



2018/05/04

Lawrence

Today went very well. They basically apologized to me afterwards for the nonsense they put me thru. (Justin said I hit a home run, for what that is worth)

She also made a point of telling me, at great length, after Justin had gotten off the call, that they appreciated how polite, cooperative, patient and collegial I was with them. And that much of what had been done to me was beyond their control.

I may be fooling myself but for the first time in a long time I feel almost optimistic and looking to the future.

10:05:24 pm

L



Did they give you a time line

10:06:31 pm

o
c

Lawrence

Yes. After I asked. They will contact the witnesses I will provide (I have letters from 4 people contradicting various claims) on Monday. Then they have the entire office working on the report, which should take perhaps 2 weeks. Then Erin will review it with general counsel(I made sure to ask if she will be involved because she is a good woman) which should take about a week and then they will make recommendation to provost.

The questions were absurd and I saw them squirm when I batted each one into the stands.

10:10:04 pm

Questions like: what is your opinion of feminism? And "it has been reported that you are not interested in transgender issues." Response: I ran an event about them. Then "it has been reported that you wouldn't hire women of child bearing age" response: all the women I have hired for origins are of child bearing age.

L

10:20:22 pm

2018/05/17

Lawrence

Hi.. cases like these are cropping up daily.. There is real momentum now for people to sue on Title IX.. for things such as due process.. <https://www.ncfmc Carolinas.com/single-post/2018/05/15/Judge-approves-anti-male-bias-lawsuit-against-university---in-the-hearing-itself> and <http://thedmonline.com/gender-discrimination-lawsuit/> I think having an aggressive lawyer right now is good.. I believe the university is no doubt aware that they are exposing themselves to possible lawsuit, and they are going to be much more careful.

L

10:32:07 pm

They also know that he was in attendance the whole time making any statement of his moot. He is a witness. And helped structure. Any news at all from the uni

11:41:42 pm

Lawrence

He want allowed to help structure or talk. He is a witness to inappropriate process and can in turn use that to help frame a suit.

Anyway, no, still on hold. As per Erin at OEI, she expected 3 weeks after last interrogation before her report sent to provost. I hate the waiting. Hard to do anything, but happy to try to think of other things when I can.

L

11:44:46 pm

2018/05/25

Lawrence

Boy this waiting is really draining. We are having fun but it hovers at all times. Birthday this weekend at least.

L

10:41:27 pm

Have a good one
11:20:21 pm

Lawrence

Thanks. We sort of celebrated it last weekend with a visit to Vancouver island. Looked at property in case we want to escape the US.

11:52:47 pm

I think a paid suspension. Is the win win. Justin did not deal with the contract issue. Only the title rules.

11:55:50 pm

Lawrence

Well I have already had a 4 month paid suspension. Let's see. I think they want to save contract issue only if we can't win on the facts. I am still cautiously optimistic. I don't want to appear to admit to any guilt.

11:57:37 pm

He told them what they were entitled to do. . gave them a road map on what to work around. Of course I hope for the best

11:58:03 pm

Lawrence

Yes. Maybe but I think he followed labor rules about what was possible based on contract and showed none of them were viable and moreover each was subject to legal pushback. We will see. Hopefully soon. Thank you for everything.

11:59:33 pm

2018/07/31

Lawrence

Hi. Just got back to Airbnb. But it is 1130 pm and I am pretty drained. Been out on glacier since morning. Maybe better to talk tomorrow earlier in eve my time? Thanks.

11:34:01 pm

2018/08/01

Ok

12:19:45 am

Lawrence

Thanks. Nancy and I just walked around the block in the midnight dusk. Agree the appeals process (though it is necessary to go ahead) is likely a lost cause, and the suit direction is probably required. Anyway we can talk tomorrow. Your support now (as a friend and advisor) matters more now than ever. I still never thought it would come to this based on what is in that report. Anyway, goodnight.

12:22:19 am

Rest - talk anytime

12:24:34 am

Im awake and have some thoughts

10:55:49 am

Lawrence

Me too. Even though little sleep feeling more empowered and have constructive ideas. That and reading though details last night made it clear that that is such bullshit. We are heading out in 10 min. Can you call now for 5. Will cost me \$2/min but worth it. Or else we talk later today when day trip is over.

