



Lawrence M. Krauss
Professor, SESE and Physics
Co-Director, Cosmology Initiative

~~October 21, 2018~~ ~~October 20, 2018~~

Michael Crow
President, Arizona State University

PRIVATE AND CONFIDENTIAL

Dear Michael

I ~~am writing this confidential letter to~~ request to retire from my position as Professor in the School of Earth and Space Exploration and Physics Department at ASU at the end of this academic year, May 16, 2019, ~~and will move on to explore new challenges outside of ASU after that.~~

Following the ~~unfortunate~~ abrupt cancellation by the University of the Origins 10th anniversary celebration in March and the more recent ~~termination-dismantling~~ of The Origins Project ~~and removal of its associated online resources I find there is little reason for me to remain here after this academic year. The Origins Project was, after all, the prime reason I relocated to ASU in 2008—the creation and leadership of which, along with the creation and leadership of a Cosmology Initiative in the Physics Department and School of Earth and Space Exploration were what drew me to ASU in 2008—there is less cause to induce me to try to remain here after this academic year.~~

~~My~~ ~~in addition, my~~ recent experience at the University, following the publication of ~~unfounded and inappropriate unsubstantiated~~ allegations against me by an online tabloid has also left me feeling ~~personally~~ disillusioned ~~about the University's commitment to a safe and productive working environment. During the processes of investigation, determinations, appeal and conciliation, I perceived these experiences to have included~~ violations of due process, disregard for evidence, discrimination, ~~and~~ bias, violation of Arizona Board of Regents (ABOR) regulations, and ~~conduct that was at various times of participants in those processes that was unprofessional, adversarial, an environment associated with the investigation and the communication and resolution of issues that that was by turns either~~ hostile, disingenuous or unresponsive. I ~~have~~ described some of my concerns in detail ~~in the materials I sent to you documents I sent you~~ on August 24th and 28th and 30th appealing the Dean's recommendation of dismissal and contesting ~~the determinations from the Provost's determinations based on the determinations and~~ from the Office of Equity and Inclusion. ~~In spite of this~~ ~~It is my understanding of ABOR regulations that~~ I would only have the opportunity ~~at the University~~ to directly challenge the veracity of claims made against me by accusers if I first agreed to be dismissed by you. I have chosen instead to retire.

As far as I am aware, not a single one of my students, faculty colleagues, any staff member in my academic departments, postdoctoral researchers, or any of the thousands of participants in our Origins events over the past decade has complained to the University about my behavior. Nevertheless, my recent experiences suggest to me that I would not experience ~~a safe or nurturing an~~ environment ~~in~~

~~which conducive~~ to ~~continue~~ ~~continuing~~ my active teaching, research and service activities on campus in the long term, regardless of the outcome of any appeal process.

I look back on ~~a~~ decade during which I tried to make ~~a~~ positive contributions to the ASU community through what I ~~felt~~ ~~thought~~ was integrity, dedication, and hard work. It has pained me to ~~see~~ ~~watch~~ those ~~features~~ ~~professional characteristics~~, and my contributions, ~~questioned~~ ~~disparaged~~.

I think it would be useful ~~for the University's leadership team~~ to reflect on what lessons my experience might provide that could ~~influence~~ ~~broader~~ ~~inform~~ actions ~~that you could take~~ to improve the ~~functioning of the~~ University's ~~ability to ensure~~ ~~and produce~~ a safer and ~~more~~ productive environment for others at ASU. I ~~plan to discuss~~ ~~will describe~~ these issues and some ~~proposals~~ ~~recommendations~~ in more depth in a separate letter I will send you in due course.

I want to close by thanking you for giving me the opportunity to come to ASU to work with you to create and build The Origins Project which I think achieved more than perhaps either of us expected when you recruited me to the University a little more than a decade ago.

Thanks for your attention to this letter.

Sincerely,



Lawrence M. Krauss