

## **David Williams**

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**From:** Heather Coltman  
**Sent:** Friday, December 11, 2015 7:09 PM  
**To:** James Tracy; David Williams  
**Subject:** Response to your letter

Dear Dr. Tracy,

I am in receipt of your letter of November 22, 2015 in response to your reprimand, and have reviewed the arguments you presented related to reporting outside activity, your research assignment, free speech and academic freedom.

I am writing to reiterate clearly that you must file Report of Outside Employment or Professional Activity forms for 2013-14, 2014-15 and 2015-16, as required by university policy, Article 19 of the UFF/FAUBOT Collective Bargaining Agreement, and as directed by me in my Notice of Discipline dated November 20, 2015. This is not optional.

Because you claim that you were confused, and I have now addressed that, I will extend the deadline to submit these reports to me. I must receive complete and accurate outside activity reports for these years before Monday, December 14, 2015 at 5:00 p.m. or you will receive further disciplinary action up to and including termination.

Sincerely,  
Heather Coltman

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