

## AGENDA

### COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

**Meeting:** 1:40 p.m., Tuesday, May 20, 2025  
Glenn S. Dumke Conference Center

Wenda Fong, Chair  
Larry L. Adamson, Vice Chair  
Diego Arambula  
Raji Kaur Brar  
Jean Picker Firstenberg  
Julia I. Lopez  
Sam Nejabat

- Consent** 1. Approval of Minutes, *Action*
- Discussion** 2. Update on Civil Rights (Title IX and Other Nondiscrimination) Programs and Services, *Information*

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**MINUTES OF THE MEETING OF THE  
COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL**

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**Trustees of The California State University  
Office of the Chancellor  
Glenn S. Dumke Conference Center  
401 Golden Shore  
Long Beach, California**

**March 26, 2025**

**Members Present**

Wenda Fong, Chair  
Larry L. Adamson, Vice Chair  
Diego Arambula  
Jean Picker Firstenberg  
Julia I. Lopez  
Sam Nejabat

Mildred García, Chancellor  
Jack B. Clarke, Jr., Chair of the Board

Trustee Wenda Fong called the meeting to order.

**Consent Agenda**

The minutes of the January 29, 2025 meeting of the Committee on University and Faculty Personnel were approved as submitted.

Item 2, CSU Salary Schedule, was approved as submitted (RUFPP 03-25-01).

**Discussion Agenda**

**Item 4 – Executive Compensation: Vice Chancellor of Human Resources and Chief Human Resources Officer**

Chancellor Mildred García presented an action item appointing Mr. Frank Hurtarte as vice chancellor of human resources and chief human resources officer effective April 14, 2025. The chancellor recommended an annual salary of \$360,000 and a monthly auto allowance of \$1,000. Additionally, Mr. Hurtarte will receive a six-month housing allowance of \$3,500 per month. A motion to approve the resolution was passed by the committee with a vote of 8-0-0 (RUFPP 03-25-02).

**Item 5 – Executive Compensation: Interim Executive Vice Chancellor of Business and Finance and Chief Financial Officer**

Chancellor Mildred García introduced Mr. Patrick Lenz as interim executive vice chancellor of business and finance and chief financial officer. An annual salary of \$386,529 was recommended effective July 1, 2025. Mr. Lenz will receive a monthly housing allowance of \$3,500 while serving as interim executive vice chancellor. A monthly auto allowance of \$1,000 is also provided. A motion to approve the resolution was passed by the committee with a vote of 8-0-0 (RUF 03-25-03).

**Item 6 – Update on Civil Rights (Title IX and Other Nondiscrimination) Programs and Services**

Dr. Albert Liddicoat, interim vice chancellor for human resources, began the presentation with an update on leadership transitions in the Civil Rights team following the departure of AVC Hayley Schwartzkopf. He noted that Mr. Pete Lim was appointed to serve as Executive Advisor for Civil Rights Programming & Services and shared the organization chart for the team highlighting recent leadership changes and reassignments to ensure continuity during the transition period as a national search for the next Associate Vice Chancellor is conducted.

Dr. Liddicoat reminded trustees that 15 of the 16 California State Auditor recommendations have been fully implemented. In March, the Chancellor's Office submitted a status update and is awaiting the California State Auditor's confirmation and review of the CSU's work. The final recommendation is to establish a CSU-wide case management system which has a target implementation date of July 2026. Case IQ has been selected as the vendor and the rollout is underway with an initial cohort that includes the Chancellor's Office, Cal Maritime, Cal Poly San Luis Obispo, and Sacramento State. Updates will be provided as implementation progresses.

Mr. Peter Lim provided an update on the impact of recent legal developments affecting Civil Rights across the CSU system. Following a federal court ruling in January 2025, that struck down the 2024 Title IX Regulations, the 2020 Title IX Regulations were reinstated, requiring an immediate revision of the CSU's Systemwide Nondiscrimination Policy. This sudden change caused confusion and uncertainty, particularly among students and employees, prompting the Chancellor's Office to prioritize clear communication and enhanced support. The Civil Rights team continues to monitor federal guidance, including recent Dear Colleague Letters, and is coordinating closely with the Office of General Counsel and campus partners to ensure compliance and responsiveness.

Chico State President Steve Perez shared an update on its Civil Rights implementation efforts following the Cozen report. The campus established a cross-functional implementation team and developed a plan that has since served as a model for other CSU campuses. Key initiatives included the creation of a Climate and Culture unit, the relocation of the Title IX office to a more accessible student-facing location, expanded training programs, and increased campus engagement around Civil Rights awareness. Chico State received high marks in the Systemwide Civil Rights Program Review, with strong recognition for leadership support, community outreach, and collaborative practices. Ongoing efforts focus on improving student training participation and sustaining cultural change through continued investment and communication.

