

Academic Senate Resolution of Non-Confidence in the University President

WHEREAS, the foundation of a successful university relies on effective shared governance, transparent communication, inclusivity, and ethical and stable leadership to uphold its academic mission and values; and

WHEREAS, the Academic Senate of California State Polytechnic University, Pomona is committed to the principles of shared governance, ensuring that faculty, staff, and administrators collaborate in making decisions that impact the academic institution; and

WHEREAS, the University President, Soraya M. Coley, has not actively participated in shared governance as required by the university policy in the Academic Manual, leading to a breakdown in trust and communication; and

WHEREAS, the University President, Soraya M. Coley, unilaterally dismissed the Provost without sharing this critical decision with the Academic Senate, faculty, or other leadership groups in a timely manner, nor readily providing a reasonable and coherent timeline for the Provost’s permanent replacement upon dismissal, thereby undermining the principles of shared governance, and the continued steady operation of the university; and

WHEREAS, the University President, Soraya M. Coley, instilled other interim and other temporary positions across campus without consultation with the Academic Senate, faculty, or leadership groups, disrupting the continuity and stability of academic leadership within the university; and

WHEREAS, the University President, Soraya M. Coley, continued to increase the number of interim positions on campus while pursuing continual organizational restructuring, failing to develop and implement a sustainable approach to fill those interim leadership positions or maintain organizational stability, thereby undermining a comprehensive campus communication strategy that establishes clarity of purpose within the university; and

WHEREAS, the University President, Soraya M. Coley, has dismissed the Provost during a pivotal phase of the semester, exacerbating the effects of persistently weak leadership surrounding university's academic and administrative operations. These effects encompass uncertainty, instability and tumult surrounding timely employee compensation, receiving contractually obligated pay increases, management and stewardship of financial resources, accreditation proceedings, Title IX proceedings, the implementation of systemwide changes in General Education and the Ethnic Studies Requirement, and a deficient response to formal complaints of excessive workload, racial aggressions and marginalization across campus, toxic work environments and whistleblowing; thereby fostering uncertainty, discontent, and low morale among the university's stakeholders; and

WHEREAS, , the University President, Soraya M. Coley, during her tenure as University President, had managed to increase enrollment by 13.38 percent, drop tenure density on campus by 9.27 percent, maintain a counselor-to-student ratio nowhere near the minimum ratio recommended by IACS, and maintain a librarian-to-student ratio that is the worst among comparative CSUs, while being given a campus budget increase of 67.55 percent, thereby severely undermining academic excellence and student success; and

WHEREAS, it is the responsibility of the Academic Senate to safeguard the principles of shared governance and the academic integrity of the university;

THEREFORE, BE IT RESOLVED, that the Academic Senate of California State Polytechnic University, Pomona hereby expresses its non-confidence in the leadership of University President Soraya Coley, due to the president's failure to actively participate in shared governance, unilateral dismissal of the Provost, and imposition of interim positions without consultation, and the provision of unstable leadership; and

BE IT FURTHER RESOLVED, that the Academic Senate of California State Polytechnic University, Pomona calls upon the Board of Trustees and CSU Chancellor Mildred Garcia, as the governing officers of the university system, to conduct a timely, formal investigation and evaluate the actions of the University President, Soraya M. Coley, in light of this non-confidence resolution and take appropriate measures to address the concerns raised by the Senate, including but not limited to a review of the President's continued appointment; and

BE IT FURTHER RESOLVED, that the Academic Senate of California State Polytechnic University, Pomona will work collaboratively with the Board of Trustees, Chancellor Mildred Garcia, and university stakeholders to restore and reinforce the principles of shared governance, transparency, and stability in university leadership.

This resolution shall take effect immediately upon its passage by the Academic Senate.

California State Polytechnic University, Pomona  
University Academic Senate, 2022-2023

**References**

- [CSU fact book 2014-2015](#)
- [CSU fact book 2021-2022](#)
- [CSU fact book 2022-2023](#)
- [CSU tenure density report 2013-2022](#)

	2014	2021	2022	Percentage Change
Enrollment (fall)	23,966	29,103	27,173	13.38%
Tenure Density	58.2%	51.3%	52.8%	-9.27%
Campus Budget (fall)	\$220,769,000	\$367,175,000	\$369,891,000	67.55%