

**From:** Ireland, Karen <kireland3@alamo.edu>  
**Sent:** Friday, April 21, 2023, 4:02 PM  
**To:** Moravits, William P <wmoravits2@alamo.edu>  
**Subject:** RE: Question

Will,

Thank you for speaking with me to provide your side of the story regarding the student complaint. Based on review of the information you provided and that the student complaint under Title IX at St. Philip's College is closed, the student complaint against you will not be further investigated under Process B of the Civil Rights Procedure and is likewise closed without any determination of responsibility.

Have a great weekend,  
Karen



**Karen B. Ireland, J.D.**  
Director of Talent Advocacy & Solutions  
Talent, Organization & Strategic Innovation  
**Alamo Colleges District**  
2222 N. Alamo | San Antonio, TX 78215  
210-485-0216 (Direct) | 210-485-0000 (Main) | [alamo.edu](http://alamo.edu)



*CONFIDENTIALITY NOTICE: If you have received this communication in error, please notify the sender by a reply message and then delete this message from your files. This e-mail transmission and any attached documents may contain confidential information belonging to the sender, is legally privileged, and intended for use only by the intended recipient(s). If you are not an intended recipient, or the employee or agent responsible for delivering the message to the intended recipient, you are at this moment notified that any dissemination, distribution, copying, or forwarding of this communication is strictly prohibited. Unauthorized interception of this message may violate the Electronic Communications Privacy Act, 18 U.S.C. §65533; §2510 et seq.*

---

**From:** Moravits, William P <[wmoravits2@alamo.edu](mailto:wmoravits2@alamo.edu)>  
**Sent:** Thursday, April 20, 2023 10:43 AM  
**To:** Ireland, Karen <[kireland3@alamo.edu](mailto:kireland3@alamo.edu)>  
**Subject:** Re: Question

Just double checking you received my email from Tuesday. I would appreciate to know what the outcome of the investigation is.

Will

Sent from my Verizon, Samsung Galaxy smartphone  
Get [Outlook for Android](#)

---

**From:** [wmoravits2@alamo.edu](mailto:wmoravits2@alamo.edu) <[wmoravits2@alamo.edu](mailto:wmoravits2@alamo.edu)>  
**Sent:** Tuesday, April 18, 2023 11:48:50 AM  
**To:** Ireland, Karen <[kireland3@alamo.edu](mailto:kireland3@alamo.edu)>  
**Subject:** Re: Question

Ms. Ireland,

Has the investigation concluded? If so, what was the determination?

Have a good day.  
Respectfully,  
Will Moravits

Sent from my Verizon, Samsung Galaxy smartphone  
Get [Outlook for Android](#)

---

**From:** Ireland, Karen <[kireland3@alamo.edu](mailto:kireland3@alamo.edu)>  
**Sent:** Friday, April 14, 2023 3:22:17 PM  
**To:** Moravits, William P <[wmoravits2@alamo.edu](mailto:wmoravits2@alamo.edu)>  
**Subject:** RE: Question

Thank you!



**Karen B. Ireland, J.D.**  
Director of Talent Advocacy & Solutions  
Talent, Organization & Strategic Innovation  
**Alamo Colleges District**  
2222 N. Alamo | San Antonio, TX 78215  
210-485-0216 (Direct) | 210-485-0000 (Main) | [alamo.edu](http://alamo.edu)



*CONFIDENTIALITY NOTICE: If you have received this communication in error, please notify the sender by a reply message and then delete this message from your files. This e-mail transmission and any attached documents may contain confidential information belonging to the sender, is legally privileged, and intended for use only by the intended recipient(s). If you are not an intended recipient, or the employee or agent responsible for delivering the message to the intended recipient, you are at this moment notified that any dissemination, distribution, copying, or forwarding of this communication is strictly prohibited. Unauthorized interception of this message may violate the Electronic Communications Privacy Act, 18 U.S.C. §65533; §2510 et seq.*

---

**From:** Moravits, William P <[wmoravits2@alamo.edu](mailto:wmoravits2@alamo.edu)>  
**Sent:** Friday, April 14, 2023 3:19 PM  
**To:** Ireland, Karen <[kireland3@alamo.edu](mailto:kireland3@alamo.edu)>  
**Subject:** Re: Question

Michael Allen

Sent from my Verizon, Samsung Galaxy smartphone  
Get [Outlook for Android](#)

---

**From:** Ireland, Karen <[kireland3@alamo.edu](mailto:kireland3@alamo.edu)>  
**Sent:** Friday, April 14, 2023 3:13:38 PM  
**To:** Moravits, William P <[wmoravits2@alamo.edu](mailto:wmoravits2@alamo.edu)>  
**Subject:** RE: Question

Will you please remind me of the name of the attorney that was on the zoom meeting with us when you gave your statement? I failed to write it down and want to include it in my report.

