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8 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**
9 **COUNTY OF ORANGE, CENTRAL JUSTICE CENTER**

10 ANGELIKI A. KANAVOU, an individual,

11 Plaintiff,

12 v.

13 CHAPMAN UNIVERSITY, a California
14 corporation, and DOES 1-25, inclusive,

15 Defendants.

Case No. 30-2016-00840960-CU-CO-CJC

16 **DECLARATION OF ANGELIKI A.**
17 **KANAVOU, PH.D. IN OPPOSITION TO**
18 **DEFENDANT CHAPMAN**
19 **UNIVERSITY'S MOTION FOR**
20 **SUMMARY JUDGMENT**

21 Hearing Date: February 6, 2017
22 Time: 10:30 a.m.
23 Judge: Hon. Gregory H. Lewis
24 Dept.: C26
25 Action Filed: March 15, 2016
26 Trial Date: April 17, 2017

27 **Reservation # 72445390**
28

1 I, ANGELIKI A. KANAVOU, Ph.D. declare:

2 1. I have personal knowledge of the facts contained in this declaration; and if called as a
3 witness in this matter I could, and would, testify as follows.

4 2. I was employed by Chapman University as a tenure-track, assistant professor from July
5 2006 until March 28, 2013, when the university chancellor, Daniele Struppa, informed me of my
6 “non-reappointment” (termination) as a tenure-track assistant professor, and placed me on a
7 “terminal year” contract ending on May 30, 2014.

8 3. On January 13, 2007, I was struck by an automobile in a near-fatal car-pedestrian accident,
9 which necessitated eight surgeries and substantial rehabilitation time. The accident and its impact
10 on my health substantially frustrated my research and academic publications, as was required by
11 my employment as an assistant professor at Chapman. The University initially accommodated me
12 by providing me additional time to catch up with my research. But then, the University stopped
13 accommodating me and terminated my employment, even though I was making substantial
14 progress toward my publication goals, and despite Dean Patrick Fuery’s recommendation that I
15 receive an additional extension to my tenure clock. For this reason I have brought my complaint to
16 this court.

17 **BACKGROUND**

18 4. I am a political scientist, specializing in the field of Conflict Resolution. I received my
19 Ph.D. in International Relations and my Master of Arts in Foreign Policy Analysis from the
20 University of Southern California. I spent two years as pre-doctoral fellow and research associate
21 at Harvard Law School. I also spent one year as a post-doctorate fellow at the Joan B. Kroc
22 Institute for International Peace Studies at the University of Notre Dame du Lac.

23 5. I am an advanced researcher. I have conducted research in the areas of ethnic conflict,
24 genocide studies and political psychology. My primary research project at Chapman focused on
25 perpetrators and survivors in post-genocide societies, Cambodia in particular. I have presented my
26 work at international conferences numerous times in the fields of international relations, political
27 psychology and psychology, and I have authored and co-authored papers in all these areas. I will
28 discuss my research further on page 4, below.

1 **ACCIDENT AND REHABILITATION**

2 6. During my first year as a tenure track professor at Chapman University, I was hit by a car –
3 as a pedestrian – and I almost lost my life. On the morning of January 13, 2007, I had just finished
4 shopping in Old Town Pasadena; I was loading items into the trunk of my car – which was parallel
5 parked on Union Street near the intersection with Pasadena Ave. in Pasadena, Calif. – when a
6 rapidly moving vehicle struck me from behind, breaking both of my legs and my right arm. My
7 left leg was broken just above the knee; my right leg was broken at the femur, fibula and tibia; and
8 my right arm was broken right below the wrist. The impact also caused my head to slam against
9 the lid of her trunk, resulting in a gash in the head and concussion. I woke up at the Huntington
10 Hospital and was informed of my injuries. The only thing I remember was being placed on a
11 gurney and the excruciating pain.

12 7. I remained hospitalized for two and a half weeks, during which time I underwent four
13 surgeries. My left arm was the only major unbroken limb I had to maneuver. When I was
14 discharged from the hospital, I returned home with around-the-clock home care for about six
15 months. During this time I took a leave of absence from work, and I received disability benefits
16 from the state of California.

17 8. The results of the accident interfered with all aspects of my life. I have undergone multiple
18 operations and years of rehabilitation. There is no day that I do not experience pain in one of my
19 limbs.

