

2 items of misconduct according to Kumar Pandya. Formal meeting held at 10am Pacific time and lasted to 11:40 AM pacific. Other items arose as the meeting was in place such as I not wanting to meet with him on the matter, me using capital letters to make my point across and thus considered yelling.

I just received his conduct warning letter and nowhere does it make it specific and reference back to the university voice. He is not backing up his accusations with the code. He is adding new items such as the incident with the financial aid manager. Please help.

Questions of concern that Mr. Kumar Pandya refused to answer or provided a very vague answer to:

1. "Difficulties communicating professionally and productively with WGU staff, and..."

Mr Pandya could not be specific about this.

Please provide examples. Mr Pandya refused to provide answer. According to him all our conversation was about examples, but nothing specific.

- a. Page number of university voice of specific rule covering the violation? The information provided is not too clear on any violation having been committed. He was trying to convince me to see what is not specifically stated there.
- b. Communication is for any meeting that includes formal and informal or any meetings?

Mr Pandya refused to provide answer.

Where in code does it state that your staff can be reproachful? Mr Pandya refused to provide answer.

"nearly constant accusations of being disrespectful by staff members who have nothing more than attempt to assist you in accordance with their job duties". Mr Pandya could not be specific about this.

Can I forward you the email where Mike says that he did not call me lazy but rather that he called me un-motivated? Mr Pandya refused to provide answer.

Where is the university voice does it state anything about accusations? If so mentioned, are these only prohibited accusations that are false or any kind of accusations, including ones that are true? Mr Pandya refused to provide answer.

Specific and details of charges against me, persons involved making this changes, dates and times? Mr Pandya refused to provide answer.

Page number in university voice where it prohibits accusations by students on instructors? Mr Pandya refused to provide answer.

2. Freeze on education without warning.

- a. What page in code that allows for a staff member to freeze WGU capabilities such as

enrolling for new term without proper notification or giving the student a chance to ameliorate the situation that will lead to this freeze before the freeze is placed?

Mr Pandya refused to provide answer.

You said in email that everyone there agrees with you that actions taken are in the good interest of the school and that violations of university code exists. How true is your statement that everyone agrees? Please list the people you say agree starting with WGU (a legal person that speaks through the school code). Mr Pandya refused to provide answer others than a very fast mention of names for which I had to ask him to slow down and repeat them and did repeat some but at the same fast speed.

WGU – Where in university code does WGU speaks of agreeing with you? Mr Pandya refused to provide answer.

Kumar Pandya. Mr Pandya showed me in his email that capitalized script is considered yelling. I asked to show me where in the university voice it states this and he said that this is common knowledge. He continued to refuse to provide answer. The issue came up again and that is when I looked it up on Google and found a sentence that it says that capital letters sent via text are considered yelling.

Joi Stirrup - Mr Pandya is not informed on the issue that happened with Joi back in January.

Supervisor at Financial aid office - Mr Pandya received information from supervisor at financial aid and used this information to state that this is another person that agrees with him.

Liaison member Steve Merrill, MBA - Mr Pandya refused to provide answer.

Mary Mitchel Mr Pandya refused to provide answer.

3. Do we agree that the school is a legal person? That being a legal person it has rights such as to own property and most things that natural persons can due such as filing bankruptcy, owning other businesses, etc (Everything except natural rights, such as adopting children, marrying etc.)? Mr Pandya refuses to provide answer stating that this is irrelevant. I was trying to establish that the university speaks through the codes in place. Thus, whatever punishment set upon students have to be consistent with what the university says on the matter.
4. So there are three people attending this meeting. Do we agree on that? Mr Pandya refused to provide answer.
5. What does the university – WGU – say about the actions you have taken with this case? Do you think all actions were appropriate and not too drastic? Did you consult with the university first to make sure all voicing on the issue were covered? Mr Panya refuses to provide answer.
6. Do you think it was appropriate for Mike to call me lazy, even if done in a very creative way? Isn't calling someone anything than their name, considered name calling? He called me un-motivated. Do you think this was appropriate behavior? Mr Panya says that Mike did not call me lazy. And that he has a right to call me un-motivated – that is part of his job.

7. Do you think it was proper or right for Ms Franck to call me and say in a loud voice "Are you going to enroll or not!?" back in October 2013? **Mr Pandya did not have any information on the issue.**
8. Do you think it was right conduct for Joi Stirrup to speak to me in a very reproachful manner back in January 2014? **I am 100% confident that on one yelled at you!**
9. Is it alright for your staff member at the financial aid office to tell a student in an abrupt manner "If you don't stop interrupting me I am going to hang up on you!" ? **Mr Pandya response "That is not what happened!,... he was trying to help you.**
10. How are we going to move forward? How can you guarantee me that your staff will not show the minimum form of disrespect towards me again? **Mr Pandya refused to answer.**
11. What is your purpose in this meeting exactly? **To discuss the conduct issue. I will help you understand that understand what you did wrong.**
12. Why are the other people you mentioned agree with you not here in this meeting? **Mr Pandya refused to answer.**
13. Someone there at the university sent me an email "...writing today to reaffirm to your this commitment on the part of everyone at WGU who is involved in supporting your success." And further thanking me for bringing the issues going on in the university to light. This person reassured me that nothing I have mentioned has been taken for granted...and that the university is working on the issue. What do you think about this? **"...yes, we support your success."**
14. Do you think other students are experiencing the same issues as myself and/but are afraid to voice their disagreements? **No, Your accusations are far fetched because you have problems with too many people.**

Additional Questions added later:

15. Is there a form that I can fill out to bring a formal complaint against a staff member at your university? My complaints against staff members have not gone anywhere. I have received no feedback as to the consequences or proceedings against the staff members. I have had my student access status put on hold as punishment for supposed wrongdoing. However, What happens to staff members for violations for complaints against them? It seems that they can exercise their power against students without any repercussions whatsoever.
16. I asked Mr. Pandya about the limitations I have at the university. I started to list them and saying them as I wrote them. 1. Not complaining to the university? **Not correct at all. You can complain in a professional manner. His comment is inconsistent with the supposed violations he is accusing me of --- "...nearly constant accusations of being disrespectful by staff members who have nothing more than attempt to assist you in accordance with their job duties".**
17. My constant asking Mr Pandya about his constant interruptions as he was teaching me not to do ----- first response --- **This meeting is about you not about me.** His second response --- **When you do it, it is interrupting and when I do it, it is an interjection.** I even went to the point of asking him to please please let me finish and to not interrupt. Additionally, I remember saying "I am a 44 year old man that is about to cry because it is so frustrating that you are just not letting me speak.