



## MEMORADUM

To: Syracuse University Community  
From: #NotAgainSU Representatives  
Subject: #NotAgainSU Spring 2020 Student Concerns  
Date: July 24, 2020

---

We the undersigned, endorse the University's response to the stated #NotAgainSU spring 2020 student concerns.

#NotAgainSU

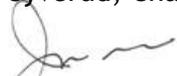
**CHANCELLOR** AND PRESIDENT

900 S. Crouse Avenue / Crouse-Hinds Hall, Suite 600 / Syracuse, New York 13244-2130 / 315-443-2235

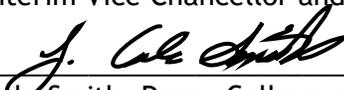
Syracuse University commits to fulfilling the actions outlined in the enclosed summary.



Kent Syverud, Chancellor and President



Zhanjiang (John) Liu,  
Interim Vice Chancellor and Provost



Cole Smith, Dean, College of Engineering  
& Computer Science



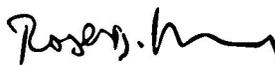
Gabe Nugent, Deputy General Counsel



Keith A Alford, Chief Diversity and Inclusion  
Officer



Amanda Nicholson, Interim Deputy Senior  
Vice President Enrollment & the Student  
Experience



Robert Hradsky, Vice President for the  
Student Experience



Marianne Thomson, Associate Vice  
President for the Student Experience &  
Dean of Students



March 12, 2020

Updated: July 24, 2020

This document describes the precise actions the University commits to take in response to each request presented by #NotAgainSU student organizers in their February 24, 2020 document titled “Official Negotiation Document.”

During discussions on March 2, 3, 4, and 6, student organizers and University administrators and faculty (hereinafter “University”) agreed on the actions described below.

The numbers and letters in this document correspond to the numbers and letters in the students’ document. The sub-section headers in brackets summarize the topics for ease of reference.

## II. Addendums

### A. [SEM 100]

The University previously agreed to allocate \$1 million to this expansion, and presented students with a budget breakdown to show how the \$1 million is being spent. The University agreed to the remaining portions of this request as well, subject to the qualifications that (a) curriculum issues are governed by the faculty, and faculty must ultimately approve any changes to curriculum; and (b) the requested oversight committee will more specifically be an advisory panel consisting of students nominated by #NotAgainSU who directly advise the SEM 100 coordinators on content and course effectiveness. The University is implementing some changes for the fall of 2020, and more changes for the fall of 2021.

### B. [Feedback for My College Roomie]

In the fall, the University purchased roommate-matching software My College Roomie to allow students to have greater control over the selection of their roommates. Students will be able to select roommates based on common responses to survey questions and student profiles that include photos. The University offered to do a demo of the software for any students who desire to learn how it works. The software is being piloted this spring, and the University committed to soliciting student feedback on how it’s working in the fall of 2020, after roommate assignments are made and experienced for a period of time.

C. [Multicultural Learning Communities]

The University agreed to expand multicultural learning communities. For fall 2020, the University is adding one new learning community for first-year students in Day Hall, and one new learning community for sophomores, juniors and seniors in Ernie Davis Hall. The University commits to better advertising these learning communities to incoming and current students. Based on student interest, the University will add learning communities or identity-based housing communities to as many residence halls as possible.

D. [Counseling Services]

The University agreed to expand counseling services by hiring five new counselors, bringing the total FTE of counselors to 32. The University emphasized its commitment to continue hiring counselors of diverse identities. The University agreed counselors will undergo more training on working with students from marginalized communities. The University encourages students to provide feedback on counseling resources and services during the 2020-2021 academic year, once they have an opportunity to experience some of these changes.

E. [Bias Incident Reporting and Communication]

The University will continue publishing on the DPS website bias incident reports that are reported to DPS. The University will publish bias incident reports to the DPS website within 48 hours of receipt, unless publishing would impede an investigation, or unless the report is determined to be unfounded. DPS will send a monthly email to the campus community summarizing all bias reports for a given month. The University also established an opt-in subscription feature on the bias incidents website for anyone who wishes to receive an email every day that the bias website is updated.

