


THE CALIFORNIA STATE UNIVERSITY
OFFICE OF THE CHANCELLOR

BAKERSFIELD

April 29, 2024

CHANNEL ISLANDS

MEMORANDUM

CHICO

DOMINGUEZ HILLS

TO: Faculty, Staff, Students and Community
California State University, Fresno

EAST BAY

FROM: Mildred García, Ed.D. *Mildred García*
Chancellor

FRESNO

FULLERTON

SUBJECT: President Saúl Jiménez-Sandoval – Completion of Triennial Performance Review

HUMBOLDT

LONG BEACH

The California State University Board of Trustees evaluates the performance and effectiveness of CSU presidents and the state of campus affairs on a three-year cycle, in addition to the annual reviews that the chancellor conducts with each president. The purpose of presidential evaluations and the annual conferences is to keep the CSU Board of Trustees properly informed of university successes and challenges, to develop and maintain alignment regarding strategic goals, and for the Board and Chancellor to demonstrate our commitment to and support of the university and its students, faculty, staff, and leadership.

LOS ANGELES

MARITIME ACADEMY

MONTEREY BAY

I write today to inform you that the regularly scheduled three-year performance evaluation for President Saúl Jiménez-Sandoval has been completed.

NORTHRIDGE

POMONA

The feedback that the Board and I received indicated that President Jiménez-Sandoval is a thoughtful leader who has brought healing across constituencies and throughout the community. It also reflected a desire to see continued commitment to recruiting and retaining diverse faculty and staff who reflect the communities that Fresno State serves. Overall, the Bulldog community recognized President Jiménez-Sandoval as a valued and respected leader and praised his work to advance Fresno State's student- and community-focused mission with new academic and support programs, partnerships, and community support.

SACRAMENTO

SAN BERNARDINO

SAN DIEGO

The horizon for public higher education is comprised of many opportunities and challenges, and we believe that with the extended Fresno State community working collaboratively, the university will continue as a beacon of opportunity as it advances its unique, necessary, and consequential educational mission.

SAN FRANCISCO

SAN JOSÉ

SAN LUIS OBISPO

The Presidential Review Process

SAN MARCOS

The litany of tasks and responsibilities that the Board expects of President Jiménez-Sandoval is extensive. In addition to providing leadership and management for academic, student support and administrative matters in a collaborative environment that honors principles of shared

SONOMA

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governance, the President also has responsibility for engaging with the broader community, performing systemwide duties, contributing to state and national higher education policy, and cultivating philanthropic support and stewardship – all of which advance and benefit Fresno State and its students.

And, of course, the COVID-19 pandemic has required nimble and thoughtful decision-making and fast action to maintain students' progress to degree while protecting their health, safety and well-being, as well as that of faculty and staff.

To assess President Jiménez-Sandoval's progress on these and other issues, the Board and I initiated the regular three-year review process during the fall term of 2023. This represented President Jiménez-Sandoval's first comprehensive evaluation since his appointment as president of Fresno State in January 2021.

All campus constituents and stakeholders were invited and encouraged to participate.

We received letters regarding all aspects of the president's performance from faculty, staff, students, and community members. The Board and I appreciate the candid, insightful and confidential feedback from the extended campus community, and offer our heartfelt thanks to those who took the time to provide such thoughtful input for this review.

The points of view expressed in each letter were read and carefully considered, and a comprehensive summary of the input was prepared for the Board's review, maintaining the confidence and anonymity of every participant. In addition, the CSU Office of the Chancellor prepared its own evaluation of the president, informed by these letters, as well as by campus and community input, visits to the university and interactions in the normal course of business with leadership, faculty, students, alumni, and staff at Fresno State.

These documents, plus comprehensive operational, fiscal and student success data were reviewed, discussed, and deliberated in closed session with the Board and President Jiménez-Sandoval on January 29, 2024. That meeting led to a deeper understanding of the university, the relationship of Fresno State to the larger community it serves, and of the university's opportunities and challenges moving forward. (While it is understandable that there is public interest in the details of this discussion, performance evaluations for any faculty or staff member within the CSU, including our presidents, are confidential [Government Code Sec. 7922.000 and 7927.700; *Versaci v. Superior Court* (2005) 127 Cal.App.4th 805].)

As a result of this process, certain goals were agreed upon by President Jiménez-Sandoval and the Board. They are, in no rank order:

1. Increase first-year retention and graduation rates with a focus on closing equity gaps.
2. Enhance the Fresno State curriculum to ensure student success.
3. Enhance resources and services designed to foster a campus of inclusion and belonging.
4. Provide adequate training and support for faculty and staff to enhance research productivity and job satisfaction.
5. Strengthen ties with regional community partners to increase alumni engagement.

6. Restructure and rebuild the Title IX/DHR Office to reinforce a campus culture that focuses on trust and respect, based on the recommendations of Fresno State's Title IX Task Force, the State Auditor's Office and the Cozen O'Connor report.
7. Regarding CalNAGPRA and NAGPRA, within three years, achieve resolution through consultation with Fresno State's tribal partners on how to respectfully treat all the items and ancestors in its collection.

In order to remain attentive to the current and future state of affairs at Fresno State and as noted above, the chancellor will continue to hold annual conferences with the President. Dr. Jiménez-Sandoval's next formal three-year review with the Board of Trustees and the chancellor will be initiated under current policy in 2026-27.

Again, thank you for your participation in this important process. The feedback received made clear that President Jiménez-Sandoval has fostered a strong communitywide commitment to the success of Fresno State. Please know that the CSU Board of Trustees and I share in that commitment.