

Summary of University Response to Specific Student Concerns

The chart below summarizes the University’s response to serious and troubling events and each of the concerns stated by the student Barnes Center participators and by the International Students.

The first column of the chart quotes word for word the concern provided in writing by one of the student groups.

The second column summarizes the University response.

The third column identifies the accountable parties (including, in some cases, student and faculty bodies) who we expect to work to implement the responses.

The chart is only a summary. There is extensive additional dialogue, information, programming, and process related to many of the concerns—some of which has resulted from the productive interactions of the past ten days. All actions resulting from these responses will be carefully reviewed to assure compliance with applicable laws.

Student Concern	University Response	Accountable
<p>Barnes Center Students</p> <p>“Different punishments for different levels of involvement, including expulsion, for every student involved with the hate crimes committed in Day Hall, and any other incidents of racism that have occurred since, that are found to violate the student code of conduct.”</p> <p>International Students</p> <p>“Any student or faculty member involved in racial discrimination against others should receive a severe punishment-dismissal.”</p> <p>“Revise the current Anti-Harassment policy to a zero-tolerance level for all hate speeches. Consequences for these offenses should be listed, as done for other infractions in the student handbook.”</p>	<p>We agree that revisions to the Student Code of Conduct are appropriate to make even more clear the serious consequences for hate speech. We believe the current code of conduct already permits the punishment discussed, and both the text and communication about the code need to be improved. Current policies governing faculty, including the Faculty Handbook, already provide serious consequences for racial discrimination.</p> <p>Revisions to the Student Code of Conduct will commence immediately and will be fully implemented no later than August, 2020.</p>	<p>Lead Responsible Party:</p> <p>Marianne Thomson, Associate Vice President, Student Experience and Dean of Students</p> <p>Other University Assistance:</p> <p>Dan French, SVP and General Counsel Students—Representatives to be identified</p>

Student Concern

Barnes Center Students

“SEM 100 reform led by a diverse group of students and faculty to curate a curriculum that accurately addresses diversity issues in the 21st century and how they are influenced by history.”

International Students

“Add a test focus on anti-racism in the EVERFI module start next semester.”

University Response

The Provost agrees to this recommendation for the Fall 2020 SEM100 course. SEM100 was always intended to be a short term initiative, to be replaced in 2021 with a more comprehensive diversity and inclusion curriculum reform. The University acknowledges that the Fall 2020 SEM100 course needs to fix the deficiencies of the Fall 2019 SEM100 course. We will work to achieve that for 2020, investing more resources in pursuit of better learning outcomes. The Provost will include a diverse group of students and faculty in leading this work.

With regard to the more comprehensive diversity and inclusion reform, the existing senate ad hoc committees will increase their work with students and faculty to develop a robust and comprehensive set of credit-bearing, required courses to meet these learning objectives. The Provost calls upon schools and colleges and the University Senate—the bodies that control curriculum changes—to work constructively and proactively on this and quickly pass these reforms when they are fully developed.

Accountable

Lead Responsible Party:

Michele Wheatly, Provost

Other University Assistance:

