

A Message from President Neufeldt

Office of the President



California State University
SAN MARCOS

OFFICE OF
THE PRESIDENT

Dear campus community,

Some of you may have seen the Los Angeles Times story, highlighting two concerning situations involving former CSUSM faculty members who are permanently barred from employment from our university in the wake of sexual harassment and sexual misconduct allegations in 2016 and 2019. I know you join me in sending our thoughts of solidarity directly to the students impacted. The behavior and abuse of power by these two former faculty members is unacceptable at CSUSM and anywhere.

In light of the article, many of you undoubtedly have questions. These two faculty members had sexual harassment and sexual misconduct allegations that were substantiated. The university moved to ensure they would no longer be employees of our campus, following all obligations for due process as required in the faculty Collective Bargaining Agreement (CBA). The processes were personnel actions that did not afford us the opportunity for wide disclosure. They were paid modest settlements: in one case, \$11,300 and a \$2,800 tuition fee waiver for a dependent; in the other case, about a month of paid leave. This is in line with minimum payments required by the CBA had the matter moved through arbitration.

Recent public records act requests by the media, including this recent request made to the entire CSU system, have led to the publicizing of incidents that have occurred in our university's history. They highlight that our collective work has never been more important. To that end, I want to share a few updates with you.

As a reminder, I charged a [sexual harassment taskforce](#) to come together around themes of accountability, safety, prevention and education during the last academic year. I am grateful to the taskforce's co-chairs, Dr. Ranjeeta Basu and Dr. Gloria Pindi, for their leadership along with the work and dedication of all the taskforce members. They have put in a tremendous amount of effort on their report and recommendations. I look forward to meeting with the entire group as we start the fall semester and sharing next steps with you.

Additionally, we commissioned a review of our Title IX procedures by an outside consultant. This process is underway, examining how we steward processes and care

for those involved in reporting situations of sexual harassment and misconduct. Expected to be completed this fall semester, the assessment will give us insights on how cases should be handled moving forward. This review dovetails with a commitment by the CSU Chancellor's Office to review all 23 campuses' Title IX procedures. This second review is scheduled to begin at CSUSM in October.

While there are no easy, one-size-fits-all answers to solving sexual harassment and sexual misconduct, what I do know is that the solutions will require the engagement and dedication of ALL of us. I am absolutely committed to this work and – with your help, your feedback, your questions and your participation – we will continue to create progressive change and momentum toward a campus culture where we all can thrive and feel safe and welcomed. I know we can – and will – create change, together.

In solidarity,

Ellen Neufeldt

President

If any member of the CSUSM community has experienced sexual harassment, misconduct, discrimination or violence – or knows anyone who has – we have caring individuals across campus ready to support you at the following resources:

For everyone

[Confidential Sexual Violence Advocates & Prevention Educators](#)

[Title IX Office](#)

[Office of Inclusive Excellence](#)

[University Police Department](#)

[Office of Ombuds](#)

For students

[Student Health & Counseling Services](#)

[Cougar Care Network](#)

[Centers for Identity and Inclusion](#)

For employees

[Office of Human Resources](#)

[Office of Faculty Affairs](#)

[Staff Center](#)

[Employee Assistance Program](#)

