

*This email from Patrick McCallum to close friends and family was written late at night and not intended to be seen by the public.*

Friends and family,

Since I can't call all of you I wanted to respond to the hurtful allegations in the LA Times and Press Democrat you probably read. If you didn't the article it claims Judy retaliated against her provost for filing a claim against me to the CSU system office she and another 3 woman had made about my conduct on campus. The claims as reported by a Title 9 investigator who interviewed all four women were that I stroked someone's hair, and made statements that made them uncomfortable. The investigators said two of the women said I never made a sexual reference or touch to them but had specific experiences where they didn't like what I asked them to do. The other two were the provost and another woman on campus who did say I had made them uncomfortable with specific examples as written in the Times and PD.

The lawyers wouldn't let Judy and I respond to the La Times or Press Democrat reporters so our story was never told. The lawyers have lifted that restriction and I can tell you my view of what took place.

The story as I see it:

When we first arrived I totally missed that a president spouse is perceived to have more power and influence than I had and I should have acted like I do with my staff or in a professional setting rather than feeling as a volunteer. I interacted with staff and students as if they were my friends. Judy would hug everybody and after they hug Judy they would hug me. I am curious, outgoing, big personality, and had excitement as being a volunteer to help Judy and the campus. Also after working for 40 years with colleges and universities both as an on-campus consultant and lobbyist I had unusual experience for a typical University Spouse. Given that I had run 6 college strategic plans and my company had done over 100 strategic plans I gave advice when it wasn't wanted. I was beside Judy's side when she took on two powerful men the faculty staff and community disliked but were afraid of. So I thought I was this volunteer when the faculty and staff saw me as something much bigger. About a year or so into Judy's Presidency I went to a two-day workshop for Presidential spouses and that gave me a much better understanding of my role. Particularly spouses with higher ed experience

need to back off or it could hurt the president. When on campus don't assume anyone is a friend . And when you around woman if you are man operate as if you are in a professional environment not as if they were your friend. In talking to Judy who had been in her gentle way asking me to tone down a bit i got it. I needed to be background, no comments to anyone on ideas they could use to help them and treat woman as if they were in a professional environment. After that workshop I changed. I was careful who I hugged and shook hands even if someone just hugged Judy and was coming up to hug me next. I gave my ideas mostly to Judy or her chief of staff rather than to the other vp or staff. But it was to late as we would find out later.

Lisa-

Judy would say a few months after hiring Lisa Vollendorf as her Provost she made the worst hire of her career and as we will find out she did.

When in weeks after Lisa was hired both Judy and I were hearing complaints about Lisa . In a years time 8 different faculty and two students complain to me about Lisa. Some of those people ask me to tell Judy but not give their names as they feared retaliation from Lisa. The complaints about Judy were serious and they issues including race, abrasiveness , no respect for their opinions and evidence of retaliation for them doing something she didn't agree with. Judy heard from faculty staff students and even her other VP's she had a problem with Lisa Even the chair of the accreditation visit told Judy she had a problem with Lisa and should fire her. When I offered lisa help as she was in charge of the new strategic plan and never had done one before she said angrily at me I don't need your help. In four different occasions Lisa said very critical things about Judy and often very critical things to me about other dean faculty and staff. And i thought if she is complaining to the President's spouse she had be complaining to others about Judy. I of course shared all of this information to Judy.

Judy then made her second biggest mistake in her career at SSU. Despite all the complaints she received about Lisa and her own observation of her she thought she could help Lisa be a better provost and improve her hurtful interactions with staff and students. She sat with Lisa and said you have a serious problem.I see it to but many staff and students have come to me complaining about you. I would like to personally help you and i suggest you

work with a coach and I have a couple of suggestions of retired female provosts. The one Judy recommend first and who Lisa excepted had been seen as one of the best provosts in the CSU and more importantly had worked vey successful as interim provost with faculty and staff at Sonoma State. The same people that are criticizing Lisa worked vey well with this coach. Lisa never took Judys or the coach's advice and resented their help. Lisa felt she was smarter, better and more effective than Judy and made sure she told many people her thoughts. Those same people told Judy what she said.

Judy has tried everything and now knows Lisa has to go and is ready to fire her when she gets a call from the system chancellor there have been a filed compliant against me and to hold off from firing lisa. Later Lisa would admit to Judy she was the one who filed the complaint as " I had to protect myself from you"

Aftet the complaint Judy and I agree i need to reduce my presence on campus reaffirms i only shake hands and not trust anyone.

And for the last 3 to 4 years that is how i have acted. It is clear to me in the first year my gregarious nature did create some discomfort for some staff and that allowed Lisa and one other woman to used it to go after Judy. And in some cases found woman who were uncomfortable with me in those first years on campus. For those woman I am so sorry what my words and enthusiasm may have done and how that is now hurt Judy me and the campus.

I also know that Lisa and one other woman who fled the complaint made up accusations and used me as a way to get at their anger and efforts to get Judy fired. Many of those accusations are completely false .

Even any of you feel like you need more explanation please let me now and I will be glad to talk to you.

Thanks for your friendship and care over the years. If Judy and I can have grit auto run thought a fire and barely survive we can get through this.

Patrick