

April 20, 2021

University communities als-5(i)1.9 (e)l0ts0.25o14-1 T221ins-5c 0s-5c 0s-5c 0s-5c 0T6l-2. debate and academic freedom are celebrated as central to the learning experience of the students we serve. Oregon Tech believes strongly in these concepts. With divergent perspectives and divergent interests need not always agree. Diversity of viewpoints is not a weakness; it is a strength.

The Board of Trustees is the final University authority and the control of the University and fiduciary responsibility. However, we have delegated to day

Dr. Naganathan's ability to help Oregon Tech navigate the 21st Century educational landscape, and to grow Oregon Tech into a world-class polytechnic institution. Consider these achievements during Dr. Naganathan's tenure: first-class doctoral program (DPT), the CEET renovation of first-class laboratory spaces in Cornett Hall, OMIC, a vibrant and engaging strategic plan, the executive think tank, the new track campaign, the diversity, inclusion and equity initiatives, an increase in scholarships awarded, the model student recreation center, and many more accomplishments. Visionary leaders often face internal and external challenges, but what makes them so unique and successful is their dedication to vision and in this case, the mission of the university. Being a leader is not a popularity contest, it is an exercise in humility; it calls for service to others and a calm in the storm. Dr. Naganathan is such a leader and Oregon Tech and our students are better off with him at the helm.

Fourth, we reaffirm our commitment to all our employees, and to our communities. Our relationships within our communities, the state and region have continuously grown, and Oregon Tech is becoming an engaged University. Our staff and our community partners play a vital role in that growth and we commend each of them for their dedication and service.

While we will move forward together, we hear and appreciate the Faculty's concerns. Their feelings are real, but common threads relate to communication and culture. These are important issues that deserve thorough, thoughtful, and objective analysis. We think it is critical for these issues to be assessed objectively. Accordingly, we are directing Dr. Naganathan to retain the services of a qualified outside consultant to conduct a comprehensive climate assessment of the University, and recommendations for constructive initiatives to address any issues identified. We envision a report that considers all stakeholders, including students, faculty, staff, alumni, and members of the communities that we serve.

Finally, we recognize the truth in the phrase an ASOIT leader coined at an Oregon Tech Board meeting, "We are Oregon Tech Together." This was not a catch phrase developed on Madison Avenue. It was a heartfelt expression from one of our own, made to the Board, urging our University forward. We celebrate that strength, that spirit and that determination. We are Oregon Tech Together.