

THE CALIFORNIA STATE UNIVERSITY  
OFFICE OF THE CHANCELLOR



BAKERSFIELD

June 24, 2026

CHANNEL ISLANDS

**MEMORANDUM**

CHICO

TO: Faculty, Staff, Students and Community  
California State University, Sacramento

DOMINGUEZ HILLS

FROM: Mildred García, Ed.D.  
Chancellor

EAST BAY

FRESNO

SUBJECT: President Luke Wood – Completion of Triennial Performance Review

FULLERTON

HUMBOLDT

LONG BEACH

LOS ANGELES

MARITIME ACADEMY

MONTEREY BAY

NORTHRIDGE

POMONA

SACRAMENTO

SAN BERNARDINO

SAN DIEGO

SAN FRANCISCO

SAN JOSÉ

SAN LUIS OBISPO

SAN MARCOS

SONOMA

STANISLAUS

The California State University Board of Trustees evaluates the performance of CSU presidents and the state of campus affairs on a three-year cycle. These evaluations are in addition to less formal annual reviews that the chancellor conducts with each president. The purpose of the presidential evaluations and annual conferences is to keep the CSU Board of Trustees properly informed of university successes and challenges, to develop and maintain alignment regarding strategic goals, and for the board and chancellor to demonstrate their commitment to and support of the university and its students, faculty, staff and leadership.

I write today to inform you that the regularly scheduled three-year performance evaluation for President Luke Wood has been completed.

The comprehensive feedback that the board and I received from the campus community indicates that President Wood is a highly energetic, charismatic and boldly innovative leader, advancing a shared vision for Sacramento State, as set forth by the re-framed strategic plan's four Presidential Imperatives. The president was widely commended for being uniquely attuned to the needs of Sacramento State's dynamically diverse student body and unwaveringly committed to meeting those needs, as demonstrated by the development of specialized and culturally responsive academic pathways and an impressive and growing number of inclusive and forward-focused student support programs. President Wood's demonstrated ability to engage and inspire the university's broader community is also impressive – and it is reflected in increased internship and service-learning opportunities for Sacramento State students, as well as new academic and workforce development partnerships throughout the region. The downtown campus shows great promise as an economic engine for downtown Sacramento and a hub for new programs in political science, criminal justice, public policy and international relations, among others.

**The Presidential Review Process**

The litany of tasks and responsibilities expected by the board of CSU presidents is extensive. In addition to providing leadership and management for academic programming, student support and administrative matters in a collaborative environment that honors principles of shared governance, the president also has responsibility for engaging with the broader community, performing systemwide duties, contributing to state and national higher education policy, and cultivating

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philanthropic support and stewardship – all of which advance and benefit Sacramento State and its students.

To assess President Wood's progress on these and other priorities, the board and I initiated the regular three-year review process during the spring term of 2026. This represented the president's first comprehensive, three-year evaluation since his appointment as president in May 2023. All campus constituents and stakeholders were invited and encouraged to participate.

We received letters from faculty, staff, students and community members regarding all aspects of the president's performance. The board and I appreciate the candid, insightful and confidential feedback from the extended campus community, and offer our deep gratitude and appreciation to those who took the time to provide such thoughtful input for this review.

The points of view expressed in each letter were read and carefully considered, and a comprehensive summary of the input was prepared for the board's review, maintaining the confidence and anonymity of each participant. In addition, the CSU Office of the Chancellor prepared its own evaluation of the president, informed by the review letters, as well as by campus and community input, visits to the university and interactions in the normal course of business with leadership, faculty, students, alumni and staff at Sacramento State.

These documents, plus comprehensive operational, fiscal and student success data, were reviewed, discussed and deliberated in closed session with the board and President Wood at the May 2026 board meeting. That meeting led to a deeper understanding of the university, the relationship of Sacramento State to the larger community it serves, and of the university's opportunities and challenges moving forward. (While it is understandable that there is public interest in the details of this discussion, performance evaluations for any faculty or staff member within the CSU, including our presidents, are confidential [Government Code Sec. 6254(c) and 6255].)

As a result of this process, certain goals and outcomes were agreed upon by President Wood and the board. They are, in no rank order:

**Goal 1: Strengthen institutional trust by demonstrating consistent, transparent leadership – communicating what the university is doing, why it matters and how its success is being assessed**

*Outcome 1: Increase frequency and reach of proactive communications from the President's Office (e.g., semester progress reports, campuswide email updates, listening sessions) with tracked open and engagement rates*

*Outcome 2: Publish and disseminate a semi-annual strategic action item progress report to faculty, staff and students*

*Outcome 3: Grow Sacramento State's positive media presence and brand mentions in regional and national outlets*

**Goal 2: Complete the repatriation of all Tribal ancestors and cultural items as required by NAGPRA and CalNAGPRA**

*Outcome 1: Establish consultation agreements with all appropriate Tribal nations for complex cases by spring 2026, demonstrating meaningful engagement on challenging repatriation matters*

*Outcome 2: Achieve 99% repatriation of all eligible Tribal ancestors by September 1, 2026, with documented completion of the remaining 5% of complex cases*

**Goal 3: Advance CSU “systemness” by beginning the process of merging business operations with Stanislaus State**

*Outcome 1: Complete integrated collaboration of finance teams between Stanislaus State and Sacramento State by July 1, 2026*

*Outcome 2: Achieve integrated collaboration of procurement operations between Stanislaus State and Sacramento State by June 30, 2027*

**Goal 4: Continue to strengthen Title IX, DHR and Other Conduct-of-Concern Prevention, Education, Accountability and Reporting Programs**

*Outcome 1: Achieve 95% MPP participation in other conduct-of-concern trainings by the conclusion of the fall 2026 semester*

*Outcome 2: Fully implement the use of Case IQ to identify average time for case closure*

*Outcome 3: Strengthen the Office for Equal Opportunity’s capacity by fully integrating the unit into a new Division of People and Climate by the end of the 2025-26 fiscal year*

**Goal 5: Increase Sacramento State’s brand recognition and perceived brand quality on the national stage as a strategy to increase awareness and non-resident enrollment**

*Outcome 1: Improve positive mentions in local and state media from 29% to 50% by the end of the 2026 calendar year, as measured by Cision social listening*

*Outcome 2: Achieve 10 positive mentions of Sacramento State in national news items that highlight the university to prospective students by the end of the 2026 calendar year*

**Goal 6: Engage an executive coach for the campus leadership team to support transition and teamwork among the members of the president’s cabinet**

*Outcome 1: Achieve 100% participation from all cabinet members in executive coaching sessions, with each leader completing a minimum of 3 individual coaching sessions and 6 team coaching sessions by the end of calendar year 2026*

*Outcome 2: Develop and implement 3-5 shared leadership protocols or team commitments (e.g., decision-making frameworks, communication norms, conflict resolution processes) co-created*

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*through the coaching process and adopted no later than the conclusion of one year of work with the executive coach*

In order to remain informed of and attentive to the current and future state of affairs at Sacramento State, and as noted above, the chancellor will continue to hold annual conferences with the president. President Wood's next formal three-year review with the Board of Trustees and the chancellor will be initiated under current policy in 2029.

Again, thank you for your participation. Your feedback demonstrated a strong community commitment to Sacramento State's success. Please know that the CSU Board of Trustees, President Wood and I share this commitment.