Thanks!



**Karen B. Ireland, J.D.**  
Director of Talent Advocacy & Solutions  
Talent, Organization & Strategic Innovation  
**Alamo Colleges District**  
2222 N. Alamo | San Antonio, TX 78215  
210-485-0216 (Direct) | 210-485-0000 (Main) | [alamo.edu](http://alamo.edu)



*CONFIDENTIALITY NOTICE: If you have received this communication in error, please notify the sender by a reply message and then delete this message from your files. This e-mail transmission and any attached documents may contain confidential information belonging to the sender, is legally privileged, and intended for use only by the intended recipient(s). If you are not an intended recipient, or the employee or agent responsible for delivering the message to the intended recipient, you are at this moment notified that any dissemination, distribution, copying, or forwarding of this communication is strictly prohibited. Unauthorized interception of this message may violate the Electronic Communications Privacy Act, 18 U.S.C. §65533; §2510 et seq.*

---

**From:** Moravits, William P <[wmoravits2@alamo.edu](mailto:wmoravits2@alamo.edu)>  
**Sent:** Thursday, April 13, 2023 6:00 PM  
**To:** Ireland, Karen <[kireland3@alamo.edu](mailto:kireland3@alamo.edu)>  
**Subject:** Re: Question

Yes, that's fine. Thank you

Sent from my Verizon, Samsung Galaxy smartphone  
Get [Outlook for Android](#)

---

**From:** Ireland, Karen <[kireland3@alamo.edu](mailto:kireland3@alamo.edu)>  
**Sent:** Thursday, April 13, 2023 5:03:49 PM  
**To:** Moravits, William P <[wmoravits2@alamo.edu](mailto:wmoravits2@alamo.edu)>  
**Subject:** RE: Question

I will notify you of the outcome of the process.

Question back to you---Having read your appeal, and since it addresses the same issues that were raised in the student complaint, I would like to use your written statement rather than my notes from our conversation, as your response to the student complaint for the purpose of that process. I believe you were very articulate and clear and your written statement is more thorough than what all I got in my note taking. Are you comfortable with that? And if there's anything you want to add, let me know.

Thanks,  
Karen



**Karen B. Ireland, J.D.**  
Director of Talent Advocacy & Solutions  
Talent, Organization & Strategic Innovation  
**Alamo Colleges District**  
2222 N. Alamo | San Antonio, TX 78215  
210-485-0216 (Direct) | 210-485-0000 (Main) | [alamo.edu](http://alamo.edu)



---

*CONFIDENTIALITY NOTICE: If you have received this communication in error, please notify the sender by a reply message and then delete this message from your files. This e-mail transmission and any attached documents may contain confidential information belonging to the sender, is legally privileged, and intended for use only by the intended recipient(s). If you are not an intended recipient, or the employee or agent responsible for delivering the message to the intended recipient, you are at this moment notified that any dissemination, distribution, copying, or forwarding of this communication is strictly prohibited. Unauthorized interception of this message may violate the Electronic Communications Privacy Act, 18 U.S.C. §65533; §2510 et seq.*

---

**From:** Moravits, William P <[wmoravits2@alamo.edu](mailto:wmoravits2@alamo.edu)>  
**Sent:** Wednesday, April 12, 2023 3:43 PM  
**To:** Ireland, Karen <[kireland3@alamo.edu](mailto:kireland3@alamo.edu)>  
**Cc:** Spencer, Uchena <[uspencer@alamo.edu](mailto:uspencer@alamo.edu)>  
**Subject:** Re: Question

OK, thank you. So my benefits will end May 13.... I know you said I wouldn't see the detailed report, but will I receive a notice of what the outcome of the investigation is? I will forward the appeal email I sent last week to Ms. Spencer.

Will

Sent from my Verizon, Samsung Galaxy smartphone  
Get [Outlook for Android](#)

---

**From:** Ireland, Karen <[kireland3@alamo.edu](mailto:kireland3@alamo.edu)>  
**Sent:** Wednesday, April 12, 2023 3:33:17 PM  
**To:** Moravits, William P <[wmoravits2@alamo.edu](mailto:wmoravits2@alamo.edu)>  
**Cc:** Spencer, Uchena <[uspencer@alamo.edu](mailto:uspencer@alamo.edu)>  
**Subject:** RE: Question

Hi Will,

Sorry, I have been working on an very time consuming urgent issue.

