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2. Establish an Ombuds Office and official ombudsperson whose mandate is to serve as an informal, confidential resource for all faculty, staff, and students. Responsible: Michele G. Wheatly

Status: Currently Underway

The Office of the Provost is currently studying the International Ombudsman Association (IOA) Code of Ethics and Standards of Practice. In addition, the Provost's Office is currently investigating best practices for ombudsperson services at peer universities. The office will make a final recommendation by October 31, 2016. Recommendations will include tailored roles and processes for concerns surfaced by students, faculty, staff, or other individuals.

3. Restore staffing positions at the Slutzker Center for International Services and Native Student Program to previous levels to meet the urgent needs of their constituents. Reinstatement of the position of assistant provost for equity and inclusion/associate dean of the Graduate School. Responsible: Rebecca Reed Kantrowitz and Michele G. Wheatly

Status: Currently Underway

A significant amount of work has already been done on this issue, and more will occur this academic year. The Office of the Provost and the Division of Student Affairs staff are already following the recommendations made by the Academic Strategic Plan Workgroup on Internationalization. The workgroup's recommendations include multiple leadership and staffing proposals. This includes strengthening staffing of the Slutzker Center to enhance the University's capacity to recruit and support international faculty and staff. The Office of the Provost continues to address staffing needs in consultation with the leaders of Slutzker, SU Abroad, and the Workgroup on Internationalization. The office will complete this analysis and initiate new searches by November 1, 2016.

In July, the University announced the creation of a new Division of Enrollment and the Student Experience. A search is underway to identify a new senior vice president to oversee this new division. As part of this leader's assessment of the division, he/she will conduct a 360 review to identify any additional investments that are needed in this area.

In addition, the University is immediately funding a graduate student to support the assistant director of the Native Student Program during this academic year to ensure that critical supportive services continue to be provided to Native students. The student assistant will work closely with the assistant director to provide academic support, programming, and counseling

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for students in the program. Data will be collected for the new senior vice president and staffing and space recommendations will be implemented in the spring semester.

The Office of the Provost will follow the Academic Strategic Plan by enhancing the scope and reach of the Office of the Vice President for Research (OVPR) as recommended by the Academic Strategic Plan Workgroup on Research and Discovery. Following a comprehensive needs analysis that will occur in September 2016, the office will establish new senior staffing at the Graduate School by October 31, 2016. The new staff will work in partnership with the vice president for research. Responsibilities for new OVPR staff include planning, coordinating, and executing pipeline success programs for women and historically underrepresented students across scholarly disciplines.

4. Offer free tutoring for all undergraduates across campus to address inequities and to support and retain undergraduates from marginalized and underrepresented groups.

Responsible: Michele G. Wheatly

Status: Currently Underway

The provost will follow a recommendation in the Academic Strategic Plan and establish a method for campus-wide free tutoring for all undergraduates across campus to address inequities and to support and retain undergraduates from marginalized and underrepresented groups.

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7. Commit appropriate and permanent financial support for the Women in Science and Engineering (WiSE) program. Merge WiSE with SU-ADVANCE. Over the longer term, consider whether these personnel and principles can be extended to support the diversification of other fields (e.g., architecture, philosophy).
Responsible: Michele G. Wheatly

Status: Currently Underway

The provost has met with the leadership of WiSE and the principal investigators of the NSF-funded ADVANCE grant. Discussions of both programs will continue, with Jeffrey M. Stanton, associate provost for academic affairs and ADVANCE co-principal investigator, and LaVonda N. Reed, associate provost for faculty affairs, to develop a plan by January 1, 2017, to absorb best-practice faculty development functions originating with STEM women to further the diversification of underrepresented faculty in STEM and other disciplines. The provost will also identify appropriate sources of funds for groups such as WiSE that are working to diversify the academic disciplines at the student, staff, and faculty levels.

8. Require attention to diversity and inclusion as key components of all faculty and staff evaluations, CV updates, and tenure and promotion decisions. Require an expanded statement on diversity and inclusion in all syllabi.
Responsible: Andrew R. Gordon and Michele G. Wheatly

Status: Currently Underway

The creation of new processes and criteria for personnel evaluations differs greatly between faculty versus staff. Policies based on these recommendations require a shared governance process with structural collaboration across Senate committees and between the Senate committees and academic and administrative personnel. The provost will initiate discussions with the relevant Senate committees and the Senate as a whole by November 2016.

The Department of Human Resources is developing a guide to help encourage and support managers and employees in setting diversity competency goals. Each of the human resources senior HR business partners will meet with the leadership of their respective schools, colleges, and administrative units by September 30, 2016, to ensure that these guidelines are distributed to managers and employees and that support is provided. This will include follow-up meetings in departments and teams to set diversity goals and discuss those goals throughout this academic year and beyond.

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9. Strengthen the systems, publicity, and resources for the STOP BIAS reporting system. The Division of Student Affairs and the Office of Equal Opportunity, Inclusion, and Resolution Services should address any existing gaps in resources available to those who experience bias, discrimination, or harassment. For example, increase education of faculty, staff, and students about how to respond to bias incidents and concerns.

Responsible: Andrew R. Gordon and Rebecca Reed Kantrowitz

Status: Currently Underway

Syracuse University will create and implement an effective communications plan, pilot the STOP BIAS Training Program, and assess and evaluate the effectiveness of resources and training. The Division of Student Affairs Tj gse wan, piless E Stwi4. (cl001 Tw 2.7 -1.805 Td 1.6)-1 (t)-eccas inc55-1 (t)-3 ngag3.1 (t(udentl)1 (e)-5)-3 (ep

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An accessibility audit is underway, and physical inspections as part of that audit have already been completed. As of August 15, 2016, all 9 million

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16. Conduct a needs analysis of how to make American Sign Language and CART services available for all University events. Consider hiring one or more full-time American Sign Language interpreters, as determined by the analysis.
Responsible: Michele G. Wheatly

Status: Currently Underway

In spring 2016, the Information Technology Services (ITS) department examined the technology needs related to mobile CART services as well as permanent CART installations. Starting on September 19, 2016, the Provost's Office will use the data produced by ITS to conduct the need analysis in conjunction with ITS and the University's Office of Special Events.

17. Offer transportation to La Casita and other community sites to give students physical and curricular access to important aspects of the Syracuse community.

Responsible: Bea Gonzalez and Gwenn B. Judge

Status: Completed and Underway

La Casita will become a recognized stop on the Connective Corridor as of the first day of classes, August 29, 2016. Parking and Transit Services will work with Centro to update the schedules and stops. The Division of Student Affairs will work with the Mary Ann Shaw Center for Public and Community Service, Parking and Transit Services, and the Department of Public Safety to determine other community sites that would benefit from transportation services.

18. Offer inclusive food options (e.g., kosher, halal, vegetarian) at Syracuse University events where food is included. The annual Martin Luther King Jr. Celebration is a good model.

Responsible: Gwenn B. Judge

Status: Currently Underway

Kosher, vegetarian and halal food is offered through University Catering and served at various events when requested by the event organizers. Syracuse University Food Services will create a policy by December 30, 2016, requiring departments serving food at University-sponsored events to order diverse food offerings to accommodate the dietary and cultural needs of the event attendees. When event organizers contact University Catering to schedule dinners, luncheons, and other events at which food is to be served, University Catering staff will ask the event organizers if diverse food options are required.