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August 8, 2019

Via Email

Dr. Eunice Neeley
EuniceNeeley1@gmail.com

Dear Dr. Neeley,

On September 14, 2018, I wrote you advising that you would be notified of the outcome of the disciplinary proceeding for Dr. Stanton Glantz, including the determination with respect to the alleged offense, any sanction imposed, and the rationale for the results.

As was described in my letter to you, the Chancellor proposed discipline to Dr. Glantz. Subsequently, Dr. Glantz declined the proposed discipline and the Chancellor filed charges with the Privilege and Tenure Committee of the Academic Senate. A formal hearing was held in accordance with the procedures set forth in [Academic Senate By-Law 336](#).

Committee on Privilege and Tenure Conclusions and Recommendations

The Committee on Privilege and Tenure, by a majority, concluded that the University's Administration has proved by clear and convincing evidence that Dr. Glantz violated the Faculty Code of Conduct Part II, Sections C5 and C7 when Dr. Glantz stared at the breasts of female employees on multiple occasions and when he discussed a scene from the film *Straight Outta Compton*. The Committee on Privilege and Tenure, by a majority, concluded that the University's Administration has not proved by clear and convincing evidence that Dr. Glantz violated the Faculty Code of Conduct Part II, Sections C5 and C7 when discussing a survey from *Playboy*, as the academic freedom exception should apply.

The Committee on Privilege and Tenure also issued its recommendations, which were:

- (1) That an official Letter of Censure be placed in Dr. Glantz' Academic Personnel file for a period of one year and removed from the file after one year, contingent upon successful completion of the following two recommendations.
- (2) That Dr. Glantz be required to undergo individual training designed and conducted by UCSF Office of Prevention of Harassment and Discrimination regarding Sexual Harassment and proper workplace conduct within one year.

(3) That staff at the Center for Tobacco Control Research and Education will be informed of a resource whose identity is confidential, that will be available to them for a period of one year for the purpose of reporting concerns regarding the behavior of Dr. Glantz or concerns about retaliation against anyone that participated in the investigation into this matter.

Final Discipline Imposed by the Chancellor

After the Chancellor reviewed and gave careful consideration to the recommendations made by the Committee on Privilege and Tenure in their report to him, the Chancellor imposed the following discipline and other sanctions on Dr. Glantz:

A Letter of Censure to be placed in [Dr. Glantz's] Academic Personnel file, which will be removed after the successful completion of individual training from a third party vendor regarding sexual harassment and proper workplace conduct, but which cannot be removed sooner than one year. This training is to be initiated within 3 months of the date of this letter, and [Dr. Glantz] will be responsible for reimbursing the University for the expense of the training.

Furthermore:

...if during the censure period, there are any new or ongoing complaints made against [Dr. Glantz], the Letter of Censure will remain in [his] Academic Personnel file during the pendency of any investigations, and may only be removed if there are no additional findings of violations of the Faculty Code of Conduct made against [Dr. Glantz].

In addition, the Center for Tobacco Control Research and Education (CTCRE) staff will be informed of a resource whose identity is confidential who will be available to the staff for a period of one year for the purpose of reporting concerns regarding [Dr. Glantz's] behavior or concerns about retaliation against anyone who participated in the investigation. The Vice Provost of Academic Affairs will arrange for the CTCRE staff to be informed regarding the availability and identity of the confidential resource, and [Dr. Glantz] will make no effort to discover the identity of that resource.

The Letter of Censure has been placed in Dr. Glantz's academic personnel file and will remain until the conditions as described above are met. There is no opportunity for an appeal, and the results are now final.

If you have any questions, please contact Claire Grote at claire.grote@ucsf.edu or 415-502-3585.

Sincerely,



Brian K. Alldredge, PharmD
Vice Provost, Academic Affairs