

Exhibit 12

05/26/2023 2:00:19 pm

Celina, I hate to be mean but she needs to be pushed out or change. Or we will lose those people. She treats upper administration, the same way, so they are done with it as well. They just need to make sure that it is consistent. They see it. They have heard from the community loud and clear with lots of letters that were pretty direct saying they will pull funding as donors and as research. Now, they need to hear from faculty and staff. They are looking for a reason. People have to be honest and say I'm looking for another job if she keeps this position.

Dave Daley + [REDACTED]

05/26/2023 2:00:55 pm

Steve and Ahmed get it. They just need evidence.

+ [REDACTED] + [REDACTED]

05/26/2023 2:02:02 pm

Then we have evidence, and I will gladly sit down with him, and I think most of the faculty would

Dave Daley + [REDACTED]

05/26/2023 2:03:30 pm

Ok. Once you get the report, we can decide next steps.

+ [REDACTED] + [REDACTED]

05/28/2023 11:48:28 am

Working on survey for staff - looking at the campus distribution lists, Mary is technically staff and would receive it. Is there risk for the others? There is major issues in the Deans Office (I talk with Rene and Alaina).

Dave Daley + [REDACTED]

05/28/2023 11:50:33 am

I get it. As long as it is completely anonymous and the results don't go directly to Mary, I don't think so. I think the staff want to make sure it is anonymous and we probably need to screen out identifying factors in responses.

+ [REDACTED] + [REDACTED]

05/28/2023 11:52:23 am

I am going to send you screenshots of what it looks like so you can let them know...

05/28/2023 11:52:46 am

Let the staff know?

+ [REDACTED] + [REDACTED]

05/28/2023 11:53:10 am

Sorry - confirm that there are no identifiers

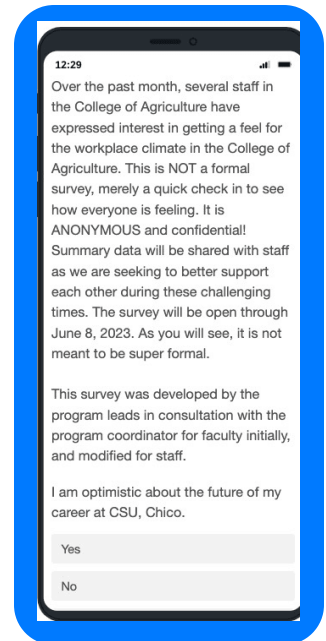
Dave Daley + [REDACTED]

05/28/2023 11:54:03 am

Got it. Same with faculty results. I guess you share it with program leads? Or everyone?
Steve will need to see it.

+ [REDACTED] + [REDACTED]

05/28/2023 11:54:17 am



+ [REDACTED] + [REDACTED]

05/28/2023 11:54:38 am

My thought - Kim is willing to share with staff and decide what to do with the data, on behalf of staff input.

+ [REDACTED] + [REDACTED]

05/28/2023 11:54:44 am

I will help them however they want

05/28/2023 11:55:29 am

This is easier - here is a preview link:

05/28/2023 11:55:32 am

[https://csuchico.az1.qualtrics.com/login?
path=%2Fjfe%2Fpreview%2FpreviewId%2Fd85dec4-4cca-4004-bb8f-
04a38ed08892%2FSV_e5JAHFm4hF6T6yG%3FQ_CHL%3Dpreview%26Q_SurveyVers
ionID%3Dcurrent](https://csuchico.az1.qualtrics.com/login?path=%2Fjfe%2Fpreview%2FpreviewId%2Fd85dec4-4cca-4004-bb8f-04a38ed08892%2FSV_e5JAHFm4hF6T6yG%3FQ_CHL%3Dpreview%26Q_SurveyVersionID%3Dcurrent)



05/28/2023 11:55:33 am

Let me know what you think

Dave Daley

05/28/2023 1:00:42 pm

I think it will work. Thanks. Towards the end it said something g about celebrations??
Can you check that?

Dave Daley

05/28/2023 1:13:43 pm

What was the final decision on the faculty survey In Terms of distribution?

05/28/2023 1:37:03 pm

Eric and I are looking through it and I am going to share with leads. I think we all need to see it

Dave Daley

05/28/2023 1:37:54 pm

Yep. And then higher up however we get there. They want to know

05/28/2023 2:00:26 pm

Also - the last question does ask for "celebrations" or good news. Several faculty did share good news. My goal was to not make it all negative and seem to target a specific response

Dave Daley

05/28/2023 2:01:23 pm

Understood. As long as people "get it"... celebrations/accomplishments. Got it

Dave Daley

05/29/2023 8:17:04 pm

I know you have worked hard on the faculty survey? What are next steps? It needs to get to administration in some form. I don't want summer break to allow this to fade...

+

05/29/2023 8:17:24 pm

I am going to talk to Eric tomorrow

+

05/29/2023 8:17:51 pm

have the staff one ready to email...only worry is that Mary will get it as well...

Dave Daley

05/29/2023 8:17:52 pm

That didn't make sense. The first line was not a question, but a statement. Let me know how I can help. Eric is always cautious, and I'm afraid that this could get swept away. Administration is waiting for it in some form.

+

05/29/2023 8:18:07 pm

I knew what you meant...

Dave Daley

05/29/2023 8:18:08 pm

Yea. Not sure what to do about that...

PHILLIPS000171

05/29/2023 8:22:21 pm

Can I send directly to Perez? I worry about making sure there are no identifiers. I may reach out to faculty leads and see if there are issues sharing it beyond the college. I may pare down comments to key phrases to ensure confidentiality

Dave Daley + [REDACTED]

05/29/2023 8:25:35 pm

I think you could share it directly with Perez.....does that mean you have to ask Betsy?! Pare down is fine, as long as it doesn't lose strength. It could come from you and Eric. Program lead and author.... I know Ahmed and Steve know that it is being done. Maybe they could ask for it???

Dave Daley + [REDACTED]

05/30/2023 11:17:22 am

Let me know when you have time to chat.

+ [REDACTED] + [REDACTED]

05/30/2023 11:18:01 am

Sure...I signed up for some damn FLC, will have lunch break in an hour or so

Dave Daley + [REDACTED]

05/30/2023 11:19:13 am

K. Just give me a call. Wow! Wow! I didn't even see some of my stuff in there... The people really nailed it. It needs to go to Steve.

+ [REDACTED] + [REDACTED]

05/30/2023 11:19:38 am

Told you it was pretty clear

Dave Daley + [REDACTED]

05/30/2023 11:19:46 am

I just had some questions for you send it

Dave Daley + [REDACTED]

05/30/2023 5:25:23 pm

Thanks for sending the staff evaluation information. That will be interesting. Did you get any feedback from the leads on what to do with the survey?

PHILLIPS000172