

College of Urban and Public Affairs

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May 22, 2018

To: Professor Bruce Gilley

From: Stephen Percy 
Dean

Re: Global Diversity and Inclusion Investigation

As you are aware, the Office of Equity & Compliance in PSU's Global Diversity and Inclusion provided me with a Final Report of Case #2017-00081. This report found, upon investigation, that there was no finding that you had violated any PSU policy related to discrimination on the base of race, gender, or gender identity.

The same report noted that "A single incident of inappropriate comments made to a student based on gender or gender identity generally does not rise to the level of a policy violation and should be met with the opportunity for training and professional development. In this case, the discriminatory comments Gilley made directly to (name of student) and Gilley's apparent lack of insight into how those comments coming from a faculty member in a position of power might adversely impact a student, are matters of serious concern. While the comments do not rise to the level of a policy violation, as they do not meet the standard of severe, persistent or pervasive, the comments are discriminatory in nature, and warrant training, and appropriate follow up through the Office of Academic Affairs (OAA)."

I have discussed this matter with the Provost and we concur that it would be appropriate for you to receive individual training related to campus policy on avoiding discrimination on the basis of race, gender, and gender identity. I believe this a learning moment and that training will be helpful to you moving forward. I therefore request and expect that you complete a training session to be offered by staff of office of Global Inclusion and Diversity within the next six months. I will ask that you contact Ms. Yesenia Guterrez in GDI to schedule a training session consistent with your schedule. Either you or Ms. Guterrez inform me when the training is complete.

In order to ensure that I am an effective leader in promoting diversity and inclusion, and that I am fully knowledgeable about policy and effective practice, I will ask Ms. Guterrez to arrange a similar training for myself within the next six months.