

THE CALIFORNIA STATE UNIVERSITY
OFFICE OF THE CHANCELLOR



BAKERSFIELD

June 14, 2017

CHANNEL ISLANDS

MEMORANDUM

CHICO

DOMINGUEZ HILLS

TO: Faculty, Staff and Students
California State University, San Bernardino

EAST BAY

FRESNO

FROM: Timothy P. White
Chancellor

FULLERTON

SUBJECT: Follow-up - Open Letter to the CSUSB Campus Community

HUMBOLDT

LONG BEACH

On May 10, 2017, I wrote to the CSUSB community regarding the campus discourse on campus climate and governance. Subsequent to that communication, President Morales invited me to campus on June 9th. I appreciated his invitation, as I sought the opportunity to have candid and constructive conversations with students, staff, faculty, administrators and the executive committee of the faculty senate. I am grateful to the more than fifty members of the campus community who were generous with their time, ranging from those with a few years of service, to those with over thirty years of service to CSUSB. All shared a deep commitment to the institution and to its continuing success.

LOS ANGELES

MARITIME ACADEMY

MONTEREY BAY

NORTHRIDGE

POMONA

With any organization, there are issues to explore, address and resolve within the university community. None-the-less, I wish to emphasize that everything I learned from my visit is consistent with the conclusion that I expressed on May 10th: President Morales continues to have my full and unequivocal support and that of the Board of Trustees.

SACRAMENTO

SAN BERNARDINO

SAN DIEGO

I am seeking to visit campus again early in the new academic year – likely early October - to host an open forum and extend the dialogue on how the campus community can continue to build upon the strategic success agenda of the university. While I would prefer to visit sooner to build on my recent discussions, it would be inappropriate to do so as CSUSB faculty, students, and staff are focused currently on completing the spring quarter and concluding the academic year. Likewise, a visit over the summer would not benefit from the participation of many members of the campus.

SAN FRANCISCO

SAN JOSÉ

SAN LUIS OBISPO

SAN MARCOS

I look forward to returning to the campus during the fall term, and wish that you will have a pleasant and productive summer.

SONOMA

STANISLAUS

Attachment: Chancellor White - May 10th Memorandum to CSUSB Community

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BAKERSFIELD

May 10, 2017

CHANNEL ISLANDS

MEMORANDUM

CHICO

DOMINGUEZ HILLS

TO: Open Letter to Faculty, Staff and Students
California State University, San Bernardino

EAST BAY

FROM: Timothy P. White
Chancellor

FRESNO

FULLERTON

SUBJECT: Open Letter to the CSUSB Campus Community

HUMBOLDT

LONG BEACH

In light of yesterday's vote by the faculty senate at CSUSB regarding President Morales, I wish to share my observations to help inform the campus discussion going forward. Let me begin with my conclusion. President Morales continues to have my full and unequivocal support and that of the Board of Trustees.

LOS ANGELES

MARITIME ACADEMY

Per CSU policy, President Morales participated in a regularly scheduled rigorous and thorough review by the trustees in 2016 – a process in which all members of the CSUSB community were invited to contribute input. All input received during that process was considered carefully, including some concerns regarding campus climate that emerged from a faculty-administered campus survey.

MONTEREY BAY

NORTHRIDGE

POMONA

On the whole, the input received from campus and community representatives during the review led to a clear conclusion that President Morales is an energetic, engaged and caring leader at CSUSB. The trustees and I concluded that by every objective measure CSUSB is thriving. Indeed, as a member of the faculty, staff or student body, you should be proud of the achievements and trajectory of CSUSB through your efforts with President Morales' leadership. I am grateful and tremendously proud of you and your accomplishments.

SACRAMENTO

SAN BERNARDINO

SAN DIEGO

SAN FRANCISCO

SAN JOSÉ

Your graduation rates, student retention rates, tenure-track faculty hiring and fundraising are all moving in a positive direction. Achievement gaps have narrowed, and the campus has embraced the data-based interventions needed to serve its highly-diverse student population. Education colleagues and community leaders overwhelmingly view your campus, your work and the leadership of your president as an uplifting force in CSUSB's vast region and service area.

SAN LUIS OBISPO

SAN MARCOS

SONOMA

STANISLAUS

In response to some of the opportunities raised in the review, the president has, in addition to routine engagement with faculty, staff and student leadership, committed to additional activities focused directly on engagement, shared governance and campus climate – recognizing that all campus members share responsibility in this regard. The very nature of shared governance is not easy. At times there will be differences of opinion and earnest debate. It is through such discussions and debates that great universities prosper and advance their core mission.

Today, representatives from the faculty, staff and students are involved in every significant initiative. President Morales holds regularly-scheduled informal meetings with small faculty groups to discuss campus matters and their academic efforts in order to further build mutual understanding and relationships. Campus leadership conducts exit interviews with all employees at the director level and above to determine factors, including campus climate, which led to their departure/retirement, as well as to gather ideas for campus improvement. In partnership with Provost McMahan, your president has continued visits and listening tours with academic and administrative units.

The conclusions the trustees and I reached, with full confidence in his leadership, remain unchanged from last year's comprehensive review process. President Morales is providing the thoughtful, strategic and clear leadership that is necessary to ensure the success of CSUSB going forward, consistent with the strategic plan *CSUSB 2015-20*.

The role of CSUSB is pivotal as a beacon of hope and aspiration for the future. Consequently – and in light of the important matters facing our university in both resource and policy discussions in Sacramento and Washington, D.C. – I ask that all in the campus community focus on a collaborative path forward in serving your students with an engaging, supportive and challenging environment of learning, discovery and engagement with community.