I did hear back. You will receive a lump sum payment in May, which means your benefits will end then too.

I contacted Debbie, in the Chancellor's office and she has not seen an appeal from you, but is double checking with the chancellor.

Also, we have a new Director of Employee Services, Uchena Spencer, who I've cc'ed on this email. Anything related to the non-renewal appeal will be taken over by her. So, any further questions or concerns you have about that can be shared with here. I will still submit your statement with regard to the student complaint. However, I expect there will be no further action on this issue.

Thanks,  
Karen



**Karen B. Ireland, J.D.**  
Director of Talent Advocacy & Solutions  
Talent, Organization & Strategic Innovation  
**Alamo Colleges District**  
2222 N. Alamo | San Antonio, TX 78215  
210-485-0216 (Direct) | 210-485-0000 (Main) | [alamo.edu](http://alamo.edu)



---

*CONFIDENTIALITY NOTICE: If you have received this communication in error, please notify the sender by a reply message and then delete this message from your files. This e-mail transmission and any attached documents may contain confidential information belonging to the sender, is legally privileged, and intended for use only by the intended recipient(s). If you are not an intended recipient, or the employee or agent responsible for delivering the message to the intended recipient, you are at this moment notified that any dissemination, distribution, copying, or forwarding of this communication is strictly prohibited. Unauthorized interception of this message may violate the Electronic Communications Privacy Act, 18 U.S.C. §65533; §2510 et seq.*

---

**From:** Moravits, William P <[wmoravits2@alamo.edu](mailto:wmoravits2@alamo.edu)>  
**Sent:** Monday, April 10, 2023 2:30 PM  
**To:** Ireland, Karen <[kireland3@alamo.edu](mailto:kireland3@alamo.edu)>  
**Subject:** Re: Question

Karen,

Not sure if you are in the office today, but have you heard back regarding my questions about my appeal and pay/benefits from our conversation last week?

Will

Sent from my Verizon, Samsung Galaxy smartphone  
Get [Outlook for Android](#)

---

**From:** Ireland, Karen <[kireland3@alamo.edu](mailto:kireland3@alamo.edu)>  
**Sent:** Saturday, April 8, 2023 11:19:08 AM  
**To:** Moravits, William P <[wmoravits2@alamo.edu](mailto:wmoravits2@alamo.edu)>  
**Subject:** Re: Question

You, as well!

Karen  
Sent from my iPhone

On Apr 8, 2023, at 11:15 AM, Moravits, William P <[wmoravits2@alamo.edu](mailto:wmoravits2@alamo.edu)> wrote:

OK, makes sense. Have a Happy Easter.

Sent from my Verizon, Samsung Galaxy smartphone  
Get [Outlook for Android](#)

---

**From:** Ireland, Karen <[kireland3@alamo.edu](mailto:kireland3@alamo.edu)>  
**Sent:** Saturday, April 8, 2023 11:14:13 AM  
**To:** Moravits, William P <[wmoravits2@alamo.edu](mailto:wmoravits2@alamo.edu)>  
**Subject:** Re: Question

Since you are appealing your nonrenewal, we ask that you refrain until your appeal is completed, whenever that may be.

Karen  
Sent from my iPhone

On Apr 8, 2023, at 11:03 AM, Moravits, William P <[wmoravits2@alamo.edu](mailto:wmoravits2@alamo.edu)> wrote:

Noted. But I can speak to them about anything after May 13?

Sent from my Verizon, Samsung Galaxy smartphone  
Get [Outlook for Android](#)

---

**From:** Ireland, Karen <[kireland3@alamo.edu](mailto:kireland3@alamo.edu)>  
**Sent:** Saturday, April 8, 2023 11:01:56 AM  
**To:** Moravits, William P <[wmoravits2@alamo.edu](mailto:wmoravits2@alamo.edu)>  
**Subject:** Re: Question

I need to conclude some things, but if you are asking for contact with friends on a personal (not professional) level, yes, that's fine, of course. Please steer away from conversations related to your professional circumstances.

Karen  
Sent from my iPhone

On Apr 7, 2023, at 12:39 PM, Moravits, William P  
<[wmoravits2@alamo.edu](mailto:wmoravits2@alamo.edu)> wrote:

Karen,

Now that the investigation is effectively over, am I allowed to have  
contact with my friends that still work at SPC?

Will

Sent from my Verizon, Samsung Galaxy smartphone  
Get [Outlook for Android](#)