

Response to Academic Senate from President Haynes

I am providing my response to the Academic Senate's resolution dated 2/25/16.

I have by word and action committed to shared governance and maintained a respectful climate on campus with all constituent groups. I also remain deeply committed to diversity and inclusion and I am not prepared to relegate the strategy and policy level to a vice president at this time given the significance and importance of this work. This does not preclude the conversation from occurring later but at this time we need to conclude the strategy discussion and our strategic plan, which we're close to, and start to execute and deliver upon the commitments made in the plan, which we need an AVP to do.

I have valued diversity, educational equity and inclusion. Since the strategic plan was developed collegially in 2005, diversity has been a strategic priority and we have as a campus made great progress. Examples include:

- We have increased the Latino student population from 20 to over 40% with strategic actions and with intentionality;
- We have increased, in the last two years when we have finally had state funds, faculty and staff hires from underrepresented domestic minorities through training of search committees and utilization of best practices;
- We achieved, as was our goal, HSI federal designation by 2010; and obtained ANAPIS status by 2009
- I created a tribal liaison in my first year, 2004, and a Native Advisory Council in 2005; the first, still the only position in the system; the Native Advisory Council, one of only two; and we have the only California Indian Culture and Sovereignty Center
- We have the largest per capita population of Veterans in the CSU
- We have the only increasing population of Native American students in California
- We added to our student centers by adding a Latin@ Center this past fall, listening to student voices and through a defined process
- In response to student concerns, we currently have a task force with the same charge as the one for the Latin@ Center to bring to me recommendations for and resources needed for a Black Student Center
- Our 10 MOUs with 10 public school districts covering almost 200,000 are bringing to CSUSM more diverse and more college ready students each year
- For the last three years, more than 50% of our graduating students are first in their families to achieve a four year college degree
- We have been on a path since 2008 to determine the best structure, roles, responsibilities and strategies necessary to continue to have CSUSM in the forefront of diversity activities
- We are a leader in our approach to Title IX and moved quickly to create and hire a sexual violence advocate and educator, and invest resources in the Title IX office.
- We have closed the achievement gap in the retention of first year students, and have narrowed and are closing the achievement gap in graduation rates.
- We have increased the number of low income students to nearly 50%, from 25% in 2008

- We have welcomed, recognized and are supporting Latino, Asian, and African American fraternities and Asian and Latina sororities, with an African American sorority joining next Fall, all aimed at creating community and support for students of color.

It was clear that the diversity strategic plan would be vetted this spring and it will be - allowing opportunities for input through forums and a website. It was recommended, along with over 130 recommendations, that we move to a VP of DEEIO. We agreed to complete the Diversity Strategic Plan, including the diversity mapping recommendations broadly, providing opportunities for all constituent groups to review the strategies and goals, determine our campus' highest priorities, time lines, and metrics and the resources needed for all.

As a point of fact, our University Budget Council, comprised of faculty, staff and student representatives for the last two years prioritized diversity office resource requests at the very bottom for funding and I overrode those recommendations. I knew, to move forward, that office needed both an additional staff person, which was added a year ago, and operational funds to continue its work.

There is already a path forward to campus wide input into the strategic plan and the needs to further resource the Office of Diversity, Educational Equity, Inclusion and Ombuds. We will move forward with a search for an AVP this semester as that function continues to be central to our progress. The decision of whether we need a VP should be an outcome of our spring strategic plan vetting; an assessment of the resources needed, as is the system policy, which requires approval by the Chancellor to add an additional VP.

I provided Debbie Kristan with our best list of which campuses have such an office and/or any position relative to diversity and she is verifying with her academic senate colleagues systemwide. To our knowledge there is no VP for Diversity in our system; there are a few VPs for HR and Diversity. I am concerned with the apparent inference that the diversity office and officer "owns" diversity rather than what I believe has been a long held commitment at CSUSM that diversity is all or our responsibilities.

I have heard requests for greater representation on the search committee for the AVP DEEEIO from the normal process and have agreed to expand that search committee to include two faculty and two students - recommended to me by the Academic Senate and the ASI respectively. I will ask each of these groups to provide me with four names from which I will chose two to serve on this committee.

I must end on a more personal note that the voices arguing that I have not valued diversity seem to ignore our campus progress and my own actions that have indicated my value for diversity; that the commitment to collegiality by me remains consistent, but the various documents sent to me do not reflect collegiality as they have not engaged in conversation but only in demands. Clearly, my leadership has been devalued by words and by actions that are less than collegial. Finally, I am personally disheartened and saddened by the disregard of my 12 years of commitment to collegiality, shared governance, diversity, and moving CSUSM forward through very tough times.

March 1, 2016