



**UNIVERSITY OF  
SOUTH FLORIDA**  
A PREEMINENT RESEARCH UNIVERSITY

To: Andy Huse

From: Carol Ann Davis

RE: Letter of Counsel

Date: November 20, 2019

I am writing this letter of counsel to document my concerns about your behavior towards a colleague in the Digital Scholarship Services area. Yesterday afternoon, you went to the DSS area to discuss issues with the SobekCM interface. It has been reported to me by multiple staff members who were present that your body language, intimidating tone, and excessive volume were alarming and at a level that they felt they needed to bring it to my attention. This is not the behavior that we want to model in a large staff area, particularly with student workers present. Your rudeness and hostility have been discussed with you on multiple occasions as inappropriate, most recently last month, and I personally mentioned this to you in front of others during a meeting on November 3.

Yes, we do want your feedback, and the interface does have problems. However, your persistent rage and attempts at public shaming are unbecoming conduct in a faculty member. You are expected to be civil and collegial in your interactions with your colleagues, be they faculty, admin, or staff. I understand that using the SobekCM interface can be confusing and frustrating. However, you are expected to be professional in your demeanor.

cc: HR personnel file  
Tomaro Taylor