu>  
> To: Cecil, W. Jeffrey  
> Sent: Thu Nov 06 22:33:15 2008  
> Subject: FW: help (from [REDACTED])--personal favor requested by Carl Wood

> HI Jeff--

> One of the most delightful and admirable people I have met at FGCU is  
> this twenty-eight-year-old [REDACTED] who has never  
> previously [REDACTED] but [REDACTED] without [REDACTED]  
> [REDACTED]. [REDACTED], she has  
> little knowledge of the ways of some businesses [REDACTED] and has been led  
> astray, as her note indicates. These financial obligations are far  
> beyond her means to meet. I'd like to bring her by your office for  
> twenty minutes at your convenience on Friday or as soon afterwards as  
> convenient. Thanks in advance for your advice and help.

> Carl

>  
> Carl Wood, Ph.D.  
> Adjunct Professor of Language and Literature  
> Florida Gulf Coast University  
> cell: (239) 297-9922

---

> From: [REDACTED]  
> Sent: Thursday, November 06, 2008 6:48 PM  
> To: Wood, Carl  
> Subject: help (from [REDACTED])

>  
> Carl,

- > i hate to talk about such terrible experience in the first letter
- > i sent you. But i really need help. This is a brief introduction of my
- > situation. i don't know whether it has explained everything clearly or
- > not. Can you send this to your lawyer friend and see whether there's a
- > chance for me to pursue this case?

>

> Sir/Madam,

>

- > My name is [REDACTED]. I need your advice on
- > [REDACTED]. I need your advice on
- > how to handle a contract disput for a Timeshare program i got involved
- > into.

>

- > 3 weeks ago, i signed a vacation package contract with a company
- > called "Summerbay resort" in Orlando. Being [REDACTED] and not
- > familiar with the concept of "timeshare", I signed the contract with
- > one of their sales representatives, unaware of the extend of
- > obligations and requirements. Their marketing skills appeared
- > professional and trustful. I just trusted them too much to read the
- > contract closely and followed them into signing the contract without
- > fully understanding what this program was about and did not realize
- > the problem until the cancel date had passed(The cancel date was only
- > about 2 weeks ago). i have tried to reach Summbay and ask them about
- > the status of my "membership". But i have had difficulty reaching
- > anyone from the timeshare company. (voice message to the
- > sales

- > manager is never returned and i did not get any response to the Emails
- > i've written.) One attempt to contact them resulted in a letter
- > response indicating that because the cancellation date had passed they
- > could not refund any money i have paid (\$ 1475) and i am obligated to
- > pay the full fees of almost \$3,000.

>

- > i am currently registered as a student at FGCU and live on [REDACTED]
- > [REDACTED]. i learned from my first contact
- > with Summerbay that as a student who lives on [REDACTED] i am
- > illegally able to take advantage of the vacation package. But somehow
- > they still got me involved into this
- > program.

>

- > i need your advice to find out how to either cancel this program
- > entirely and have my money refunded to any extent possible, or to be
- > able to determine what services and benefits i can use, until I am

> able to cancel it.

> I appreciate your help very very much.

>

> You can either reach me at [REDACTED]

> or [REDACTED] (my friend who works at the [REDACTED])

>

>

>

>

> --

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> Open WebMail Project (<http://openwebmail.org>)

>

> \*\*\*\*\*Notice from Porter Wright Morris & Arthur LLP\*\*\*\*\* This

> message may be protected by the attorney-client privilege. If you

> believe that it has been sent to you in error, do not read, print or

> forward it. Please reply to the sender that you have received the

> message in error. Then delete it. Thank you.

>

> To comply with certain U.S. Treasury regulations, we inform you that

> any federal tax advice contained in this message, including

> attachments, is not a covered opinion as described in Treasury

> Department Circular 230 and therefore cannot be relied upon to avoid

> any tax penalties or to support the promotion or marketing of any

> federal tax transaction. \*\*\*\*\*End of

Notice\*\*\*\*\*

--

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----- End of Forwarded Message -----

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FGCU EagleMail - <http://eagle.fgcu.edu>

Open WebMail Project (<http://openwebmail.org>)

#6

**Rogers, Dr. Hudson**

---

**From:** Carl Wood [cwood1492@gmail.com]  
**Sent:** Tuesday, December 09, 2008 7:21 PM  
**To:** Rogers, Dr. Hudson  
**Cc:** Henry, Dr. Donna Price; Jeff Cecil  
**Subject:** Statement by Carl Wood, Ph.D.

December 9, 2008

Vice President Hudson Rogers  
Florida Gulf Coast University  
Ft. Myers, FL

Dear Dr. Rogers:

This afternoon I received from Attorney Cheryl Seals-Gonzalez the report by Attorney Vicki L Sproat concerning events on November 11, 2008. Ms. Gonzalez instructed me to write to you prior to the Provost Office's making a decision on my case.

I would like to begin by expressing my appreciation for the considerate professionalism shown by you, Dean Price-Henry, and the other individuals involved.

When I was first informed that a charge of sexual harassment had been filed against me, my response was stunned surprise—because I was certain that I had intended no such thing against any woman I knew and was absolutely puzzled that anyone could so interpret my behavior.

However, after thinking through matters and speaking with my attorney, I soon came to see that I had indeed, even though entirely unintentionally, committed sexual harassment against my friend and admired colleague [REDACTED]—and I am now extremely remorseful about this and am willing to do anything you suggest to set matters right.

The emails attached to the attorney's report show clearly, I believe, that my only desire in my relation to [REDACTED] was to be helpful to her—getting pro bono help for her from an attorney friend, showing her a Florida beach for the first time, introducing her to another friendly [REDACTED]—my Russian wife Marina, letting [REDACTED] experience a Christian prayer and study meeting, etc. I could not be more mortified that my gestures of paternal affection to this admirable young lady, who is my daughter's age, came across as inappropriate or lascivious. Reflecting upon the description of my actions, I am doubly mortified.

The fact that she never gave me a hint that she was offended by my behavior is in my view no excuse for me. Especially because of the [REDACTED] involved—her background being [REDACTED] and my social mores having been formed years ago in Europe, I certainly should have been more cautious—and I definitely will be so in my relations to young women on and off campus from now on.

It was a relief for me to see in the documents that [REDACTED] was not trying to get me dismissed from my work at FGCU—and that she even expressed the desire that this not happen. I love my work here and am trying very hard to be a good influence on our University's development.

█████ stated desire for the action to be taken regarding her complaint—"Tell him what he did is wrong. Make him stop."—has already been accomplished, but I would like to add two more actions, if they seem justified to you. First, I would like to write a formal apology to ██████. Second, if you know of a local course in sensitivity training concerning sexual harassment, I would like to volunteer to take it. Obviously, views of appropriate behavior between men and women have changed since I began to teach in 1972, and I would like to be absolutely sure that I never again send out signals or act in a manner that might be misinterpreted.

Thank you for your consideration in this difficult matter. If possible, I would be grateful to receive your decision on this matter soon, since Fall Semester is ending, and FGCU personnel will require my plans for Spring Semester.

Very sincerely yours,

Carl Wood, Ph.D.