

**Subject:** Notice of Organizational Changes  
**Date:** Friday, April 5, 2024 at 7:36:33 AM Pacific Daylight Time  
**From:** President of CSU Maritime Academy  
**To:** President of CSU Maritime Academy  
**Attachments:** image002.png, image003.png



# CAL MARITIME

MESSAGE FROM THE PRESIDENT

April 5, 2024

Colleagues,

As we face challenges related to low enrollment and substantial reductions in our operating funds, it is necessary for us to make organizational changes until such time as we increase enrollment and receive greater funding.

After much consultation with CSU leadership, the Cabinet, Faculty Senate leaders, and others, I have concluded that our campus is overly administered and that we need to make changes to our organizational structure as follows:

The **Academic Affairs** organization will be led by an Executive Dean of Academic Affairs who will serve as our chief academic officer. This will become effective on June 1, 2024. We have retained a search firm, and they expect to advertise that position in the coming weeks. A search committee will be formed in consultation with the Faculty Senate leadership to screen candidates and make finalist recommendations. Additionally, the Associate role as held by Dr. Graham Benton will be retained but obviously with a corresponding title change. Graham will continue to oversee the important duties and responsibilities of that role.

We will retain our current **school and dean model** for the time being as we assess what organizational composition makes the most sense for our future given current enrollment and budget realities. We considered making additional changes now, but the Provost and I believe we have enough organizational change underway and reconfiguring our current model this late in the academic year is not advisable. The Provost, deans, and faculty have been exploring alternative models for our academic structure and those efforts will carry forward to the months ahead as we assess the need for additional changes.

The **Student Affairs** organization will be led by a Dean of Student Affairs rather than a vice president. This will become effective upon the departure of Dr. Hellwig. We have retained a search firm, and they will advertise for the position in the coming weeks. A search committee will be formed to screen candidates and make finalist recommendations. We are also in the process of advertising for a

director to lead our Admissions team.

In the coming months we will also be adjusting positions and responsibilities within the **Administration & Finance** division given budget reductions and the small size of our student body.

As I previously announced, the AVP for **Human Resources** position has been changed to Chief Human Resources Officer and we have eliminated the position of VP for **Advancement**.

While these changes will be felt across our small campus, I believe they are necessary, given our budget situation and rising costs as well as our current enrollment challenges. As I mentioned earlier, we are in the process of developing a framework for fiscal health to guide university operations as we navigate the upcoming academic year, and I will circulate it to the campus leadership team for input before we finalize it. I have been delayed in circulating it because of some uncertainty related to the state budget and federal funding for maritime academies involving fiscal years 2025-27.

Addressing our budget situation will not be for the faint of heart, but I know we will come out of this a much more resilient university. We must adapt and evolve to meet the challenges of today and prepare our students and cadets for tomorrow. Our efforts going forward must put Cal Maritime back on a path that allows for strategic investment and financial security to ensure a strong future for our campus, faculty and staff, and the cadets and the students we serve. Thank you.

**Michael J. Dumont, J.D.**

Interim President



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