

VIA HAND DELIVERY

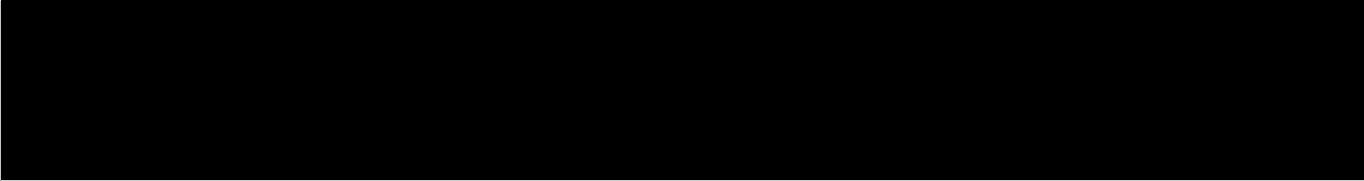
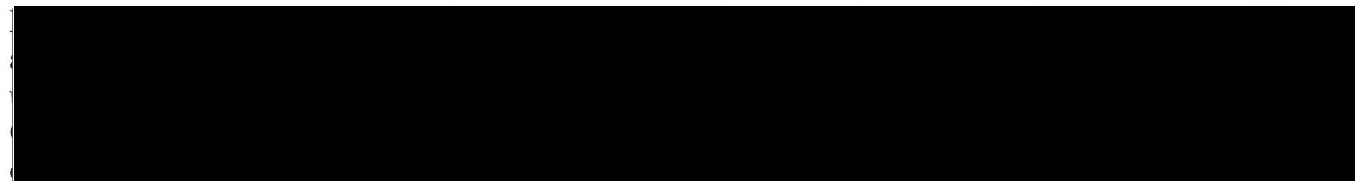
21 October 2024

Librarian Andrew Huse  
1919 E. Clifton Street  
Tampa, FL 33610  
ahuse@usf.edu

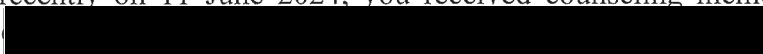
Re: Written Reprimand

Dear Andy:

This letter of reprimand is issued to you in accordance with Article 16.1 of the collective bargaining agreement between the University and the United Faculty of Florida (UFF). The letter is the result of a series of concerns about your assigned duties for both department and individual success. Outlined below is a summary of the reasons for this action.

The conduct you displayed on September 12<sup>th</sup> is unbecoming a USF faculty member and adversely affects the USF Libraries Special Collections' success. All USF employees should be able to engage in professional and respectful discourse in ways that uphold the University's values. For example, it has been explained to you multiple times that transcripts are a necessary part of oral histories prior to posting online for ADA requirements and to follow professional practice. Attempts to forcibly circumvent both departmental and industry guidelines, especially those for accessibility, are unacceptable and will not be tolerated.

As you know, this is not the first instance in which we have addressed similar issues. On 22 November 2019 and most recently on 11 June 2024, you received counseling memorandums regarding similar behavior toward  of the USF Libraries, which was described by witnesses as angry, aggressive, intimidating, excessive, and worthy of reporting to their supervisor. On multiple occasions, including in those counseling letters, you were told that disciplinary measures would be taken should you continue to demonstrate these types of unprofessional behaviors.

**USF LIBRARIES**

Given the facts, the University is issuing this written reprimand, which is considered a disciplinary action for cause under Article 16 of the Collective Bargaining Agreement between USF and the United Faculty of Florida. This matter may be grieved under the terms of Article 20 of the CBA. A copy of the CBA can be found at:

<https://www.usf.edu/hr/documents/employment-resources/employee-labor-relations/2021-2024-uff-collective-bargaining-agreement.pdf.pdf>

You are expected to act professionally and respectfully in the workplace and avoid displays of anger, aggressiveness, rudeness, and unprofessional behavior. Please be advised that repeat of similar conduct in the future will lead to additional discipline, up to and including dismissal. Retaliation is also prohibited and will lead to additional discipline.



Tomaro Taylor  
Director, USF Libraries Special Collections

CC:  
Dr. Steven Tauber, Vice Provost of Faculty Administration

Carol Ann Borchert, Senior Associate Dean, USF Libraries

HR File