



COASTAL CAROLINA UNIVERSITY®

Office of the Dean

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November 18, 2021

Dr. Robert S. Earnest
Professor
Department of Theatre
Coastal Carolina University

Dear Dr. Earnest,

This letter serves as the letter of resolution following our meeting held via Zoom on November 17, 2021, pursuant to your request for a Dean Hearing under Section 5.3 of the CCU Faculty Manual. This meeting was scheduled after my receipt of your request on November 3, 2021. As your attorney confirmed during the November 17, 2021, meeting, your grievance is based on your assertion that you have been suspended from your employment with Coastal Carolina University. As it has been previously explained to you and your attorney, you have not been suspended from your employment and no other disciplinary employment action has been initiated against you. Your reassignment to additional service responsibilities in lieu of your teaching responsibilities was based on University need and does not equate to a suspension or adverse employment action. Since you have not experienced an adverse employment action, I have determined that your request has not established an appropriate basis for a grievance, and your request is therefore denied.

In regard to the status of your employment with Coastal Carolina University, the University has determined that your September 18, 2021 behavior does not warrant disciplinary employment action at this time. Your employment responsibilities will be reassigned to include scholarship, service, and teaching duties beginning in the Spring 2022 semester.

If you have any questions, please let me know.

Sincerely,

Claudia Bornholdt, PhD
Dean