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Date: May 23 2022
To: Members of CSU Board of Trustees
Subject: **CSU Trustees Need to Take Action**

Trustees of the CSU system –

At CFA, we have observed that at the highest levels of the California State University system, impunity and incompetency are the standards.

Over the last three months, an unprecedented wave of reporting describes how the CSU system and campus administrations have failed survivors of sexual harassment and violence. The reporting reveals how the Title IX process was circumvented, overlooked, and misused, leading to a culture of leadership that lacks accountability.

In February, a [USA TODAY](#) investigation revealed that then-Chancellor Joseph Castro authorized a lucrative settlement for Frank Lamas, Fresno State's then-vice president of student affairs, in the days leading up to Castro's promotion to chancellor. Castro did this despite an internal investigation that found Lamas responsible for sexually harassing a subordinate and engaging in abusive workplace behavior over a period of years.

On February 3, the article was published. By February 17, [Castro resigned](#).

The emerging reporting is damning and unequivocal. Administrators entrusted with the supervision and safety of students, CSU employees, and community members have been operating without oversight, out of incompetence and neglect.

Let us not overlook that survivors and whistleblowers broke the code of silence at the CSU. Without them, we would have never known the full extent of the harm being caused by our institutions and its leaders. We are grateful for their courage and strength. They should be appropriately supported in order to heal.

Incompetence and impunity are not the only pandemics plaguing the CSU. Anti-Black racism is enduring, unabated, and ignored.

The **explicitly** white supremacist and anti-Black murders at Tops grocery store in Buffalo, N.Y. remind us of the everyday dangers Black people face. We know such egregious crimes are a direct result of structural racism and the systemic mistreatment of Black people at the CSU. We only need to look back to May 1 when esteemed colleague, campus and community leader Dr. Melina Abdullah was targeted and brutally removed from a CSU LA event by armed university police officers. In response, on May 11, [faculty voted no confidence](#) in William Covino, calling for his removal from the presidency of the Southern California campus.

Now, it's on the Board of Trustees to take action – fire him.

Systemwide, Black faculty **have repeatedly** demanded redress for the systemic violence we experience, and we are ignored. We have observed the continual resurgence of white supremacist groups seeking a home on our campuses. These groups are organizing against historically marginalized groups, LGBTQIA+, and all faculty, staff, and students of color. In an increasingly hostile climate, we have noted the sharp increase in racism and violence against Asian and Pacific Islander communities as a result of the COVID-19 pandemic and the centuries of anti-APIDA hate and racism in the U.S. Inaction by CSU leaders is part in parcel with anti-Black and white supremacist culture on campus. CSU administrators have a responsibility to hold these groups and themselves accountable.

CSU leadership must dismantle systemic racism on our campuses and in our system.

We charge the CSU leadership to meet these enduring challenges.

In our advocacy, we purposefully center and extend our anti-racism social justice work to address the structural racism that shapes our society and the CSU. We believe that systemic change is the only way to confront systemic harm. The CSU claims they are dealing with these issues, but we know that the system needs deep structural changes in consultation with the broader campus community.

At CFA, we believe that we must connect for co-liberation and end the oppressiveness of white supremacy and cisheteropatriarchy in our institutions for a more just CSU system.

We know that collective healing can begin when we all acknowledge the harm Administrative Title IX investigations (or lack thereof) have done to victims of sexual harassment and violence. We need an external investigation and an end to impunity for administrators who mishandle these cases and take no action to hold perpetrators accountable.

As the Trustees of this system, we call on you **again** to take action.

We want to know what are your plans to deal with the mountain of harassment allegations that are emerging? What are your plans to deal with anti-Black racism and

the very real tangible threats to life, safety, and joy by white supremacy and white supremacy culture on campus?

Will you submit to your worst instincts and continue to enable abuse, denial, and anti-Blackness on our campuses?

There is an alternative.

You can stand with us and co-create the best CSU possible. We call on you to engage the demands in [Our Way Forward](#), our vision to combat anti-Black racism, anti-Asian hate, sexual harassment and violence, and other forms of systemic oppression.

We, the California Faculty Association, demand the following:

- Open Searches for all administrative positions at the CSU
- Cessation of Retreat Rights for executive managers
- An overhaul of Title IX process and enforcement to become a system that respects survivor agency and healing
- A dedicated funding stream to create and sustain womxn's resource centers on campus to foster a place of healing and empowerment for survivors
- Urgency and action to seat the taskforce for alternatives to campus police
- Come to the table, work with us on our demands in [Our Way Forward](#) to address anti-Black racism, anti-Asian hate, and systemic oppressions

Timeline of Key Recent Events:

Reporting reveals that in the last three years alone, the CSU has paid almost \$7 million to settle sexual misconduct and abuse cases. A significant portion of the available reporting is the result of three news organizations filing a records request for “all cases involving CSU managers decided between 2017 and February of this year.”