20 **RETURN TO WORK**

21 9. I returned to work at Chapman University at the end of August, 2007. During my first
22 semester back, I was assigned four classes and five directed studies. Normally, I would only teach
23 three classes. The additional course load was especially burdensome, because I was still
24 recovering from my accident. I loved being back in class, but I still had to battle pain. I would
25 have benefited from a more gradual transition back to work. But nonetheless, I did the work that
26 was assigned to me.

27 10. Following my initial return to work, I underwent four additional orthopedic surgeries
28 related to the Jan. 13 accident. Unrelated to the accident, on January 27, 2009, I underwent a

1 hysteroscopy and removal of fibroid tumors, and on March 14, 2009, I underwent a polypectomy.
2 Each orthopedic surgery required physical rehabilitation. I found myself living between the
3 physical rehabilitation facility and the university.

4 5 **ACCOMMODATION AND CECESSATION**

6 11. All of the surgeries and rehabilitation had an impact on my research and writing schedule.
7 In accommodation for this, the Deans of Wilkinson College recommended three extensions to my
8 tenure review process. I was granted the first two extensions upon the recommendations of Dean
9 Roberta Lessor. A subsequent Dean, Patrick Fuery, made a third recommendation on my behalf,
10 but it was not accepted. Deans Roberta Lessor, Patrick Quinn and Patrick Fuery were well-
11 acquainted with my challenges in recovery, my ambitious research agenda, my teaching load, my
12 administrative duties, and my service to the University. Don Will and Ann Gordon were also
13 aware of my situation.

14 12. On October 11, 2010, when I received my third year performance review, I noticed that
15 there was no mention of my disability. The lack of mention caused me concern that some of my
16 colleagues or Chapman administrators had negative feelings toward my disability. I discussed my
17 concerns with my supervisor, Don Will.

18 13. On March 27, 2012, I received an email from Eileen Besner at the Chancellor's office,
19 reminding me of the fifth-year review process, "per your faculty agreement." At this time, I was
20 still catching up with my publishing schedule, and I needed additional time. I went to my
21 supervisor, Don Will, and expressed my concerns. I asked him what to do. He discouraged me
22 from objecting to the timing of the critical-year review and assured me that my disability would be
23 taken into consideration during the fifth-year review; and therefore I had nothing to worry about.

24 14. I also discussed the issue with Ann Gordon and Patrick Fuery. Ann Gordon, the Associate
25 Dean, came to my office and shared with me that "we are working on getting you a sabbatical."
26 Dean Fuery was supportive of this idea as well. I visited him in the beginning of the 2012-13
27 academic year. Dean Fuery took the initiative and recommended an additional extension for me in
28 his letter to the Faculty Review Committee for my fifth-year review. Thus, a third request was

1 made. Nonetheless, the Faculty Review Committee recommended my dismissal, based on
2 insufficient scholarship.

3 15. On about March 10, 2013, I visited Chancellor Daniele C. Struppa's office with a
4 representative file of my work at the University. Beginning our conversation with small talk, the
5 Chancellor remarked that "this country is not the same anymore" because "everybody plays victim
6 in America." These comments made me feel uneasy. I felt as if they were directed at me, as the
7 "victim" of an accident. I protested his comments in an April 4, 2013 letter – a true and correct
8 copy of which is included in the accompanying file as Exhibit 36:

9 16. On April 4, 2013, I filed a grievance with the university, a true and correct copy of which
10 is included here as Exhibit 37.

11 17. On April 17, I met with Anuradha Prakash, president of the Faculty Senate, to discuss my
12 grievance. Dr. Prakash told me to "just give it up and leave Chapman for somewhere else." She
13 added that she was pessimistic about the grievance process. Dr. Prakash also told me that the
14 University cannot hold me to different standards than anyone else. I was especially dismayed at
15 Dr. Prakash's comments, since she had visited me twice when I was at home recovering from my
16 accident. I felt betrayed. On April 19, 2013, I sent a letter to Dr. Prakash, protesting her comments
17 and the grievance process. A true and correct copy of this letter is included in the file as Exhibit
18 38.

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20 **RESEARCH**

21 18. I have a love of research, with curiosity that spans several fields. While at Chapman, I
22 pursued two lines of research. The first arose from my doctoral dissertation and focused on value
23 analysis in the peace settlement process. My second line of research focuses on post-genocide
24 social adaptation. In particular, my work analyzes how groups that have undergone mass trauma,
25 as in post-Genocide Cambodia, manage to adapt; and how trauma is transferred from generation to
26 generation.

