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DATE: March 23, 2020

TO: CSU Presidents

CC: CABO
Provosts
Campus HROs and AVPs of Faculty Affairs or Academic Personnel

FROM: Evelyn Nazario
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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
Channel Islands
Chico
Dominguez Hills
East Bay

Fresno
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

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.