

Mark S. Wrighton
Chancellor

February 7, 1996

Professor Jeffrey G. Kurtzman
Department of Music
Campus Box 1032

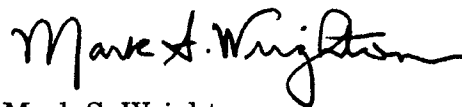
Dear Prof. Kurtzman:

When we met in early December, you requested that I review the University's inquiry into charges of sexual harassment and conflict of interest against you, and support your request for a formal hearing on these matters. Since we met, I have carefully reviewed the recommendations and reports submitted to Dean Macias by two faculty committees convened to assess those charges, the sanctions imposed by Dean Macias in July, and all the correspondence that you have directed or copied to me since that time. Based upon that review, and your candid acknowledgment in our meeting of certain lapses of judgment on your part in managing the Music Department, I will not grant your request for additional inquiries into these matters.

I base my decision on the following. In your correspondence and elsewhere, you have admitted a number of the facts underlying the sanctions imposed upon you. Committees composed of thoughtful and widely-respected faculty colleagues investigated the disputed allegations with great care and balance. In denying your appeal of those sanctions, the highest governing bodies of the faculty have fully and fairly considered the processes used by the University. I find that you did have sufficient information about the purpose and focal points of the investigation; that you were given ample time and opportunity to respond to them; and that there were substantial grounds for the ultimate determination 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."

The findings against you are serious and so too are the sanctions. This matter will not be reviewed further by Washington University.

Sincerely yours,



Mark S. Wrighton

MSW:ej

xc: Edward S. Macias, Executive Vice Chancellor
and Dean of Arts and Sciences
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