

## Matt Cabrera

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**From:** Bill Nicklas  
**Sent:** Sunday, November 17, 2013 12:10 PM  
**To:** Nancy Sutterfield  
**Subject:** Sensitive Topic

### Confidential

Hello Nancy,

I have a rather sensitive matter to raise with you tomorrow, if you can spare a few moments. The attached e-mail correspondence is with Terri Smialek, Trustee Marc Strauss's wife. From time to time I see her on campus. On several occasions since the fall of 2012 she has reported some unsettling stories about poor morale and what she perceives to be unprofessional practices in the Accounting office. I have no objective basis on which to judge her concerns, but they have consistently been voiced in the strong manner evident in the attached e-mail.

Shortly after I received her initial e-mail complaint on Thursday, I received a phone call from Trustee Strauss. Possibly responding to his wife's emotional reaction to something that occurred that day, Marc asked if I could help. I offered to intercede at your level or Steve's. Terri has since withdrawn her request for assistance, as you will see, because she fears retaliation from her supervisor.

Without much information about the day-to-day routine and lines of authority in Terri's work environment, and with respect for her wishes, I could walk away from this, but I sense that there will be another occasion in the future when I will hear from Terri with similar concerns. Can we briefly discuss soon?

Thanks, Nancy.

Bill