

Leora D. Freedman

Acting Vice Chancellor for Human Resources

CSU Office of the Chancellor

401 Golden Shore, Long Beach, CA 90802

www.calstate.edu

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Dear Members of the CSU Community,

Chancellor Koester's message to the community dated December 21 describes opportunities for the CSU community to provide additional feedback to the Cozen O'Connor Institutional Response Group that is currently conducting a systemwide assessment of California State University's implementation of Title IX, and Discrimination, Harassment and Retaliation (DHR) programs. The Chancellor's message also describes how Cozen will report to each campus about its campus visit. This message provides more details about each of these topics.

How to Share Feedback with the Cozen Assessment Team

Cozen's Survey

In January, you will receive an email from your campus with a link to your campus's unique survey. The survey will remain open until **February 15, 2023**. This survey is anonymous and confidential, and only Cozen will receive the survey responses.

Surveys designed to assess an institution's programs and services regarding discrimination and harassment (including sexual misconduct, sexual assault, dating and domestic violence, sexual exploitation, stalking and retaliation) cover difficult and highly personal subjects that may be triggering. With this in mind, you may wish to complete the survey after the winter break so that, if needed, you may access on-campus support and resources.

If you would like to complete the survey before you receive the email from your campus, it is available now by clicking on the link below that corresponds to the campus where you study or work.

CSU Campuses

Bakersfield
Channel Islands
Chico
Dominguez Hills
East Bay

Fresno
Fullerton
Humboldt
Long Beach
Los Angeles
Maritime Academy

Monterey Bay
Northridge
Pomona
Sacramento
San Bernardino
San Diego

San Francisco
San José
San Luis Obispo
San Marcos
Sonoma
Stanislaus

Email Cozen

Any member of the CSU community may also share confidential feedback with the Cozen assessment team by sending an email to CalStateReview@Cozen.com.

Cozen's Findings and Recommendations

Campus Reports

In February and March, the Cozen team will prepare written reports for each campus describing the campus visit; aggregate themes shared by university community members; strengths the university should continue to support; areas that call for improvement; and recommendations, including steps the university can take promptly (even in the absence of significant additional funding) to address issues such as staffing and campus climate.

Each campus president will form a campus team that will be charged with implementing the recommendations in the campus report. This working group will likely include the president's chief of staff or a member of president's cabinet, the Title IX Coordinator, the DHR Administrator, a staff member, a representative of the faculty senate, and a member of student leadership.

The campus president and working group will meet with members of the Cozen team to discuss the report. The president will then promptly share the campus report with the campus community, and will identify the members of the working group, as well as their charge. The president and campus senior leadership will secure resources and extend authority and approval to facilitate the implementation of the recommendations.

Report to the Board

Representatives of the Cozen team are scheduled to report to the board in an open session of a Board of Trustees meeting in mid-2023.

Confidentiality and Privacy

The information that the Cozen team is gathering throughout its assessment often concerns matters of a private and highly personal nature. The identities of individuals who participate in the assessment will be kept confidential and any information they provide will be de-identified and shared without personal attribution. Likewise, any oral or written reports that the Cozen team shares with the board of trustees or the public will protect student and employee confidentiality and privacy.

Concerns about specific employees' performance related to the university's implementation of Title IX and DHR programs and services that are disclosed to the Cozen team during its assessment will not be specifically discussed in any written or oral reports that are shared publicly including with the CSU community. Instead, any such issues brought to the attention of the Cozen team during its assessment will be (and in some cases, have already been) raised in privileged communications exclusively with individuals who have a need to know so that these concerns can be appropriately and directly addressed or investigated while protecting

employee and student privacy. Please also note that concerns, reports or questions regarding specific cases should be directed to [your university's Title IX Coordinator](#) or DHR Administrator, depending on the nature of your concern/complaint.

To complete the survey now, click on the link that is associated with the campus where you study or work.

Campus	Link to Cozen Survey
CSU Bakersfield	https://www.surveymonkey.com/r/CSU_Bakersfield_Survey
CSU Channel Islands	https://www.surveymonkey.com/r/CSU_Channel_Islands
Chico State	https://www.surveymonkey.com/r/Chico_State
CSU Dominguez Hills	https://www.surveymonkey.com/r/CSU_DH
CSU East Bay	https://www.surveymonkey.com/r/CSU_East_Bay
Fresno State	https://www.surveymonkey.com/r/fresno_state
Cal State Fullerton	https://www.surveymonkey.com/r/Cal_State_Fullerton
Cal Poly Humboldt	https://www.surveymonkey.com/r/Cal_Poly_Humboldt
California State University Long Beach	https://www.surveymonkey.com/r/CSU_Long_Beach
Cal State LA	https://www.surveymonkey.com/r/CalState_LA
Cal Maritime Academy	https://www.surveymonkey.com/r/Cal_Maritime
CSU Monterey Bay	https://www.surveymonkey.com/r/Cal_State_MB
CSU Northridge	https://www.surveymonkey.com/r/CSU_Northridge
Cal Poly Pomona	https://www.surveymonkey.com/r/Cal_Poly_Pomona
Sacramento State	https://www.surveymonkey.com/r/Sacramento_State
California State University San Bernardino	https://www.surveymonkey.com/r/CSU_San_Bernardino
San Diego State University	https://www.surveymonkey.com/r/SanDiego_State_University
San Francisco State University	https://www.surveymonkey.com/r/SFSU
San Jose State University	https://www.surveymonkey.com/r/San_Jose_State_University
Cal Poly San Luis Obispo	https://www.surveymonkey.com/r/Cal_Poly_San_Luis_Obispo
Sonoma State	https://www.surveymonkey.com/r/Sonoma_State

Campus	Link to Cozen Survey
Stanislaus State	https://www.surveymonkey.com/r/Stanislaus_State

For more information about the CSU's Systemwide Title IX and DHR Assessment, please [click here](#).

Sincerely,



Leora D. Freedman
Acting Vice Chancellor for Human Resources
The California State University