

Zimbra

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**Fwd: KSU Men - important**

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**From :** Robbie Lieberman [REDACTED]  
**Subject :** Fwd: KSU Men - important  
**To :** Stacy K. Keltner [REDACTED]

Tue, Sep 02, 2014 11:15 AM

Or this one.

Sent from my iPhone

Begin forwarded message:

**From:** Michael Sanseviro [REDACTED]  
**Date:** August 27, 2014 at 1:28:30 PM CDT  
**To:** Robbie Lieberman [REDACTED]  
**Subject:** Re: KSU Men - important

Robbie - I'm sending an email response right now to you, Robin and the rest of the group. I've reviewed the reports issued to the police and I respectfully disagree and believe their reactions are not reasonable based on the most recent incident and their statements to the police. I'll finish the email so you have what I learned from the police in writing and give you a call so we can discuss the details more.

Thanks,  
Michael

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**From:** "Robbie Lieberman" [REDACTED]  
**To:** "Michael Sanseviro" [REDACTED]  
**Sent:** Wednesday, August 27, 2014 2:23:00 PM  
**Subject:** Re: KSU Men - important

Thanks, Michael. I am not really comfortable having a long email conversation on this topic, but there are a number of issues we need to address. First on my list at the moment is helping my faculty and staff feel safe coming to work. That is subjective, of course, but in my view their reactions are not unreasonable under the circumstances.  
Robbie

Sent from my iPhone

On Aug 27, 2014, at 11:37 AM, Michael Sanseviro

██████████ wrote:

Hi Robbie,

Just tried calling again, and hopefully we'll get a chance to chat at some point. I fully agree, and we absolutely want to have all behaviors documented that either cause disruption or are threatening. Part of the challenge thus far is that his behavior has been more "odd/awkward" than directly threatening, at least based on what the police and legal affairs have indicated. Actions absolutely matter, and we definitely need detailed documentation explaining what the actions are that were threatening. Unfortunately most of what we've received over the past months focus on how he makes people feel uncomfortable, and that gets translated by the individual perceiving this into not being safe.

Please understand nobody is trying to take sides or defend inappropriate behavior, but we also cannot expose the university to a potential lawsuit by overreacting if the behavior does not meet the necessary requirements for action. We get lots of cases where students are aggressive and rude, and we have no problem discussing our expectations for civil discourse with them, but unfortunately those standards are considered "aspirational" not binding by law or policy (as we all learned from the lawsuit that Georgia Tech lost years ago resulting in all of us needing to change any language about civility in policies).

We will hold any student fully accountable when we get appropriate documentation demonstrating a violation occurred, so I look forward to seeing the documentation from the faculty and staff. Filing police reports is important, especially for accusations of criminal activity, but do know that if what is reported does not meet the necessary legal threshold the police will not do anything, but the same information might still meet the threshold for a campus violation and we can take action. It all will come down to what is in the report (and employees can choose to report to the police, to me, or to both).

Thanks,  
Michael

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**From:** "Robbie Lieberman" [REDACTED]  
**To:** "Michael Sanseviro" [REDACTED]  
**Sent:** Wednesday, August 27, 2014 10:36:11 AM  
**Subject:** Re: KSU Men - important

Michael,  
I understand what you are saying, and we have no intention of stepping on student rights to free speech. But other students (faculty and staff) also have a right to feel safe when they come to work. His behavior in our office has people feeling threatened, which we will report to the proper authorities. After all, it is actions that matter, not just words.  
Robbie

Robbie Lieberman  
Professor and Chair  
Department of Interdisciplinary Studies  
College of Humanities and Social Sciences  
1000 Chastain Road, MD 2208  
Kennesaw, GA 30144-5591  
Phone: [REDACTED]  
Fax: [REDACTED]  
email: [REDACTED]

----- Original Message -----

**From:** "Michael Sanseviro" [REDACTED]  
**To:** "Robbie Lieberman" [REDACTED]  
**Sent:** Wednesday, August 27, 2014 10:03:59 AM  
**Subject:** Re: KSU Men - important

Hi Robbie,

I left you a voicemail earlier, and I'm running between meetings but should be around my office from 11-3 today. My direct line in the office is [REDACTED] (or the new version [REDACTED]).

I did hear from the police that Stacy is planning to submit a report and hopefully we'll get more details from that. As you know we've continually monitored this situation but unless a policy or law is broken our options remain limited, and students, or the public for that matter, have a right to know what books exist in our depts if they are "public" resources. The manner in which the information is shared can be controlled, for example, an open records request could be submitted as opposed to someone just walking in and

taking pictures, but there is no legal prohibition to someone walking in and taking pictures so insisting on the open records request vs. just letting someone know what books are housed in a dept may not be worth the trouble. Private books within a faculty's office are a different story, but as we both know the challenge is not what the student asks but often how he asks.

The key when dealing with difficult students requesting appts is for the person (or persons) meeting with the student to try and assess the purpose in advance and keep control of the meeting and content.

Hope we can chat soon.

Thanks,  
Michael

----- Original Message -----

From: "Robbie Lieberman" [REDACTED]  
To: "Michael Sanseviro" [REDACTED]  
Sent: Wednesday, August 27, 2014 6:13:09 AM  
Subject: Re: KSU Men - important

Michael,  
He came in and insisted on taking pictures of our books, and our student worker was quite uneasy. He also wanted to meet with the GWST coordinator. Another chair and I met with the faculty adviser, who said he would really appreciate some guidance from you.

I would prefer to discuss this in person, but my department is in trouble if one of my program coordinators is afraid to come to work or host educational events without protection from security.

Robbie

Sent from my iPad

On Aug 26, 2014, at 8:51 PM, Michael Sanseviro [REDACTED]

[REDACTED] wrote:

Hi Robbie,

I believe we have all seen those cartoons that have been posted for some time by this student, though I'm not aware of anything posted more recently. When a group of us met on July 9th we discussed a variety of past behaviors/concerns and what the university could and could not do. Has there been any recent incident in ISD of which I might not be aware?

Thanks,  
Michael

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Michael L. Sanseviro, Ph.D.  
Dean of Student Success  
Kennesaw State University

1000 Chastain Rd. #0106  
Kennesaw, GA 30144

[REDACTED]  
[REDACTED]

\* NOTE: In the near future all KSU Phone #s will change to area code 470 with prefix "KSU" or 578, but the last four digits of all phone numbers will remain the same.

----- Original Message -----

From: "Robbie Lieberman" [REDACTED]  
To: "Michael Sanseviro" [REDACTED], "Jennifer Ziifie" [REDACTED], "Reggie Lampkin" [REDACTED]  
[REDACTED]  
Cc: "Robin Dorff" [REDACTED]  
Sent: Tuesday, August 26, 2014 8:37:56 PM  
Subject: KSU Men - important

<http://vzen.us/cartoons/>

Hello All. The link above is to some cartoons posted by Sage Gerard (Victor Zen) that you should all see if you haven't already. These, combined with his behavior in the ISD office have made one of my faculty members feel unsafe. I'm not sure whether she will return to campus without assurance that she will have an escort. I do not want to put a lot of detail into an email, but I do hope we can get some assistance in this matter.

I am up very early in the morning, so please feel free to call. I have meetings from 10-11 and 1-2 tomorrow, but should be easy to reach otherwise.

Thanks for your attention.

Robbie Lieberman  
Professor and Chair  
Department of Interdisciplinary Studies  
College of Humanities and Social Sciences  
1000 Chastain Road, MD 2208  
Kennesaw, GA 30144-5591  
Phone: [REDACTED]  
Fax: [REDACTED]  
email: [REDACTED]

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