



Office of the President
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December 15, 2011

The Honorable Diane G. Barz
41896 Melita Island Road
Polson, MT 59860

Dear Judge Barz:

I am writing to confirm The University of Montana's decision to retain you for the purpose of your assistance in conducting an independent, fair, and thorough investigation into allegations that one or more University of Montana students may have engaged in drug-induced sexual assault, or date rape, against other students. You will report directly to me, while working closely with Dr. Charles Couture, Dean of Students, who administers the University Student Conduct Code, and Lucy France, the University Title IX Coordinator/Affirmative Action & Equal Opportunity Officer, whose office oversees compliance with all federal laws involving campus-related sexual assaults, in your investigative work. University Legal Counsel David Aronofsky is also available to assist you, as is Vice-President Jim Foley, who will be the sole University contact with media about this matter.

You will have access to all information, including confidential student information available to Dean Couture and Ms. France; it is my understanding that Dr. Aronofsky has discussed with you the federal and state privacy laws applicable to individual students for the purpose of ensuring, as we must, that you will be treating such information as confidential. We consider time something of an essence in terms of getting this investigation underway and concluding it as promptly as circumstances warrant. A key aspect of your work will include recommending to me, as well as to Dean Couture and Ms. France, specific measures the University should take institutionally based on what the investigation determines.

It is my understanding that your hourly rate for these kinds of activities is \$150, which the University agrees to pay, along with all your actual expenses. I want to add that I am especially pleased you will be assisting the University with this important matter because we believe someone with your professional experience and background will be invaluable to us. Please feel free to contact me with any questions.

Sincerely,

Royce C. Engstrom
President
The University of Montana

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c: Charles Couture, Dean of Students
Lucy France, Title IX Coordinator/Equal Opportunity & Affirmative Action Officer
David Aronofsky, UM Legal Counsel
Jim Foley, Vice President for University Relations

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