

Redacted

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Subject:Re: Issues we discussed a few months ago

Date:Thu, 13 Mar 2014 14:15:13 -0400

From:Keturah Bixby ≤

Redacted

To:Greg DeAngelis

Hi Greg,

Thank you very much for looking into this and following up on it. I really appreciate it.

Thanks for working to maintain confidentiality! I kind of doubt everything can be functionally confidential (especially since, for example, Redacted has talked to him about situations before) but that's something I already expected.

Thank you for your response!
keturah

On Tue, Mar 11, 2014 at 7:50 PM, Greg DeAngelis
Hi Keturah,

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wrote:

Sorry for the long silence about the issues you raised with regard to Florian. After we spoke, I also talked to a few other people who had contacted me at your behest. There were consistent patterns of behavior in the stories. I spent some time reviewing the university policies, and I concluded that none of the stories that I was told were in violation of the university's policy on harassment, etc. But they certainly represented undesirable behavior.

Florian was gone for large chunks of the past few months, so I just met with him this week to discuss this. I described the general nature of the issues, but I did not tell him anything specific, and I was very careful not to even indicate the gender or career status (student, postdoc) of the people involved. So I am sure that confidence has been maintained.

Florian took this news pretty hard, even though I tried to present it in a constructive manner. We actually had a second meeting today because he was still bothered and wanted to talk more. He was a bit frustrated at not knowing the specifics of the situations, but he understood that I could not betray confidence. I think it is fair to say that Florian was unaware about the impact he had on other people in most of these situations. So we talked

about personal/professional boundaries, how an advisor has to be careful about power relationships when trying to be social with students, etc.

In the end, I do think that Florian learned some things about himself and that he will go forward with a heightened sensitivity to such things. He really did take it very seriously. I told him I would give him more feedback in the future if I heard anything more about these issues, and I encourage you or others to let me know if problems persist.

I'm happy to get together to discuss this further if you like, but I just wanted to give you an update first.

Best,
Greg

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