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Interim Chancellor at Davis

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November 22, 2016

Dear Campus Colleagues,

Thank you for your recent letter. I appreciate the care that went into its preparation and the fact that it is signed by so many of our colleagues. Please know that I take very seriously the issues and concerns you raise and that I am personally committed to supporting all of our students, faculty, and staff. This is something about which I am passionate.

As you may know, the University of California system has taken two specific actions to address the concerns you raise. Immediately following the election, UC President Napolitano and all 10 chancellors signed and released a statement that you can read here:

<https://www.universityofcalifornia.edu/press-room/university-california-statement-election>

Additionally, President Napolitano has established a working group to consider the issues and requests you raised as part of a deliberate and comprehensive process. The working group will provide recommendations on how best to proceed as a system. We expect to have more information to provide to you as the group makes its recommendations and as we consider how best to act. I agree with President Napolitano and my fellow chancellors that concerted action will be most effective.

While your letter references the campus administration's November 14 communication concerning the flyers that were found on campus, I am not certain that all of you are aware of my November 16 communication to the entire campus community. That message can be found online at: http://interimchancellor.ucdavis.edu/news-and-updates/campus_updates/2016-updates/111616_message_to_campus.html. In that statement I make clear that, as a university leader, it is my obligation to challenge discrimination whenever it emerges within our university community. Please be assured that while I will always encourage vigorous discussion and debate of even the most difficult topics, I will not remain silent when our community is confronted with messages or actions that are designed to stifle discussion by promoting fear and intolerance.

Again, I sincerely appreciate the significant concerns you've raised. I look forward to our ongoing dialogue and updating you as the university's systemwide discussions on these critical issues unfold.

Sincerely,

A handwritten signature in cursive script that reads "Ralph J. Hexter".

Ralph J. Hexter
Interim Chancellor

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