

Exhibit 14



Office of Vice Chancellor
CSU Office of the Chancellor
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Leora D. Freedman
Vice Chancellor for Human Resources

Phone (562) 951-4500
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August 9, 2023

Via E-Mail (spstock@csuchico.edu)

Dr. S. Patricia Stock
California State University Chico
College of Agriculture
400 West First Street
Chico, CA 95929-0310

Dear Dr. Stock,

I write in response to your request for reconsideration dated July 28, 2023, of Interim Provost Perez's decision to remove you from the position of Dean of the College of Agriculture in accordance with the CSU Management Personnel Plan. The reconsideration process is governed by section 42728 of the California Code of Regulations, California State University Executive Order 1106, and California State University Chico Reconsideration Procedures for Management Personnel Plan (MPP) Employees. We met via Zoom on August 8, 2023, so that you could present your appeal of this decision.

I have reviewed the written materials you submitted and have considered the points you made during our Zoom meeting. I acknowledge your desire to be reinstated into your position as Dean, College of Agriculture. After careful consideration, I do not find that it is appropriate to overturn the decision.

In your appeal letter, you state that you and your counsel have concluded that your non-retention was unlawful based on "retaliation, whistleblower, harassment, discrimination, and tortious interference criteria, singly or in combination." While such allegations are outside the reconsideration process, other university processes govern such complaints. The relevant policies are accessible here: Complaint Procedure for Allegations of Retaliation for Having Made a Protected Disclosure under the California Whistleblower Protection Act (<https://calstate.policystat.com/policy/6742050/latest>) and CSU Policy Prohibiting

CSU Campuses
Bakersfield
Channel Islands
Chico
Dominguez Hills
East Bay

Fresno
Fullerton
Humboldt
Long Beach
Los Angeles
Maritime Academy

Monterey Bay
Northridge
Pomona
Sacramento
San Bernardino
San Diego

San Francisco
San José
San Luis Obispo
San Marcos
Sonoma
Stanislaus

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Discrimination, Harassment, Sexual Misconduct, Sexual Exploitation, Dating Violence, Domestic Violence, Stalking, and Retaliation (Nondiscrimination Policy)

(<https://calstate.policystat.com/policy/12891658/latest/>). You have a right to file a complaint under these policies regardless of the outcome of your request for reconsideration.

During our meeting yesterday, you expressed an interest in pursuing other administrative (Management Personnel Plan) positions focused on student success or other mission-driven initiatives, although you acknowledged that you are not aware, at this time, of any such open positions. Nevertheless, I shared your interest with President Perez, and he suggested that you meet with him or with Interim Provost Lau to discuss your ideas. I encourage you to do so.

The reconsideration process is now concluded.

Sincerely,

Leora D. Freedman

Vice Chancellor for Human Resources

cc: Sheryl Woodward, AVP, Human Resources

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