The complete March report presented to the board is available on the CSU's Civil Rights Status Updates web page at:

<https://www.calstate.edu/csu-system/administration/systemwide-human-resources/civil-rights/Pages/status-update.aspx>

Following the presentation, trustees posed questions and provided feedback. Concerns were raised regarding the hiring progress for Civil Rights staff and the timeliness of Title IX investigations, emphasizing the need for accountability at the campus leadership level. Discussions highlighted the importance of tracking cultural change, sharing best practices, and maintaining board oversight. Updates were provided on regulatory shifts and CSU's adoption of a three-track process to ensure broad protections. A new investigator certification program was noted as a step toward addressing investigator shortages. The board reaffirmed its commitment to urgency, accountability, and cultural change.

Trustee Wenda Fong adjourned the meeting of the Committee on University and Faculty Personnel.

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## **COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL**

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### **Update on Civil Rights (Title IX and Other Nondiscrimination) Programs and Services**

#### **Presentation By**

Frank Hurtarte  
Vice Chancellor of Human Resources & Chief Human Resources Officer  
Human Resources

Peter Lim  
Executive Advisor  
Civil Rights Programming & Services

Cynthia Teniente-Matson  
President  
San José State University

#### **Summary**

In furtherance of the commitment to the CSU's transformation of its civil rights programming and services, this report provides the status and progress of the critical civil rights work being undertaken at the Chancellor's Office and across the CSU.

#### **Introduction: Turning our Attention to the Campuses**

The CSU system has made measurable progress in strengthening civil rights programming, beginning with foundational efforts led by the Civil Rights Programming and Services team at the Chancellor's Office. These efforts have been driven by two primary goals: to foster healthier, more equitable learning and working environments for students and employees, and to respond to two comprehensive external assessments. These assessments—conducted by the California State Auditor and the national law firm Cozen O'Connor—identified critical areas for improvement.

While the assessments shared similarities in scope, they differed slightly in focus. Both evaluated the adequacy of CSU's Title IX programming, but the Auditor focused on the Chancellor's Office and three campuses—Fresno State, San José State, and Sonoma State—and limited its review to sexual harassment cases involving employees. In contrast, Cozen conducted a systemwide review that included all 23 campuses and the Chancellor's Office. Its assessment examined how campuses respond to cases involving both students and employees, and evaluated each campus's Title IX and Discrimination, Harassment, and Retaliation (DHR) programs. The State Auditor issued 16 recommendations to the Chancellor's Office; Cozen delivered individualized recommendations to both the Chancellor's Office and each campus.

In the two most recent Board of Trustees meetings, we, the Committee on University and Faculty Personnel, provided updates on system-level progress. Initial efforts focused on strengthening central infrastructure, using the recent auditors' findings as benchmarks. To date, 15 of the 16 recommendations from the State Auditor have been implemented. The final recommendation—establishing a systemwide enterprise case management system—is on track for completion. Other key developments include a significant increase in staffing at the Chancellor's Office, the adoption of a regional oversight model that provides each campus with access to civil rights attorneys and specialists, and the implementation of a new systemwide Nondiscrimination Policy.

Simultaneously, all 23 campuses began strengthening their own Title IX and DHR programs. Following Cozen's campus-level assessments in summer 2023, each university received a customized report with targeted recommendations. In response, campuses created implementation teams and developed action plans to address those recommendations.

As we move forward, our focus is shifting from system-level improvements to campus-level implementation. This shift is intentional. While strong central infrastructure is essential, the most meaningful change occurs on the ground—in classrooms, offices, residence halls, and student centers. These are the spaces where the CSU experience is shaped, and where reform efforts must translate into real improvements for students and employees.

### **Our Approach to Evaluating and Supporting Our Campuses**

As we shift our focus to the campuses, two core principles will guide our work: transparency and accountability. The central question is: *Are these improvements meaningfully enhancing the experiences of students, staff, and faculty?* Future updates will candidly assess progress, celebrate successes, and clearly identify areas where more work is needed.

As part of each campus's assessment, they were provided with tailored recommendations across five key categories: infrastructure, internal protocols, communications, prevention and education, and responses to other conduct of concern. While all campuses received guidance in each area, the number and scope of recommendations varied significantly based on each campus's size, existing resources, and needs. For example, one campus may have received 17 infrastructure-related recommendations, while another received just six. As such, comparing completion rates across campuses does not provide a meaningful assessment of progress.

Accordingly, an evaluation of each campus's Title IX and DHR programs must be individualized, taking into account each campus's starting point to accurately assess its progress. We will evaluate this progress using the five categories as metrics, starting with each campus's current accomplishments. In future reports, we will identify outstanding recommendations, examine barriers to completion, and outline clear strategies for completing the remaining work. After two years of campus implementation, we will also report on the practicality of certain recommendations, sharing our feedback on those that are not feasible, require adaptation, or may not be as effective in achieving their intended outcomes.

## **An Update on Campus Title IX and DHR Programs**

### **Infrastructure Improvements**

In July 2023, significant staffing shortages were identified across campuses, stating that existing organizational structures were inadequate to meet Title IX and DHR obligations effectively.

