DATE: March 23, 2020
TO: CSU Presidents
CC: CABO Provosts Campus HROs and AVPs of Faculty Affairs or Academic Personnel
FROM: Evelyn Nazario Vice Chancellor Human Resources
SUBJECT: Hiring Slowdown

Chancellor White has asked, following consultation with campus Presidents and system Vice Chancellors, that we impose a marked slowdown in our hiring practices effective immediately, with the broad parameters described below. The Hiring Chill remains in effect until further notice.

This policy decision is in response to the unprecedented COVID-19 challenges we are all facing, including financial.

The default position is that all open searches are to be stopped, unless the cognizant campus President or Vice Chancellor agrees that the position is vital and the search should continue forward. Any searches that have completed with a signed agreement shall be honored.

Presidents and Vice Chancellors can initiate any new searches, if they deem it necessary and in the best interest of the university. Only mission critical positions that are vital to meeting the day-to-day operations and are core to meeting the CSU mission going forward may be approved to be filled. The authority to extend or initiate searches cannot be delegated beyond the President or Vice Chancellor.

CSU Campuses
Bakersfield Fresno Monterey Bay San Francisco
Channel Islands Fullerton Northridge San José
Chico Humboldt Pomona San Luis Obispo
Dominguez Hills Long Beach Sacramento San Marcos
East Bay Los Angeles San Bernardino Sonoma
Martitime Academy San Diego Stanislaus
We will continue to monitor the well-being of our system and our financial well-being throughout the evolving challenges of COVID-19 and will make changes in this policy as warranted.

I sincerely appreciate your ability to be nimble and responsive to this rapidly changing environment.