



February 4, 2026

Dear Board of Governors,

The Multicultural Staff and Faculty Council (MSFC) has been at Colorado State University since the 1970s. MSFC's mission is to serve as a catalyst to meaningfully impact campus climate and culture by supporting the recruitment, retention, and development of multicultural and diverse employees. We are committed to promoting collaboration and accountability through visible and meaningful engagement with Colorado State University and the greater community.

We, the MSFC Board, have significant concerns about the nature of the search process for our next Chancellor. **Specifically, we are concerned that:**

- The search for our next Chancellor is limited to applicants currently affiliated with the CSU System. An internal search limits our ability to recruit a diverse applicant pool and identify the best candidate.
- The Search Advisory Committee is composed only of the voting members of the Board of Governors or the Evaluation Committee. This decision to exclude input from the greater campus community does not support our University's fundamental value of shared governance and conflicts with MSFC's commitment to promoting collaboration, accountability, and integrity.
- To our knowledge, the Search Advisory Committee has not reached out to staff, faculty, or students to solicit input on the values and experience needed in the next Chancellor. It is concerning that someone could be hired to make decisions about us and for us without knowing what is important to us.

- There are possible unethical practices and conflicts of interest pertaining to the Chancellor search, in violation of the Board of Governors Bylaws and Ethics Policy.

We urge the Board to address the concerns outlined in this letter and in the letter sent by the Faculty Council. The current search process's limited applicant pool, expedited timeline, and absence of multiple voices from the more than 10,000 employees and over 34,000 students (in addition to other System campuses and institutions) in the decision-making process is alarming and gives the impression that the outcome is predetermined. We request that the Board adopt a more transparent and ethical search process by conducting a national search that integrates employee participation and prioritizes community engagement.

Sincerely,

The Multicultural Staff and Faculty Council Board