

## Chancellor's Update – May 2019

May 31, 2019

Dear Colleagues,

Our campus was shaken by the disclosures surrounding former Vice Chancellor Sandoval last fall. His behaviors were unacceptable by any measure, and the fact that he persisted in these behaviors for so many years is appalling. I, like so many others, have spent several hours soul-searching, thinking about what signals I missed, and what I might have done to prevent the damage he caused. That kind of reflection is important, but not enough. As the school year ends, I write to share an update on actions that the campus has taken, and will take, to help prevent such travesties in the future.

As many of you know, we have spent the past few years strengthening our compliance programs. In 2015, we created a university-wide Compliance Office led by a new position, Chief Compliance Officer. That office now comprises additional staff members to conduct investigations; and has developed collaborative relationships with Student Affairs, Human Resources (HR), the UC Police Department, and other campus units to address issues of possible misconduct. We have also adopted a comprehensive approach to responding to cases of sexual violence and sexual harassment, along with expanded training and confidential resources from the CARE office.

This past winter, Vice Chancellor Brian Haynes and Chief Compliance Officer Kiersten Boyce conducted a workplace assessment in the Division of Student Affairs, which has begun to inform organizational and process changes within the Division. Ms. Boyce also teamed with Vice Chancellor Gerry Bomotti in a focused follow-up to the Sandoval investigations conducted by the Office of the President. That follow-up has helped to identify ways to improve our HR policies and practices across the campus, in order to better support and protect our employees. In addition, we are completing an audit of HR policy exceptions to further inform improvements.

Complementing these reviews, I have appointed a Campus Culture Task Force, co-chaired by Associate Vice Chancellor Mariam Lam and Dean Christopher Lynch. I have charged the group with developing a set of specific recommendations for the campus. I can report to you that at its first meeting, the task force began to discuss what we need to do collectively, but also what each of us must do individually, if we are to create the campus environment to which we aspire. I look forward to receiving the task force recommendations in December.

Our goal in these discussions, as in all of our work at UCR, is to become a national model for best practices. Consistent with that goal, we have joined 28 founding member institutions to form the National Academies of Sciences, Engineering, and Medicine Action Collaborative on the Prevention of Sexual Harassment in Higher Education; and we will continue to look for other partners to assist us in the future.

While this was an unsettling year in many ways, I am heartened by the collective resiliency of the campus and look forward to creating a safer and more supportive campus in the months ahead. If you have thoughts or suggestions you'd like to share with me or the Campus Culture Task Force, please send them to [chancellor@ucr.edu](mailto:chancellor@ucr.edu).

A handwritten signature in black ink, appearing to be 'R. H.', is positioned above the contact information.

**UCR** | Office of the Chancellor [Office of The Chancellor](#)  
4108 Hinderaker Hall, Riverside, CA 92521  
Phone [951.827.5201](tel:951.827.5201) [Instagram](#)