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## Response to Resolution of Vote of No Confidence in AVP Yildirim

CSUSB Faculty Senate

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May 10, 2021

To: Faculty Senate:

RE: Response to Resolution of Vote of No Confidence in AVP Yildirim

We, the undersigned, write to offer our full and unequivocal support for Associate Provost and Co-Chief Diversity Officer (AP/CDO) Seval Yildirim. Further, we submit this statement as uniform and emphatic rejection of the claims against the AP/CDO put forth in the “Resolution of Vote of No Confidence in Associate Provost for Faculty Affairs and Development Seval Yildirim” submitted for consideration at the May 11, 2021 meeting of the CSUSB Faculty Senate. We respectfully urge the Faculty Senate to withdraw this resolution.

We do not believe that this is the appropriate forum to refute or otherwise litigate the numerous inaccuracies and falsehoods made against the AP/CDO in the “Resolution.” However, we want it made clear that we categorically reject each of the three Articles put forth in the “Resolution,” and we genuinely wish to resolve any reasonable concerns of the Faculty Senate in a manner that restores civility and productivity in their partnership with our campus administration, student leadership, and staff members.

Since her arrival at CSUSB, AP/CDO Yildirim has been working tirelessly to advance our institution’s core values of inclusivity, integrity, equity, respect, and transparency. She has demonstrated an unyielding dedication to collegial collaboration with an emphasis on promoting a safe, healthy, and well-functioning workplace for *all* members of our campus community. She resolutely carries out her duties as AP/CDO in a consistently fair and supportive manner, with an intention to ensure respect for the due process rights of *all* parties. She is also among the most professional, responsive, and equity-minded leaders we have on our campus.

We, the undersigned, have uniformly embraced strategic initiatives to create a diverse and inclusive campus environment including those focused on drawing awareness to the implicit and unconscious biases held by us all, whether we wish to acknowledge those biases or not. In that spirit, we implore the architects of this “Resolution” to consider their own latent prejudices and microaggressions. It is not missed on us that this “Resolution of Vote of No Confidence” – the second put forth by the Faculty Senate of the California State University, San Bernardino in the last four years – targets another administrator of color who, in this case, also happens to be a religious minority. Along those same lines, we would also like to highlight that several of the grievances articulated in the “Resolution” appear to be in direct response to the AP/CDO’s efforts to advance our campus’ strategic objective to increase the diversity of tenure-line and adjunct faculty, and to improve the climate of inclusion and support. Campus leadership has regularly asked Faculty Senate leadership to serve as an active partner in efforts to expand our cadre of exceptional faculty into one that more fully represents the cultural and experiential richness of the larger communities we serve, and we continue to welcome that alliance. It is essential for productive relationships and the advancement of CSUSB’s mission.

We are troubled and disappointed by this “Resolution” and the increasingly antagonistic actions of some of the more outspoken members of CSUSB’s Faculty Senate. Candidly, we feel that these behaviors are tantamount to bullying and are not in keeping with the Faculty Senate’s professed commitment to “highly-collegial, productive relations with all the constituent units of the University.” We feel very

fortunate to work with outstanding faculty colleagues, the vast majority of whom regularly demonstrate a deep dedication to collaboratively advancing CSUSB's mission and honoring the trust extended us to serve our students and community. We remain committed to building and maintaining a productive partnership with our campus faculty, students, and staff that truly embodies the spirit of collegiality and shared governance. To achieve a better CSUSB and to continue to serve our community, we must work collaboratively despite our different perspectives.

Signatures:

*Dr. Tomás D. Morales*

[Dr. Tomás D. Morales \(May 10, 2021 13:56 PDT\)](#)

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Tomás Morales, President

*Shari McMahan*

[Shari McMahan \(May 10, 2021 17:01 PDT\)](#)

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Shari McMahan, Provost and Vice President, Academic Affairs

*Douglas R. Freer*

[Douglas R. Freer \(May 10, 2021 16:45 PDT\)](#)

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Douglas Freer, Vice President and Chief Financial Officer, Administration & Finance

*Robert Nava*

Robert Nava, Vice President, University Advancement & Executive Director for CSUSB Philanthropic Foundation

*Samuel Sudhakar*

Sam Sudhakar, Vice President and Chief Information Officer, Information Technology Services

*Rueyling Chuang*

Rueyling Chuang, Dean, College of Arts and Letters

*Lesley Davidson-Boyd*

[Lesley Davidson-Boyd \(May 10, 2021 17:41 PDT\)](#)

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Lesley Davidson-Boyd, Interim Dean, Undergraduate Studies

*Chinaka DomNwachukwu*

Chinaka DomNwachukwu, Dean, College of Education

*Tatiana Karmanova*

[Tatiana Karmanova \(May 10, 2021 14:21 PDT\)](#)

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Tatiana Karmanova, Dean, College of Extended and Global Education

*Rafik Mohamed*

Rafik Mohamed, Dean, College of Social and Behavioral Sciences

*Sastry G. Pantula*

Sastry Pantula, Dean, College of Natural Sciences

# Lawrence C. Rose

Digitally signed by Lawrence C. Rose  
DN: cn=Lawrence C. Rose, o=California State University, San Bernardino, ou=Jack H. Brown College, email=lrose@csusb.edu, c=US  
Date: 2021.05.10 17:44:49 -07'00'

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Lawrence Rose, Dean, Jack H. Brown College of Business and Public Administration



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Clare Weber, Deputy Provost and Vice Provost for Academic Programs, Academic Affairs



[Jake Zhu \(May 10, 2021 17:11 PDT\)](#)

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Jake Zhu, Dean, Palm Desert Campus



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Paz Oliveres, Vice President, Student Affairs