

**EASTMAN**  
**SCHOOL OF MUSIC**  
**UNIVERSITY OF ROCHESTER**

November 10, 1995

Washington University  
St. Louis, Missouri

c/o Jeffrey Kurtzman  
7605 Balson Avenue  
St. Louis, Missouri 63130-2150

To whom it may concern:

I am a tenured professor, female, in my late fifties. I hug people a lot. Until Jeff asked me to write this letter, it had not occurred to me to think about whom I hugged or why, but since then I have thought about it every time I hugged someone. Here are my findings, which pertain only to my behavior at the Eastman School of Music; I hug members of my family and personal friends more often.

I hug someone to celebrate an accomplishment, such as a good performance or the passing of an examination.

I hug someone to express condolence.

I hug someone I have not seen in a while.

I hug someone that I don't expect to see for a while.

I hug Alfred Mann, my eminent emeritus predecessor, every time I see him.

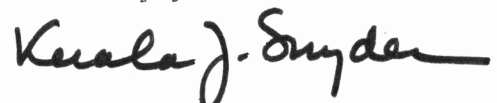
On rare occasions, I hug someone whom I wish I hadn't hugged.

I hug colleagues and students, male and female.

I hug them in the library, in the halls, backstage, in my school office, outside, or in my apartment, which functions as my real office.

I have worked closely with Jeff Kurtzman for a number of years, during which time our mutual interest in 17th-century music has brought us together at numerous conferences. I have been alone with him at these conferences, and I have never felt threatened in any way. I know him as a kind and gentle person, and I cannot imagine that he would be guilty of sexual misconduct. I can only assume that these charges result from some gross misunderstanding, and I hope that he can soon get a fair hearing so that he can clear his name and get on with the good work that he has been doing.

Sincerely yours,



Kerala J. Snyder  
Professor of Musicology