



EMORY
UNIVERSITY
SCHOOL OF
MEDICINE

Department of Neurosurgery

June 9, 2006

Enrique Torre, PhD
6033 Hitt Lake Trail
Stone Mountain, GA 30087

Dear Dr. Torre,

Note:

Despite of the refusal of Defendants Emory University, Daniel Barrow and Thomas Lawley, Plaintiff obtained a copy of Defendant Barrow's letter to Defendant Enrique Torre. Noticeably, Defendant Barrow acknowledged the complete lack of justifications to obstruct Plaintiff's planned research and to insult Plaintiff by Defendant Torre, Defendant Torre's physical assaults and threats on Plaintiff were intentionally omitted, thus, unaccounted. Further, Defendant Barrow intentionally and irresponsibly "noted" Defendant Torre' "remorse" in spite of disgraceful denials of his own actions and fraudulent attacks on Plaintiff.

As a result of our investigation into the events of your altercation with Dr. **XX XXX** on May 17th, 2006 we found culpability with both you and Dr. **XXX**.

First, although you acknowledge seeing the sign Dr. **XXX** posted requesting he be contacted prior to initiating research at the dissection bench, you chose to disregard his request and begin working due to your own deadlines. This is not in the collaborative spirit and was a lapse on your part.

Second, although you recognized **XX**'s frustration, you failed to diffuse the confrontation by apologizing and offering a compromise. Rather, you chose to escalate the argument by taunting Dr. **XXX** with belittling comments and juvenile hand waving. In no uncertain terms this is unacceptable behavior for anyone, and especially a faculty member. As an Emory faculty member, you are held to a very high standard, and expected to attempt to diffuse such conflicts to the best of your ability. If collegial compromise is not possible, you should remove yourself from the area without resorting to physical contact and seek the assistance of your supervisor.

As a result of your participation in this incident, you will be penalized with loss of one week of pay (May 22nd and 26th) during your administrative leave and required to attend an anger management class at the Emory Faculty Staff Assistance Program. The incident will be noted in your faculty record with the Dean of the School of Medicine.

I recognize and appreciate your remorse for your behavior in this incident, and strongly encourage you to conduct yourself more professionally going forward. You are a representative of both the Department of Neurosurgery and Emory University, and as such you must maintain composure in difficult situations, and never resort to childish behavior or physical contact.

Daniel L. Barrow, MD
Professor and Chair

Cc Thomas J. Lawley, MD
Dean, Emory University School of Medicine



Emory University School of Medicine
1365-B Clifton Road NE, Suite 6200
Atlanta, Georgia 30322

The Robert W. Woodruff Health Sciences Center
An equal opportunity, affirmative action university

Tel 404.778.5770
Fax 404.778.4472

