Thank you for agreeing to be a member of this important study group. The Crusader mascot has raised concerns periodically in the Capital community. Recently, critical consideration of our mascot was raised in the strategic planning process, and most recently a petition signed by over 500 members of our community urged examination.

The charge of the Mascot Study Group is to consider the university’s use of the Crusader nickname and mascot as a representation of the university, its mission and its values. The study group should objectively evaluate all arguments on this issue, both pro and con, and use that evaluation to provide me conclusions and recommendations that you believe would be in the best interests of the university and its constituents, defined broadly. If the study group determines that it is in the best interests of Capital to recommend a change, the study group will have the further responsibility to develop key principles to be considered in the separate process of making a change.

I ask that you go into this task embracing the university’s value of free inquiry, and being honest and respectful of each other and of the opinions expressed during your deliberations. The study group should engage in an educational process of evaluation and deliberation informed by scholarly works, historical analysis, the experiences of other schools, and opinions expressed through surveys and personal testimony, as well as other appropriate sources of information. Broad input from our university stakeholder groups should be sought by the work group.

I ask for an interim report on the work group’s research by April 30, 2019, and a report on the work group’s conclusions and recommendations by October 31, 2019. My office will provide support as you need it to help you with this task.

Thank you again for your willingness to participate.