

Timeline relating to President Napolitano placing Chancellor Katehi on paid administrative leave, the independent Haag investigation, and related events:

- June 2007 Emily Prieto receives PhD from UC Davis; Dr. Adela de la Torre is dissertation chair.
- May 7, 2009 Katehi named Chancellor of UC Davis. Appointment takes effect August 17, 2009.
- September 2009 Spyros Tseregounis becomes Senior Lecturer with Security of Employment of Chemical Engineering; appointment approved prior to arrival by Chancellor Larry Vanderhoef.
- April 16, 2010 Four athletic sports programs are eliminated at UC Davis.
- May 19, 2010 Paul Medved expresses concerns about athletic cuts at Regents meeting.
- September 15, 2011 Katehi joins John Wiley and Sons Board of Directors along with Jean-Lou Chameau who is President, California Institute of Technology (Caltech). She serves until September 18, 2014 when she does not stand for reelection.
- November 11, 2011 Police remove Occupy movement protesters from campus using pepper spray.
- December 2011 In order to investigate the pepper spray incident, Yudof first launches [Kroll investigation](#), and then Reynoso investigation. The Academic Senate [launches](#) a special committee of investigation.
- February 2012 UC Davis Foundation requests Katehi to improve the image of UC Davis and the institution's capacity to respond to crises on social media and the internet in response to pepper spray incident.
- May 2012 [Academic Senate Resolution](#) to censure Katehi, launches Special Committee Administrative Oversight to assure oversight of the Chancellor's efforts to implement pepper-spray recommendations and Special Committee: Freedom of Expression to address the need for new policies and procedures for implementation that clearly define the appropriate time, place and manner of freedom of expression on the campus.
- January 2013 Special Committee on Freedom of Expression submits final report, [Freedom of Expression Special Committee Final Report](#).

- May 15, 2013 Executive Council Administrative Oversight Special Committee [submits final report](#), confirming that plan has been put in place to meet all recommendations related to pepper spray incident, except one (Police Accountability board). This included complete revision of [police department policies](#) (reviewed and supported by the ACLU).
- January 2013 The University hires a Maryland company Nevins & Associates on a six-month contract at \$15,000 a month, starting January, 2013 to create an online campaign to address the "negative attention" in social media on the university. Total contract value was \$175,000.
- July 2013 Dr. Emily Prieto is hired at UC Davis as Executive Analyst/Chief of Staff/Analyst IV in Student Affairs.
- December 2013 [Katehi reports](#) to Academic Senate progress on recommendations related to pepper spray incident. Results include Freedom of Expression policy and UC Davis Police Accountability Board. Report lifts Academic Senate censure against Katehi.
- 2014 The University hires Sacramento-based company ID Media Partners with an \$82,500 contract to design and execute a comprehensive search engine results strategy.
- October 2014 Erik Tseregounis becomes a graduate student in the Epidemiology Graduate program, and performs research as graduate student researcher in the Center for Transnational Health at UC Davis.
- November 19, 2014 Ralph Hexter, Provost responds to series of communications received from Medved. Response cites UCOP 2010 investigation of UC Davis Department of Intercollegiate Athletics and use of student fees. Letter concludes with "This concludes the University's review of this matter." ([Special Representative Assembly Meeting and Update on Information Release](#), page 19.)
- March 2015 Academic Senate initiates [5 year review of Katehi](#).
- March 2015 Katehi files Near Relative Declarations for Prieto and Erik Tseregounis.
- July 2015 [Napolitano informs](#) Academic Senate that Katehi has successfully completed the 5 year Chancellor Stewardship review.

September 15, 2015 Erik Tseregounis marries Prieto.

January 7, 2016 Katehi files pre-approval with UCOP to gain approval to sit on DeVry board ([Chair's Updates to the Academic Senate, March 28](#), page 8).

February 20, 2016 UC Davis staff notify UCOP that Katehi will be appointed to DeVry Education Group Board on February 22.

February 22, 2016 DeVry Education Group announces appointment of Katehi to Board along with Ann Weaver Hart, Ph.D., and President of the University of Arizona.

March 1, 2016 Katehi resigns from Board of DeVry Education Group.

March 9, 2016 [Napolitano says Katehi had good intentions](#) when she accepted a seat on the board of DeVry Education Group. The chancellor has since apologized and taken other appropriate measures, she said. Napolitano said Katehi has done a good job and that it would hurt the university if she resigned.

March 11, 2016 Protestors occupy Mrak Hall and leave on April 15, 2016.

March 12, 2016 Medved sends email to President Napolitano and others referring to "pending Whistleblower complaint currently being investigated by UCOP" related to use of student fees for athletics ([5/19/16 Academic Senate message to faculty](#), page 21).

