



No Golden Parachute for Discrimination-Enabling Administrators: CFA Calls on CSU Trustees to Deny Executive Benefits to CSUSB President

California Faculty Association, San Bernardino Chapter's
statement on the settlement of *Weber and Rogers v. Board of
Trustees of the California State University*

May 18, 2026

The San Bernardino Chapter of the California Faculty Association (CFA) unequivocally condemns the conduct of CSUSB administrators that gave rise to the \$12 million settlement recently reached in *Weber and Rogers v. Board of Trustees of the California State University*. This settlement — believed to be the largest publicly reported employment discrimination settlement in the history of the CSU system — is both a moral and financial scandal, and it demands accountability at the highest levels of our campus and university administrations. In addition, CFA stands in solidarity with Dr. Rogers and Dr. Weber, who put their careers on the line in their effort to expose the structural inequities at CSUSB.

What Happened

Dr. Clare Weber, former Vice Provost of Academic Affairs at CSUSB, and Dr. Anissa Rogers, former Associate Dean at CSU's Palm Desert Campus, endured years of gender harassment, discriminatory pay practices, and retaliation for having the courage to speak up. According to the legal record, Dr. Rogers was subjected to a pattern of abusive behavior by former Dean Jake Zhu — including screaming rampages, having her work taken credit for, and being dismissed as "too emotional" — treatment that was not directed at male colleagues. When she reported this conduct, she was effectively forced out of her position. Dr. Weber, after discovering through a 2022 salary study that nearly every female CSU vice provost was paid less than their male counterparts, raised concerns about pay inequity and was fired — the very day after she put her objections in writing to CSUSB President Tomás D. Morales.

A Los Angeles jury awarded Dr. Rogers \$6 million in October 2025. The remaining claims were resolved for an additional \$6 million before a second trial could be held.

Condemnation of Campus Leadership



The CFA San Bernardino Chapter holds CSUSB President Tomás D. Morales, Provost Rafik Mohamed, and former Dean Jake Zhu directly responsible for the culture of harassment and retaliation that made this litigation necessary. The allegations describe not isolated incidents but a sustained pattern of misconduct under their watch — one in which two accomplished women were driven from positions they had earned, their careers derailed and their contributions dismissed. President Morales, as the chief executive of the campus, bears ultimate responsibility for the institutional environment that allowed this to occur and for the decision to retaliate against those who challenged it.

We are deeply troubled by the conduct of Provost Rafik Mohamed who as the institution's chief academic officer is meant to serve as the faculty's most senior advocate and point of contact for workplace concerns. Trial testimony revealed that when faculty brought him allegations of gender harassment by a senior dean, he characterized their concerns as "low-grade bias" and took no action — neither reporting to Human Resources nor to Title IX, despite acknowledging that he was a mandated reporter legally obligated to do so. This was not an oversight. As the plaintiffs' attorney, David J. deRubertis of The deRubertis Law Firm APC, pointed out, it was a choice. A provost who dismisses faculty complaints of harassment and fails in his duty to report them has not merely made an administrative error; he has actively enabled the harm that followed. We call on the CSU Board of Trustees and Chancellor's Office to fully examine Provost Mohamed's ongoing fitness to serve in a leadership role.

A Pattern of Mismanagement

The recent settlement is not an isolated incident. It reflects a pattern of administrative failure and enablement under President Morales and Provost Mohamed that stretches back years and has repeatedly harmed students, faculty, and staff.

A 2016 climate survey — completed by more than 750 faculty, staff, and administrators — found that under President Morales the campus faced an atmosphere of toxicity, fear, and distrust, and recommended adopting an anti-bullying policy and auditing HR practices. Morales initially promised to implement the survey's recommendations, then failed to do so — a fact he acknowledged at trial. In May 2017, CSUSB's faculty voted to express no confidence in Morales's leadership.

The past year has seen several other costly and embarrassing scandals. In August 2025, CSUSB was forced to shut down its brand new Master of Science in Physician Assistant program after it was denied accreditation despite receiving \$18 million in grants and public funding. An accreditation review found eight areas of noncompliance, which faculty had raised warnings about in advance. More than 2,700 prospective applicants and 40 admitted students, many from underserved communities in the Inland Empire and Coachella Valley, were left without a program.



Also in August 2025, a CSU internal audit revealed that CSUSB's mismanaged student housing department had accumulated \$18.5 million in outstanding debt. To cover the losses, the CSUSB administration borrowed nearly \$10 million from university auxiliaries and the operating fund — the latter of which is explicitly prohibited under CSU policy. A sweetheart \$3 million, no-interest loan from the Santos Manuel Student Union, which is funded by student fees, prompted a faculty whistleblower complaint and formal investigation by the CSU Chancellor's Office.

Rather than accepting accountability for its mismanagement, the administration has shifted costs onto those least responsible: unilaterally raising class sizes, increasing faculty workloads, and allowing lecturer non-renewals to erode instructional capacity — all while CSUSB's largely Latino, low-income, and first-generation students face rising tuition and fees.

President Morales Must Not Receive Transition Pay or Retreat Rights

President Morales may be eligible for up to a year of salary under the CSU executive transition program or have retreat rights upon his departure. We are unequivocal: he must not receive either.

“Rewarding an administrator who has fostered an inequitable and toxic campus climate would represent a stunning failure of accountability and a direct betrayal of students, faculty, and staff. At a time when campuses face budget constraints, staffing shortages, and growing student needs, CSU resources must not be used to provide a financial cushion for failed leadership,” said CFA-San Bernardino Chapter President, Dr. Tiffany Jones.

The executive transition program and retreat rights exist to support leaders who depart in good standing. President Morales does not meet that standard. His tenure produced a \$12 million settlement for gender harassment, pay discrimination, and retaliation — costs now borne by CSU students and California taxpayers.

We call on the CSU Board of Trustees to confirm that no transition benefits or retreat rights will be extended to President Morales, and to establish clear policy that such benefits are forfeited when an executive's tenure is associated with findings of unlawful discrimination or retaliation.

A Call for Accountability and Reform

CFA San Bernardino stands in solidarity with Dr. Weber and Dr. Rogers. Their willingness to pursue justice at great professional and personal cost has exposed systemic failures that pervade our campus and the CSU system. We call on the CSU Board of Trustees and the Chancellor's Office to:

- Hold President Morales and Provost Mohamed accountable for their roles in these events;



- Deny executive transition benefits and retreat rights to any administrator whose tenure is marked by findings of unlawful behavior;
- Conduct a transparent, independent review of pay equity, bullying, and harassment across the CSUSB campus;
- Strengthen Title IX and HR reporting structures to ensure that mandated reporters who fail in their duties face meaningful consequences and that Title IX is independent from the university structure; and
- Commit publicly to a campus culture where those who report mismanagement and harassment are protected, not punished.

Twelve million dollars is a devastating price for institutional failure. The greater cost — to the careers, wellbeing, and dignity of the women who were harmed — cannot be measured in dollars. CSUSB and the CSU system owe their faculty, staff, and students far better.

About the California Faculty Association

The California Faculty Association represents 29,000 professors, lecturers, librarians, counselors, and coaches throughout the 23-campus California State University system. The CFA is committed to defending quality public higher education and the working conditions that make excellent teaching, learning, and scholarship possible.

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