

From: "Clark, Robert" <Redacted>
Subject: Follow up - Confidential Message from the Provost Regarding Recent Investigation
Date: December 5, 2016 at 10:15:37 PM GMT

Redacted

CONFIDENTIAL MESSAGE – DO NOT DISTRIBUTE

I have learned through Peter and Gloria of the surprise and dismay many of you felt upon receiving my memorandum of November 29, 2016. I understand that many thought it conveyed a disregard for the seriousness of the issues alleged and investigated, as well as the depth of concern felt by faculty and students in the department.

Nothing in my memorandum was intended to be inconsistent with, or to in any way repudiate the findings of the investigation, and I regret that the wording of my memo might have led you to conclude otherwise. I fully support the findings of the investigation, and a summary, which I hope you will each read for yourself, is available for your review.

Although the investigation is complete and, where appropriate, remedial action has been taken, investigations of this kind often leave individuals unsatisfied with either the findings or efforts to address concerns. This was an unusually challenging investigation for all concerned, and painful for many.

The University is open to concerns about how policies or processes related to this investigation might be improved. I understand Gail Norris will be meeting with you to hear your concerns.

[memo attached]