

May 29, 2020

To the FSU community,

I am writing this letter in solidarity with the leadership of Frostburg State University and with the chancellor and leaders of the University System of Maryland institutions. We are in a moment where it is imperative that we recognize and confront the evil that embedded racism and bigotry has on our society.

We have a responsibility to nurture and develop free-thinking individuals who can take the cultural, economic, racial, religious, political and social differences that come with being one of the most diverse college campuses in this state and bring them together under our common values of decency, justice, civility and truth in all that we do.

We echo the sentiments shared by Chief Smith in her email earlier today, attached to this message, which says, "law enforcement officers must hold themselves to a higher standard." We, too, must hold ourselves to a higher standard because we are one university with a world of experiences. This is more than a notion.

We join the USM in stating: *We stand in solidarity as we speak out against racism, anti-Semitism, sexism, discrimination against our LGBTQ and immigrant communities, religious intolerance, and bigotry of any kind.* Please read the full USM message here: <https://www.usmd.edu/newsroom/news/2050>

We look forward to bringing all of our voices together as one on this issue and working together with our university community to address these challenges.

Ronald Nowaczyk, President

Arlene Wesley Cash, Vice President, Enrollment Management & Student Success

Al Delia, Vice President, Regional Development & Engagement

Michael Mathias, Interim Provost & Vice President, Academic Affairs

John Short, Vice President, University Advancement

Artie Lee Travis, Vice President, Student Affairs

Leon Wyden Jr., Vice President, Administration & Finance