March 22, 2016 UC Davis Foundation Trustees issue [letter of support](#) for Chancellor Katehi to Napolitano and Regents.

April 24, 2016 Letter from Linda Bisson, former Academic Senate Chair, and Rachel Goodhue, Academic Senate Vice Chair, to Napolitano expressing concern about pattern of treatment of women chancellors in the press and social media related to outside activities (4/25/16 [Academic Senate message to faculty](#), page 4).

April 25, 2016 Napolitano meets Katehi in Oakland and requests Katehi's resignation from the University. Chancellor Katehi informs others that President Napolitano demanded she resign from the university before leaving the President's office. When the Chancellor mentioned that she is a faculty member and she has tenure President Napolitano told her that it was Chancellor Katehi's decision to resign from the University or just resign as a Chancellor. But if she were to resign as a Chancellor she would investigate her and her family. Because of her rights as a senate faculty

member with tenure, and because of the Senate's role in shared governance, Chancellor Katehi contacted the Academic Senate Chair because she wanted him to be informed of what took place in the meeting, and also, in her capacity as a faculty member, to request assistance from the Academic Senate. Also, she was given an ultimatum to resign without the opportunity to know the reason why President Napolitano changed her position from public support on March 9 to demanding her resignation and she believed this violated her rights as a member of the faculty.

- April 26, 2016 Meeting set for Thursday April 28 between Napolitano, Katehi, and attorneys to discuss Katehi situation.
- April 27, 2016 Napolitano announces Katehi to be put on paid administrative leave for 90 days citing the employment of family members, use of student fees and statements regarding contracts involving improving UC Davis's performance on social media and search engine optimization. UCOP shares [letter](#) with accusations with media the evening of April 27.
- April 28, 2016 Napolitano contacts Academic Senate Chair and Vice-Chair to discuss the investigation of Chancellor Katehi.
- May 1, 2016 Academic Senate releases information stating that employment of graduate student Erik Tseregounis appears to be in order.
- May 2016 During the month of May the Academic Senate [passes resolutions](#) related to their concerns about the manner in which the investigation will be performed, lack of definition of the scope of the investigation, lack of consultation with the Academic Senate, lack of shared governance, the independence of the investigation, desire to accelerate the timeline for the investigation and potential conflicts of interest involving President Napolitano and her participation in the investigation.
- May 5, 2016 UCOP announces hiring of Melinda Haag to head independent investigation.
- May 9, 2016 Academic Senate releases [PRA documents](#) responsive to DeVry Board service, Chancellor office budgets, Contracts with IDMLCO vendor, and employment of Spyros Tseregounis, Vice Chancellor for Student Affairs Adele de la Torre, and Prieto on their website.

- May 15, 2016 Chair of Academic Senate meets with Haag.
- May 19, 2016 Academic Senate posts [additional information shared with investigator Haag](#) regarding UCD organization and reporting structure, presentation by outside communications firm, student fee investigation and 11-16-2015 student fee whistleblower complaint filed by Medved (similar to complaint filed and resolved in 11-19-2014 letter from Hexter).
- May 26, 2016 Katehi attorney files formal grievance with UC General Counsel. Grievance alleges Napolitano has conflict in managing investigation and resolving grievance.

Publicly available facts related to statements of President Napolitano and UCOP investigation of Chancellor Katehi:

In response to requests from the faculty, the UC Davis Academic Senate has collected and released numerous documents relevant to many of the allegations as those documents have become available. The statements below are based on documents available on the UC Davis [Academic Senate website](#) or publicly available documents.

1. Service on the Wiley Board
 - a. From 2011 to 2014 Katehi served on the John Wiley and Sons Board of Directors. Consistent with the procedures set forth in the UC Policy for Outside Professional Activities, the appointment was approved three times by President Yudof and one time by President Napolitano.

2. Service on DeVry Board of Directors
 - a. Following the UC Policy for Outside Professional Activities, Katehi notified UCOP and asked permission to join the DeVry Board on January 7, 2016. She further notified UCOP on February 20 that DeVry would be announcing her appointment to the DeVry board on February 22. On February 22, DeVry announced Katehi's appointment to the DeVry board (along with University of Arizona President Ann Weaver Hart). On March 1, 2016, Katehi resigned from the DeVry Board.

