



THE CALIFORNIA STATE UNIVERSITY  
OFFICE OF THE CHANCELLOR

BAKERSFIELD

March 2009

CHANNEL ISLANDS

Open Letter to the Fresno State Community:

CHICO

During the fall 2008 term, the three-year review of John D. Welty, President of California State University, Fresno (Fresno State) was initiated. The review took the form of collecting and summarizing letters from a selection of the campus and external community members and bringing a visiting team to campus in February 2009. The review concluded on March 24, 2009, with a discussion of the review by the CSU Board of Trustees. The Board of Trustees and I appreciate the contributions of those who worked with us on this review.

DOMINGUEZ HILLS

EAST BAY

FRESNO

FULLERTON

HUMBOLDT

Criteria established by the Board of Trustees in 1984, and updated in 1994 and 2001, were used to assess the performance of President Welty and the progress of the institution. These measures included the overall management of the institution, relations on campus and within the system, educational leadership, community relations, major achievements of the campus and the president, and personal characteristics of the president. Faculty, staff, students, alumni, and community representatives were invited to submit written comments responding to the trustees' criteria.

LONG BEACH

LOS ANGELES

MARITIME ACADEMY

MONTEREY BAY

The visiting team was comprised of Dr. Joseph Crowley, President-emeritus, University of Nevada - Reno; Dr. Debra Farar, Member, CSU Board of Trustees; Dr. Roberto Haro, Professor-emeritus, César Chávez Policy Institute, San Francisco State University; and Mr. Don W. Kassing, President –emeritus, San José State University. Following advance preparation with resource material, the team conducted one-on-one interviews of a selection of the campus and community on February 17.

NORTHRIDGE

POMONA

SACRAMENTO

The team's conclusions and the written responses are consistent and attest that John Welty does an outstanding job as the president of CSU Fresno and there is a great deal of confidence in his leadership.

SAN BERNARDINO

SAN DIEGO

SAN FRANCISCO

Among the notable selected accomplishments are the following:

SAN JOSÉ

- Positioning the university at the forefront of the development of the Central Valley through a number of partnerships such as the Central Valley Educational Leadership Institute, and the Central California Higher Education Consortium.
- Updating the campus strategic plan using an inclusive process.
- Initiating the independent Ed.D. program in educational leadership.
- Receiving the Presidential Award for General Community Service for having 10,520 students performing 667,000 hours of community service and attaining "Engaged University" status by the Carnegie Foundation.

SAN LUIS OBISPO

SAN MARCOS

SONOMA

STANISLAUS

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- Completing the solar panel project – the largest photovoltaic installation at a university parking area - and supplying 20 percent of the campus energy annually and avoiding utility charges of \$13 million over 30 years.
- Completing the new Henry Madden Library addition and renovation and securing the \$10 million donation from the Table Mountain Rancheria to support enhancements.
- Obtaining the \$10 million gift for the Lyles College of Engineering.
- Developing the strategic plan for the Athletic Department.
- Winning the NCAA 2008 College World Series.

EAST BAY

FRESNO

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Dr. Welty knows the job, performs at a very high energy level, and is accessible. Dr. Welty is passionate about Fresno State. He communicates widely, clearly, and frequently. The budget process is transparent and planning is inclusive.

LOS ANGELES

MARITIME ACADEMY

Dr. Welty issues an email summary of his weekly activities. President Welty meets routinely with members of various constituent groups such as the academic senate, the alumni board of directors, and student leaders. Dr. Welty always comes to a meeting well-prepared and ready to engage.

MONTEREY BAY

NORTHRIDGE

POMONA

While President Welty is an effective president, problems in the Athletic Department are of concern to members of the Fresno State community, the CSU Board of Trustees, and me. This has included NCAA violations, misconduct by players, and verdicts with large judgments in several jury trials over gender equity and harassment claims in the Athletic Department that stunned the community. These were subjects raised in the written responses and by interviewees with team members. Generally, people felt Dr. Welty dealt with the negative situations well, attempted to maintain the university's reputation, made positive changes in the management of the Athletic Department, orchestrated development of needed policies for the department, and made a commitment to educational values.

SACRAMENTO

SAN BERNARDINO

SAN DIEGO

SAN FRANCISCO

SAN JOSÉ

SAN LUIS OBISPO

In terms of service to the CSU system, Dr. Welty serves on a number of system projects including the Agricultural Research Initiative, Cal-NOW Monitoring Committee (chair), President's Council on Accountability (chair), Technology Steering Committee, and the Access to Excellence Steering Committee.

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Dr. Welty has been positioning the university to be the leader for the region's future. He encourages students to participate in service learning and community service, and he encourages faculty members to become involved in community-based projects. New centers and institutes at the university support this vision to serve the Central Valley. Themes have focused on education and job creation. The Human Investment Initiative is being launched with the city and the school district as partners to work on issues of health and neighborhoods.

EAST BAY

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Regarding academics, 300 new faculty members have been hired, approximately forty percent of the faculty. For several years, the corps of college deans has been turning over due to retirements. In response to the trustees' interest in retention and graduation rates, roadmaps were created for all majors.

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LOS ANGELES

MARITIME ACADEMY

The "Comprehensive Campaign," supporting academic excellence, has reached its "quiet phase" goal of \$100 million. Because of the economic downturn, its conclusion is being delayed by one year to 2012.

MONTEREY BAY

NORTHRIDGE

Probably the most visible recent achievement is the construction of the major addition and remodeling of the Madden Library. With its opening on February 20, 2009, it became the largest library in the CSU system and the largest academic building at Fresno State. This state-of-the-art facility will serve the campus for many years.

POMONA

SACRAMENTO

SAN BERNARDINO

President Welty and I discussed the following goals for the next several years:

SAN DIEGO

- Take steps to stress and communicate the academic reputation of Fresno State, especially in the community.

SAN FRANCISCO

SAN JOSÉ

- Continue positioning Fresno State as a valuable resource and partner for the future of California's Central Valley and continue the strong student participation in community service learning.

SAN LUIS OBISPO

- Continue the inclusive approach in campus planning and governance.

SAN MARCOS

SONOMA

- Continue the emphasis on student success and support and implement the Graduation Rate Initiative of the Board of Trustees, including monitoring the policies and practices at Fresno State that will improve retention and graduation rates.

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- Monitor the Athletic Department for management practices, NCAA compliance, academic performance, and compliance with Title IX.
- Continue the outstanding community relations efforts.
- Diversify sources of funds used to support the university.
- Bring the Capital Campaign to a successful conclusion.
- Working with the provost, identify resources to support the scholarly interests of the faculty.

In summary, Dr. John Welty is a remarkable leader for Fresno State. He is a role model and is passionate about higher education, Fresno State, and the Central Valley.

With kind regards,

Sincerely,

Charles B. Reed  
Chancellor

CBR/wd