



**AUGUSTA**  
UNIVERSITY

Brooks A. Keel, PhD  
President, Augusta University  
CEO, AU Health System  
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March 24, 2016

Almira Vazdarjanova, Ph.D.  
Chair, Grievance Committee  
Faculty Senate, Augusta University  
1120 15<sup>th</sup> Street  
Augusta, Georgia 30912

Dear Dr. Vazdarjanova:

I am in receipt of the March 10, 2016 report from the Faculty Grievance Hearing Panel which was attached to your email of March 11, 2016. As I was out of the country with very limited email/document access, I did not receive a hard copy of this information until I returned to the office on Monday, March 21, 2016.

Please let me say at the outset how much I appreciate the diligent and hard work of the Grievance Committee and the Hearing Panel. The seriousness of all the individuals involved was obvious, and I am most grateful.

I have carefully read and considered the report and the associated documents related to the grievance of Dr. Jay Hegde. I appreciate the recommendations made by the Hearing Panel, and as required by the Augusta University Faculty Grievance Policy, I am providing herein written notice of my decision.

I have decided not to follow the recommendations of the Hearing Panel.

Thank you and your colleagues again for your careful attention to this matter.

Sincerely,

Brooks A. Keel, PhD  
President, Augusta University  
CEO, AU Health System

OFFICE OF THE PRESIDENT