

Exhibit 11

From: [Steve Perez](#)
To: [Ahmad M Boura](#); [Gayle E Hutchinson](#)
Subject: Re: *Confidential* College of AG Merit Plan Concerns
Date: Friday, June 2, 2023 8:51:24 AM
Attachments: [Outlook-lrbmax2y.png](#)
[Outlook-4b5hgxpj.png](#)

Thank you Ahmad

Yes, I would recommend that we do not do another agreement.

Steve Perez

Interim Provost and Vice President of Academic Affairs

Chico State

steve.perez@csuchico.edu | <https://www.csuchico.edu/vpaa/>



California State University **Chico**
Academic Affairs

From: Ahmad M Boura <aboura@csuchico.edu>
Sent: Friday, June 2, 2023 8:34 AM
To: Steve Perez <steve.perez@csuchico.edu>; Gayle E Hutchinson <ghutchinson@csuchico.edu>
Subject: RE: *Confidential* College of AG Merit Plan Concerns

Yes Steve, I am very comfortable to say that you received negative feedback and you can add that her communication style has to improve drastically and she need to demonstrate good collaboration and positive attitude.

This agreement is her last. I am assuming you are not renewing any plan moving forward. Am I correct?

Ahmad

----- Original message -----

From: Steve Perez <steve.perez@csuchico.edu>
Date: 6/2/23 4:25 PM (GMT+01:00)
To: Ahmad M Boura <aboura@csuchico.edu>, Gayle E Hutchinson <ghutchinson@csuchico.edu>
Subject: Re: *Confidential* College of AG Merit Plan Concerns

Thank you very much Ahmad

This is very helpful. I am inclined to recommend 0% for a merit bonus. The difficulty will be that there is evidence that she did (in some way) much of what she was asked. However, I believe we have comments, statements, and evidence that she is not working collaboratively with internal staff at the University or College. She has also

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alienated a significant portion of the agricultural community. To give 0%, it will be necessary to tell her that I have received very negative feedback from our partners in advancement, the community, and internally.

Ahmad, are you comfortable with me saying I received negative feedback from advancement?

Thanks, Steve

Steve Perez

Interim Provost and Vice President of Academic Affairs

Chico State

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California State University **Chico**
Academic Affairs

From: Ahmad M Boura <aboura@csuchico.edu>

Sent: Thursday, June 1, 2023 5:18 PM

To: Steve Perez <steve.perez@csuchico.edu>; Gayle E Hutchinson <ghutchinson@csuchico.edu>

Subject: *Confidential* College of AG Merit Plan Concerns

Hi Steve & Gayle,

I asked Daria (attached Confidential Document) and Dustin (email below) to make some comments about Patricia's report since they interact with her frequently. The Information in her report hold some of the truth, but not all of it. As you can see in her plan, the first 7 bullets in her Bonus plan, I designed, to please Provost Larson and to make sure it can be completed. We did all the work and gave her all the credit, however, she always demonstrated unpleasant behavior, negative attitude and sometimes disrespected our staff.

Bullet 8 - I asked Cindy Daley to send me an email detailing if the Center for Regenerative Agriculture was fully integrated as articulated in her agreement. I will send you her comment as soon as I have it. Based on my conversation with Cindy, it was not.

Bullet 9 - Even though we met with Patricia before her meeting with the Superior Ag Board and provided talking points, she managed to lose some of our biggest supporters of the college. We have a confirmation letter from a donor who withdrew a \$250k gift due to the lack of leadership in the college and we have the possibility of losing more 6 and 7 figure gifts from other donors in the pipeline for the same reason.

The email below from Dustin, the comments from Daria in Patricia's report (attached) and the

email from Cindy (coming soon), along with the multiple donors' letters should give you and Gayle a good foundation for your conversation with Patricia and make the appropriate decision.

I am not willing to sign anything moving forward with Patricia. She has not exhibited behavior of a good partner and colleague to collaborate with.

I am happy to help in any way I can and look forward to our conversation soon!

Ahmad

----- Original message -----

From: Ahmad M Boura <aboura@csuchico.edu>

Date: 6/1/23 12:29 PM (GMT-08:00)

To: Ahmad M Boura <aboura@csuchico.edu>

Subject: AG Merit Plan Issues

From: Dustin W Bush <dwbush@csuchico.edu>

Sent: Wednesday, May 31, 2023 3:12 PM

To: Daria D Booth <DBooth3@csuchico.edu>; Ahmad M Boura <aboura@csuchico.edu>

Subject: RE: CONFIDENTIAL RE: Please review and send feedback.

Hello and good afternoon,

Reviewing the notes Daria wrote, I think it was spot on. I will add in regards to the Agriculture Learning and Training Center that we have not been involved in the new design at all. I have seen Dean Stock talk about the new design at the Farm 60th event, Superior Ag meeting, and with Pat Andersen in the fall of 22'. It seemed conflicting on what it would be, at times it would have a Farm Store component, then other times sounded like it wouldn't. It was always pretty vague or depends on who she was talking to and what it would entail. It is mentioned that there has been discussions about naming some spaces with Daria and I but I don't recall such conversations.

Also, the crowdfunding(Giving Day) was a success because of Advancement/Faculty Staff in the College of AG. The work Advancement has done building relationships with faculty and staff to build trust with our division lead to the success. The real reason is because the competition teams have a deep following of past members which support these teams. Specifically the livestock judging coach, Clay Carlson (Alum & Faculty member) used social media outreach to target and promote his giving day campaign. This rallied a lot of people because Clay Carlson has never done that before. He realized that funds needed to be raised so he could continue to take his students to compete on the

national stage. He was concerned that Dean Stock might not allow him to travel or release funds to do so. Clay Carlson informed me that Dean Stock told him that she may redirect IRA Funds to other items. Livestock Judging has been supported by IRA Funds that Clay Carlson secured. This led to a strong collaboration with Advancement due to Dean Stock's control.