

THE CALIFORNIA STATE UNIVERSITY
OFFICE OF THE CHANCELLOR

August 2009

BAKERSFIELD Open letter to the CSU Northridge community:

CHANNEL ISLANDS The CSU Board of Trustees has a policy requiring its presidents to be reviewed every three years. It is now time for the review of Dr. Jolene Koester, president of California State University, Northridge, to be conducted.

CHICO

DOMINGUEZ HILLS This process is intended to provide feedback to the Board of Trustees and the Chancellor about the leadership of President Koester and the current state of affairs at CSU Northridge. It should also provide information that will further the university's progress and assist President Koester in the leadership of CSU Northridge.

EAST BAY

FRESNO

FULLERTON As has been the policy and practice in the past, a number of officers of the university and the chairs of its major constituencies, namely, the Academic Senate, the Alumni Association, the Associated Students, and the University Advisory Board are being contacted for their comments with respect to specific criteria, which are cited below. A sampling of faculty, administrators/managers, staff, and community is also being invited to submit individual comments.

HUMBOLDT

LONG BEACH

LOS ANGELES It is CSU policy to inform the university community of the review and to allow anyone not selected on an ex-officio or random basis to submit comments that respond to the specific criteria. The criteria are posted at www.calstate.edu/datastore/PresCriteria.shtml on the CSU website. Those wishing to submit confidential letters should keep in mind that every effort should be made to address the criteria and that neither unsigned letters nor petitions will be accepted. Please do so no later than October 2, 2009, addressed as follows:

MARITIME ACADEMY

MONTEREY BAY

NORTHBRIDGE Dr. Charles B. Reed, Chancellor
The California State University
401 Golden Shore, Suite 641
Long Beach, CA 90802-4210

POMONA

SACRAMENTO

SAN BERNARDINO The written responses will be summarized into a confidential report that will be discussed with Dr. Koester. The report will be presented to the Board of Trustees. None of the commentators will be identified by name, and responses will be treated in confidence to the extent permitted by the law. After the trustees receive the report, a general summary will be prepared for release to the campus community.

SAN DIEGO

SAN FRANCISCO Please keep in mind that this is intended to be a constructive process that should benefit the presidency and the university.

SAN JOSÉ

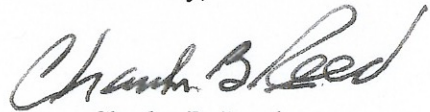
SAN LUIS OBISPO

SAN MARCOS

SONOMA

STANISLAUS

With kind regards,

Sincerely,

Charles B. Reed
Chancellor

CBR/wd

THE CALIFORNIA STATE UNIVERSITY CRITERIA FOR PRESIDENTIAL ASSESSMENT

General criteria for consideration of both the operations and condition of the campus as well as the leadership and management effectiveness of the President include, but are not limited to, such factors as the following:

1. General Administrative Effectiveness Including Management of Human, Fiscal and Physical Resources:

Evidence in campus operations of effective planning and decision making; development of and delegation to a management team; accomplishment of plans and objectives; flexibility in approach to solving problems and willingness to change programs and methods to keep up with current needs and developments; commitment to equal employment and programmatic opportunities and wise utilization of faculty and staff.

2. Working Relations With the System and the Campus:

Evidence in campus operations that there are open lines of communications; work is accomplished effectively with and through others; the suggestions of others are solicited and considered in good faith and that the executive and the management team have established credibility.

Evidence that the President, in serving as executive officer of the campus, maintains a perspective of the mission of the CSU and cognizance of the special demands placed on the system; participates productively in deliberations in Systemwide academic and administrative matters.

3. Educational Leadership and Effectiveness:

Evidence in campus operations of development, maintenance and renewal of academic plans and programs that meet long-range needs; periodic evaluation of educational progress and accomplishments; the establishment of an environment that stimulates teaching, learning, scholarship, professional development and the pursuit of support to enhance academic programs and innovations.

4. Community Relations:

Evidence in campus operations of community understanding of and support for the campus; good relations with the media; service to and from the community; alumni support; effective "Town and Gown" activities; local, regional and national reputation; and an effective institutional advancement program including fundraising.

5. Major Achievements of the Campus and the President:

6. Personal Characteristics:

Evidence in campus operations of the President's knowledge of the job, judgment, leadership, planning and organizing ability, drive, vision, human relations and communications skills, objectivity and fairness, ability to articulate ideas and concepts, ability to innovate, ability to take into account the public relations and political implications of his/her actions, ability to deal with many different problems and events at the same time, ability to withstand any criticism and to direct opposition into productive channels, ability to get to the key parts of complex problems, evidence of having facts before making decisions and ability to promote coordination and efficiency of programs and operations.