



CAMPUS REPORT UPDATE

June 2023

Cozen O'Connor is nearing the conclusion of its systemwide assessment of the CSU's Title IX and Discrimination, Harassment and Retaliation (DHR) programs. 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 online survey, and many others contributed during Cozen O'Connor's campus visits, other meetings or by sending emails to a dedicated email address established by Cozen O'Connor for use during the review period.

On Wednesday, May 24, 2023, Cozen O'Connor reported on its assessment at an open session of the board of trustees meeting. The presentation was livestreamed and is accessible [here](#). A PDF of the PowerPoint presentation is available [here](#).

In late June, Cozen O'Connor will issue a written report that 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 each of our 23 universities. Cozen O'Connor will also prepare individual reports for each campus, containing campus-specific recommendations that will be attached to the systemwide report. Cozen O'Connor's report (including the campus reports) will be shared publicly.

Each university president has formed an Implementation Team to support the implementation of Cozen O'Connor's recommendations on their campuses. The Implementation Teams include a member of the president's cabinet (or other high-level administrator), the Title IX Coordinator, the DHR Administrator, at least one staff member; at least one faculty member, including a representative of the faculty senate; and at least one student, including a member of student leadership.

In April, the Cozen O'Connor team held two half-day meetings with all of the Implementation Teams together to ensure they had 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 best to prepare to receive the upcoming report and successfully move forward on their campuses.

The Implementation Teams are chaired (or co-chaired) by the Title IX Coordinator. The campus 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 campus Implementation Team is to help facilitate and support the implementation of this plan in a manner that is consistent with agreed-upon timelines, the goals of the assessment and campus culture. They will also engage with, and seek input from, other campus stakeholders who are involved in providing Title IX and other

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nondiscrimination-related services and programming or who otherwise have relevant subject matter expertise. Each campus will also develop a communications plan designed to keep its community informed about the implementation process and status.

In conjunction with the release of Cozen O'Connor's written report, the Chancellor will send a written charge to the university Implementation Teams that describes the purpose and scope of the teams' work, as well as expected deliverables. Cozen O'Connor and a member of the CO Title IX/DHR team will thereafter meet separately (most likely in late summer and early fall) with each university Implementation Team to discuss Cozen O'Connor's observations, recommendations and next steps with respect to that university.

While there is hard work ahead, these reports provide guidance and insight that will help us reach our important goals. Our board of trustees, our leaders and our university community remain committed to working together to best align our culture with our institutional values.

Note: This document may contain outdated information.