Since that time, campuses have significantly expanded their civil rights staffing. As of the latest data, campus-level staffing has increased from 97 positions in May 2023 to 140—representing a 44% increase.

The chart below illustrates the growth in staffing levels, along with a breakdown of current staffing roles.

<b>Campus Civil Rights Employees</b>					
May 2023	Current Total	# of Managers	# of Investigators	# of Education Specialists	Other Types
97	140	46	40	17	37

As we continue to strengthen civil rights infrastructure at the campus level, it is essential to recognize that staffing evaluations must extend beyond headcounts. While increasing the number of Title IX and DHR professionals across campuses is a critical step, true progress also depends on the competencies of those filling these roles. The work is complex and deeply human—it requires practitioners to exercise sound judgment, navigate sensitive situations, and make decisions that profoundly affect the lives of students and employees.

A numbers-based approach alone does not reflect the readiness or capability of a team to meet these challenges. We must therefore assess not only whether campuses are sufficiently staffed, but also whether those staff members possess the necessary skills, knowledge, and support to perform their responsibilities effectively and compassionately.

To improve the skills of our campus-level implementers, the Chancellor’s Office launched a multi-part training series on May 2, focused on campus Title IX and DHR investigators. The series emphasizes trauma-informed practices, interview strategies, and techniques for identifying and collecting evidence—core competencies for our investigators. Furthermore, in July, the Chancellor’s Office will offer a comprehensive three-day training for all campus implementers, designed to reinforce professional standards and support consistent, high-quality implementation across the CSU system.

By investing in both staffing levels and professional development, the CSU system can better ensure that its civil rights efforts are not only adequately resourced but also meaningfully impactful.

### **Internal Protocols and Multidisciplinary Teams**

A second key recommendation was the development of clear internal protocols, including the formation of Multidisciplinary Teams (MDTs) at each campus. These teams—typically composed of representatives from civil rights offices, human resources, student affairs, campus safety, and other relevant stakeholders—are responsible for reviewing new reports and ensuring coordinated, informed, and comprehensive responses. This collaborative structure enhances a Title IX Coordinator’s or DHR Administrator’s ability to assess whether a reported individual may pose a safety risk to the campus community.

As of this report, nearly all campuses have successfully established MDTs. For campuses still in the process of forming these teams, regular consultations with their assigned systemwide Civil Rights Attorney and Civil Rights Specialist provide vital support in navigating complex cases.

The implementation of MDTs marks both an operational and cultural shift, promoting a more collaborative and integrated approach to addressing civil rights concerns across the CSU system.

### **Communication Strategies**

Effective communication is essential for raising awareness, fostering trust, and encouraging reporting. Several campuses have implemented notable practices:

- **Long Beach** produced short videos explaining the role of the Civil Rights Office.
- **Maritime** developed reporting flowcharts tailored to different environments (on-campus, at sea, during internships).
- **Sonoma State** launched a peer ambassador program that has hosted over 40 customized workshops on consent and bystander intervention.
- **Channel Islands** increased its social media reach by 193% in Fall 2024, using the platform to introduce team members and promote events.
- **San José State** launched a campuswide marketing campaign to raise awareness of its Title IX & Equal Opportunity Office, featuring short videos and posters displayed on LED screens throughout campus.

These initiatives contribute to transparency, awareness, and the promotion of a culture of accountability.

### **Prevention and Education**

Fifteen CSU campuses have appointed full-time prevention and education specialists, demonstrating a strong commitment to fostering healthy behaviors and preventing sexual harassment and violence. Campuses such as Long Beach and Sonoma have implemented peer-led, survivor-centered education programs, where student leaders engage their peers in preventing sexual violence, relationship violence, stalking, and sexual harassment. These efforts were especially visible during Sexual Assault Awareness Month in April 2025, when our campuses hosted events to support survivors and educate the campus community on how to engage in healthy sexual activities.



### **Responding to Other Conduct of Concern**

Some behaviors, while disruptive, do not meet the legal thresholds of a Title IX or DHR policy violation. Known as "Other Conduct of Concern," these cases require alternative responses such as education, mediation, and tailored interventions.

To support this work, the Chancellor's Office issued guidance to campuses focused on behavioral correction, impact mitigation, and prevention of recurrence. This framework ensures that campuses are equipped to respond to these incidents in ways that maintain a safe and respectful learning environment.

As part of the ongoing commitment to the Board, the Chancellor's Office will evaluate campus responses to Other Conduct of Concern to ensure alignment with institutional commitments and to address harmful, disruptive behavior that affects students and employees.

### **Sustaining the Momentum**

The CSU system has made significant progress in building a reliable and compassionate response to reports of discrimination and harassment. However, it is essential to assess whether these improvements are translating into real benefits for our students and employees. The next phase of our work will focus on the effective implementation of these improvements across campuses, with a focus on measuring tangible outcomes. For any recommendations still pending, we will identify and address barriers to their completion. Where applicable, we will also report on the practical challenges of certain recommendations and adjust strategies as needed. Our goal remains clear: to create a safe, supportive, and equitable environment for all members of the CSU community.