

February 14, 2019

Dear Ashland University Faculty, Students and Staff:

On January 21, 2019 the Ashland University Board of Trustees engaged the law firm of Barnes & Thornburg to conduct a thorough and independent review of hiring practices and substance abuse policies. The review included a determination of President Campo's involvement in the hiring and employment of his son Brandon Campo who until June 2018 was an employee of the University and in January pleaded guilty to criminal offenses.

The Board of Trustees has received Barnes & Thornburg's report and has carefully considered the findings. In its report, Barnes & Thornburg states that it found no evidence that President Campo attempted to influence the hiring of his son into an entry-level position in the admissions office. Further, the report found that no University policies had been violated in the hiring process. Barnes & Thornburg noted that the Board has taken action to strengthen the University's nepotism policy, approving a stricter policy that prohibits the hiring of anyone in the direct line of oversight of a family member without the prior approval of the Board of Trustees Executive Committee.

When considering the circumstances surrounding this situation, the Board concluded that President Campo's actions in dealing with his son's employment with the University constituted a clear lapse of judgment. President Campo should have recognized the potential risk in this situation and should not have allowed the University to hire his son. The Board expressed their concerns in meetings with the President, and the President has expressed his deep regret for his actions.

At the same time, the trustees recognize that President Campo has, during his three-year tenure, encouraged a culture of academic excellence and student success, while leading the University from a period of serious financial strain to a more secure financial position, and through a crucial reaccreditation process. President Campo's 360-degree personnel evaluation, conducted independently in the fall of 2018 by the Association of Governing Boards (AGB), was very favorable. Weighing the facts, the circumstances surrounding the facts, and his past performance, the Board has affirmed its support for President Campo. The Board is committed to working collaboratively with the President, faculty, students and staff to move Ashland University forward from the difficulties of the recent past.

At a time when many universities are struggling, under President Campo's leadership, Ashland University is in a stronger position today than when he arrived. The Board of Trustees encourages all members of the University community to work together to build on this progress. On behalf of the Board of Trustees, we extend our deep appreciation for your commitment to our beloved University.

Sincerely,  
Executive Committee  
Ashland University Board of Trustees