



## CAMPUS REPORT UPDATE

April 2023

There has been strong participation and engagement from students and employees at all 23 universities, as well as employees from the Chancellor's Office. Nearly 18,000 members of the CSU community responded to the confidential (anonymous) online survey, and many others contributed through campus visits or other meetings, by sending emails through the dedicated [email address](#).

At the May 2023 board of trustees meeting, Cozen O'Connor reported to the trustees, university leaders, and all members of our university community at an open session that was [live streamed](#). Cozen O'Connor's report will describe the assessment process, what the assessment revealed, and their recommendations regarding programming and services at the system level (Chancellor's Office) and at our universities. Consistent with our commitment to candor in this assessment, Cozen O'Connor's written report will be publicly released soon after the board meeting and will include an individual section devoted to observations and recommendations for each university.

At the outset of the assessment, Cozen O'Connor initially planned to provide a separate report to each university prior to the final systemwide report. While Cozen O'Connor has shared ongoing feedback about recommendations to strengthen and support the work of Title IX and DHR during campus visits and in follow-up discussions, the Cozen O'Connor team concluded that sharing individually tailored recommendations to each university would be best understood and most meaningful if delivered in the context of, and in conjunction with, systemwide observations and recommendations. Given the commonality of observations across most of our universities, and the need for a significant and coordinated response, Cozen O'Connor's recommendations for achieving the CSU's goals will require the Chancellor's Office to provide significantly more (and different) support to university Title IX, DHR and employee relations operations. The CSU stands ready to do that.

Each university president has formed an Implementation Team to support the implementation of and execute Cozen O'Connor's recommendations on their campuses. These teams will include university Title IX and DHR staff, as well as student, faculty and staff stakeholders. Beginning in mid-April, the Cozen O'Connor team will convene all members of these Implementation Teams to ensure they have the opportunity (before the end of the term) to develop a deeper understanding of the framework of the assessment; the evidence base and process for reaching observations and recommendations; the goals that form the basis for the recommendations; and how to be best prepared to receive the upcoming report and successfully move forward on their campus.

After the May meeting of the board of trustees (in June and July), Cozen O'Connor and a member of the CO Title IX/DHR team will meet separately with each university Implementation Team to discuss implementation of systemwide recommendations, and Cozen O'Connor's observations, recommendations and next steps with respect to that university. The university's Title IX Coordinator and DHR Administrator will be responsible for designing and planning the steps necessary to implement the recommendations, with assistance from the Cozen O'Connor team and the CO Title IX/DHR team. The role of the other members of the university Implementation Team will be to help facilitate and support the

## **CAMPUS REPORT UPDATE, CONTINUED**

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implementation of this plan in a manner that is consistent with agreed-upon timelines, the goals of the assessment and university culture. They will also engage with and seek input from other university stakeholders who are involved in providing Title IX and other antidiscrimination-related services and programming or who otherwise have relevant subject matter expertise. Each university will also develop a communications plan designed to keep its community informed about the implementation process and status.

While there is hard work ahead, these reports provide the guidance and insight required to achieve our goals. Our board of trustees, our leaders and our university community remain committed to working together to better align our culture with our institutional values.

*Note: This document may contain outdated information.*