



Academic Affairs  
*Office of the Provost and Vice President*

Sept. 24, 2018

Dear Faculty,

Welcome to the first full week of classes!

It was great to see many of you at the General Faculty Meeting. If you weren't able to join us, you can view the Academic Affairs Annual Report for AY 2017-18 [here](#). The report highlights the great work of our outstanding colleges and units, and includes divisional priorities for AY 2018-19. Most exciting, Institutional Research has since shared that our preliminary **four-year graduation rate has increased from 16 percent to 18 percent!** Kudos to everyone.

Following are a few quick announcements and reminders.

- Like last academic year, the Office of the Provost will provide **\$1,000 for conference travel** to every tenure-track faculty.
- **Follow us on Instagram** for faculty announcements and highlights. Our handle is [csusb\\_provostoffice](#).
- **Save the dates** for our first two Faculty Appreciation events, to be held **Friday, Oct. 12** (12:30 p.m. and 3 p.m.) **and Friday, Oct. 26** (7 p.m.). Additional details will be sent soon.

Lastly, I would like to thank Professor Kathryn Ervin for continuing to serve as our **champion for faculty collegiality**. Please reach out to her if you have any concerns or recommendations, and also see the attached Statement on Respect and Collegiality. Additionally, we have several T-shirts available. The front reads, "I (heart shape) CSUSB." The back, "#collegialitymatters." Please stop by AD-101 to pick up one and post your collegiality pledge.

Thank you for your many efforts to support student learning and success. Have a wonderful week.

Warm regards,

Shari McMahan, Ph.D.  
Provost and Vice President for Academic Affairs

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## Statement Respect and Collegiality

### *Collegiality Matters*

Every member of the Cal State San Bernardino community has a vital role in sustaining a safe, caring and respectful environment. Collegial interactions are essential to support the mission of the university, its core values, and the concept of shared governance in an efficient, effective and ethical manner.

As we define the future, CSUSB embraces the values of inclusivity, innovation, integrity, respect, social justice and equity, sustainability, transparency, and wellness and safety.

As a thriving university with diverse cultures, we value all members of our campus community, and we know that a civil and considerate environment is integral to the health and well-being of our students, faculty and staff.

We aspire to treat each other well, by adopting the following attitudes and behaviors:

- **Treat others with Kindness and Respect.** Recognize that informed debate and disagreements are necessary to a vibrant and healthy university setting. Freedom of expression is the hallmark of a university environment.
- **Choose Words Carefully.** Always treat each other with consideration and respect, whether in person, on the phone, over email, or on social media.
- **Keep an Open Mind.** Put prejudgments aside when communicating with others. Be mindful of our own actions and statements and the effect these have on others.
- **Think the best.** We may not always agree, but try to assume we are all trying to do the right thing. Be patient and flexible with others.
- **Act in a supportive way.** Encourage each other. Acknowledge each other's contributions, and be willing to step-up and lend a hand when others need help. Be inclusive and welcoming.

Collegiality matters. It is the foundation necessary for shared governance and decision making. By practicing these basic ideals, together we ensure that CSUSB is a welcoming and inclusive environment for all.

**WE DEFINE THE** *Future*

**#collegialitymatters**