

September 15, 2005
7605 Balson Ave.
St. Louis, MO 63130-2150

Mr. David W. Kemper
Chairman of the Board
Washington University in St. Louis

Dear Mr. Kemper:

It is with deep regret that we bring to you the enclosed grievance regarding violations of Title VII and Title IX by Executive Vice Chancellor and Dean Edward Macias and seven members of the Music Department faculty. However, our experiences and those of others in the Department of Music over the past decade have been negative and trying beyond all reason and toleration. We are submitting this grievance directly to you because of the inclusion of Edward Macias among those whom we name as responsible and the support Macias has been given by Chancellor Wrighton, who is aware of some of these matters, but appears disinterested in these problems.

This grievance is a serious matter affecting numerous individuals in the Department of Music and causing serious harm to the University. Accompanying the grievance are a large number of supporting documents, though there are many more documents in our possession, in the possession of various individuals, and in University files. We also have taped interviews with three individuals regarding matters brought forth in this grievance.

In addition to the grievance, we are enclosing our *curricula vitae* and a key to witnesses, many of whom, for their own protection, are named only as Witness A, B, C, etc. in the grievance itself.

Federal and state law require an investigation of this grievance, and we look forward to hearing from you as to how the Board of Trustees will conduct such an investigation.

Sincerely yours,

Kathi Kurtzman
Former Teacher of Applied Music

Jeffrey Kurtzman
Professor of Music