

Appendix 1

September 14, 2016

TO: Colleagues and Students

SUBJECT: Welcome Home

Dear CSUSB Faculty, Staff, and Students:

Welcome to the 2016-17 academic year. This is a time for new beginnings, built on a foundation of open dialogue, collaboration and remarkable success stories.

To our new faculty, staff, and students, congratulations on your decision to come to CSUSB. To those returning, thank you for your hard work and outstanding contributions. I hope the summer has re-energized you as we collectively launch the new year.

Last year, our campus community engaged in reflection and consultation on a wide variety of issues. These included topics such as diversity, inclusion, as well as expectations surrounding the nature of consultative dialogue and shared expectations.

To our faculty and staff: It was important for me to better understand your thoughts and concerns, so I met with most of our administrative departments, department chairs, principal investigators and other faculty. Each of our vice presidents also spent time with small staff groups in their respective divisions. These conversations proved extremely valuable as we learned more about your successes and challenges. It's clear our faculty and staff are doing incredible work on behalf of our students every day, but we must pay close attention to workload issues, professional development and collegiality. I plan on continuing these conversations as the new year begins, so don't hesitate to share your candid thoughts.

To our students: One of the things that characterizes my motivation as a university leader is prioritizing the needs and expectations of our students. You are the reason we are here, and I—along with my colleagues—am committed to giving each and every one of you the richest academic, social and cultural experience possible. In my forty plus years in higher education, I can honestly say that CSUSB has produced an exceptional cadre of student leaders. Since my arrival four years ago, I have been so impressed by the integrity and diligence they possess, as well as the passion and persistence of those they represent. Last year I spoke with many of you, and we will continue to listen and respond. Our graduates are the future of the Inland Empire, giving all of us great reason to be optimistic and proud.

To the entire CSUSB community: Each of you can celebrate our accomplishments over the past 12 months, none of which would have been possible without your commitment to the university. After launching our five-year Strategic Plan last September, we made meaningful progress in the first year alone, details that I look forward to sharing at Convocation. The university's 50th Anniversary was a remarkable success, engaging virtually every area of campus with our alumni and friends in the community with over 150 events.

We can also celebrate a 7-year WASC reaccreditation and progress towards an updated capital master plan for both the San Bernardino and Palm Desert campuses, positioning CSUSB for the next 50 years and beyond. And we launched the inaugural steps towards our conversion from a quarter to a semester campus.

The year also included significant dialogue on issues that troubled many of you, including the ways we engage with one another. From listening to all of you, it is clear that we expect to be a community that holds respect and integrity as a core value, while retaining and protecting our commitment to freedom of speech and expression. This will be especially important as we head into what is shaping up to be an extremely contentious presidential election. At the campus level, we need to clearly lay out what it means to treat one another with civility and respect.

We took this issue a step further, providing training for all MPPs over the summer to strengthen their skill sets. We are planning to roll out additional training opportunities for the campus community, as well as building it into the onboarding of new hires.

Additionally, at the start of the fall quarter I will be calling together a special task force comprised of faculty, staff, and students—and tri-chaired by Provost Shari McMahan, Faculty Senate Chair Karen Kolehmainen and ASI President Alejandro Gutierrez—to craft a Memorandum of Understanding on civility and respect for CSUSB. The committee will examine existing criteria on etiquette and service, along with statements and policies from other universities. Before the academic year concludes, my goal is to have a statement which establishes a standard of civility and respect, designed to enrich our daily interactions.

A career at CSUSB can result in each of us spending a significant portion of our lives on campus. Managing and maintaining the whole person is an integral part of a wellness practice that can be supported throughout the university. We are reviewing models that would build a holistic approach to support wellness.

Maintaining our legacy as a safe campus can never be taken for granted. Each of us must own that responsibility. December 2, 2015 painfully reminded us that our wonderful campus is not an island, but interconnected to an increasingly complex world where anything can happen. But I am confident that, together, we will be able to face whatever the future will bring.

Together, we remain #SanBernardinoStrong.

Best wishes to each of you!

Tomás D. Morales
President