
From: J <jeevacation@gmail.com>
Sent: Tuesday, October 9, 2018 8:36 PM
To: Lawrence Krauss

RE: Conciliation Agreement

I just received from the President a copy of the conciliation committee report along with his direction to directly discuss with you whether there are terms that can be agreed to", by close of business tomorrow.

I believe it is in the interests of all parties that we negotiate a reasonable settlement. I have been advised that there is no legal justification for dismissal of a tenured faculty member on the basis of the claims that I addressed in my appeal document. As you are aware, none of my students, faculty colleagues, postdoctoral researchers at ASU, or a single participant in my many Origins Projects events has launched a complaint against me. However I recognize that going through the appeals process and the legal process following it will drag on for some time, be costly for us both — financially and otherwise, I am told but uncertain that under ABOR 6-201, I will continue to be paid at least until the conclusion of hearing procedures, up to and including an appeal to Superior Court if necessary. I also recognize that the University would prefer me to leave, and I now find little left to induce me to remain at ASU. Thus I propose:

1. I would appreciate being able to retire when I turn 65 at the end of May, 2019. Of course I would retire effective Dec 31, 2019 as you suggested assuming we can agree on the following points. All to be negotiated in good faith by us both,

3. There is a consideration of emeritus status,

4. I was planning not to retire until the age of 72 at least, as my divorce agreement indicates that I will pay my ex-wife alimony equal to approximately half of my salary until that time.

[REDACTED]

5. I raised over \$2.5 million dollars to support my work with the Origins Project, and have brought in over \$1.5 Million dollars in external research funding. I would like the remaining ASU Foundation Funds that were raised to support the Origins project, and the R&D funds allocated to support my research arising from Federal grants to ASU during the period of my employment at ASU, to be transferred to another non-profit organization to be used to support my research and outreach activities.

6. A University statement with the following content, the exact wording to be agreed,

"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. Following the termination of the Origins Project that Professor Krauss led at ASU for the past decade, Professor Krauss has chosen to retire from ASU effective xxx and will continue to carry out his research, writing, and outreach activities elsewhere after that time. We thank him for his service. We note that while allegations have been made in the press and to the University regarding Professor Krauss, none of Prof. Krauss' students, faculty colleagues, or postdoctoral researchers during his time at ASU have 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. Prof. Krauss will remain at the University as a regular tenured faculty until his retirement at the end of this year. 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. "

I look forward to hearing back from you regarding these proposals or modifications to them, and hope that in the spirit of conciliation we can come to final agreement

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CC please note

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