

Date: February 11, 2016

To: Campus Community

From: Karen S. Haynes, Ph.D.
President

Subject: **Office of Diversity, Educational Equity, Inclusion and Ombuds Services to Remain in the Office of the President**

While last week's decision to move the Office of Diversity, Educational Equity, Inclusion and Ombuds Services (DEEIO) was intended to strengthen our diversity and inclusion efforts, I have listened and heard faculty, staff and student concerns voiced in multiple venues in recent days.

Rather than being housed in the Division of Community Engagement, I have decided that the Office of DEEIO will remain in the Office of the President. The Associate Vice President and Chief Diversity Officer will continue to report solely to me. We will also continue to explore ways to strengthen the support structure for this office and our diversity and inclusion efforts.

A national search for the Associate Vice President and Chief Diversity Officer has been launched and should be completed before the end of the semester. Provost and Vice President of Academic Affairs Dr. Graham Oberem will chair the search. The search will be conducted in accordance with campus policy on Senior Administrative Appointments and will include campus-wide representation. In the interim, Dr. Patricia Prado-Olmos will serve as our Chief Diversity Officer providing the support and stewardship of our diversity initiatives.

We have much to be proud of at Cal State San Marcos and yet there is work to be done that cannot wait. We will continue the process of completing and vetting the draft Diversity and Inclusion Strategic Plan this spring.

My commitment and our campus-wide commitment to educational equity, diversity and inclusiveness are unwavering. For decades, hundreds of individuals across our campus community have championed diversity and inclusiveness. Our dedication to access, opportunity and success for all students is steadfast.

I look forward to building on our successes and making important strides together, as the work of diversity and inclusion and the responsibility for a positive campus environment belongs to all of us.