

Academic Affairs  
Faculty Senate

**RESOLUTION OF REQUEST TO CHANCELLOR TIMOTHY WHITE FOR ASSISTANCE IN ASSESSING  
AND ADDRESSING POTENTIAL ISSUES IN OUR CAMPUS CLIMATE: A RESPECTFUL REQUEST FOR  
HELP**

**BE IT RESOLVED:** The Faculty Senate of California State University, San Bernardino, urges Chancellor White to undertake a prompt review of governance at CSUSB. The review should include a campus climate survey conducted in a manner that allows faculty, staff, administrators and recently (last three years) separated employees of the University to respond with complete assurance and confidence in confidentiality; and

**BE IT RESOLVED:** The review and climate survey should include, but must not be limited to, assessment of allegations of a climate of fear, distrust and bullying across all levels of the University, as well as attitudes and behaviors related to both shared governance and shared leadership in the areas of student success, academic excellence, and university budget. We urge the Chancellor's office that the results of the review and climate survey be used to develop, if warranted, an action plan to help the CSUSB community advance our mission while ensuring that our CSUSB Core Values are followed.

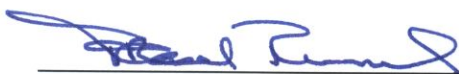
**BE IT RESOLVED:** The Faculty Senate of CSUSB make this request with the utmost respect and with the goal of constructive outcomes that allow us to move forward collegially in our mission to serve students.

***Rationale:** In the past three years we have witnessed a steady decline in morale as it has become evident that our core values of transparency, respect, and integrity are increasingly absent in the daily operations of the University. Faculty and staff are especially concerned about an increase in fear and bullying across all levels of the University. Left unaddressed, this climate of fear and distrust will have paralyzing effects on the faculty and threaten the accomplishment of our mission to ensure student learning and success and cultivate the professional, ethical, and intellectual development of our students, faculty and staff so they thrive and contribute to a globally connected society.*

*In addition to the climate of fear and distrust, there are now serious rifts in both shared governance and shared leadership. Our highly respected provost was recently abruptly terminated and this event seems to have served as the "last straw" for many people. During the past weeks the Faculty Senate has received widespread concerns about personnel and academic decisions made in the past three years and the way in which these decisions were made and communicated. During the past three years, our values of transparency and honest consultation (that is, a discussion of what is being decided) have been violated and, as a result, the important relationship between faculty and administration is impaired, threatening the fulfillment of our core mission.*

*We respectfully request your help. We are committed to resolve the issues that may become evident from the climate survey in a way that is collegial and respectful to our culture of shared governance and shared leadership. The emotional and physical health of CSUSB is of great importance to us and we are dedicated to achieve a constructive outcome with no preconceived vision.*

FSD 14-26

  
Treadwell Ruml, Chair

  
Date