



California State University
SAN MARCOS

OFFICE OF
THE PRESIDENT

Monday, April 10, 2017

To: Campus Community
From: Dr. Karen S. Haynes, President

I am pleased to announce the permanent appointment of Neal Hoss as the vice president for Finance and Administrative Services. After a consultative process with various constituent groups as well as the Chancellor's Office and upon receiving consistent positive feedback on his contributions while in the interim role, I am pleased to move forward with an appointment without a search.

As many will recall, Neal Hoss was appointed by me, following a national search, as vice president of Finance and Administrative Services in January 2005 and served in that role with a university first perspective, a knowledge of the system's financial and regulatory environment, and as an important member of my leadership team. In 2008, given these leadership skills and with experience gained at CSUSM, I asked him to step into the role of vice president of University Advancement. He successfully led that division while also planning and launching our \$50 million comprehensive campaign – the first ever for CSUSM.

This decision, as groups consulted with agreed, is a decision good for the University; brings strong leadership to Finance and Administrative Services, and is fiscally responsible, given the costs associated with a search and transitions. Neal's appointment allows us to maintain a leader in the division with a historical perspective, knowledge of our campus and a solid understanding of our budget and resources, as well as returning him to the role he was originally hired to fill.

It likely goes without saying that I have every confidence in Neal's ability to successfully lead Finance and Administrative Services. I am appreciative of his dedication to serving CSUSM in the various

leadership roles I have asked of him. I hope you will join me in thanking Neal for this commitment and congratulating him as he returns to the position, permanently, as vice president of Finance and Administrative Services.