



January 2, 2018

Dear Students, Faculty and Staff:

Today is a difficult day for the University of Arizona but also a day on which we reaffirm our commitment to our values — and to ourselves.

This evening, we informed Head Football Coach Rich Rodriguez that we have terminated his employment effective immediately and will honor the separation terms of his contract. The decision is based on several factors, including the direction and climate of our football program.

Let us share with you what we are able to at this time.

In October 2017, the University's Office of Institutional Equity retained outside counsel to investigate allegations of sexual harassment against Mr. Rodriguez, after a former employee in the Department of Athletics alleged that Mr. Rodriguez harassed her on multiple occasions. Like all University employees, Mr. Rodriguez is entitled to a fair investigation and due process and at no time has the University believed that Mr. Rodriguez posed any danger to a member of the community.

The law firm of Cohen Dowd Quigley was retained by the Office of Institutional Equity to conduct a comprehensive investigation into the allegations made by the former employee, and that investigation began in October. After her initial report to the University in October, the former employee retained counsel and declined multiple requests from the University to participate in the investigation into her allegations. In addition, she was unwilling to turn over communications that she alleged provided support for her allegations and recently filed a notice of a financial claim against Mr. Rodriguez.

The investigation, which concluded on December 28, 2017, found that the original

specific harassment allegations against Mr. Rodriguez could not be substantiated based on the evidence and witnesses available to it. However, Arizona Athletics did become aware of information, both before and during the investigation, which caused it to be concerned with the direction and climate of the football program.

As a result, we have been reviewing the findings and deliberating our course of action. While this is a difficult decision, it is the right decision. And it is a decision that lives up to the core values of the University of Arizona.

We have outstanding young men in our football program and tremendous employees who will continue to work hard on behalf of the Arizona family. We are confident that we will find a new leader of our program who will take us to great heights with men and women of character and talent, on and off of the field.

Sincerely,  
Robert C. Robbins  
President

Dave Heeke  
Director of Athletics