

I am aware that our campus climate is discouraging for most of us right now, me included, and it is my hope that we can work together in the best interest of and for the good of Frostburg State University and its students moving forward.

I believe that no matter what challenges we are currently facing, our faculty and staff are committed to our students and to their futures. I realize that while the faculty's vote of no confidence in me was personally disappointing, it is also an opportunity for me to reflect on past decisions so that I can ensure collaborative efforts going forward. As part of that reflection, I will be engaging in conversations with faculty to try to better understand the concerns expressed and to apply what I learn to modify the ways in which I lead the University.

I know that our current financial situation has been unsettling, and I sincerely wish that there was an alternative path that would put FSU back on solid financial ground. My administration does not take any of the decisions that have been or will be implemented lightly. But we must work together so that we can continue to meet our mission and be a strong educational partner to our state and region.

I will prioritize providing transparent communication with our campus community as well as with our shared governance units. As I have said before, faculty have an important role in the academic and curricular actions we take, but there will be times when recommended actions should not or cannot be implemented. It is my hope that during those times, we don't lose sight of why we are all here – to prepare our future leaders to meet the challenges of a complex and changing global society and to keep Frostburg State University on a sustainable path for the future. I will always take the perspective of those affected by decisions into consideration.

I hope that through thoughtful communication and informed collaboration between administration, faculty and staff, we will realize that our commonalities far outweigh our differences. I know that even in challenging times, we are all committed to serving our mission and engaging our campus community to support our institutional priorities of strategic enrollment management and the promotion of a welcoming campus climate and culture.

Thank you.