

## Conciliation Proposal:

1. I would prefer to retire at the end of May, 2019, when I turn 65. However, depending on the other details of the agreement, I would consider retiring effective Dec 31, 2018.

2. The University ends my administrative leave effective immediately and reinstates my normal status with the understanding that I will be primarily working from Portland, with periodic travel to Phoenix for research meetings and arrange my office there.

3. There is a consideration of emeritus status, and the possibility of retaining my office and my assistant for some number of years following retirement.. I would suggest 3 years.

4. I was planning to retire at age 75, and my divorce agreement indicates that I will pay my ex-wife alimony equal to approximately half of my ASU salary until that time. Thus, retirement in December 2018 is 10.5 years early. As a compromise I would ask for a retirement monetary package equal to 6 years of my 2017-2018 12 month salary of \$335K/yr, plus the lost income I experienced as a result of the University putting me on administrative leave and sending out a press release to this effect in March. That amount has been calculated to be \$265K and includes lawyers fees required because of lack of cooperation from OEI during their investigation. This total is \$2.275 million dollars.

5. A University statement with the following content, although the exact wording is negotiable:

"None of Prof. Krauss' students, faculty colleagues, or postdoctoral researchers during his time at ASU has issued any complaints against Prof. Krauss, nor were there complaints raised by any of the many participants in his Origins Project events over the past decade. The University recognizes and appreciates the significant contributions to teaching, research, and public outreach at ASU that Prof. Krauss has made over the past decade. University investigation uncovered no substantiated violations of University policy warranting further sanctions against him involving ASU faculty staff or students. A separate University investigation did conclude that there was a likely violation of University Policy during the taking of a 'selfie' photograph at a private event at a Skeptics meeting in Australia in 2016. The anonymous individual in the photograph did not file a complaint but a complaint was filed by a bystander. While Professor Krauss continues to dispute the claim, the University has not reopened their investigation at this time. Because the University has chosen to terminate the Origins Project, which, along with establishing the now-flourishing Cosmology research program in the Physics Department and the School of Earth and Space Exploration, were the key leadership initiatives that attracted him to ASU, he has decided to retire from ASU effective xxx, and will continue to carry out his research, writing, and outreach activities elsewhere after that. He will remain as a regular tenured faculty until his retirement. ASU acknowledges the difficulties the University's procedures over the past year have caused for his professional and private life, and Prof. Krauss understands the University's need to seriously address all allegations they receive."