

THE CALIFORNIA STATE UNIVERSITY  
OFFICE OF THE CHANCELLOR



BAKERSFIELD

August 10, 2021

CHANNEL ISLANDS

**MEMORANDUM**

CHICO

DOMINGUEZ HILLS

TO: Faculty, Staff, Students and Community  
San Diego State University

EAST BAY

FROM: Joseph I. Castro, Ph.D., M.P.P.  
Chancellor

FRESNO

FULLERTON

SUBJECT: President Adela de la Torre – Completion of Normally Scheduled Review

HUMBOLDT

LONG BEACH

The California State University Board of Trustees and I formally evaluate campus presidents on a three-year cycle, in addition to annual summer conferences that I host with each president. I write today to inform you that the regularly scheduled review process for President de la Torre was completed last month, and the Board of Trustees and I are fully confident in the promising future of San Diego State University under her leadership.

LOS ANGELES

MARITIME ACADEMY

The horizon for public higher education embodies both opportunities and challenges, and we believe that with the SDSU community working together on substantive matters you will continue your prominence as a beacon of hope and opportunity through teaching and learning, research and scholarly activity, and community engagement. Indeed, San Diego State's involvement in Graduation Initiative 2025 is vitally important to the state, the California State University, and to student success at SDSU.

MONTEREY BAY

NORTHRIDGE

POMONA

SACRAMENTO

The wide and deep spectrum of tasks that the Board and I expect from President de la Torre in these times is significant. In addition to providing leadership and management for substantive academic, student and administrative issues on campus in a consultative and deliberate shared governance environment, she also has responsibility for engaging off-campus with the broader community, system-wide duties, contributing to state and national higher education policy conversations, and philanthropic cultivation and stewardship – all of which advance San Diego State. And of course, the COVID pandemic has required nimble and thoughtful decisions and actions that attend to student progress to degree and the health and safety of faculty, staff, students and community.

SAN BERNARDINO

SAN DIEGO

SAN FRANCISCO

SAN JOSÉ

SAN LUIS OBISPO

The purpose of presidential evaluations and summer conferences is to keep the CSU Board of Trustees and me properly informed of campus successes and challenges, to develop concurrence on strategic goals going forward, and for the board and me to demonstrate our commitment and support to the success of the campus and campus leadership.

SAN MARCOS

SONOMA

STANISLAUS

As you may know, during spring term 2021 we conducted the normally scheduled three-year evaluation process for President de la Torre. It was her first comprehensive review since her appointment as president in 2018, and I invited input from all members of the SDSU community.

Evaluations were forthcoming from faculty, staff, students and community members. I am grateful to have received feedback from a variety of stakeholders from the campus and community, and I thank each of you who took the time to provide substantive and candid input into this review.

The points of view in every letter received were thoroughly considered, and a comprehensive summary of the input was written for the board to review, while not providing attribution to any individual author. I also wrote my own evaluation of the President, informed by the campus and community input and my visits to campus and interactions in the normal course of business with leadership, faculty, students, alumni and staff at SDSU.

These documents, plus summary information on students, academics, employees, diversity, fund raising, operations, athletics and finances were reviewed and discussed in a closed session with the CSU Board of Trustees, President de la Torre and me on July 14, 2021. The feedback and discussion led all of us to a deeper understanding of the campus, the relationship of SDSU to the larger community, and to the opportunities and challenges moving forward.

While I acknowledge there is often an interest by others in the details of such discussions, you may be aware that by law (Government Code Sec. 6254(c) and 6255) the results of performance evaluations for any faculty or staff member within the CSU, including our presidents, are confidential. Thus, I do not share specific results with you nor would it be appropriate to do so.

In order to remain attentive to the future of San Diego State, the Chancellor will continue to hold an annual summer conference with President de la Torre as is done with all twenty-three presidents. Her next formal review with the Board of Trustees and the Chancellor will be initiated under current policy in 2024.

Again, I thank you for the wealth of information you shared in this process. It was evident in all the feedback received that there is strong commitment to the success of San Diego State University. Please know that both the CSU Board of Trustees and I share in that commitment, as does President de la Torre.