

**From:** Lawrence Krauss <[REDACTED]>  
**To:** "jeffrey E." <jeevacation@gmail.com>  
**Subject:** Re: Draft appeal  
**Date:** Wed, 22 Aug 2018 15:17:08 +0000

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Yes. Thanks.

**Lawrence M. Krauss**  
**Professor**  
School of Earth & Space Exploration and Physics Department



Sent from my iPhone

On Aug 22, 2018, at 6:28 AM, jeffrey E. <jeevacation@gmail.com> wrote:

tenured faculty position at Arizona State University for cause pursuant to Arizona Board of Regents policy, "Conditions of Faculty Service," 6-201(J)(1)(b) and (L). The causes for dismissal are set forth in detail in the attached Statement of Charges and Exhibits, incorporated herein by this reference. In summary, however, the university's investigation has revealed that you have engaged in a persistent pattern of personal conduct grossly inappropriate to the professional settings in which the conduct has occurred **and** which violates the University's policy, Prohibition against Discrimination, Harassment, and Retaliation (ACD 401) and the Code of Ethics (ACD 204-01). The conduct always occurs in the context of a power dynamic where you have been either the supervisor over staff, with a prospective hire, or the featured speaker at a convention and interacting with attendees.

Your conduct constitutes grounds for dismissal under ABOR 6-201(J)(1)(a) and (b). Just cause for dismissal includes "personal conduct that substantially impairs the individual's fulfillment of properly assigned duties and responsibilities," and "**proven** violation of Board or university rules and regulations (including code of conduct or any other disciplinary rules), depending upon the gravity of the offense, its repetition, or its negative consequences upon others." Your conduct, if tolerated, would severely undermine the School of Earth & Space Exploration's credibility and reputation.

argue not proven? ?

On Tue, Aug 21, 2018 at 10:51 PM Lawrence Krauss <[REDACTED]> wrote:

Thanks.. I will look at this as I go over the document.

You are wrong about grounds for dismissal of tenure, btw.. but anyway will look at this.

**Lawrence M. Krauss**

**Professor**

School of Earth & Space Exploration and Physics Department



On Aug 21, 2018, at 7:48 PM, jeffrey E. <[jeevacation@gmail.com](mailto:jeevacation@gmail.com)> wrote:

sorry , I do not. AT ALL. .!. This cant be justins writing. !. it doesnt deal with the main issue. They have the right to fire you if your behavior makes it impossible for you to teach. . if you were to be convicted of beating [REDACTED] . etc. you admit much too much, you tell them what they can and cant do you attack your accusers. in todays environment. without giving them respect. . your evidence re not poking the woman in the chest is great. , [REDACTED] story , you have witness after witness , case already an issue. . saying you wouldnt be that stupid , re australia is not a basis for appeal. I didnt intentionally do it. and there is no evidence that i had intent. period. . dumb criminal. ridiculous argument. - . they are not saying jumper romper is the issue it was the student made to feel uncomforatble. they are saying there are so many issues over so many years you cannot be allowed to teach there anymore. . you cant offer a compromise in writing . it is weak , that will be part of the conciallaiton discussion. . no one ever complained strong. . no one ever toldyou your admin of the program was anything but great strong. . attacking these women extra weak. .

On Tue, Aug 21, 2018 at 10:17 PM Lawrence Krauss <[REDACTED]> wrote:

thx.. there are lots of other errors, but so far I think it hits the right note in general, if specifics are a bit off.. Since it will probably cost me \$10K, I hope you agree..

**Lawrence M. Krauss**

**Professor**

School of Earth & Space Exploration and Physics Department



On Aug 21, 2018, at 7:15 PM, jeffrey E. <[jeevacation@gmail.com](mailto:jeevacation@gmail.com)> wrote:

first paragraph, it must be clear that no one reported misconduct BEFORE the investigation began

On Tue, Aug 21, 2018 at 10:06 PM Lawrence Krauss <[REDACTED]> wrote:

you can read it even before I do.

just got it.

I will be editing of course.

LMK

**Lawrence M. Krauss**

**Professor**

School of Earth & Space Exploration and Physics Department



Begin forwarded message:

**From:** Justin Dillon <[REDACTED]>

**Subject: Draft appeal**

**Date:** August 21, 2018 at 7:00:11 PM PDT

**To:** Lawrence Krauss <[REDACTED]>

**Cc:** Courtney Forrest <[REDACTED]>

Lawrence,

Here you go. As you will see, we have done our level best to make the best arguments on your behalf while keeping it as tight as we possibly can. Please remember, as you read this, that the only things Crow will likely ever read before he makes his decision are Kenney's letter and this. So if we cram too much in there, we will lose him. You will, I am confident, wonder "But why didn't they say this?????" at least half a dozen times as you read this. And I get that; it's normal. People hate leaving things left unsaid. But if you say everything, people's eyes glaze over—especially at this stage, when the person doing the reviewing isn't some dean who has plenty of time to pore over something, but the president of the whole school.

I know I'd asked you to send us various emails earlier tonight. You'll see in there that we have marked (usually with "XXX") where we need to insert other emails or documents. Please compile those and send them to us as soon as you have a chance. To the extent that you and Nancy want to play paralegal, as we'd discussed before, you could put them all, in order, in a single PDF, which would save us a lot of time (and thus save you money). But obviously, that's totally your call.

Thanks, and we look forward to hearing what you think.

Justin

Justin Dillon

KaiserDillon PLLC



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please note

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