27 19. Post-Genocide Cambodia is a society in transition from one of the 20th century's major
28 events of collective trauma. Cambodia provides a case study in the social adaptation of different

1 groups amidst human rights violations. My work in Cambodia has involved field work and survey
2 research in remote parts of the country. Along with my co-author, Dr. Kosal Path, we have
3 interviewed and surveyed first-generation perpetrators of survivors of the Genocide, as well as
4 second-generation Cambodians who experienced the Genocide indirectly through their parents.
5 This research is innovative and groundbreaking.

6 20. As a non-Khmer speaker, it was imperative for me to involve a native Khmer speaker, who
7 is Dr. Path. He is also a survivor of the Genocide. Dr. Path contributes his deep knowledge of
8 language, culture, history and politics of the region. He understands not only the politics of
9 Cambodia, but Asian politics in general. I contribute my expertise in political psychology, survey
10 development and methodology.

11 21. Given that this project necessarily involves co-authorship, before I embarked on it, I asked
12 the opinions of my supervisor, Don Will, and also the Dean of Wilkinson at the time, Dr. Patrick
13 Quinn. They were both encouraging, since my project was original and ambitious. They also
14 agreed on the grounds that the collaboration involves interdisciplinary research that is highly
15 valued at Chapman. The project also provides the opportunity for students to participate in the
16 data analysis, gaining valuable experience.

17 22. Together with Dr. Path, we have thus far co-authored four major articles on the issue, and
18 we continue to write more. Typically, we submit our work to multiple journals, yet only one
19 journal at a time, as is "industry" standard. It is routine to receive multiple rejections for any
20 number of reasons. The silver lining to rejection, following the editorial review process, is that one
21 can incorporate any recommendations into future drafts to improve the paper. Because of the time-
22 lag in the editorial process, many of the publications from projects I began at Chapman are only
23 now being published. These publications are the culmination of years of labor doing field work,
24 data processing and analysis, conference presentations, and writing.

25 23. In addition to publications, Dr. Path and I have presented the different dimensions of our
26 research at leading international conferences of the fields of international relations, political
27 psychology and psychology. During my employment by Chapman, I presented at the International
28 Studies Association's conferences in various cities in the U.S. and in Canada. I also presented at

1 conferences of the International Society of Political Psychology in Israel and Italy. While at
2 Chapman, I was invited to South Africa to present on the intergenerational transmission of trauma
3 and post-genocide Cambodia. I have continued presenting my work at conferences even after I
4 was dismissed by Chapman and despite my diminished chances of getting another tenure track
5 academic post.

6 24. Although I am no longer at Chapman, I continue collaborating with former Chapman
7 students. In July, I plan to make a joint presentation at the International Society of Political
8 Psychology Conference in Edinburgh with former Peace Studies students Teddi Kennedy and
9 Dominique Marinello, an Albert Schweitzer Award recipient. I also collaborated with former
10 Chapman student Kathleen Doll, co-authoring with her and Dr. Path the chapter entitled “The
11 Children of the Cambodian Genocide,” which appeared in the landmark volume *Breaking Cycles*
12 *of Repetition: A Global Dialogue on Historical Trauma and Memory*, edited Dr. Pumla Gobodo-
13 Madikizela – a world-renowned South African scholar of intergenerational transmission of trauma.

14 25. In addition to my work on Cambodia, I have also published three articles related to my
15 doctoral dissertation on the role of values and ethnic conflict. These articles were published in
16 May, 2006, February, 2012, and July 2016.

17 18 **TEACHING**

19 26. I love teaching. For me, the world stops the minute I step in a classroom. I think of the
20 classroom as a temple where learning happens both at the individual and the communal level. Due
21 to my many years of training in the Greek Classics, I bring a philosophical, historical and
22 interdisciplinary perspective to my teaching.

23 27. As a teacher, I thrive on my students’ development in critical thinking and involvement
24 inside and outside the classroom. Teaching gives me the opportunity to mentor talented students. I
25 invest in their abilities. I often tell my students, “The riches for the teacher are her students.” My
26 greatest reward is when I hear that my students have received accolades, such as the Truman,
27 Fulbright, and Rotary Awards. During my last academic year at Chapman, four students that I had
28 mentored received Fulbright Awards. Many other of my former students have received placements

1 in Law Schools and doctoral programs at Ivy League schools, including Harvard, Penn, Columbia
2 and others.

3 28. I delight at hearing from my students and their parents. I consider all of them my big
4 extended family and I am immensely proud of their many academic successes and contributions in
5 their chosen fields and in their communities.

