



Office of the Vice President
for Student Affairs and Enrollment Management

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December 8, 2011

Dear Joe,

Thank you for your quick response to the University's proposal. I need to be clear up front that I will not insert myself as the arbiter of these disputes. The University has well established processes in place designed for just such purposes, and those processes have served students well in the past. All of the defenses you raise in your letter can be raised in your student-conduct hearing. All of the complaints you have against the female instructor, and others, can be raised as part of your complaint with the Director of Inclusion and Intercultural Initiatives.

Our proposal was designed to give those processes ample time to work without exacerbating the situation further. For example, I understand why you want to wait to receive documents you requested from the University under the Freedom of Information Act to use in your student-conduct hearing, or perhaps as part of your complaint with the Director of Inclusion and Intercultural Initiatives. Of course, none of this is mandatory, and you can certainly pursue your claims in any other forum you choose, and at any time you choose.

As we discussed yesterday, with the University soon in recess we need to agree on a course of action before the end of this semester. I believe our proposed three steps are reasonable. You already gave us your verbal commitment to abide by two of the three steps but we need your agreement to withdraw from winter semester classes given the nature of the complaints and circumstances. Again, I hope you are able to agree.

Sincerely,

A handwritten signature in cursive script that reads 'Mary Beth Snyder'.

Mary Beth Snyder
Vice President of Student Affairs and
Enrollment Management