

OKLAHOMA CHRISTIAN UNIVERSITY



March 7, 2022

Mr. Michael O'Keefe

[REDACTED]
[REDACTED]

Re: Termination of Employment Relationship

Dear Michael:

This letter serves as notice of the termination of your employment with immediate effect. This termination is based on gross misconduct, conduct contrary to the mission and values of Oklahoma Christian University, and disregard of the policies and values of the university.

As a tenured professor you have the right to a written appeal to the University President. You may forward that written appeal to me and I will present it to the President for his consideration and response. You may also have some rights related to dispute resolution in your employment agreement. If you wish to exercise those rights please reach out to me and I will assist in providing access to those processes.

Since you have completed almost eighty-percent (80%) of your agreed upon contract duties, as of today, you will be paid the prorated amount of the contract period you have performed as of 5:00pm today, which will be roughly eighty-percent (80%) of your contract base pay. Human Resources will explain any further details related to this.

Regardless of whether you decide to exercise your written appeal, your employment is terminated as of 2:00pm, March 7, 2022, and will not be reinstated, unless the President overturns or in some way mitigates the Chief Academic Officer's employment decision. Please leave campus immediately and do not return. Please provide your keys, and any OC property in your possession, immediately. You may contact OC Police to help you collect your belongings from your office during Spring Break. You should not be on campus except for this limited time during Spring Break, with assistance through OC Police. They will expect your call at (405) 425-5500.

Cordially,

Stephen Eck

Stephen Eck
Chief Legal Officer

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