11:00:11 am

You will have to decide what you want . Money to go away. . or high profile leading the charge for rationality. With little money at the end or for at least 4 years. . you should get out in front , indignant. Outraged , that such silliness. The former university a problem. Or we might spin it as a result you were extra careful. ?

11:32:48 am

You should make the amounment sooner rather than later the you were terminated. After a no due process procedure. Looking a student , not even your student up and down. Is the best sentence for you. . making jokes with adults in a college setting. . no COMPLAINTS filed !! . but Justin really fucked you as I knew he would. His actions made it hostile. So that you would have to sue. I told you that the first 10minutes I spoke to him.

11:35:16 am

He needs to prepare a list of potential remedies. . wrongful termination. Attack. In wash? It would be nice if we could find some society that suspended you , to immediately reinstate you after seeing the garbage that they produced against you.

11:37:14 am

The no supervision of your director. . I do not know if it is true that you sent a letter to the video girl apologizing , I hope not

11:38:09 am

I don't believe wrongful termination will work . As Justin s stupidity put them on notice so they followed all the rules. Wrongful termination usually is not following procedure. facts and determinations not really relevant. I believe that you have almost zero legal recourse. maybe breach of contract. (tenure) . Your asset is you high profile. . and their concern about being embarrassed .

12:05:23 pm

They will publish these findings. Most likely on buzzed. They took this long to produce because they were aware of Justins plans. It is full of nonsense but legally well done. . they included claims they ignored. , unless we can find some Arizona rule re right to question they accusers.?

12:08:04 pm

oC

Lawrence

Thanks. Some issues here. Some procedures actually not followed. Anyway, will talk later.

L

02:00:16 pm

Ask Justin how much a each suit will take through appeals. Dollars and time

02:01:15 pm

Lawrence

Ok. Btw. If you read both things you will see the student looking up and down was in response to her not being appropriately dressed for the event she was tot work at. It was actually a kind disciplinary action by me rather than telling her outright she should change (as she apparently planned to).

L

02:02:46 pm

Look. It is crystal clear that you will no longer be allowed to work there. They went over the top in describing your behavior . (solely as a result of your atnny attitude). Im concerned that after two appeals you will be found appropriately terminated. 99% likely. That will be more problematic. . 1. Someone could argue that you will go on a campaign to demonstrate the pettiness silliness and agenda based decisions . Giving pause to any future hires. For a sum certain you will settle. . . not great but ...

02:06:39 pm

2, you file actions go on a crusade . To right the wrong. . you will spend money. , 100k or more. Get no money, but might create some future speaking income

02:07:30 pm

Lawrence

Interesting. Will ask Justin these questions. And will think of all options. All the ones you discussed are worth examining. Have decided I cannot this stand without doing anything.

L

02:08:18 pm

The fact that you were asked not to return to your last school without notice, is problematic. . did you really send an apology to the girl on video. Or was that not true? I agree you cannot let this stand, however the chess game played perfectly into their hands. Their documents are super well done. - you need to use your celebrity, writing skills. Speaking skills. , legally not strong. The only legal case I see is for you to sue Justin for being a fucking moron

02:11:22 pm

You will need to get out in front. If they release these letters to buzz feed. You will be on the defensive. Quickly

02:12:46 pm

Lawrence

Re girl on video. No. And we have email evidence of her subterfuge.

Docs are full of factual errors because of improper investigative procedures. There is more here than you are aware of. I agree need to get in front.

You should know university is being close mouthed here. Met my staff and they were told nothing about termination.

Justin sent me email he wants me to send to the dean ASAP. It looks ok to me. I forwarded to you.

02:14:29 pm

L

Michael shermer telling people you grabbed his wife ass. And Dawkins not standing up for you. All an issue. You will need to fight this in the press. But im not sure of your goal. Except, being able to get a job sometime in the future

02:14:59 pm

✓ Sent

Lawrence

Goal is to fight this internally and externally. If terminated have no chance of job in academia anyway. But if these allegations publicized with the facts they are going to look very improper.

02:16:21 pm

L

More later. In bumpy van on way to ice cave.

02:16:47 pm

✓ Read