

OFFICE OF THE PROVOST

Robert L. Clark
Provost
Senior Vice President for Research



CONFIDENTIAL MEMO – DO NOT DISTRIBUTE

TO: Richard Aslin, Redacted Jessica Cantlon, Greg DeAngelis, Redacted
Benjamin Hayden, Redacted Florian Jaeger, Celeste Kidd,
Redacted Peter Lennie, Brad Mahon, Redacted
Steven Piantadosi, Redacted
Redacted

COPY: Joel Seligman, Gloria Culver
FROM: Robert L. Clark, Provost and Senior Vice President for Research
DATE: November 29, 2016
RE: Follow Up to Recent Investigation

As most of you know, in March of this year, an investigation into allegations against a faculty member in the department was initiated under Policy 106, the University's policy against harassment and discrimination. The investigation concluded in early June, the findings were appealed, and the appeal concluded in mid-August, 2016.

As a general proposition, investigations about individuals under Policy 106 and the resulting findings are intended to be confidential since they involve personnel issues. Unfortunately, the investigation and its subject matter appear to have been widely discussed within the department. As a result, most faculty and a number of graduate students in the department know that Dr. Jaeger was the focus of the investigation.

Due to the matter being widely discussed, the University has, with the consent of Professor Jaeger (who had sought permission to address these issues with colleagues months ago), prepared a summary of key findings of the investigation in an effort to clarify things for the department and to help it move forward and begin to heal. The summary of key findings will be made available through the Intercessor Lynnett Van Slyke. Given the wealth of rumors and in some instances misinformation which has swirled around much of this, the information will be shared with an expectation of, and subject to, agreement of confidentiality. I strongly encourage each of you who have not had the ability to read the investigative report to contact Ms. Van Slyke at Redacted to review the summary of key findings. Ms. Van Slyke also will be available to facilitate further discussions on the issue, if desired.

From the University's perspective, I want to make it clear that the investigation and any resulting follow-up has concluded and the University considers the matter closed. It is important that our faculty set an example for our students and respect the process we have in place for personnel matters such as the ones involved here.

Finally, as the chief academic officer for the institution, I affirm that Dr. Jaeger is a valued member of our faculty. He has achieved tremendous academic success since his arrival in 2007, including being promoted with tenure in 2013 and his promotion to full professor in 2016. We look forward to continuing to support Dr. Jaeger, as we do all of our faculty, and to Dr. Jaeger's continued success as teacher, researcher and scholar here at the University of Rochester.

The next document is a summary of key findings of the investigation that is available to the BCS faculty members (through the Intercessor Lynnett Van Slyke) as mentioned in the confidential memo from Rob Clark on 11/29/2016.