



Office of the President  
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March 18, 2013

Mr. Terry Mann  
Chair, Board of Regents  
Northern Kentucky University  
Highland Heights, KY 41099

Dear Mr. Mann:

I write to inform you that I have terminated the employment of Mr. Scott Eaton, Director of Intercollegiate Athletics. My decision was compelled by his failure to comply with the University's Ethical Principles and Code of Conduct. His conduct did not meet his responsibility to the University and lacked fundamental integrity. My action was also necessary to maintain our commitment to the University's core values and to protect the best interests of the institution. The information that I received about Mr. Eaton required a swift and decisive response.

The process that led to my decision began last Friday, March 8, when I became aware of possible misconduct by Mr. Eaton. On Monday, March 11, I received additional information. The next morning, the University retained outside counsel, Dinsmore & Shohl, to conduct an independent and thorough investigation. That same day, I suspended Mr. Eaton from his duties. The information generated during the initial phase of the investigation formed the basis for my decision to terminate Mr. Eaton's employment.

Our investigation is continuing to determine the full scope and impact of Mr. Eaton's conduct.

I have appointed Mr. Gerard St. Amand, Vice President for University Advancement, to serve as the Acting Director of Intercollegiate Athletics. The University will conduct a national search for a new Director of Intercollegiate Athletics.

On a personal note, I am disappointed by this development. But our University is a strong institution -- our strength derives from our collective commitment to integrity and to maintaining the highest levels of personal and professional conduct. Like all the members of our University community, I share this commitment.

While it is unfortunate that I must write this letter, I remain optimistic that our University's best days are ahead.

I intend to share this letter with members of the university community, including those who are actively involved with our athletics program.

Respectfully,

A handwritten signature in blue ink that reads 'G Mearns'.

Geoffrey S. Mearns  
President