6 29. As well as at Chapman, I have taught at the University of Notre Dame, and University of
7 California, Irvine. I have received excellent evaluations by students and observing colleagues. At
8 Notre Dame, I taught an upper division class in Conflict Resolution. At Chapman, I taught both
9 freshmen and graduate students. Now as an adjunct professor at UCI, I teach mostly upper
10 division classes in international studies and peace and conflict.

11 12 **ADMINISTRATIVE WORK**

13 30. As tenure track faculty, one has to walk a thin line of contributing to the university and
14 one's department, yet not get bogged down in the many time-consuming tasks that are necessary –
15 but do not advance one's tenure position. Given the power differential, saying "No" to one's
16 superiors is rarely an option if one was to keep one's employment.

17 31. When my supervisor and mentor, Don Will, went on sabbatical, I was assigned to serve as
18 Interim Director of Peace Studies. I performed this function, either officially or unofficially, for
19 two consecutive years. I had the responsibility of overseeing the progress of students in the
20 program. I met with the students and wrote the numerous letters of recommendation that were
21 instrumental in their progress towards graduate school, participating in trips abroad, scholarships
22 as well as internships. I also sat on a good number of selection committees

23 32. The administrative duties were not a choice, but added responsibilities that were assigned
24 to me, and put a substantial dent in my ability to continue my research. I shared my concern
25 regarding the impact of the additional duties on my productivity with Dr. Ann Gordon, the
26 associate dean. Sadly, Dr. Will died of cancer during my last year at Chapman.

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SERVICE

33. During my time at Chapman, I served on three hiring committees. In this context, I reviewed in detail over 50 files per faculty search, sat on selection committees and helped rank the candidates, attended the candidates' talks and interviewed each finalist. I served on the Faculty Senate for two years. While the participation is voluntary, I felt that after my colleagues nominated me, I had to accept the nomination and the subsequent service. Tenure-track faculty are subject to the power differential between themselves and the tenured professors. Thus, once asked to serve, the only feasible answer is "Yes."

34. I also served on committees for selecting students for Fulbright nominations and the Schweitzer awards.

PRESENT ENDEAVORS

35. My termination as a tenure-track faculty member at Chapman essentially dashed my hopes of becoming a tenured professor. Three months after the termination, I was diagnosed with breast cancer and thyroid disease. Despite undergoing two surgeries for breast cancer and a subsequent six-week radiation treatment, I embarked on a multiple-track path that includes publishing my research, teaching part time, and retraining myself as a clinical psychologist. I am presently a student at California State University, Fullerton.

36. In July, 2014, during a conference of the International Society of Political Psychology in Rome, Italy, I was offered a post-doctoral position at the Interdisciplinary Center for the Scientific Study of Ethics and Morality at the University of California, Irvine. At UCI, I am able to contribute to the scholarly community of my host Center and the University. Thus far, I have made three different presentations at the Center of Ethics and conferences sponsored by the Department of Political Science.

37. In the coming year, I plan to submit more articles for publication. The first article relates to my Cambodia research. The three additional articles represent more recent work related to negative mood regulation in societies undergoing economic depression, and among refugees who have fled violence from the Middle East.

1 38. I continue to expand my research on post-Genocide Cambodia. This research focuses on
2 intergenerational differences between genocide survivors, perpetrators who are parents and their
3 children. My emerging expertise in clinical psychology has led to the writing on how different age
4 groups in a society that experiences economic depression manage to regulate their mood. This line
5 of work has also contributed to writing on how groups of Syrian refugees cope with post-traumatic
6 stress disorder and regulate their emotions.

7 39. I recently presented my work on Negative Mood Regulation at the International Congress
8 of Psychology in Yokohama, Japan. I anticipate presenting my project on refugees at a conference
9 at the University of California, Irvine as well as in the upcoming conference of the International
10 Society of Political Psychology in July, in Edinburgh, Scotland.

11 40. For the classroom, I am developing two new courses, one on International Negotiations
12 and another one on Refugees and Migrants. I plan to teach these at UCI in the future.

13 41. In the context of my training as clinical psychologist, I specialize in childhood trauma. I
14 practice as trainee at the Los Angeles Child Guidance Clinic in south Los Angeles. At the Clinic, I
15 have the opportunity to work with children and families that have been exposed indirectly or
16 directly to violence.

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18 I declare under penalty of perjury under the laws of the United States of America and the
19 State of California that the foregoing is true and correct.

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Executed on January 17, 2017, in Pasadena, California

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By: _____
ANGELIKI A. KANAVOU

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