



Colleagues and Friends,

It was great to see so many faces this morning at the open forum for our staff. I always appreciate hearing your thoughts and issues related to our work environment as well as efforts to advance the student experience. As many of you were unable to attend, I wanted to share the body of my opening remarks.

Best wishes and thank you for all you do for CSUSB.

Tomás D. Morales

Good morning!

It is a pleasure to be here and be part of this open forum. I look forward to hearing your ideas and thoughts on issues that you, as staff, have regarding this university, the campus and the environment we provide our students.

Here at CSUSB, we are privileged to have such a talented and caring team of dedicated individuals who provide critical services, essential maintenance and vital support that greatly enhances our learning environment.

Staff success is a primary goal within our current strategic plan. One of the key objectives within that goal is to provide training opportunities and support to staff. Establishment of the Staff Development Center (SDC) promotes and encourages opportunities for professional and personal growth. We had our grand opening take place in September.

SDC Director Rowena Woidyla, her staff and the Center's Implementation & Advisory Committee have overseen an impressive beginning for this integral campus resource. Training is a central part of the SDC's mission. Over a four-month span, 41 programs were presented and 147 training hours logged. These help visitors hone existing skills and learn new ones, allowing them to enhance their skillsets and increase their career prospects.

As of March 1, SDC appointment data reflects:

- o 47% of visitors wanted information regarding career opportunities;*
- o 38% sought to enhance resume/interview skills;*
- o 5% discussed education & training.*

The Center has been developing a Career Track Series. The pilot program for Administrative & Clerical Professionals will begin this spring; a series for Student Service Professionals is on track for Fall 2018; and one for Accounting & Financial Services Professionals is still in the works. SDC is not only providing information and tools, but offering encouragement and building confidence as well.

I know there have been questions from staff regarding the In-Range Progression Program. Thanks to an electronic tracking system, the process has been streamlined to assist with timeliness and accuracy. During my tenure here at CSUSB, 450 staff IRPs have been approved. Of those, 167 were issued during fiscal years 2014-15 and 2015-16 as part of my Equity IRP Program, which included more than \$200,000 allocated for staff increases.

I would hope that our advocacy efforts in Sacramento trying to secure additional funding in the state budget will help to identify more resources for future allocations. I urge all of you to help with those efforts by contacting your state representatives – especially Governor Brown.

The reputation and legacy of this university is closely tied to the talent and dedication of our exceptional staff.

Thank you for everything you do for our students and this great university!

WE DEFINE THE *Future*

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