

August 18, 2006

██████████  
Vice Chancellor for Human Resources  
Campus Box 1184  
Washington University  
One Brookings Drive  
St. Louis, MO 63130-4899

Dear Ms. ██████████:

I have received your letter of August 14; I don't hesitate to tell you that your response is exactly what I expected. First, as indicated in my cover letter, the Advisory Committee specifically did not review my allegations of conflict of interest and retaliation, telling me that those issues were outside their purview. This was clearly stated in the second paragraph of my cover letter, which you either ignored or misread. If you didn't read that brief letter accurately, I can only imagine how little attention you paid to the much lengthier complaint.

Secondly, it is clear that you did not perform a full and fair investigation as requested in my cover letter. You neither contacted me about further details nor the names of witnesses, nor, to the best of my knowledge, did you contact the other departmental witnesses who could have supported my complaint. There are at least a half dozen people who could have stated that my firing was the obvious continuation of a pattern of retaliation that has spanned over 10 years, and even more individuals who are fully aware of ██████████'s constant violations of the University's policy regarding conflicts of interest. Did you even listen to the taped interviews I sent you?

This is the type of spurious "investigation" for which Washington University has become well-known, both on campus and in the St. Louis community. What used to be considered a good place to work has, in the past decade, developed a reputation as a terrible place to work—I hear this spontaneously from numerous people with whom I am acquainted in the community. I unfortunately expected the kind of letter I received from you, because you yourself have the reputation on campus of being uninterested in resolving the kinds of personnel problems I have brought to your attention and of simply being a rubber stamp for administrative power and abuse. Your letter confirms the validity of that reputation and the University's hypocrisy, of which I spoke in my cover letter. I reject your "investigation" and its "conclusions" as a farce and devoid of integrity.

Sincerely,

Kathi Kurtzman