

Office of the Provost

July 19, 1995

Dr. Jeffrey Kurtzman
Department of Music
Campus Box 1032

Dear Dr. Kurtzman:

Earlier this year, a group from the Music Department made very serious allegations against you. With the assistance of a faculty committee drawn in part from the Faculty and Administrative Affirmative Action Committee, I have reviewed their allegations of sexual harassment and discrimination, including allegations of conflict of interest, nepotism and general mismanagement insofar as they appeared to involve or reflect sexual harassment or discrimination. With the assistance of the Faculty Council, I have also reviewed allegations raised by some of the same people relating solely to issues of conflict of interest, nepotism and self-interested management of the Department. After extensive consultation, I have adopted the findings and conclusions of both the Committee and the Faculty Council.

While we rejected or found insufficient evidence of some of the allegations made against you, we have concluded that you have violated University norms and University policy in a number of deeply troubling ways. We found that:

- You repeatedly engaged in hugging, touching, and other unwanted physical attention towards a number of women in the Music Department. This conduct, which took place while you were Chair of the Department, was particularly inappropriate for a Chair.
- On a significant number of occasions, you told off-color jokes, used sexual innuendo and made inappropriate references to physical appearance in a manner offensive to a number of people in the Department.

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- [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
- As Chair, you hired, supervised, evaluated, and promoted your wife. This presented conflicts of interest.
- You have arranged for your daughter, who has no Washington University affiliation, a disproportionately large number of opportunities to perform at Washington University events, in some cases at University expense.

The unifying theme among these findings is that, as Chair, you engaged in a pattern of self-interested management and bad judgment which has had a lasting and deleterious effect on the Department. Further, while serving as Chair and since, you have repeatedly acted in ways which are divisive, manipulative and intimidating. This conduct -- towards both men and women -- is of such a level as to be inconsistent with the collegial relations necessary to the functioning of a University community.

In light of the serious charges that were substantiated, this letter will serve as a formal censure for conduct in serious violation of the policies, norms and reasonable expectations of this University community. You are, effective immediately, relieved of any administrative responsibilities at the University. You will no longer be eligible to serve as Chair of the Music Department or in any other administrative capacity at the University.

Effective July 1, 1996, your annual base salary shall be reduced by [REDACTED]%. You will not be considered for any increase to the resulting compensation level until July 1, 1999. [REDACTED]

[REDACTED] The \$ [REDACTED] annual research fund awarded in acknowledgment of your service as chair shall be discontinued immediately. Your public relations stipend shall also be discontinued.

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I have also decided that it is in the best interests of the Department and the University to separate you from the Department for at least three years. The University will assign you to an office in a location apart from the Department of Music. During this period, you will not serve on any departmental committees or participate in departmental meetings or decisions of the tenured faculty or voting faculty. At the end of three years, the Dean of the Faculty of Arts and Sciences will appoint a committee to review your performance with regard to the concerns raised in this letter and advise the Dean whether the separation should be continued or concluded.

This is neither an easy decision nor a pleasant one. There is no question that you have made important contributions to the University. Nonetheless, the conduct in which you have engaged is unacceptable and serious sanctions are required.

I will contact you in the next week or two to arrange a meeting to discuss the details of your separation from the Department.

Very truly yours,

A handwritten signature in cursive script that reads "E. Macias".

Edward S. Macias
Provost and
Interim Dean, Faculty of Arts and Sciences

cc: Members of Review Team
Members of the Faculty Council