



UNIVERSITY OF OREGON

June 11, 2007

William Harbaugh
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Dear Bill,

You have directed a number of requests for information and documents to the President, the Provost, Charles Martinez, me and others around the University related to the UO Affirmative Action Plan, the Underrepresented Minority Recruitment Plan and your concerns with employment of various individuals, both their performance and the terms and conditions of their employment. Within the last month, your requests have been more frequent.

I have summarized below what I believe to be your requests for documents so that we can determine if there are documents that provide the information you are requesting. If so and if the documents can be easily provided and are public records, we will do so as we did when you requested documents related to Charles Martinez' employment. If the documents require more extensive searching or review or are of greater volume, we will provide you an estimate of the cost. You can then determine if you wish to pay the University's cost for providing the documents.

In addition to the documents you have requested you have posed many questions as well. Over the last month, you have made more than 25 requests. It would consume a tremendous amount of time to respond to your questions. Many are similar to questions you have posed previously. It does not appear productive to continue the dialogue regarding your disagreement with the University's approach to increasing diversity. Thus, I believe we must agree to disagree. Rather than engage in an unproductive exchange of messages, I and other administrators including the President, Provost, Associate Vice President for Institutional Diversity, Affirmative Action Officer will no longer reply to your questions. Of course, we will continue to provide documents as required by law; where there are not documents that provide the information you request, we will inform you of that but will not create documents or answer related questions.

You have requested documents related to Charles Martinez employment. We have provided the public records that meet your request. I am looking to see if there are other documents that are public records not exempt from disclosure. We will provide those to you under the guidelines I described above. You have requested documents relating to the filling of the Vice Provost for Institutional Equity and Diversity position. We will provide documents that are public and responsive to your request. You also asked when the President approved the current affirmative action plan, when it was transmitted to him by Penny Daugherty and when the Affirmative Action Office completed the plan. I have attached the documents we have that appear to respond to your request.

Sincerely,

Melinda W. Grier
General Counsel

Attachments

Cc: Dave Frohnmayer, Peter Shepherd, Linda Brady,
Christine Chute, Penelope Daugherty, Charles Martinez
OFFICE OF THE GENERAL COUNSEL

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