



CASE WESTERN RESERVE UNIVERSITY

August 28, 1995

To Whom it May Concern:

I was Chairman of the Department of Music at Case Western Reserve University for sixteen years, (1968-1984), before I stepped down and returned to faculty status. The question has arisen as to what was common behavior with regard to hugging a faculty member.

As is well known, it is a common practice in the Arts to give a congratulatory hug to someone who has completed an outstanding public performance in a concert, recital, lecture, etc. It is also common for an administrator to give a congratulatory hug for a special accomplishment or occasion. There have been occasions where I gave a congratulatory hug to a female colleague in my office for the announcement of having achieved a difficult promotion and tenure, an outstanding musical performance, the completion of a long awaited book, the award of a large research grant, etc. In other words, there was a special occasion that deserved to be personally rewarded. In no case was this hug to be construed in any other manner than as the celebration of a professional and/or personal achievement.

From my experience as an administrator, the congratulatory hug is a common practice found in virtually all arts departments at universities and colleges with which I am familiar.

Sincerely,

Dr. John G. Suess
Professor of Music