Chris Johnson, Associate Provost for Academic Affairs

Amanda Nicholson, Dean of Student Success
University Senate

Faculty—Representatives to be identified

Students—Representatives to be identified

Student Concern	University Response	Accountable
<p>Barnes Center Students</p> <p>“Institute a clause in new faculty and staff contracts that requires mandatory diversity trainings, as well as new diversity hires. Current faculty and staff who are not tenured should have to attend new diversity trainings.”</p>	<p>We agree that the terms and conditions of employment for all new faculty and staff will require diversity and inclusion training.</p> <p>All faculty and staff also will complete an annual training in discrimination and unconscious bias as part of required training under state law.</p> <p>In addition to mandatory training, we will continue to enhance programs open to faculty and staff to promote diversity and inclusion.</p>	<p>Lead Responsible Party:</p> <p>LaVonda Reed, Associate Provost for Faculty Affairs</p> <p>Other University Assistance:</p> <p>John Liu, Interim Provost</p> <p>Steve Bennett, SVP Academic Operations</p> <p>Keith Alford, Chief Diversity and Inclusion Officer</p> <p>Andrew Gordon, SVP and Chief Human Resources Officer</p> <p>Deans, Directors and Department Chairs</p> <p>Faculty—Representatives to be identified</p> <p>Staff—Representatives to be identified</p>
<p>International Students</p> <p>“School dining hall should provide more food for Minority”</p>	<p>We will facilitate the appropriate student representatives to meet with Food Services promptly.</p>	<p>Lead Responsible Party:</p> <p>Jennifer Uryniak, Interim Director, Auxiliary Services</p> <p>Other University Assistance:</p> <p>Students—Representatives to be identified</p>
<p>Barnes Center Students</p> <p>“The university agrees that there will be no consequences or sanctions arising for students who are participating in the sit in as a result of their participation in the sit in.”</p>	<p>The University agrees. As Chancellor Syverud has indicated in interactions with the students, there will be no student disciplinary action in the current circumstances for Barnes Center student participators who have participated in nonviolent protest and constructive dialogue on these vital concerns.</p>	<p>Lead Responsible Party:</p> <p>Marianne Thomson, Associate Vice President, Student Experience and Dean of Students</p>

Student Concern	University Response	Accountable
<p>Barnes Center Students</p> <p>“We would like to engage with the administration to strengthen or clarify the current anti-harassment policy regarding the use of abusive, threatening, or harassing hate speech to deliver the message that targeted use of hate speech is unacceptable.”</p>	<p>We agree. While the current anti-harassment policy addresses hate speech, we will engage promptly with students on how to clarify the policy.</p>	<p>Lead Responsible Party:</p> <p>Marianne Thomson, Associate Vice President, Student Experience and Dean of Students</p> <p>Other University Assistance:</p> <p>Daniel French, SVP and General Counsel Andrew Gordon, SVP and Chief Human Resources Officer Students—Representatives to be identified</p>
<p>International Students</p> <p>“Add more security facilities, such as adding a camera to public places such as the first floor of the dormitory.”</p>	<p>We agree. We commit to immediately working with security experts to effectively deploy additional cameras and other measures to afford additional security.</p>	<p>Lead Responsible Party:</p> <p>Tony Callisto, SVP Campus Safety and Chief Law Enforcement Officer</p> <p>Other University Assistance:</p> <p>Amir Rahnamay-Azar, SVP and Chief Financial Officer Terra Peckskamp, Senior Director of Student Living Students—Representatives to be identified</p>
<p>International Students</p> <p>“Recruit more minorities RA. Reduction of ethnic minority students in dormitories receive the sound but did not dare discrimination.”</p>	<p>We will take additional steps to recruit and train more international and multilingual Resident Advisors. 55% of current RAs identify as students of color.</p> <p>We request clarification of the second sentence of this concern, as it is unclear what is requested.</p>	<p>Lead Responsible Party:</p> <p>Marianne Thomson, Associate Vice President, Student Experience and Dean of Students</p> <p>Other University Assistance:</p> <p>Terra Peckskamp, Senior Director of Student Living</p>

Student Concern	University Response	Accountable
<p>Barnes Center Students</p> <p>“A housing portal (such as My College Roomie or Roomsync) should be implemented as an option in the roommate selection process to allow future residents to choose a roommate based on mutual interests and identities, as well as the expansion and promotion of multicultural learning communities (LCs) to more residence halls on campus, including upper division and mixed-population communities.”</p>	<p>The University commits to working with students on this issue and on the future development of multicultural learning communities. There are legal aspects of roommate selection by identity that will constrain any solutions; selection of a roommate based on mutual interests can be enhanced in our process.</p>	<p>Lead Responsible Party:</p> <p>Marianne Thomson, Associate Vice President, Student Experience and Dean of Students</p> <p>Other University Assistance:</p> <p>Terra Peckskamp, Senior Director of Student Living</p> <p>Dan Cutler, Director of Learning Communities</p> <p>Daniel French, SVP and General Counsel</p> <p>Students—Representatives to be identified</p> <p>Housing, Meal Plan and ID Card Services</p>
<p>International Students</p> <p>“Set up Minority scholarship to allow scholarships for international students with outstanding academic performance, social practice, or other excellent abilities.”</p>	<p>We agree to enhance financial aid for outstanding international students. The Chancellor will work to include financial aid for all students, including international students, as a priority in the University’s \$1.5 billion Forever Orange campaign.</p>	<p>Lead Responsible Party:</p> <p>Dolan Evanovich, SVP of Enrollment and the Student Experience</p> <p>Other University Assistance:</p> <p>Dan French, SVP and General Counsel</p> <p>Ryan Williams, Vice President, Enrollment Services</p> <p>Juan Tavares, Director, Center for International Services</p>

