

Progress
on December 16, 2022
Academic Senate Resolution

November 9, 2023

RESOLVED: That the Academic Senate of Chico State request that the CSU Board of Trustees initiate an independent investigation of the campus response to all Title IX violations in the previous 10 years;

Chico State has undergone multiple reviews related to Title IX and DHR.

The University Cozen O'Connor Implementation Team has been meeting to implement recommendations outlined in the Cozen O'Connor Title IX and DHR Assessment Report for Chico State.

1. [State Title IX Audit Report](#)
2. [Chico State Report - Title IX and Discrimination, Harassment, and Retaliation \(DHR\) Assessment](#)
3. [Title IX and Discrimination, Harassment, and Retaliation \(DHR\) Assessment Summary Report](#)
4. [Title IX and Discrimination, Harassment, and Retaliation \(DHR\) Assessment Systemwide Report](#)

RESOLVED: That the Academic Senate of Chico State request that the CSU Board of Trustees initiate an independent investigation of the campus response to the above referenced threat;

Chancellor's Office Systemwide Human Resources retained a consultant from an independent firm, named HR Results to conduct an assessment of personnel processes used in the situation involving a professor in Biological Sciences.

Systems HR is overseeing the assessment. Chico State has only minimal administrative involvement in the process.

The consultant conducting the review will provide a report to the Chancellor's Office and University President. Once, I receive the report, I plan to share it with campus immediately.

RESOLVED: The Academic Senate of Chico State demand a review of disciplinary procedures and practices related to the Office of Academic Personnel and the Chancellor's Office of General Counsel in response to Title IX complaints to assess equity, consistency across cases, and proportional to the violation;

[Chico State's Implementation Team](#) is working in consultation with the Chancellor's Office to improve policies and practices, including a review of faculty disciplinary procedures and practices in response to Title IX findings.

RESOLVED: The Academic Senate of Chico State demand a review of university personnel privacy/confidentiality policies that were perceived by administration to prevent administration from alerting the Chico State community to threats of violence;

The California Constitution, Article 1, Section 1 (and provisions in the FPPP) protects the right of privacy, including personnel matters.

RESOLVED: The Academic Senate of Chico State demand the University identify suitable ways to warn the public of ongoing dangers;

Opt-Out Emergency Notifications – A new system was launched in September 2023. The system provides notifications via calling, texting, email, and flashed messages on centrally managed desktops. Up to four contact numbers per person are allowed for notification.

Environmental Health and the Division of IT are working on phase II and phase III to roll out additional features.

Timely warnings – Warnings have been improved to provide more context and information about certain situations that affect campus safety.

RESOLVED: The Academic Senate of Chico State demand an independent audit of the Stachura threat assessment process, including the findings of both assessments mentioned, and grounds considered to lift the suspension of Stachura, which allowed him to return to the workplace, and the university must terminate him immediately and, as the employer, should file a restraining order against him on behalf of their employees; and

Outside Review - As discussed in the previous slide, the Chancellor's Office is working with an outside consultant on a process review.

Termination - The faculty CBA does not allow for immediate termination of a faculty member. Article 19 of the faculty CBA specifies the University's discipline options and procedures.

Workplace Violence Restraining Order - In December 2022, the University began working with the California Department of Justice Attorney General's Office on a petition for a workplace violence restraining order. On February 8, 2023, Butte County Superior Court granted our petition for a temporary restraining order. Following a five-day trial and a tentative ruling, on September 27, 2023, the court granted a three-year restraining order, which legally bars the professor from being on or near campus and from possessing firearms.

RESOLVED: The Academic Senate of Chico State demand that an investigation of campus policies and practices is conducted to identify improvements in their policies be made especially as relate to any Title IX violations and or concerns about campus safety;

As mentioned in the previous slide, the Cozen O'Connor Implementation Team is working with the CO to improve policies and practices.

RESOLVED: The Academic Senate of Chico State will review EM 19-023, the Policy on Faculty Recognition and Support Committee (FRAS); and

Proposed revisions to improve [EM 19-023](#) are complete. The EM has been revised - [EM 23-016](#)

RESOLVED: The Academic Senate of Chico State demand review and revision of EM 12-025 to improve threat assessment procedures;

The [EM 12-025](#) revisions committee met multiple times and decided to pause work until January 2024.

RESOLVED: The Academic Senate of Chico State demand that the Academic Senate chair serves on the President's cabinet³ and is apprised of critical conversations related to university business;

The Academic Senate Chair attends a weekly safety meeting with the extended Cabinet (Cabinet Safety Meetings).

RESOLVED: The Academic Senate of Chico State request that the CFA do a full review of its participation in Stachura’s disciplinary process to identify specific actions that led to its admitted “failing” review and reflect on its role in advocating for faculty with Title IX violations to receive lighter discipline, support proposals to include provisions in the next collective bargaining agreement that allow for more discipline of faculty with Title IX violations, and engage in further outside consulting on guidelines of their “Duty of Fair Representation”;

On December 9, 2022, the University placed the professor on leave following the procedures outlined in the faculty CBA, and he has remained on leave since.

RESOLVED: Immediate safety measures are taken; for example, all of the locks should be rekeyed in Holt Hall;

All instructional spaces in Holt Hall were rekeyed and new push button locks were installed so classrooms can be locked from inside. All high priority offices and labs have been rekeyed as well. View ports (peep holes) were requested by some occupants of Holt Hall and those requests were fulfilled. Also, College of NS has limited the number of people who are assigned keys.

The Division of B & F is working on adding and updating locks for all classrooms and labs on campus.

RESOLVED: A concerted, visible, available, and consistent safety and sexual harassment prevention campaign (both physical and digital) must be implemented before the Spring 2023 semester begins;

Multiple safety forums were held for students, faculty, and staff and, as appropriate, messages have been sent to the campus community about the Cozen report and new developments in this specific situation.

Student Affairs and University Communication highlighted services throughout the year, including Chico State Alerts, Blue Light Emergency phones and Campus Connection.

RESOLVED: The Academic Senate of Chico State reaffirm that all administration, faculty, staff, and students are responsible for using safe practices, for following all university directives, policies, and procedures, and for assisting in maintaining a safe and secure campus environment. This includes the reporting of security risks and cooperating in any investigation that may result; and

University Communications created a new comprehensive safety website and listed resources. A more user-friendly [reporting tool](#) was created and shared regularly with campus. Also, a safety section was added to the [Student Resources](#) link, which is at the top of every csuchico.edu webpage.

RESOLVED: The Academic Senate of Chico State demand the University Police Department immediately file a Gun Violence Restraining Order against Stachura to ensure he does not have access to firearms and the campus community in its entirety will be notified immediately that the restraining order has been filed and whether it has been granted;

Details of the restraining order are referenced in previous slides. It bars the professor from being on or near campus and from possessing firearms.

RESOLVED: The Academic Senate of Chico State demand frequent and substantive updates and a final formal report to this resolution from California State University, Chico administration that specifies actions they are taking toward addressing and responding to this document in a fair and timely manner;

Reports have been provided at Academic Senate on February 28 and May 4, 2023.

Thank You



California State
University **Chico**