



Outlook

[Draft] Fw: New Update: Teleworking Agreements

From

From: Office of the Provost <AA-Provost@csus.edu>

Sent: Thursday, January 22, 2026 8:00 AM

To:

Subject: New Update: Teleworking Agreements

FROM THE DIVISION OF ACADEMIC AFFAIRS

Office of the Provost

Dear Academic Affairs Staff and Administrators,

Yesterday, I held a meeting to share updates and to provide information on the telework modifications within the Division of Academic Affairs. I appreciate all who attended, asked questions, and provided feedback. In reflecting on all that was shared, I am making two

modifications that I hope will foster a smoother transition to telework restrictions.

First, telework modifications were set to begin on February 2, 2026. I heard feedback that suggests that this timeline does not allow for enough time for staff to make adjustments. I am therefore, setting the start date for the telework restrictions to begin on March 15, 2026. While my initial timeline was aligned with existing policy, my extension is an effort to ensure ample time for staff to adjust to the revised policy.

Second, I am adjusting my original recall of all telework to allow (as approved by each College Dean, Assistant VP, or Vice Provost), up to one day of telework per week for staff on an existing telework agreement until the end of the fiscal year. The full restriction on telework will begin July 1, 2026. Again, my intention here is to provide some modicum of flexibility and extension to support staff adjustment to this revised policy.

I appreciate the candid feedback I received but also felt that the tone of the meeting at times veered away from being respectful. My hope and expectation is that future meetings will be approached in a manner that is more appropriate.



With respect,

Erika Cameron, Ph.D.

Provost and Senior Vice President for Academic Affairs

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California State University, Sacramento
6000 J Street, Sacramento, CA 95819
[\(916\) 278-6011](tel:(916)278-6011) | www.csus.edu



[Draft] Fw: Return to On-Campus Work - Academic Affairs Division

From

Draft saved Tue 1/27/2026 1:50 PM

From: Office of the Provost <AA-Provost@csus.edu>

Sent: Friday, January 9, 2026 2:01:44 PM

To:

Subject: Return to On-Campus Work - Academic Affairs Division

FROM THE DIVISION OF ACADEMIC AFFAIRS
Office of the Provost

Return to On-Campus Work - Academic Affairs Division - Effective February 2, 2026

Dear Academic Affairs Colleagues,

I am writing to inform you that effective February 2, 2026, all telecommuting agreements within the Division of Academic Affairs will be discontinued. This communication serves as the required twenty-one (21) calendar days' written notice in accordance with your current telecommuting agreement.

Please note that **this change does not affect employees with approved telecommuting accommodations under the Americans with Disabilities Act (ADA)**. Those accommodations, coordinated through the Benefits Office, will remain in place.

Rationale for This Decision:

The work of Academic Affairs is fundamentally collaborative and relationship-based. Our operational effectiveness depends on our ability to engage directly with faculty, students, staff, and campus partners. After careful consideration, I have determined that consistent on-campus presence is essential to fulfill our mission and responsibilities for the following reasons:

- **Student Support:** Our primary obligation is to serve students. Being physically present on campus allows us to be accessible and responsive to student needs, whether scheduled or unexpected.
- **Faculty Partnership:** Supporting faculty requires real-time collaboration, spontaneous consultation, and the ability to address concerns as they arise. In-person interaction strengthens these critical relationships.
- **Operational Excellence:** The complex nature of academic operations, including scheduling, budget coordination, curriculum development, and accreditation work, requires seamless collaboration and immediate problem-solving that is best accomplished in person.
- **Institutional Culture:** Our presence on campus demonstrates our commitment to the university community and allows us to model the engagement we expect from others.
- **Cross-Functional Collaboration:** Academic Affairs works closely with every area of the university. Being on campus facilitates the partnerships and coordination necessary for institutional success.

Effective Date and Expectations:

Beginning February 2, 2026, all Academic Affairs staff and MPPs are expected to work on campus during regular business hours unless on approved leave or business travel. Your supervisor will discuss specific expectations and work schedules with you individually.

Questions and Support:

I understand this represents a significant change for many of you. Your supervisors and Human Resources are available to discuss questions or concerns you may have about this transition. Please reach out to them directly as appropriate. Additionally, our **Employee Assistance Program (EAP)**, LifeMatters by Empathia, offers confidential resources and guidance.

I appreciate your understanding and commitment to our students, faculty, and the mission of Academic Affairs. Your presence and engagement on campus are vital to our collective success.



Sincerely,

Erika Cameron, Ph.D.

Provost and Senior Vice President for Academic Affairs

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