Moving Forward Together
November 19, 2020
Progress Update

1.00 Increase University Accountability for Equitable Treatment of its Black Community

1.1 Hire a Chief Diversity Officer

**August 2020:** Appointment of Chief Diversity Officer and the establishment of the Office of Diversity and Inclusion.

**November, 2020:** University diversity officers representing schools and units appointed to complete membership of the University Diversity Council. Chief Diversity Officer to convene the Diversity Council.

1.2 Hire an Ombudsperson

**October 2020:** Maria Dixon Hall and Paige Ware met with the former Faculty Senate president and chair of the tenure and ethics committee to secure their consent to place the Faculty Senate request for a faculty ombudsperson under the Black Unity Forum (BUF) request 1.02.

1.3 Increase Black representation in hiring processes on campus

**Academic Affairs:**

**October 2020:** Maria Dixon Hall, Samantha Thomas, and Paige Ware met for an initial review of the current guidelines for faculty hiring at SMU. The guidelines are not policies, but recommended procedures and parameters that ensure that the University policies involving the Office of Institutional Access and Equity are met. Therefore, revisions to these guidelines can be completed within the time frame prior to fall 2021.

**Business and Financial Affairs:**

**November 2020:** Developing a data dashboard to provide to vice presidents/deans/hiring managers that shows composition of current staff to increase representation in hiring process.
1.4 Develop or revise written faculty tenure standards and departmental accountability processes

**October 2020:** All schools have submitted their updated tenure and promotion guidelines to the Office of the Provost for Faculty Success.

The Office of the Provost met with associate deans, confirming that a review will be conducted over the current academic year to prepare for revisions to Policy 2.10 (Guidelines for the Periodic Evaluation of Faculty) and Policy 2.12 (Tenured Faculty Development).

Associate Provost for Faculty Success Paige Ware is conducting an inventory of all policies against a matrix to determine inclusion/exclusion of key information.

1.5 Establish clear violation protocol in Student Code of Conduct and SMU Policy Manual against acts of racial discrimination

**Nov. 5, 2020:** First meeting of the Student Code of Conduct review task force occurred. Members include:

- Dr. K.C. Mmeje, vice president for Student Affairs – co-chair
- Susan Howe, associate University counsel – co-chair
- Dr. Adriana Aceves – Faculty Senate student policies committee representative
- Brooke Betik – Student Senate representative
- Lexxi Clinton – Student Senate representative
- Kennedy Coleman – BUF student representative
- Jennifer Jones – BERT/BUF staff representative
- James Ramey, assistant director of student conduct and community standards
- Seun Suberu – BUF student representative

1.6 Establish mandatory cultural sensitivity training for faculty, staff and board members at all levels

**October 1, 2020:** United States Presidential Executive Order on Combating Race and Gender Stereotyping placed all CIQ@SMU Training and curricular development on hold. If order is rescinded as anticipated upon change in administration in January 2021, all training will resume in time for Greek recruitment in spring 2021.

1.7 Create citizen’s review board for SMU PD.

**November 2020:** The SMU Police Department has appointed its police community advisory board and has scheduled the group’s first meeting for the week of November 23. The board has four student members, a faculty member and a staff member who were all
recommended by campus stakeholders such as the Student Senate, Faculty Senate and Staff Association.

2021 Voting Members of the Police Community Advisory Board:
- Judah Bell – student representative
- Jewel Boland – student representative
- Stacia Mckellum – student representative
- Jimmy Phillips, Jr. – student representative
- Johnitha Watkins Johnson – faculty representative
- Raina Watts – staff representative

1.8 Establish a staff town hall meeting with President Turner

**November 6, 2020:** President Turner held the first annual town hall for Black staff with a virtual attendance of 78 participants.

1.9 Desired Outcome – Increase efforts to recruit, promote and retain Black tenure-track professors so they compose at least 10% of total University population of tenure-stream faculty.

**October 2020:** The Office of Institutional Research has created a dashboard to analyze information by rank (adjunct, clinical, tenure-track, tenured) by school.

1.10 Desired Outcome – Reduction of reported racial profiling and discrimination by 50%.

1.11 Desired Outcome – Improve campus quality of life for SMU Black community

2.0 Increase Financial Aid and Work Compensation for SMU’s Current and Future Black Community

2.1 Create an endowment for Black students

**October 2020:** Alumni Giving and Relations (AGAR) worked with Black Alumni of SMU to host *A Conversation with Spike Lee*, a one-hour pre-show for alumni donors to the Black Alumni Scholarship Fund (in conjunction with Tate Lecture Series), attended by 223 participants and raising $33,000 eligible for matching University funds.
2.2 Create a system of incentives for departmental recruitment and retention of Black faculty, and create additional endowed chairs

**October 2020**: Four faculty members are enrolled in the Spring Faculty Success Program through funds in the Office of the Associate Provost for Faculty Success.

2.3 Increase compensation of faculty members working on inclusion-focused initiatives

**October 2020**: The Office of the Provost discussed with deans the importance of reviewing and operationalizing workload policies at the department level to make them relevant and metrics-driven.

Provost Loboa has built into the performance-based funding model an accountability structure to ensure that each department has written guidelines by spring 2021 that will operationalize the SMU policy for workload.

The associate provost for Faculty Success, together with Provost’s Faculty Fellow Johnitha Johnson, have begun to review systematically the research about the intersection of equity and workload policies.