Student Concern	University Response	Accountable
<p>Barnes Center Students</p> <p>“Create an open forum for students to share their student experience and express the expectations of their university to the Board of Trustees of Syracuse University. This forum should be held twice a year, along with monthly updates written by students for Trustees.”</p>	<p>The Board of Trustees is and has been committed to the core values of diversity and inclusion at Syracuse University. The Board, led by Chair Kathy Walters, does engage in periodic updates on the University’s diversity and inclusion efforts. As the University implements these responses, the Board will focus on progress in this area. In addition, the Board of Trustees—through its Student Affairs Committee and through student representatives to the Board—regularly engages with student leaders, including from the Undergraduate Student Association and the Graduate Student Organization.</p> <p>We encourage students to participate with these shared governance bodies, including through their regular reports and interactions with the board. We will facilitate education and involvement of students with the SA and GSO board representatives.</p>	<p>Lead Responsible Party:</p> <p>Dolan Evanovich, SVP of Enrollment and the Student Experience</p> <p>Lisa Dolak, SVP and University Secretary</p> <p>Other University Assistance:</p> <p>Student Association</p> <p>Graduate Student Organization</p> <p>Student Representatives to the Board of Trustees</p> <p>Students—Representatives to be identified</p>
<p>Barnes Center Students</p> <p>“In order for the Office of Student Living to properly implement housing changes, OSL should be allocated more funding for RA training, programming and other multicultural events.”</p>	<p>We agree that, as our housing changes—including in response to the housing study due to be completed in May, 2020—there will need to be greater resources allocated to these areas. We will work with appropriate student representatives, including the Residence Halls Association and others, to identify and allocate these resources starting in spring 2020.</p>	<p>Lead Responsible Party:</p> <p>Marianne Thomson, Associate Vice President, Student Experience and Dean of Students</p> <p>Other University Assistance:</p> <p>Terra Peckskamp, Senior Director of Student Living</p>

Student Concern

Barnes Center Students

“Agree to hire more counselors that better represent all marginalized identities on campus and more counselors with language fluency before the Fall 2020 semester begins, allow students to select their own counselor and enhance any current diversity & inclusion training, mandatory for both new and current counselors.”

International Students

“Hire more counselors to represent all marginalized identities on campus.”
“Prioritize the mental health of marginalized communities on campus (consistently and particularly during racially-charged incidents) and expand the presence of counselors of color at the Barnes Center at the Arch, as well as diversifying the faculty and staff within each college.”

Barnes Center Students

“Agree to the development of a building for multicultural offices, including scholarship offices, organizations, and programs, moving the existing offices for students of color to this new location. This building should exist as a headquarters for these programs and offices; however, we would like to see these offices and programs represented across campus.”

University Response

The University has now opened four additional counselor positions (and has hired four counselors in the past year who self-identify as people of color). Three of our existing counselors speak multiple languages.

For the open positions, the University agrees to be attentive to experience and training in mental health issues of marginalized communities. They will be hired before the fall 2020 semester begins.

New and current counselors will attend, as is currently the practice, at least five on-campus events and trainings on diversity and inclusion each year. The University will carefully work to identify appropriate enhancements to diversity and inclusion training for counselors.

The University’s faculty hiring plan will continue to include emphasis on enhancing diversity.

The University agrees to address these concerns, and indeed University leaders have been working on this for the past several months. As new and renovated buildings open in 2020, new and vacated spaces will become available to provide both central hubs and distributed programs across campus. Working with student representatives, the Chief Diversity and Inclusion Officer, Vice President and Chief Campus Facilities Officer, the Diversity and Inclusion Council and the Campus Facilities Advisory Board, the University will appropriately meet these concerns.

