

## Joel Anderson

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**From:** Joel Anderson  
**Sent:** Thursday, January 05, 2012 11:09 AM  
**To:** Anthony Chelte  
**Subject:** Important Letter Attached  
**Attachments:** AFChelte.pdf  
**Importance:** High

Dear Dr. Chelte –

Attached is an important letter regarding your deanship that also will be hand-delivered to your residence and sent via U.S. Mail today.

Joel Anderson

**Joel E. Anderson | Chancellor**  
University of Arkansas at Little Rock |  
501.569.3200 | [chancellor@ualr.edu](mailto:chancellor@ualr.edu) | <http://www.ualr.edu>



OFFICE OF  
THE CHANCELLOR

January 5, 2012

Dr. Anthony F. Chelte  
8 Windsor Court  
Little Rock, Arkansas 72212-3214

Dear Dr. Chelte:

On November 4, 2011, I was made aware of allegations that you have engaged in a number of questionable activities. An internal investigation revealed evidence that required that the matter be referred to the University System Office of Internal Audit.

On November 7, 2011, Interim Provost Sandra Robertson and Vice Chancellor for Finance and Administration Bob Adams met with you to notify you of the allegations against you and to advise that there would be an internal investigation. Two weeks later they met with you to discuss the initial findings of the investigation. At that meeting you were made aware that these and other allegations were being referred to Internal Audit, and Dr. Robertson directed you to cooperate fully with the investigation.

Specifically, some of the most egregious activities revealed during the internal investigation are as follows:

- You noted "vacation" on your calendar for 206 hours, but you never submitted annual leave requests to effectuate the deduction of those hours from your accrued leave balance. When confronted about your failure to submit requests for annual leave, you did not deny your actions, rather you indicated you felt entitled to the time off because you sometimes work evenings and weekends.
- You used University funds to pay for travel for which you also sought reimbursement and were reimbursed by another organization in June 2010. When confronted, you indicated records would reflect that you had not received reimbursement or that it would be shown in UALR accounts. However, on December 1, 2011, you submitted a check for \$3,850 to reimburse the University, evidencing the validity of the initial allegation.

It is my understanding that the auditors initially requested a number of items of documentation from you, and that you requested an extension of time in which to respond. The extension was granted, but you did not respond. The auditors sent a second request to you and asked that you respond and let them know when they could expect to receive the requested items. Our campus was closed from December 20, 2011, through January 2, 2012. Upon return to campus January 3, I was advised that you did not respond to the auditors with the information they requested. In fact, they were forced to submit a third request to you Wednesday. This failure to cooperate is in conflict with the direction of the Provost.

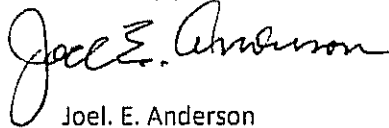
In addition to these issues, you failed to attend Commencement on December 15, 2011, without giving Provost Robertson or anyone else advance notice.

Dr. Anthony F. Chelte  
January 5, 2012  
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As you know, Deans serve at the pleasure of the Chancellor. Due to your lack of professionalism and questionable activities, I no longer have confidence in your ability to serve as Dean of the College of Business; therefore, I am relieving you of the deanship effective immediately. You will remain a tenured faculty member with the college pending the outcome of the investigation being conducted by Internal Audit. Please arrange a time to discuss with Provost Robertson your duties as a faculty member in the College of Business.

I plan to inform the college faculty and staff tomorrow that you have been relieved of the deanship and that an acting dean has been appointed, without elaboration of the circumstances.

Sincerely yours,

A handwritten signature in black ink that reads "Joel E. Anderson". The signature is written in a cursive style with a large, looped initial "J".

