



**Date:** February 17, 2022

**To:** Trustee Chair Lillian Kimbell  
Members of CSU Board of Trustees

**Subject:** **CSU Labor Union Coalition Requests Independent Legislative Investigation into Chancellor Castro**

To Chair Kimbell and Trustees –

Last week, California Faculty Association member leaders called on the California Legislature to [launch an independent investigation](#) into allegations that then-Fresno State president (now CSU chancellor) Joseph I. Castro mishandled sexual harassment.

Faculty remain steadfast in this request and, today, we are joined with our labor union colleagues, Academic Professionals of California (APC), California State University Employees Union (CSUEU), Local United Auto Workers 4123 (UAW), Union of American Physicians and Dentists (UAPD), and Teamsters Local 2010 (Teamsters).

While we are thankful [that you and the Chancellor both welcome an independent investigation](#), one run by the Board of the Trustees is incomprehensible. We believe these allegations call for an independent investigation by the legislature as the only appropriate mechanism for ensuring fairness and due process in this matter.

The handling of the sexual harassment investigation at Fresno State reflects a systemic problem in society at large, as well as in academia, where people with real institutional power protect one another by covering up bad behavior and allowing themselves and their colleagues to save face and avoid accountability, rather than doing what is best for the health and safety of the campus community.

This Board has failed students, faculty, and staff members of the CSU system with its lack of transparency in hiring administrators who do not take allegations of sexual violence seriously. It happened at San José. It happened at Fresno State.

Trust has been broken and the CSU community no longer has faith that the Board of Trustees – who insist on closed-door hiring practices that deny transparent vetting of candidates for senior leadership positions in the CSU, despite insisting on public vetting of candidates for non-executive positions, – can be trusted to adjudicate this matter fairly. It's why the state legislature must investigate to restore faith in our leadership. We have called on the state legislature to immediately launch an independent investigation into the CSU, the Chancellor's conduct, and the Board of Trustees' knowledge of the

Lamas affair during the hiring process of Chancellor Castro, and we call on you, Trustees, to step aside and allow and embrace an external investigation by the legislature.

From [USA Today's report](#), we also learned that the former CSU chancellor, Timothy White, knew about these allegations and advised Chancellor Castro during his interview process. We do not yet know who amongst the Board of Trustees knew about these allegations prior to them being made public by *USA Today*.

State lawmakers must launch an immediate investigation into these allegations so students, staff, and faculty can be confident in the integrity of our CSU leadership and to ensure that the person leading the largest four-year public university system in the United States is actively working to protect the health and well-being of every member of the CSU community.

Chair Kimbell, if you truly want to “make the process stronger for the future” as you wrote in a statement on February 3, you and Trustees will welcome an independent legislative investigation.

In union,

Academic Professionals of California  
California Faculty Association  
California State University Employees Union  
Local United Auto Workers 4123  
Union of American Physicians and Dentists  
Teamsters Local 2010