Accountable

Lead Responsible Party:

Rob Hradsky, Vice President for the Student Experience

Other University Assistance:

Cory Wallack, Interim Executive Director of Health and Wellness
Interim Provost John Liu
LaVonda Reed, Associate Provost for Faculty Affairs (faculty hiring)
Deans and Department Chairs (faculty hiring)

Lead Responsible Party:

Keith Alford, Chief Diversity and Inclusion Officer

Other University Assistance:

Pete Sala, Vice President and Chief Campus Facilities Officer
Diversity and Inclusion Council
Campus Facilities Advisory Board
Students—Representatives to be identified

Student Concern	University Response	Accountable
<p>Barnes Center Students</p> <p>“Agree to allocate necessary funds to support current students of color in alleviating financial burdens.”</p>	<p>The University agrees with this goal. The University agrees that this is a priority in budgeting and fundraising.</p>	<p>Lead Responsible Party:</p> <p>Dolan Evanovich, SVP for Enrollment and the Student Experience</p> <p>Other University Assistance:</p> <p>Daniel French, SVP and General Counsel Ryan Williams, VP, Enrollment Services</p>
<p>Barnes Center Students</p> <p>“Individual Diversity be added to the factors considered when admitting students to colleges through the intra-university transfer process.”</p>	<p>Intra-university transfer policies vary by school and college. The University commits to working with the Deans to address this concern. The Provost will report on changes to the intra-university transfer process by the end of spring semester.</p>	<p>Lead Responsible Party:</p> <p>John Liu, Interim Provost</p> <p>Other University Assistance:</p> <p>Steve Bennett, SVP Academic Operations Chris Johnson, Associate Provost for Academic Affairs Amanda Nicholson, Dean of Student Success School and College Deans</p>
<p>Barnes Center Students</p> <p>“Agree to the allocation of a minimum of \$1 million for the creation of a unified, required curriculum that educates the campus on diversity issues, specifically anti-racism.”</p>	<p>The University agrees that the curricular change envisioned in the response to these concerns, including in connection with the changes to SEM 100 in fall 2020 and the new course in fall 2021, will require substantial resources. We believe those resources will be no less than \$1 million. The University commits to allocating at least \$1 million and whatever additional appropriate resources are needed.</p>	<p>Lead Responsible Party:</p> <p>Steve Bennett, SVP Academic Operations</p> <p>Other University Assistance:</p> <p>John Liu, Interim Provost Chris Johnson, Associate Provost for Academic Affairs Amanda Nicholson, Dean of Student Success Students—Representatives to be identified Deans Faculty—Representatives to be identified University Senate</p>

Student Concern	University Response	Accountable
<p>Barnes Center Students</p> <p>“Monthly updates about every long-term demand be sent via email, publicized through Syracuse University media outlets, and the development of a website where demand updates can be tracked by the public.”</p>	<p>The University will post monthly updates for this year, including in SU News and SU Today. Beginning in January 2020, a page will be added to the diversity.syr.edu site to track progress on all goals. Going forward the University will assess improvements to all communications so that all in our community receive timely information about all efforts to support our values of diversity and inclusion.</p>	<p>Lead Responsible Party:</p> <p>Dara Royer, SVP, Chief Marketing and Communications Officer</p>
<p>Barnes Center Students</p> <p>“Make the diversity training status of tenured professors readily available through this public website.”</p>	<p>We agree that the terms and conditions of employment for all new faculty and staff will require diversity and inclusion training.</p> <p>All faculty and staff also will complete an annual training in discrimination and unconscious bias as part of required training under state law.</p> <p>In addition to mandatory training, we will continue to enhance programs open to faculty and staff to promote diversity and inclusion.</p> <p>The University will commit to making public aggregate data by school and college each academic year. The University will not violate privacy law by identifying faculty by name, but rather will use accountability measures to enforce compliance. The Provost will hold deans accountable for the performance of their faculty.</p>	<p>Lead Responsible Party:</p> <p>Lavonda Reed, Associate Provost for Faculty Affairs</p> <p>Other University Assistance:</p> <p>John Liu, Interim Provost</p> <p>Steve Bennett, SVP Academic Operations</p> <p>Andrew Gordon, SVP and Chief Human Resources Officer</p> <p>Deans</p> <p>Faculty—Representatives to be identified</p>

