



# Southern Connecticut State University

March 29, 2019

School of  
Arts and Sciences  
Anthropology  
Art  
Biology  
Chemistry  
Communication  
Computer Science  
Earth Science  
English  
Geography  
History  
Journalism  
Mathematics  
Media Studies  
Music  
Philosophy  
Physics  
Political Science  
Psychology  
Science Education/  
Environmental Studies  
Sociology  
Theater  
World Languages  
and Literatures

Dr. James Tait

Professor of Marine Sciences

Southern Connecticut State University

Re: Letter of Reprimand

Dear Dr. Tait:

This letter will serve as a letter of reprimand. As you are aware, the Office of Diversity and Equity (ODE) conducted an investigation regarding allegations of inappropriate behavior. The finding of the ODE investigative report was two-fold: that you violated the university's policy on pluralism by engaging in conduct with students that you should have known could offend students or make them uncomfortable and which did in fact make students feel uncomfortable and you violated the university's policy on sexual harassment for the same reasons.

We met to discuss this matter with your AAUP union representatives on February 4. At the meeting, you indicated that you did not recall the details of the allegations. You also said that, from your point of view, the culture at universities had changed a great deal over the past twenty-five years and you are attempting to "keep up and make a good faith effort" to adjust your behavior accordingly.

I would urge you to exercise the utmost discretion in professional judgment when interacting with students, whether on or off campus. This behavior will not be tolerated by the University. Any further behavior of this nature will result in further disciplinary actions up to and including dismissal from state service.

Sincerely yours,

Dr. Bruce Kalk

Interim Dean, School of Arts & Sciences

Cc: Linda Cunningham, SCSSU-AAUP

Personnel File