October 4, 2017

To: Phil Lesch, AAUP

From: Isaac Dixon, AVPHR

Subject: Communication Issue

Phil, my comments about wage increases for APs were premature and I apologize for them. Of course, AP increases are subject to negotiations once the classification work of the project is completed.

It was not my intent to be disruptive to the bargaining process. I only sought to inform employees (some of whom contacted our office via email and phone) seeking updates on the status of the project. My office is prepared to send out an updated/corrected memorandum to all employees who received the previous one.

Please know how much I appreciate AAUP’s partnership on the issues we are working on in bargaining. My communication on this matter was premature in relation to AAUP members. In the future, I will work with you, when appropriate, to best determine how to communicate with employees regarding matters of common concern.

Again, my apologies for this oversight.