3. Employment of family members
 - a. Spyros Tsergounis, husband of Katehi, has been employed as a Senior Lecturer with Security of Employment in Chemical Engineering in the College of Engineering since September 2009. His appointment was reviewed and supported by the Academic Senate. No issues have been raised about his employment. The appointment was approved by former UC Davis Chancellor Larry Vanderhoef and President Yudof consistent with the UC Partners of Professional Policy.
 - b. In September 2013 Vice Chancellor of Student Affairs, Adele de la Torre appointed Prieto as Chief of Staff/Analyst IV. Prieto was selected as the most qualified candidate via national search by an independent recruitment committee. Prieto directly reports to and assists De la Torre. In March 2014 Prieto was promoted to Analyst VIII Supervisor. In July 2014 an adjustment was made, part of the UC career track program to ensure classifications are consistent across the system, to Executive Advisor I w/o adjustment of

compensation, and in Nov 2014 she received annual salary equity review as part of campus salary program.

- c. In Fall 2013, Erik Tseregounis, the son of Spyros Tseregounis and Linda Katehi, became a PhD graduate student in the Graduate Group in Epidemiology. Although Erik Tseregounis decided to perform research in an area of interest of de la Torre, who is a professor in his graduate group, Erik Tseregounis' academic progress is regularly monitored and approved by three program advisors who are faculty members that hold no direct reporting to Katehi and no reporting line to Adele de la Torre.
 - d. After Erik Tseregounis came to UC Davis, he and Prieto met. They started formally dating in July 2014 and became engaged in January 2015. In March 2015, disclosures of near-relatives were made by Chancellor Katehi of her son and soon-to-be daughter in law consistent with [UC Davis Policy and Procedure PPM 380-13](#). Erik and Prieto were married in September 2015.
 - e. Erik Tseregounis decided to perform his research in the Center for Transnational Health (CTH) at UC Davis. CTH receives administrative support from Student Affairs, which is overseen by Adela de la Torre. The supervision of the son's work is performed by a faculty member with no reporting line to Prieto or Adela de la Torre. The Academic Senate has [investigated the reporting relationships](#) of Erik Tseregounis and [released a statement](#) on May 1, 2016 stating the reporting structures in place present no conflict of interest between Katehi or Prieto and Erik Tseregounis.
 - f. July 2015, [the Regents approved the addition of Diversity to the portfolio of the Vice Chancellor of Student Affairs Adela de la Torre](#), which triggered reclassifications of Prieto's position along added responsibilities. In June 2015 Prieto's working title was changed to Assistant Vice Chancellor for Student Affairs with no salary adjustment, and in August 2015 Prieto received a merit salary increase.
4. Katehi's involvement with search engine optimization, social media, and PR contract
 - a. The UC Davis Foundation at its winter board meeting in February 2012 discusses UC Davis's response to the pepper spray incident, particularly in regards to communications, PR, and online presence. The Foundation asks Katehi to improve UC Davis's capabilities in the area of the internet, social media, and ability to respond online to future crisis.
 - b. UC Davis hires Nevin and Associates to "create and execute an online branding campaign designed to clean up the negative attention the University of California, Davis and Chancellor Katehi have received related to the events that

transpired last November.” Work would include “Identifying keywords and phrases to optimize tagging and Metatags for online content searches” and “the negative viral content and videos will be diluted by a surge of content with positive sentiment and off-topic subject matter through strategic use of search tags, titles, and descriptions.” The budget for this project was \$15,000 a month and a total of \$175,000.

- c. UC Davis hires ID Media Partners for \$82,500 to design and execute a comprehensive search engine results strategy.
- d. The UC Davis Academic Senate Committee on Planning and Budget [reviewed](#) the budget of Office of Strategic Communication and found it to be consistent with a university the size of UC Davis. UC Davis spends \$4.9M (2015-16) of its overall \$4.3 billion budget on communications and marketing to support potential student interaction with the campus, as well as support for grant, research and fundraising activities.
- e. Napolitano’s letter states that one reason for putting Katehi on administrative leave is that Katehi has made material misstatements to her, Napolitano, and the media regarding Katehi’s role in the social media contracts.

5. Alleged misuse of student fees

- a. In May of 2010, UC Davis eliminated 4 varsity sports teams due to budget constraints. Paul Medved, a 1978 graduate, expressed concerns about the elimination of these teams at the May 2010 Regents meeting during the public comment section of the meeting. Since that time, Medved has continued to be critical of the elimination of these sports teams. His concerns have broadened and included allegations that student fees earmarked for the athletic programs have been misspent for other purposes. Provost Ralph Hexter responded to these issues in a letter dated November 19, 2014. Hexter refers to a completed UCOP review of the UC Davis ICA and a UCOP letter to Medved dated August 8, 2014 in response to the student fee allegations and tells Medved that “This concludes the University’s review of this matter.”
- b. A March 12, 2016 email from Medved to UCOP and others suggests that Medved has again raised these student fee allegations and that a pending Whistleblower complaint related to these allegations was inserted by Napolitano into the investigation of Katehi.