**Declaration of No Confidence and Call for an Independent Investigation Into the Actions Taken by CSU Chancellor Castro as President of CSU Fresno**

1. WHEREAS: *USA Today* published an investigative report on February 3, 2022[[1]](#footnote-1) surrounding the handling of sexual harassment allegations against Frank Lamas, former Vice President for Student Affairs at Fresno State University by then- CSU Fresno President Joseph Castro; and
2. WHEREAS: Following a statement made by now-Chancellor Castro about the incident on February 4, 2022[[2]](#footnote-2), *USA Today* published a follow-up report February 7, 2022 detailing a year-long effort to prevent the release of reports into sexual misconduct and to pressure those officials gaining access to the reports into signing non-disclosure agreements[[3]](#footnote-3); and
3. WHEREAS: the California Faculty Association (CFA)[[4]](#footnote-4), CSU Board of Trustees Chair Lillian Kimbell[[5]](#footnote-5), State Senator and Chair of the Senate Education Committee Connie M. Leyva (D-Chino)[[6]](#footnote-6), and State Assembly member and Chair of the Assembly Higher Education Committee Jose Medina (D-Riverside)[[7]](#footnote-7), have called for independent investigations into the matter; therefore be it
4. RESOLVED: The Academic Senate of California State University, Fresno, given the current, uncertain circumstances surrounding Chancellor Castro, proclaim its lack of confidence in the Chancellor to lead, direct, administer his duties in the California State University system; and be it further
5. RESOLVED: The Academic Senate of California State University, Fresno call for an immediate independent legislative investigation into the actions taken by Chancellor Castro and his staff in handling the sexual harassment allegations against Frank Lamas, in providing Mr. Lamas with a “golden parachute” upon termination, and in providing Mr. Lamas with a letter of recommendation, allowing him the possibility to continue his actions in other settings, including through his current activities as President of Lamas Education Advisory Services[[8]](#footnote-8); and be it further
6. RESOLVED: The Academic Senate of California State University, Fresno e call upon the CSU Board of Trustees to immediately place Chancellor Castro on leave without pay pending the results of this investigation, and based on the actions he has already admitted in his statement made February 4, 2022, particularly his action in providing a letter of recommendation for Dr. Lamas, creating the potential for future misconduct by whomsoever might hire him now or in the future; and be it further
7. RESOLVED: Should the independent legislative investigation corroborate the investigative reporting of *USA Today* and/or find additional evidence of an inappropriate response to this case, including but not limited to the following list, that Chancellor Castro be summarily fired:
* That Chancellor Castro had previous knowledge of earlier complaints against Dr. Lamas,
* That the actions taken by Chancellor Castro in response to the findings of sexual misconduct were hidden from the search firm and search committee during the Chancellor selection process,
* That the agreement with the “respected retired federal judge” was a gentleman’s agreement colored by previous relationships between any or all three of the primary participants (Chancellor Castro, Dr. Lamas, and the unnamed retired federal judge),
* That Dr. Lamas has in any way been able now or in the future to secure contracts in the CSU system for Lamas Education Advisory Services; and be it further
1. RESOLVED: The Academic Senate of California State University, Fresno call on the Board of Trustees and State of California legislature to follow through with an independent investigation should Chancellor Castro at any point resign during this process; and be it further
2. RESOLVED: That the Academic Senate of California State University, Fresno distribute this resolution to
* CSU Board of Trustees,
* CSU Chancellor,
* CSU Fresno President Saul Jimenez-Sandoval,
* The Academic Senate of the California State University (ASCSU),
* California Faculty Association (CFA),
* CSU Board of Trustees,
* California Senate Education Committee,
* California Assembly Higher Education Committee
1. Jacoby, K. (2022) [Fresno State president mishandled sexual harassment complaints. Now he leads all 23 Cal State colleges](https://www.usatoday.com/in-depth/news/investigations/2022/02/03/cal-state-chancellor-joseph-castro-mishandled-sexual-harassment-fresno-state-title-ix-frank-lamas/9109414002/). *USA Today* February 3. [↑](#footnote-ref-1)
2. Castro, J. (2022) [An Open Letter from Chancellor Castro to the CSU Community](https://www.calstatela.edu/sites/default/files/groups/Office%20of%20Communications%20and%20Public%20Affairs/an_open_letter_from_chancellor_castro_to_the_csu_community.pdf). February 4. [↑](#footnote-ref-2)
3. Jacoby, K. (2022) [Fresno State stonewalled the release of sexual harassment investigation reports, sought NDA](https://www.usatoday.com/story/news/investigations/2022/02/07/fresno-state-stonewalled-release-lamas-records-and-sought-nda/6684902001/?gnt-cfr=1). *USA Today* February 7. [↑](#footnote-ref-3)
4. CFA (2022) [CFA Calls on State Legislature to Launch Independent Investigation of CSU Chancellor](https://www.calfac.org/cfa-calls-on-state-legislature-to-launch-independent-investigation-of-csu-chancellor/). *Calfac.org* February 9. [↑](#footnote-ref-4)
5. This call is stated in the article in fn6; she had previously made public statements in support of Chancellor Castro; see fn7 and Kimbell (2022) [Statement On Behalf of CSU Board of Trustees Chair Lillian Kimbell Regarding USA Today Story on Title IX](https://www.calstate.edu/csu-system/news/Pages/Statement-On-Behalf-of-CSU-Board-of-Trustees-Chair-Lillian-Kimbell-Regarding-USA-Today-Story-on-Title-IX.aspx). February 3. [↑](#footnote-ref-5)
6. Jacoby, K. (2022) [Lawmakers seek investigation into Cal State chancellor's handling of sexual harassment](https://www.usatoday.com/story/news/investigations/2022/02/04/cal-state-chancellor-under-fire-senator-wants-castro-investigated/6666000001/). *USA Today* February 4. [↑](#footnote-ref-6)
7. McEwan, B. (2022) [CA Lawmaker Wants Probe Into Joe Castro’s Handling of Sexual Misconduct Complaints](https://gvwire.com/2022/02/04/ca-lawmaker-wants-probe-into-joe-castros-handling-of-sexual-misconduct-complaints/). *GVwire* February 4. [↑](#footnote-ref-7)
8. [LinkedIn profile](https://www.linkedin.com/in/dr-frank-lamas-461874b/) for Dr. Frank Lamas, showing his current employment activities as Founder and President at Lamas Education Advisory Services (LEADS). Last accessed February 12, 2022.

His About section states, “Lamas Education Advisory Services (LEADS) founder and president,former Chairman of Board of NASPA and experienced Vice President for Student Affairs and Enrollment Management. Long history of working in the higher education industry setting university/divisional vision/goals with strong track record of accomplishments. Highly skilled and experienced in the following areas-Student Success, Wellness, Student Involvement/Engagement, Enrollment Management , Technology/Data Analysis, Student Diversity/Social Justice, First Generation, Basic Needs, Academic Support Services, Residence Life, Academic Advising, Crisis Management, Fundraising and Building Projects/Master Planning among other areas. Faculty Teaching, Community Outreach and National/Local Boards leadership experience.

Experienced in assisting institutions in finding qualified individuals to fill open or interim position vacancies.” [↑](#footnote-ref-8)