

Tulane

Office of the President

April 6, 2001

Personal & Confidential

Renee S. Hartz, M.D.
Department of Surgery, Box SL-22
Tulane University Health Sciences Center
1430 Tulane Avenue
New Orleans, LA 70112

Re: FTFR Appeal

Dear Dr. Hartz:

I have reviewed the findings and recommendations made by the Faculty Tenure, Freedom, and Responsibility ("FTFR") in its decision dated March 31, 2000 and the response to FTFR by Dr. Whelton in his memorandum dated April 4, 2000. While I fully agree with Dr. Whelton's letter, I have discussed the proposed recommendations with him in light of your rejection of the compromise offer.

Based on my review of your case and discussions with others, the offer stated in Dr. Whelton's letter is modified as follows:

1. Your probationary period will be extended by an additional three years, beginning July 1, 2000. You will receive a tenure review during the second extended year. The review will consider your teaching, research and service since your arrival at Tulane as well as your previous academic credentials. If tenure is not granted, you will be so notified and your appointment will terminate as of June 30, 2003.
2. You will be given a written evaluation prior to the beginning of the new academic year with respect to progress in your achievement of the requirements for tenure in the School of Medicine, which will include, among other requirements, progress toward restoration of your cardiac privileges.
3. The Department of Surgery will provide as much unpaid leave of absence as necessary for you to obtain additional training in cardiac surgery. The leave will not extend the three-year probation status and the University will not assume any the costs of the additional training.

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With respect to compensation issues, your salary will be determined in accordance with the policies and procedures for faculty members participating in the School of Medicine's Faculty Practice Plan Agreement.

Sincerely,



Scott S. Cowen,
President

SSC/bd

cc: Paul K. Whelton, M.D.
Professor Ed Strong