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**M E M O R A N D U M**

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TO: ACADEMIC SENATORS  
FROM: Ana Medić, Academic Senate Secretary  
SUBJ: **ACADEMIC SENATE MINUTES**  
DATE: Thursday December 8, 2022, 2:30 p.m.  
Zoom: <https://csuchico.zoom.us/j/81231074627?pwd=ZWVhZVpKVENOY2pEb0drdC8vaE43dz09>  
Meeting ID: 812 3107 4627 Passcode: 761594

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Present: Adamian, Bailey, Boura, Boyd, Brundage, Bruns, Burk, Cline, Coons, Draper, Ferrari, Ford, Sangmin, Gibson, Gray, Hidalgo, Kralj, Larson, Leon, Magnus, McBride-Pretorius, Medić, Moss, Musvosvi, Newell, O’Conner, Paiva (Chair), Peterson, Sendze, Sherman, A., Sherman, N., Sistrunk, Smith, Son, Teague Miller, Trailer, Traver, Walter, Yeager-Struthers, and Zeichick.

Absent: Alvarez, Hutchinson, Kaiser, and Wagner.

Chair Paiva called a meeting to order at 2:34 pm.

1. Approve Minutes of October 6, 2022, November 10, 2022, and [December 1, 2022](#) Minutes from December 1<sup>st</sup> approved.
2. Approve Agenda  
Request made to link executive committee report.  
Agenda approved.
3. Announcements
  - a. Dr. Holly Nevarez and Dr. Jaime Raigoza were elected by a majority vote to serve on the presidential advisory committee. Search will occur in spring.
  - b. UBC meeting next Monday at 3 pm via zoom.
4. University Reports – Hutchinson/Boura/Brundage/Larson/Sendze/Sherman  
Provost Larson:
  - a. EdSource article was published on December 8. The provost can’t comment at this moment.
  - b. Dr. Sehrawat shared the university statement:

“The university is aware of the article that came out in EdSource today and is disappointed but by what was left out. We remain adamant that providing a safe learning and work environment for all our students and employees is our top priority. The article about Dr. Stachura doesn't describe all the measures the University took before allowing him to return to campus. In addition to the external assessment, conducted by the threat assessment group, the University conducted an additional assessment and found no new information supporting known risk factors for violence. In addition, Chico State internal campus violence consultation team, also known as CBCT, reviewed all the evidence related to the situation. The university also regularly met with Dr. Stachura to affirm the university's

expectations for his return to campus. Additionally, the University Police Department attended court proceedings related to the domestic violence, restraining order against Dr. Stachura. Only after all these evaluations was Dr. Stachura allowed to return to campus. The year plus that he has been back, the Dean of the College of Natural Sciences has conducted oversight of the department to support the working environment. Finally, the EdSource article selectively chose portions of the threat assessment report to include and does not accurately reflect other aspects of the assessment that identify minimum risk of violence and the report's ultimate conclusion.

The report did not recommend Dr. Stachura dismissal from employment. While the university found the Title IX allegations against Dr. Stachura alarming and investigated them thoroughly the circumstances of the case made it challenging to pursue stronger discipline. The university and the CFA decided to enter into a settlement agreement. This ensured some disciplinary action instead of facing the possibility that an arbitrator might decide against imposing any discipline at all. Because Title IX investigations are confidential, the faculty recognition and support committee also known as FRAS wasn't aware of the allegations, and of Dr. Stachura suspension when he received the Outstanding Faculty Award. The university has since put in stronger protocols to ensure faculty members who are recommended for future awards making sure have not engaged in significant misconduct and resulted in non-retention and are not currently under investigation for misconduct or violation of university policy.

The university's decision related to data secure as discipline, and continued employment were rooted in California State University System policies at the time of the investigation. We worked in conjunction with his representation from CFA. Both system wide and CFA policies continue to evolve, which is why the university would likely approach the situation differently today."

Discussion and questions:

- a. Denise Hardy from OAPL, Dylan Saake, Title IX coordinator, and Dean Dave Hassenzahl are present and ready to answer questions.

Question: what "stronger protocols" were implemented? Answer: information can be provided after the meeting.

- b. Concern shared that discourse is centered around protecting the university and the respondent. The CFA interruption statement shared: "part of our continuing commitment to racial justice work when we experience examples of racial narratives, racism, or whiteness in our meetings, or as we conduct our business, we will speak up. This means we can air up the meeting and draw the issue to another's attention. And we'll do this kindly with care and in good faith further as we engage interruptions, we will take an intersectional approach reflecting the fact that white supremacy and racism operate in tandem with interlocking systems of oppression, colonialism, class, hetero, patriarchy and ableism. This statement is a reminder that we commit to do this in the service of systems of oppression."

Question for president and cabinet members: what they are doing to improve the safety of women faculty and all survivors of sexual violence who have been or may be subjected to violence on this campus? Answer: encourage reporting to Title IX coordinator, investigate reports, make findings on the evidence, and have opportunity to address it.

