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December 11, 2017

Professor D. Kern Holoman

Dear Professor Holoman,

As you know, the University has received allegations that you engaged in sexual misconduct with an undergraduate student while he was under your academic supervision. The alleged events took place over a period of years, from 1987 through 1991. The allegations, if true, would have been a violation of the University's sexual harassment policy and Academic Personnel Manual (APM) 015, the Faculty Code of Conduct at that time. The University takes such allegations seriously and is committed to conducting a prompt investigation and taking appropriate corrective action.

The Faculty Code of Conduct provides for early resolution of allegations of faculty misconduct before formal disciplinary proceedings are instituted. In accordance with that provision, you have agreed to accept disciplinary action in the form of (1) demotion from "distinguished professor" to professor; and (2) denial of emeritus status. Demotion is an appropriate sanction in this case because the alleged misconduct involves teaching responsibilities which are relevant to the academic advancement process of the faculty member. The removal of emeritus status means you will no longer be eligible to be employed by the University of California or to participate in teaching, governance or scholarly activities related to the University of California. You will no longer be eligible to use the titles "distinguished professor" or "emeritus" in identifying yourself publicly or professionally. It is agreed, however, that your current projects with the University Library and California Digital Library may continue until their completion, and it is understood that you will have no in-person interactions with students, undergraduate or graduate, to complete these projects. You may attend University of California events such as concert, lectures or seminars that are open to the general public.

You are agreeing to accept these disciplinary sanctions in part owing to [REDACTED], and with the intention of reaching a timely resolution of this matter. In agreeing to accept these disciplinary sanctions, it is understood that you are not agreeing to the veracity of the allegations or admitting to having engaged in misconduct as set forth in these allegations. In exchange for your acceptance of the disciplinary action, the University will take no further disciplinary action against you with regard to these allegations. Although we cannot control statements by the media or other individuals, we would be willing to include in our response to inquiries that the accused faculty member had voluntarily agreed to accept disciplinary sanctions.

Your signature on this letter confirms that you understand this agreement, you have had an opportunity to discuss this matter with legal counsel and you enter into this agreement voluntarily.

Professor D. Kern Holoman

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Sincerely,



Philip H. Kass

Vice Provost—Academic Affairs

Professor of Analytic Epidemiology,

Population Health and Reproduction (Veterinary Medicine),

and Public Health Sciences (Medicine)

/bks

cc: Academic Personnel file



11 December 2017

Signature - D. Kern Holoman

Date