

What We've Heard About the Future of CSUB Athletics

Six months ago, President Harper created the President's Commission on Intercollegiate Athletics to take an independent look at the future of athletics at CSUB.

Since then, Commission members have spent hours listening to students, student-athletes, coaches, faculty, staff, alumni, donors and community members. We've also reviewed athletics operations, studied national trends and examined how CSUB can better support student-athletes while advancing the University's mission.

As we reach the halfway point of our Commission's work, we want to share what we've done, what we're hearing and where the work goes from here. Most of all, thank you to everyone who has shared an experience, concern or idea. Your voices are shaping this work.

What We've Done

The Commission began by listening and learning. So far, we have:

- Conducted an online survey of students, athletes, faculty, staff, and members of the community.
- Held listening sessions with students, faculty and staff.
- Met with University and athletics leaders.
- Reviewed governance, policies and day-to-day operations.
- Studied the rapidly changing Division I landscape, including NIL, revenue sharing and conference realignment.
- Developed a preliminary assessment of the key issues facing CSUB Athletics, which will form the basis for our next phase of work – developing recommendations.

What We're Hearing

People may not agree on every issue, but there is broad agreement on the principles that should guide CSUB Athletics. Here are the priorities we have heard most consistently.

Restore trust through culture and accountability. Stakeholders want ethical leadership, clear expectations, transparency and a culture based on integrity. Competitive success and institutional integrity should reinforce each other.

Put student-athletes first. Decisions should support their well-being, academic success, physical and mental health, leadership growth and preparation for life after graduation.

Reconnect Athletics with the University and the CSUB community. Athletics is one of the University's most visible public faces—and an opportunity to strengthen campus pride, student life, academics, alumni relationships and community engagement.

Modernize and strengthen the systems behind the teams. Clear governance, timely hiring, better communication, operational efficiency and transparent decision-making give good people the support they need to succeed.

Plan for a sustainable future. We have heard passionate views about Division I athletics, finances, facilities, competitiveness and the student experience. The Commission will weigh those perspectives carefully and keep CSUB's long-term priorities in view.

What Comes Next

The Commission is now moving from listening and research to developing specific recommendations for President Harper. Our focus will be on student-athlete success, integrity and accountability, stronger governance and operations, deeper campus and community connections, and long-term sustainability. Our work is also being shared with the search committee charged with selecting the next CSUB Director of Athletics to ensure the successful candidate is well suited to meet the specific challenges facing our institution at this pivotal moment in our history.

Our community cares deeply about CSUB Athletics and wants it to reflect the very best of the University. We are grateful for that commitment—and we look forward to sharing our final recommendations with President Harper later this year.

Thank you for your contributions to the work of the Commission.