

Colleagues, Students and Friends,

As many of you know, tomorrow's Faculty Senate meeting will result in a vote on the quality of my leadership. As a result, I am experiencing some very human emotions, including sorrow and disappointment, yet I remain steadfast in my optimism about CSUSB and a future that relies on everyone's participation.

I have worked in higher education for more than 40 years, so I recognize where these actions can create divisiveness and distrust among colleagues, an outcome that can serve to derail our remarkable progress and momentum. While we must continue to move forward as a university, this vote will affect how we are seen as an institution, impacting CSUSB in a number of ways, including our ability to recruit good faculty and staff candidates, administrators and students.

My personal conversations across campus with over 1,000 faculty, staff and students, as well as the actions of every division, contradict [the resolution from the Senate](#). While it states that I have been unresponsive in addressing the issues identified in the Senate's survey, I would encourage everyone to re-read the [detailed assessment in my message to the Senate on February 6](#).

While there are clear inaccuracies in the Senate resolution, there was one particular area that was incredibly offensive to the values and mission of CSUSB. Part of my responsibilities as President is to facilitate short-term interim administrative appointments until a formal search can be completed. When you look at the individuals named to these positions, the vast majority are distinguished university professionals who happen to be women and people of color. To suggest that their appointments were based on anything other than their merit and qualifications only disparages our colleagues. I am also saddened that a retired CSU president is called out, only for exercising his Faculty Early Retirement Program rights in support of our students.

We are a community that should be proud of our achievements over the past few years, including the implementation of the first two years of the five-year strategic plan, the development of Coyote First Step to address college readiness, 140 tenure track faculty hires since Fall 2012 – resulting in 28 net new scholars, initiatives that support professional development and scholarship of our faculty and staff, significant increases in financial transparency, a campus-wide task force to address collegiality, progress on elevating our two and four-year graduation rates, and the launch of the largest single fundraising initiative in CSUSB history. And these are just a few.

Shared governance is clearly embedded in our actions and decisions. Our achievements could not have been accomplished without the contributions of the Faculty Senate, ASI and other stakeholder groups. Examples include the strategic plan, master plan, IT Governance, Graduation Initiative 2025, Quarter to Semester Steering Committee, and the University Budget Advisory Committee. Each of you are responsible for the development and implementation of those initiatives, ones that elevate and strengthen our student experience.

While I am sorry that the Senate has chosen this path, I remain an unapologetic advocate of our students and the education they deserve. Countless faculty and staff share that unquestioned passion. And to be perfectly clear, student success does not happen without supporting our faculty and staff. I live with this conviction.

The success of our university requires motivation, innovation and hard work from all of us. Today I am more resolved than ever to seeing these visions fulfilled. I hope that those of you who share these values join me and colleagues across campus as we work together to transform the future of CSUSB and the Inland Empire.

Tomás D. Morales
President