### III. New Expansions to Original Demands

1. [Conduct Sanctions for Students Involved in Bias Related Incidents]

The University is actively revising the Code of Student Conduct and associated procedures to make clearer that bias-motivated conduct will be sanctioned more severely than non-biased conduct. The University also committed to revising the Code to hold bystanders and accomplices of bias-related incidents accountable. The University reiterated its desire for student organizers to participate on campus engagement committees looking at these policies. These policies will be revised and published no later than August 2020.

2. [Mandatory Diversity Training]

The University agreed to this request as written, including requiring newly-hired faculty to attend diversity training within one year of hire.

3. [Open Board Forum]

So far this semester, the Special Committee of the Board held more than 20 dialogue sessions on campus, including with student organizers participating in the Crouse-Hinds Hall sit-in. The Special Committee is scheduled to return to campus in April 2020 and students will be invited to speak to them. The Independent Advisory Committee has also been meeting with students, and met with #NotAgainStudent organizers on March 9, 2020. The University encouraged students to raise the issue of student representation on the Board directly to the Board in discussions with these specially-appointed committees. (UPDATE 7/24/2020 The Special Committee was unable to return to campus in April 2020 due to the COVID-19 pandemic.)

4. [Office of Student Living Changes]

The University committed to increasing the Office of Student Living (OSL) budget by \$500,000 for diversity and inclusion priorities, including for residence advisor diversity programming and hiring a new assistant director of diversity and inclusion within OSL.

5. [Counseling Services]

The University published photos of its counselors on the Barnes Center at the Arch Counseling website. The University explained that students may select their preferred counselor when scheduling an appointment, subject to availability.

6. [Funding for Students of Color]

The University agreed to reinvest and recommit at least \$5 million in programs and scholarships which directly benefit marginalized students, such as, but not limited to: Higher Education Opportunity Program (HEOP), Student Support Services (SSS), and Our Time Has Come. The University agreed to expand funding for need-based and culturally-based scholarships by \$5 million. The University also reiterated its commitment to the Miami POSSE program, and agreed to explore Los Angeles and Atlanta POSSE programs for future years. The University agreed to double free printing services from \$20 worth of printing to \$40. The University was unable to agree to free laundry. The University is also not able to agree to the demand related to financial aid for resident advisors due to federal regulations that would prohibit such action.

7. [Curriculum]

The University agreed in principle to this request, except for the typographical error referring to the requested dollar amount as \$5 million instead of \$1 million, and except that the faculty must ultimately approve curriculum changes. If approved by the faculty, then the University will implement the concepts in this demand through its SEM 100 course to begin in Fall 2021.

8. [Bias-Related Incident Communications]

See above at Section II.E. Same response.

9. [Volunteer Opportunities]

The University agreed to these requests as written, including the allocation of \$600,000 for volunteer programming in the City of Syracuse.

**IV. New Demands**

A. [Public Statement]

No agreement has been reached at this time. We will not issue a statement saying that the University is complicit in perpetuating oppressive systems, specifically white supremacy. The University will continue discussions on this topic.

B. [Resignation or Removal of Leaders]

The University will not ask for or support the resignations of individuals as demanded by this group of students.

C. [Tuition Freeze]

The Board of Trustees sets tuition for the University through a careful and methodical process each year. A tuition freeze is highly unlikely, as it would not allow the University the flexibility it needs to meet the ever-evolving needs of students, faculty, and staff. That said, the Board each year seriously considers whether tuition should remain static or increase, and this year will be no different. The Special Committee of the Board will raise the students' concern to the Board as part of the Board's established budget and tuition decision-making processes.

