



May 8, 2008

Crystal Dixon
6608 Buck Creek Drive
Maumee, Ohio 43537

Re: Discipline

Dear Ms. Dixon:

On Monday, May 5, 2008, you were provided an opportunity to respond to concerns relating to your ability to carry out the functions, responsibilities and duties of the Associate Vice President of Human Resources and of an Appointing Authority in an unbiased manner. You also had the opportunity to respond to the concerns related to your ability to carry out the responsibilities in accordance with governing laws, policies, procedures and the mission of The University of Toledo.

After reviewing the relevant evidence, mitigating factors and your statements from the pre-disciplinary meeting, it is my determination that there is just cause to terminate your employment with The University of Toledo. The public position you have taken in the Toledo Free Press is in direct contradiction to University policies and procedures as well as the Core Values of the Strategic Plan which is mission critical. Your position also calls into question your continued ability to lead a critical function within the Administration as personnel actions or decisions taken in your capacity as Associate Vice President for Human Resources could be challenged or placed at risk. The result is a loss of confidence in you as an administrator. This termination shall be effective immediately.

You are expected to return all University property and work products, including keys, pass codes, I.D. badge, etc. Please contact Human Resources at (419) 530-4747 to make arrangements to deliver such property immediately. Your benefits will continue through the month of May at which time you will be notified of your COBRA rights by U.S. mail.

Sincerely,

A handwritten signature in cursive script that reads "Lloyd A. Jacobs".

Lloyd A. Jacobs, M.D.
President

Appointing Authority,
The University of Toledo