Student Concern	University Response	Accountable
<p>Barnes Center Students</p> <p>“Syracuse takes initiative to equalize treatment of multicultural Greek Life and acknowledge the unique challenges multicultural Greek life faces.”</p>	<p>The University agrees with this objective. We will consult with the Multicultural Greek Council on progress on steps to implement this objective.</p>	<p>Lead Responsible Party:</p> <p>Rob Hradsky, Vice President for the Student Experience</p> <p>Other University Assistance:</p> <p>Pete Sala, Vice President and Chief Facilities Officer</p> <p>Pam Peter, Assistant Dean, Fraternity and Sorority Affairs</p> <p>Multicultural Greek Council</p>
<p>Barnes Center Students</p> <p>“The university agrees that when racially-motivated incidents which impacts the larger campus community occur, Administration will respond within a maximum of 48 hours.”</p>	<p>The University is committed to overhauling our historic reporting process. Pursuant to protocol to be further developed in consultation with all stakeholders, and unless disclosure to the community would impede an investigation, the Department of Public Safety and the Syracuse University administration will inform the community of concerning racially-motivated incidents within a maximum of 48 hours.</p>	<p>Lead Responsible Party:</p> <p>Tony Callisto, SVP Campus Safety and Chief Law Enforcement Officer</p> <p>Other University Assistance:</p> <p>Daniel French, SVP General Counsel</p>
<p>International Students</p> <p>“Provide an online reporting system with the ability to upload photos and documents anonymously.”</p>	<p>The University agrees and now provides this. An anonymous online system for such reporting, including the photo load feature, exists on the DPS website as “Silent Witness” through EthcisPoint. See https://dps.syr.edu/law-enforcement/report-a-crime/</p> <p>The STOP Bias reporting tool is also available at stopbias.syr.edu.</p>	<p>Lead Responsible Party:</p> <p>Tony Callisto, SVP Campus Safety and Chief Law Enforcement Officer</p> <p>Other University Assistance:</p> <p>Daniel French, SVP General Counsel</p> <p>Department of Public Safety</p> <p>Faculty—Representatives to be identified</p> <p>Students—Representatives to be identified</p> <p>Staff—Representatives to be identified</p>

Student Concern	University Response	Accountable
<p>Barnes Center Students</p> <p>“We demand consistent levels of engagement from the Chancellor with minority communities, specifically a mandatory annual State of the University Address as it relates to the student of color experience.”</p>	<p>Chancellor Syverud will address issues of diversity and inclusion in his January address as well as in update messages at the start of each semester. The Chief Diversity and Inclusion Officer will also provide an annual report and update.</p> <p>Chancellor Syverud and University leaders also commit to working collaboratively with students to create regular opportunities for engagement during the spring semester 2020.</p>	<p>Lead Responsible Party:</p> <p>Chancellor Kent Syverud</p> <p>Other University Assistance:</p> <p>Keith Alford, Chief Diversity and Inclusion Officer</p> <p>Students—Representatives to be identified</p>
<p>Barnes Center Students</p> <p>“Syracuse University expands and invests in student volunteer opportunities to better serve underserved and low-income communities in the city of Syracuse.”</p>	<p>The University is committed to making significant investments in student volunteer opportunities to better serve the underserved and low-income communities in the city of Syracuse.</p>	<p>Lead Responsible Party:</p> <p>Bea González, Vice President Community Engagement</p> <p>Other University Assistance:</p> <p>Chris Johnson, Associate Provost for Academic Affairs</p> <p>Brian Konkol, Dean, Hendricks Chapel Shaw Center</p> <p>Students—Representatives to be identified</p> <p>Community Partners</p> <p>Faculty—Representatives to be identified</p> <p>Deans</p>