2.4 Introduce a No Loan Assistance Program

- The enrollment management research group has developed a dashboard of unmet need to monitor and study the gap in financial aid packages for undergraduates by race, ethnicity, income, Pell status, athlete status, level of academic scholarship, home state/city and more.
- The associate vice president for Enrollment Management:
  - Has met with existing and potential partners from EAB, Farrell-Day, and Art & Science Group to plan a study on the possible approaches for meeting more financial need for undergraduates and the potential impact on meeting the University’s strategic goals related to diversity, academic quality, retention, graduation and net tuition revenue.
  - Has reengaged SMU’s financial aid task force to make recommendations for the strategic use of financial aid funds dispersed throughout the undergraduate schools and college.
  - Is working with administrators across the University to identify ways to meet more financial need of low-income students who are disproportionately students of color, including identifying targeted efforts for fundraising opportunities.
  - Has reengaged a group of staff from Enrollment Services and Student Academic Engagement and Success to guide efforts in adopting an income-
based financial assistance program aimed at recruiting low-income students of color from the Dallas area.

- Has identified three priorities for funding scholarships in FY21 to support Black student enrollment, including Mustang Excellence Scholarships for students of color, Mustang Success Scholarships for any student whose financial circumstances have been negatively affected by the COVID-19 pandemic, and Mustang Scholars and Mustang Promise Scholars, which identify high achieving, Pell-eligible students from Dallas County.
- Purchased a dataset to allow for in-depth benchmarking with cohort, aspirational peers and Texas peer institutions on measures of financial aid.

2.5 Desired Outcome – Increase of Black student population in all schools of study until total population reaches 12%

2.6 Desired Outcome – Increase five-year graduation rate of Black first-year students enrolled in SMU by 50%

3.0 Increase Opportunities for Success Offered by SMU to its Current and Future Black Community

3.1 Establish clear career paths for staff to increase retention of Black staff

October 2020: The Department of Human Resources began:

- Benchmarking peer and aspirational peer Universities’ practices/programs for career paths/career development plans, succession planning, general job descriptions, search committee guides, internal job postings and diversity initiatives (job boards and job fairs).
- Developing candidate reports to provide hiring managers the diversity makeup of selected (qualified) candidates.
- Reviewing current HR training to identify opportunities to amplify the University’s commitment to diversity in its workforce and leadership.
- Updating list of career/professional coaches to include a diverse list of coaches and specialties, identifying three new coaches.
- Reviewing current exit interview process, researching best practices on questions and exploring options for system.

3.2 Establish a paid internship and mentorship program for Black students

November 2020: The Alumni Relations team, in partnership with the Black Alumni of SMU Board, Office of Social Change and Intercultural Engagement (SCIE) and Hegi Family Career Development Center, began the pilot phase of the first mentoring program
for Black alumni and students. The initial goal for round one is to pair 10 students with 10 professionals.

3.3 Increase representation in pivotal meetings for students and Black Unity Forum
3.4 Create a new SMU multicultural admissions recruitment program
3.5 Start a Black student/alumni summit sponsored by SMU
3.6 Desired Outcome – Improve access and create more opportunities to facilitate the matriculation of Black talent at all levels of our campus community

4.00 Increase Black Student-Athlete Equity and Involvement in the General Student Population

4.01 Create a mandatory racial inequality and implicit bias workshop specific to SMU Athletics

October 2020: To date, 54 current athletics staff members and coaches have completed CIQ@SMU implicit bias training, *Hidden Scripts*. Athletics will provide a minimum of two more opportunities this fiscal year for our coaches and staff. It will be mandatory to complete this training.

4.02 Establish opportunities for SMU Athletics to serve the greater Dallas community

October 2020: Partnership began with SAAC and Dunbar Elementary to establish a three-phased virtual mentor program at this South Dallas school. Eighteen student athletes are currently participating as pen pals with 52 fourth-grade students.

November 3, 2020: Approximately 45 student-athletes volunteered on Election Day, passing out water and snacks while engaging with the community before and after voting. The student-athletes volunteered at Moody Coliseum, the Martin Luther King, Jr. Recreation Center, First Baptist Church of Duncanville and Cedar Crest Elementary School in South Dallas.

4.03 Hire a Black mental health professional for student-athletes (4.03)


4.04 Create access to educational classes for student-athletes

November 16, 2020: Mustang student-athletes were provided the opportunity to represent SMU by attending an upcoming University of Houston webinar called “The Game Changers” with sports sociologist and civil rights activist Dr. Harry Edwards, moderated by LaChina Robinson, ESPN analyst.
4.05 Mandate Election Day as a day off for all athletic teams

**November 3, 2020:** All student-athletes enjoyed a day off with no practice.

4.06 Cease the stifling of student-athletes’ academic breadth and opportunity for the sake of scheduling simplicity

4.07 Enforce a zero-tolerance policy for racist behaviors in academic or athletic settings

4.08 Create a space for the fellowship of student-athletes beyond study hall requirements, as well as opportunities to connect with student-athlete alumni

**October 2020:** SMU Athletics established a pilot program to connect student-athletes with letter winners.

4.09 Desired Outcome – Create a more welcoming culture for Black student-athletes within the SMU Athletic Department

**November 2020:** First-year minority and international students participated in MustangsYounited scavenger hunt to increase their engagement with the larger SMU campus.

4.10 Desired Outcome – Encourage the equal development of student-athletes’ academic, athletic, and career goals

4.11 Desired Outcome – Strengthen ties within the SMU Black community both within Athletics and the greater campus community.