

EXHIBIT A



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CERTIFIED MAIL, RETURN RECEIPT REQUESTED and EMAIL

September 15, 2025
Dr. Rebel Cole
Department of Finance
Florida Atlantic University
Re: Notice of Administrative Leave with Pay

Dear Dr. Cole,

Pursuant to FAU Board of Trustees and the UFF Collective Bargaining Agreement ("CBA") Article 17.12(c), University Regulation 5.012, and University Policy 8.2, you are being placed on administrative leave with pay, effective immediately and until you receive further notice from a university official. The University has received complaints which gives us reason to believe that your continued presence on the job adversely affects university operations, and this action is being taken during the pendency of an investigation. The investigation will include a review of your conduct including, but not limited to, your recent social media posts that the University reasonably believes might disrupt the efficient functioning of the University, and/or jeopardize the safety or welfare of other employees, colleagues, or students.

Sincerely,

Dr. Anita Pennathur
Chair, Department of Finance

Signature indicates acknowledgement of receipt of this Notice of Administrative Leave with Pay, dated September 15, 2025, and does not indicate agreement with the contents of the document.

Name	Date
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cc: Dr. Russ Ivy, Interim Provost
Dr. Stephen Engle, Associate Provost, Academic Personnel
Dr. Daniel M. Gropper, Dean, College of Business
Dr. Donald Neubaum, Associate Dean for Faculty and Administration
Chee Ostinelli, Assistant Vice President, Human Resources
Personnel File