



Academic Senate Approved: 12/16/2022

**California State University, Chico Academic Senate Call for an Independent Investigation  
of the Campus Response to Title IX Violations and Threats of Violence**

- WHEREAS:** In the fall semester of 2020, a Title IX investigation found that Chico State Professor David Stachura violated EO 1096, and the Chancellor's Office denied the appeal of that finding; and
- WHEREAS:** Provost and Vice President of Academic Affairs Debra Larson negotiated on behalf of the California State University and Chico State to administer discipline for the violation of EO 1096; and
- WHEREAS:** Stachura was offered an informal resolution for the EO 1096 violation. This resolution allowed Stachura to return to the workplace, did not require the violation to be included in his Personnel Action File, and produced a harmful climate to the campus; and
- WHEREAS:** Despite the known violation, the article revealed Stachura was allowed to remain as the Chair of the Institutional Animal Care and Use Committee, a leadership position which involved the oversight of ethical practices and authorized Stachura to have authority over approval of all university research involving animals; and
- WHEREAS:** In August 2021, Chico State administration became aware of potential threats of violence from Stachura toward members of the university who were witnesses in the Title IX investigation; and
- WHEREAS:** These potential threats of violence were a matter of public record as part of a civil proceeding in the County of Butte; and
- WHEREAS:** The university suspended Stachura and initiated a threat assessment investigation through an external investigator; and
- WHEREAS:** The EdSource<sup>1</sup> article reported that the external investigator, Threat Assessment Group, found that if university officials "believed King's 'report of homicidal intent toward the two professors and believe that (Stachura) remains angry toward the two professors, it may be appropriate to conclude that (Stachura) does pose an unacceptable risk of violence to the workplace,' and should be terminated."; and
- WHEREAS:** The campus community was not notified of these potential threats of violence by the President's Office, the Office of Academic Personnel (OAPL), or the California Faculty Association (CFA); and
- WHEREAS:** In September 2021, Stachura's suspension was lifted, and he was allowed to return to the workplace; and

<sup>1</sup> Peele, Thomas. December 8, 2022. Chico State professor disciplined for student affair allegedly threatened colleagues who complained. <https://edsource.org/2022/chico-state-professor-disciplined-for-student-affair-allegedly-threatened-colleagues-who-complained/682154>



**WHEREAS:** An EdSource<sup>2</sup> article published on December 8, 2022, revealed the 1096 violation settlement; and

**WHEREAS:** The CFA leadership acknowledged in its 12/12/22 email that in this process it “wound up failing our colleagues and the community”; therefore, it be

**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; and

**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; and

**RESOLVED:** The Academic Senate of Chico State demand a review of previous threats of violence; and

**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; and

**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; and

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

**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

**RESOLVED:** The Academic Senate of Chico State request that appropriate law enforcement authorities immediately commence a criminal investigation into the threats of gun violence allegedly levied by Stachura; and

**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; and

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

<sup>2</sup> Peele, Thomas. December 8, 2022. Chico State professor disciplined for student affair allegedly threatened colleagues who complained. <https://edsource.org/2022/chico-state-professor-disciplined-for-student-affair-allegedly-threatened-colleagues-who-complained/682154>



**RESOLVED:** The Academic Senate of Chico State demand review and revision of [EM 12-025](#) to improve threat assessment procedures; and

**RESOLVED:** The Academic Senate of Chico State demand that the Academic Senate chair serves on the President's cabinet<sup>3</sup> and is apprised of critical conversations related to university business; and

**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 lead 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 the guidelines of their "Duty of Fair Representation"; and

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

**RESOLVED:** Immediate alternatives to standard routines must be made available to students, staff, and faculty to accommodate safety concerns; and

**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; and

**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

**RESOLVED:** The Academic Senate of Chico State demand the University Police Department immediately file a Gun Violence Restraining Order (GVRO) 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; and

**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; and

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<sup>3</sup> As was common practice at Chico State until Academic Year 2016-2017.

**California State University, Chico**

Chico, California 95929-0020



Academic Senate

(530) 898-6201

***RESOLVED:*** That this resolution be distributed to:

California State Governor,  
California State Legislature,  
California State Senate, Education Committee Chair, Connie Leyva,  
California State University Board of Trustees,  
California State University Acting Chancellor,  
Academic Senate of the California State University (ASCSU),  
California Student Senate Association (CSSA),  
California State University Campus Senate Chairs,  
California Faculty Association President,  
California State University Employees Union Chapter Presidents,  
California State University, Chico Faculty and Staff,  
California State University, Chico Associated Students,  
California State University, Chico Student Academic Senate,  
Butte County District Attorney, and  
Cozen O'Connor Consultants