



SOUTHWESTERN UNIVERSITY

President's Corner Conversation Notes

Feb. 23, 2023

How will messages be sent more thoroughly and more effectively in the future?

A new governance structure will be needed to bring cultural change; the existing structure is siloed and limits interactions. One faculty mtg is held per month. Staff convene twice per year. Students have no functioning government association nor University Council. Talk about the governance system starting in March 2023.

How do practice diversity with consistency across all university divisions? A 20 person commission will convene about governance, funding, and the prospect of a chief diversity officer. The commission will research and report.

We will start a search in the Fall for a Vice President for Student Life and Inclusion and a primary diversity officer (title to be determined later).

Surveillance cameras began operating in the fall as the anti-semitic flyers appeared; the pics showed a person not connected to Southwestern distributing them. Installation of cameras are underway and will continue with Pres. Trombley's funding.

The Bias Response Team is being created this semester. Related communications will be sent related to the acts of intolerance. Consequences will be significant.

Things to consider: (1) funds for RAs to provide for first-year student training and education; (2) Welcome Week will be very different in 2023 for introducing students to diversity; (3) Staff will receive new education/training through Staff Steering Committee; (4) faculty will be given resources, but will be in control of establishing guidelines. **We are certain that RAs and Staff will receive new training in 2023-2024.**

We are setting funds aside for priorities in diversity/equity/inclusion.

In the First Year seminars, there are modules. We will ask the faculty about modules to include.

With salaries, we are making adjustments. With a proper salary, we hope to have a Director to collaborate with faculty by the summer on integrating DEI.



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Student Life and Marcom collaborate to ensure that emailed messages are sent to all community members. One idea is to use the tornado alarms for some type of notice to the campus.

We need more data. Or, we don't know how many faculty are using (DEI) modules each year. We need a Director of Institutional Research to obtain data on how much work is invested in diversity.

A student app is being developed by Marcom VP Ochsner with a surrounding task force, by July 1.

When students are targeted, we first invest time to ensure their safety and welfare; we want to attend to their immediate needs. We will improve our proactive response in an effort to decrease the incidences of intolerance; to enhance the efficiency with which we notify everyone.

The Athletics coaches will receive diversity education and training. Coaches received 12 month contracts. The first external professional to be named Athletics Director in 40 years is now in place; he will review everything.

Culture changes gradually. We start change when new people arrive at the community; we set expectations from the beginning. RAs will receive new training and new programming funding. The protest attracted the largest group of students that Pres. Trombley had seen.

A "Fall Ball" will occur in the fall semester for all students; a social occasion for everyone to gather. We'll subsidize the funding and students will pay an amount to attend.

What are the consequences for this serious infraction? We will review the penalties; we haven't done a good job in communicating the consequences to the community.

How can we make training/education mandatory? For incoming students, it is easily accomplished. Staff are already very interested in attending and engaging. Many faculty believe DEI work is very important --- we are uncertain how we'll involve all faculty as of tonight. Faculty of color report they experience microaggressions, too.