

From: Dean Claudine Gay <fasdean@fas.harvard.edu>
Sent: Wednesday, July 10, 2019 10:59 AM
To: rachael_dane@harvard.edu
Subject: Notification of Changes in the Economics Department



Dear Members of the Economics Department,

I am writing to inform you of upcoming changes within the Department of Economics that will occur as a result of disciplinary actions being taken regarding Roland Fryer, Jr., Professor of Economics and Founding Director of the Education Innovation Laboratory (EdLabs). As these changes directly impact the members of the Economics Department, I describe them here, as well as the findings that motivated them.

The Office for Dispute Resolution (ODR) recently completed a thorough and careful review of formal allegations made against Professor Fryer, and concluded that he engaged in unwelcome sexual conduct toward several individuals, resulting in the creation of a hostile work environment over the course of several years. The ODR review also documented behavior that was not sexual harassment but that constituted violations of the FAS Professional Conduct Policy. In short, Professor Fryer exhibited a pattern of behavior that failed to meet expectations of conduct within our community and was harmful to the well-being of its members. I was particularly upset to learn of the ways in which EdLabs members have been impacted, both personally and professionally. The totality of these behaviors is a clear violation of institutional norms and a betrayal of the trust of the FAS community.

In my role as FAS Dean, I have determined that sanctions for Professor Fryer will include the following measures:

- Professor Fryer will be placed on administrative leave for two years, and while on leave will not teach or advise in the Faculty of Arts and Sciences, nor conduct research involving Harvard resources.
- The EdLabs will be closed.
- For the first two years after he returns from leave, Professor Fryer will not have advising or supervisory roles at Harvard, and will, at my sole discretion, be allowed to teach undergraduate classes subject to monitoring by a Title IX-trained individual, and without access to graduate Teaching Fellows.
- He will be allowed to teach graduate classes but not graduate workshops.
- At the end of those two years, I will decide whether to restore some or all of these privileges.

While these sanctions are an appropriate response to the documented behaviors, they unfortunately result in the loss of the important work of the EdLabs. I know that I speak for the Department when I say that research to inform policy decisions that combat educational inequality has never been more urgently needed. We remain committed to this mission and will continue to find ways to support this important work.

I remind all members of our community that if you witness or experience sexual or gender-based harassment, there are many resources available, including the [FAS Title IX Coordinators](#), the [University Title IX Office](#), the [Office of Sexual Assault Prevention and Response](#), [Harvard University Counseling and Mental Health Services](#), the [Harvard Chaplains](#), and the [Employee Assistance Program](#). These offices, as well as the [FAS Office for Faculty Affairs](#), can connect you with resources to address the full spectrum of professional conduct issues.

Sincerely,

Claudine Gay
Edgerley Family Dean of the Faculty of Arts and Sciences