- c. Asked if FRAS protocols are already in place, can those be shared with Chair Paiva and senators.
- d. Stated that apart from relationship mentioned in the article, in court documents it appears Stachura bought a shotgun, pistol, and bullets to shoot his coworkers and himself. He denied threats, but not possessions. Shared that this is very disturbing.

Question: Is the university aware if he has guns or concealed weapon permit? Answer: as part of the assessment that factor was reviewed.

Question: faculty are considered mandatory reporters. Are they anonymous during this process? Is there confidentiality as part of this protocol? Answer: The report itself is private and the reporting party is private, but the process involved in the investigation involves a stage where evidence is shared with the parties involved. In that stage, witness statements are shared with all the complainant and respondent, and they can see what is being said and have an opportunity to respond to that.

Question: are the mandatory reporter names disclosed in that part of the process? Answer: Witnesses who give statements, their names are disclosed in that process.

- e. Commented that faculty are mandatory reporters and at the same time their names are not protected in this process. This is alarming and something that needs to be fixed.
- f. Recognition of bravery of faculty members and the wife who came forward about this situation and shared publicly this story. Shared that it is frightening to be woman on this campus. Situations like these may impact student enrollment.

Question: can ongoing procedures and protection measures be shared? Answer: important step to have reports processed by Title IX coordinator. Dean worked with faculty to provide them with a sense of security. Department Chair communicated with biology department faculty. If faculty need help with facilitating the final exam this will be arranged.

Question: is there anything that will be communicated to students? Answer: future communication will be shared.

- g. Disappointment shared there was a lack of communication about dangerous situations on this campus. When staff member was in this situation, communication was there, but in this case, no. Recognized confidentiality exist, but devastated and very alarming to learn about this from an article and not campus channels.
- h. New FRAS protocols communicated: to bring the shortlisted candidate names to the president and provost and to notify the deans and chairs so any concerns can be lifted by the provost.
- i. Recognized and acknowledged efforts made by Dean and Chair to improve safety. However, that is not a good working environment in Holt Hall; safety is an issue.
- j. Faculty serving on FRAS would not know if there were any issues as these are Title IX issues.
- k. Anger and vulnerability shared, not feeling safe. Shared hope that Chico State does not become a place where things are done after they become an issue.
- l. Stated that there was a settlement in this case done with CFA on this matter.
- m. Stated that FRAS member will propose for FRAS to revoke the award given to Stachura.

Question: address the question about new FRAS protocols. Answer provided by Dr. Hart, Chair of FRAS: this year is the first that these protocols will be in place. Once nominations are received, FRAS committee will create a short list of potential awardees that will be shared with president and provost. If there is a personnel issue, this is confidential and FRAS members would not be aware of it. Therefore, including step that can make potential changes to a short list of candidates before actual awards are determined by FRAS committee.

- n. Shared this entire process and communication feels more bureaucratic and no answers are provided. Shared that now is problematic to have this person on campus, currently employed, safety issues raised regarding gun violence, they are valid, and nothing is being done about it.
- o. Concern shared that this person was given tenure without this issue being brought up nor being in his PAF, questioned legitimacy of tenure processes. In addition, given outstanding faculty award which is damaging morale and bringing other issues that require to be resolved.
- p. Brought issue about students and how this impacts them. Hope shared this campus will take these concerns and issues seriously.
- q. Answered that Dr. Stachura already had tenure at that time. He met all qualifications to be promoted to full professor status. This was part of the settlement agreement.

- r. Shared that university has a duty to all to keep everyone safe and to provide information in order for us to determine how to keep us safe.

Question: if EdSource did not publish this article, would campus community ever find out about this?

Answer: no, this is not something that would have been shared.

- s. Safety is still the biggest issue! Shared that a good female faculty member left the university because of an individual that was protected. Called admin to include administrative leave or other measures in this case.

Question: what is going to be done about Dr. Stachura role as chair of the Institutional Animal Care and Use Committee, one of the committees on campus that oversees the ethical treatment of subjects, including animal subjects? Answer: this will be discussed outside of this meeting.

- t. Appreciation and bravery shared to those who shared their experience and issues facing on this campus. This campus should do a lot more and better than this.

Question: based on the article retired FBI, hired by the university, said there are potential threat and risk for campus community. Based on the information you have regarding both sexual relationship and gun violence, do you believe our students and colleagues are in danger and is there any potential risk with this man being on campus? Answer provided by Provost: not allowed to answer based on the current ongoing investigation. Response: what if there was a life loss on campus and admin knew about this information? Bureaucracy, and economy are running this institution away from being humane. Disappointment shared regarding lack of action in this situation (safety and threats). Answer: if people have any information regarding a threat, they need to share it with those who can take action.

- u. Comment shared that students were left out of conversation, not informed, not consulted. Fear still exists amongst students, not feeling comfortable talking to others. Asking admins to show the accountability for their actions.