- **February 2022:** [Mercury News](#) reported that when now-former San Jose State President Mary Papazian arrived on campus in 2016, she ignored a memo warning her “there was inappropriate handling, touching of female athletes by the director of sports medicine [Scott Shaw], who is still here!”
- **February 2022:** A group of CSU presidents met [with a top aide](#) from the Assembly speaker’s office to say they had lost confidence in the system chancellor over his handling of a sexual harassment case.
- **February 2022:** [Chancellor Joseph I. Castro resigns](#) over his failure to handle sexual harassment complaints against administrator Lamas while Castro was president of Fresno State University between 2013 and 2020. Castro resigned February 17.
- **March 2022:** CSU’s Board of Trustees [unanimously approved](#) a statewide review of Title IX practices across the system, a review of sexual harassment complaints

at Fresno State, and launched a task force to examine separation agreements with executives.

- **March 2022:** Scott Shaw, former director of sports medicine at San Jose State, is facing [federal criminal charges](#) that he violated the civil rights of four female athletes by engaging in sexual misconduct. San Jose State has paid nearly \$5 million in legal settlements. The school [was sued](#) by 15 athletes in a case that may become a class action.
- **April 2022:** [LA Times](#) reports that Sonoma State President Judy Sakaki helped cover up allegations of misconduct by her then husband Patrick McCallum.

Examples of Impunity

- **CSU Bakersfield:** After an investigation, [David Melendez](#), vice president for university advancement, was found that in 2016 he viewed “inappropriate websites of (a) sexual nature at work.”
- **Chico State:** [Milton Lang](#), vice president of student affairs, was found to have sexually harassed a female employee “while attending a professional development retreat” in 2019.
- **Cal Poly Humboldt:** [John Lee, a dean](#) of college and professional studies, was fired in 2016 after an investigation found he groped two female colleagues. He was allowed to “retreat” to a tenured faculty position and remain employed at the maximum salary possible. [USA TODAY reported that](#) Lee ended up “in a predominantly female department, as part of the same faculty as the women he was found to have groped.”
- **Fresno State:** From 2013-2020, while campus president Castro reportedly took no action against Lamas. USA TODAY reporting revealed that Fresno State [received at least 12 complaints of sexual harassment](#) involving Lamas over a six-year period.
- **CSU Fullerton:** After complaints were made to the Title IX office, campus officials agreed to separate with Mitchell Hanlon, a tenured music director. The settlement agreement was made following an arbitration hearing in 2019 and a grievance and appeal to that hearing by Hanlon.
- **California Maritime Academy:** What began as an attempt to include gender-neutral language in the Student Handbook has erupted into years of [activism and advocacy](#). In response there has been an alarming increase in language demonstrating bias and violence against the LGBTQIA+ members of campus. Incidents of hate are increasing. Cal Maritime management have reportedly attempted to dissuade assault and discrimination survivors from reporting their abuse, making harassment statistics woefully undercounted.
- **CSU Monterey Bay:** [Timothy Angle](#), then dean of the college of extended education and international programs, was found to have yelled at, berated and demeaned female employees in 2016 and 2017 in ways he did not treat male employee.

- **San Jose State:** Former director of sports medicine Shaw, is facing [federal criminal charges](#) that he violated the civil rights of four female athletes by engaging in sexual misconduct. San Jose State has paid nearly \$5 million in legal settlements. The school [was sued in March](#) by 15 athletes in a case that may become a class action.
- **Sonoma State:** [Colin Perry](#), an administrator, was placed on administrative leave for making inappropriate comments in 2019 about a woman's physical appearance and expressing his desire to date her. Perry allegedly made frequent inappropriate comments about female employees' appearances and regularly shared provocative and explicit photos.
- **Sonoma State:** the campus's former provost was paid \$600,000 earlier this year to settle a claim she filed alleging that she had been sexually harassed by Patrick McCallum, a higher education lobbyist and the husband of campus President Judy Sakaki. Although not a university employee, McCallum was an "official university volunteer," [the Los Angeles Times reported](#), accompanying his wife at official functions. Sakaki and McCullum have since separated.

In union,

California Faculty Association