

From: aastaff@groups.csusb.edu <aastaff@groups.csusb.edu> **On Behalf Of** Provost & Vice President for Academic Affairs
Sent: Wednesday, May 14, 2025 10:57 AM
To: aastaff@groups.csusb.edu; Faculty <faculty@groups.csusb.edu>
Subject: [AA Staff] Telecommuting Announcement

Colleagues,

I'm writing to inform you that CSUSB's **telecommuting program will be discontinued after May 31, 2025**, after which we will continue with the customary 4-10 work schedule through August 15, 2025.

Beginning **Monday, August 18, 2025**, all staff and management personnel (MPPs) will return to a full on-campus work schedule. This return to fully in-person work is intended to strengthen collaboration and enhance the campus experience for students and employees.

I've had many conversations with staff across the division and have valued formal feedback from staff in the development of the campus Strategic Plan. I therefore know the telecommuting program has provided critical flexibility and work-life balance for many of you. For those coordinating childcare, eldercare, or managing other personal needs, I realize the ability to predictably work remotely has been especially beneficial. Therefore, the elimination of this program, coupled with broader state and national challenges, can understandably feel discouraging.

At the end of the day, we're all here for the success of our students. Please know this decision reflects a university-wide commitment to providing our students with a vibrant and engaging campus experience – one that includes visible, accessible, and collaborative personnel. Student success is deeply tied to the relationships and services they encounter on campus, and each of us plays a role in fostering that environment.

As we move forward with this change, I want to assure you that we remain committed to exploring work arrangements that include staff input and keep student success and institutional needs in mind.

Additionally, campus leadership recognizes that simply asking everyone to return is not enough. Over the next year, there will be intentional efforts to make the in-person campus experience more meaningful for both students and employees – through programs, events, and opportunities that foster engagement, connection, and well-being.

Thank you again for all you do.

Sincerely,
Rafik

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A. Rafik Mohamed, Ph.D.
Provost and Vice President for Academic Affairs
California State University, San Bernardino