Question: what is being done with other students who are part of Holt Hall and in potential danger? It is concerning there was nothing done. How are students going to be involved? What resources will be available to them? Answer: Dean and Dr. Brundage provided an opportunity to talk to students to provide more safe and secure space. Hoping to receive feedback from students about what resources they need.

- v. Commented in response to one of the comments that the fact it has been a year since this occurred does not mean threat is gone. Brand new press release, statement of gun possession and threats made, someone potentially being armed on campus represent state of danger and should have been taken seriously. Anxiety, shock, and disbelief are shared today; this by itself is part of trauma. Asked not to use this as an excuse “there is nothing to do now” because this occurred a while ago. Asked for a campus response.
- w. Article coming out and people sharing they do not feel safe should be enough for campus to react and start taking safety measures. Answer: feedback will be collected; decisions will be made after the today’s meeting.
- x. Campus found out about this today; admin knew about this for a while. If this occurred a year ago, does not mean campus is safe now. No investigation, no rebuttal was done. Admins have knowledge about this – said nothing until article came out, and that is alarming.
- y. Comment to students if they do not feel safe, do not take Dr. Stachura’s class.
- z. No trust shared in UPD, Title IX officers, admins regarding many cases, trauma related cases.
- aa. Shared that 10-12 biology department staff members are not on campus today due to fear of not being safe on campus after article being published.

Question: can tenure timeline be repeated? Questioning accuracy of presented information. Answer: Dr. Stachura had tenured for several years and was promoted to full professor recently. The settlement

agreement reached between CFA and the CSU permitted the investigative report related to the consensual relationship to be kept out of his personnel action file and was not part of the consideration for the promotion.

- bb. Appreciation shared for time and space at the Academic Senate to have this discussion and admins intent to be as transparent as possible within the limitations. Planning to have a follow up and reflect based upon the comments shared today.

Question: are there plans to protect and support students on campus as well as those in presence of Dr. Stachura? Can these students have a space to share their worries, insights and to be reassured of their security and safety? Will there be a space to provide comments and feedback about their experiences on this campus? Answer: VP Brundage is starting conversations with CARE team to provide support for students and planning to expand conversations with students on campus.

Biology Department Chair Blee confirmed he is receiving emails from students and taking actions to address them. Shared email from one of the students:

“I am a senior here at Chico getting my bachelor's in cell and molecular biology. I recently read an article about a faculty member David Stachura, who is now my professor for immunology next semester. After reading that article, I am not only concerned about my safety, but also really confused as to how that faculty member could still be teaching here on campus. Just look at what happened in the Walmart in Virginia. The shooter spoke about his intentions before shooting happened. And there was no action taken by management in the act of violence that was preventable. Shooting in America has become an unfortunate norm and sadly, we can no longer write off backhand threats as harmless. I need that class for my future career goals, but I am appalled that I have to sit in front of a potentially violent man every day for six months. Who can I talk to about this matter because I just don't understand how he can still be professor here and I am hoping that someone can provide some details to put me at ease. Remember the students enrolled and as soon as the holiday break ends, the student will be in front of that instructor.”

- cc. Shared this is painful to hear and not be able to act upon to provide protection and security to our students. Students are the most impacted by this and campus is doing nothing. Disappointment shared that there is no collective power to make a change and do the right thing.
- dd. Request made for university to act to protect students, staff, and faculty above admins own back ends and to stop being incredibly worried about the possibility of a lawsuit resulting from this when so much more is at stake.
- ee. Asking for immediate actions to be taken to protect students in immunology class next semester that is mandatory for biology and some nursing students. This is an impediment to students' success.

Motion made to table the rest of the agenda until the next official academic senate meeting of the academic year (February 9). Second.

Discussion:

- a. Based on comments heard today, hope shared that there will be more opportunities to conduct further discussion with students and campus community.

Senate voted: 32 yes, no opposition. Academic Senate meeting adjourned.

5. Associated Students Report – Alvarez
6. Staff Council - Peterson
7. Statewide Academic Senate Report – Boyd/Ford [CSU Academic Senate](#)
  - ASCSU [Agendas](#), [Minutes](#), [Resolutions](#), & [Summaries](#)
8. Standing Committees Reports

- Executive Committee – Medic

9. Ask the Administrator

10. Information: ChicoFlex Assessment Update – Ferrari – 3:00 pm

11. Proposed new EM: [University Committee Review Committee](#) – FASP Action Item

12. Proposed new EM: [University Committee Nominating Committee](#) – FASP Action Item

13. Proposed revision to [FPPP 9.1.2 and 10.2.5](#) – FASP Action Item

14. Proposed revision to [FPPP Range Elevation Process](#) – FASP Action Item

15. Other

16. Adjourn at 4:11 pm.

Respectfully submitted,

Ana Medić

For a direct link to all agenda items in Box, click [here](#).