Joel. E. Anderson  
Chancellor

C: Dr. Sandra L. Robertson  
Interim Provost and Vice Chancellor for Academic Affairs

## Joel Anderson

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**From:** Laura Cheak  
**Sent:** Thursday, April 19, 2012 4:19 PM  
**To:** Robert Adams; Sandra Robertson  
**Cc:** Joel Anderson; Fred Harrison; Mandy Hull Abernethy; Jacob Flournoy  
**Subject:** Revised Draft Audit Reports  
**Attachments:** 12-02 UALR COB Internal Controls Report Draft Revised.pdf; 12-03 UALR COB Loss Report Draft Revised.pdf

As I discussed with Bob by phone today, we are sending you revised reports based on a confirmation that we received from Groupe Sup De Co Amiens Picardie today. The primary changes to the reports are as follows:

On page 7 of the Internal Controls Report (12-02), we included compensation of 5,400€ from Groupe Sup De Co Amiens Picardie to Dr. Chelte that he did not disclose to us during our Fieldwork. We also removed the questioned travel costs on page 7. Corresponding to that change, we have revised the Report of Loss (12-03) to increase the total loss to \$15,330.80 with a net loss of \$11,480.80 as discussed on page 4.

Please let me know me if you have any questions.

Thank you.

Laura L. Cheak  
University of Arkansas System  
Internal Audit Department  
☎ (501) 686-2908  
☏ (501) 686-2919 (fax)  
✉ [lcheak@uasys.edu](mailto:lcheak@uasys.edu)

## Joel Anderson

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**From:** Robert Adams  
**Sent:** Thursday, April 19, 2012 4:39 PM  
**To:** Anthony Chelte  
**Cc:** Joel Anderson; Sandra Robertson  
**Subject:** Draft Audit Reports  
**Attachments:** 12-02 UALR COB Internal Controls Report Draft Revised.pdf; 12-03 UALR COB Loss Report Draft Revised.pdf

Dr. Chelte,

We have today received the attached draft internal audit reports from the University of Arkansas System Internal Audit Department. We are required to submit management responses to the auditors relating to the audit recommendations by April 30, 2012.

**Bob Adams | Vice Chancellor**

University of Arkansas at Little Rock | Finance and Administration  
501.569.3202 | [rhadams@ualr.edu](mailto:rhadams@ualr.edu) | <http://www.ualr.edu>

## Joel Anderson

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**From:** Joel Anderson  
**Sent:** Friday, April 20, 2012 4:09 PM  
**To:** Anthony Chelte  
**Cc:** Sandra Robertson; Robert Adams  
**Subject:** Internal Audit Report

Dr. Chelte --

I have received and reviewed a copy of the draft report prepared by the Internal Audit Department of the University of Arkansas System. This report has been sent to you by Vice Chancellor Robert H. Adams. This is to inform you that if the final report reflects the same or similar findings as the draft that I have received, it is my plan to initiate dismissal proceedings to terminate your employment as a tenured faculty member for cause. It is my understanding that the final report will be issued within the next two weeks. You may contact me at my office if there is anything you would like to discuss prior to that time.

Joel Anderson

**Joel E. Anderson | Chancellor**  
University of Arkansas at Little Rock |  
501.569.3200 | [chancellor@ualr.edu](mailto:chancellor@ualr.edu) | <http://www.ualr.edu>

April 21, 2012

Dr. Joel Anderson, Chancellor  
University of Arkansas, Little Rock  
2201 South University Avenue  
Little Rock, AR 72204

Dear Dr. Anderson:

Please accept this letter of resignation from the faculty in the College of Business at the University of Arkansas, Little Rock. This resignation is effective April 30, 2012.

My benefits are paid through May 15, 2012. I would expect to continue paying the full contribution for benefits under COBRA.

I thank you for the opportunity to work under your leadership and wish you the very best success in the future.

Sincerely,

A handwritten signature in black ink that reads "Anthony F. Chelte". The signature is written in a cursive style with a long horizontal flourish extending to the right.

Anthony F. Chelte

afchelte@ualr.edu

RECEIVED  
DAILY OPERATIONS OFFICE  
2012 APR 30 PM 2:15





OFFICE OF  
THE CHANCELLOR

May 3, 2012

Dr. Anthony F. Chelte  
College of Business  
University of Arkansas at Little Rock

Delivered electronically to: [afchelte@ualr.edu](mailto:afchelte@ualr.edu)

Dr. Chelte –

I am writing to acknowledge my receipt and acceptance of your letter of resignation. In addition to delivering this letter via email, a hard copy has been mailed to the last address you have on file with UALR Human Resources: 8 Windsor Ct. Little Rock, Arkansas, 72212.

Sincerely yours,

A handwritten signature in black ink that reads "Joel E. Anderson".

Joel E. Anderson