D. [Releasing Identities of Students]

Under the federal Family Educational Rights and Privacy Act (FERPA), the University cannot disclose identities of students found responsible for violating the Code of Student Conduct. There are some exceptions, none of which apply to the racist and anti-Semitic incidents from the fall. DPS will refer all potential hate crimes, pursuant to section 485.05 of the New York State penal law, to the Syracuse Police Department.

E. There is no letter "E."

F. [DPS Policies and Procedures]

DPS posted its code of ethical conduct to its website. The University committed to reviewing whether any DPS Standard Operating Procedures could also be posted to the website without compromising sensitive information.

G. [Disarming DPS]

The University appreciates the question of whether DPS should be disarmed, and agrees it is an important question. However, the answer to the question is not one the University is prepared to negotiate. The University will not disarm DPS peace officers at this time. The University will continue to explore this question with the student organizers, other student leaders, safety experts, and the wider University community, and will explore the possibility of a roundtable discussion on this topic. The University encourages anyone with a complaint against a DPS officer to file it through [EthicsPoint](#), through the DPS [reporting portal](#), through [Human Resources](#), or to the [Office of Equal Opportunity, Inclusion and Resolution Services](#).

H. [Housing Services for Students with Disabilities]

The University explained its process for prioritizing students with disabilities in its housing process. The University recommitted to this priority, and agreed to increase and improve communication to all students regarding disability services and housing. The University confirmed that the Disability Review Committee will also examine current practices. Individual student complaints may be referred to Williams Myhill, ADA Compliance Coordinator, in the Office of Equal Opportunity, Inclusion, and Resolution Services (EOIRS).

**V. Demands written as a result of the violent treatment against peaceful student protestors**

A. [Acknowledgment and Apology]

During discussions, the Chancellor and other administrators apologized for the way the University treated students during the early days of the sit-in. These apologies were offered in addition to the written apology the Chancellor issued on February 24, 2020.

B. [Student Conduct Records]

The University expunged conduct records related to the interim suspensions issued to student organizers on February 17-18, 2020.

C. [Late or Missing Coursework]

Faculty have discretion as to whether to forgive late or missing coursework or absences according to principles of academic freedom. The Interim Vice Chancellor and Provost sent an email encouraging faculty to forgive late or missing coursework or absences for students directly and indirectly involved in the Crouse-Hinds Hall sit-in. This offer is contingent upon the expedited conclusion of these negotiations.

D. [Penalties for Graduate Students, Faculty, and Staff]

The University agreed graduate students, faculty, and staff would not be disciplined for supporting the students leading the Crouse-Hinds Hall sit-in. Specifically, the University agreed no graduate students would lose scholarships or stipends as a result of their support or participation. This offer is contingent upon the expedited conclusion of these negotiations. (UPDATE 7/24/2020 There was no discipline for graduate students, faculty and staff who supported students leading the Crouse-Hinds Hall sit-in, and there was no loss of scholarships or stipends as a result of support or participation.)

E. [Campus Disruption Policy]

The University committed to reviewing this policy, including how to limit its application to peaceful protests on campus. The Interim Vice Chancellor and Provost will lead this effort.

F. [Meeting with Trustees]

The Special Committee will return to campus in April 2020 (subject to public health measures in response to the COVID-19 pandemic) and students will be invited to speak to them. The Independent Advisory Committee has also been meeting with students and #NotAgainSU organizers were invited to meet with the Independent Advisory Committee on March 9, 2020. The Advisory Committee will report its findings to the Special Committee of the Board. (UPDATE 7/24/2020 The Special Committee was unable to return to campus in April 2020 due to the COVID-19 pandemic.)

G. [Investigation of DPS]

The University retained former U.S. Attorney General Loretta Lynch to conduct an external review of DPS. The scope of the review will include the conduct of DPS during the February 2020 student sit-in in Crouse-Hinds Hall as well as DPS policies and procedures. Students will have access to speak with Loretta Lynch, and subject to legal limitations, the University will make public the findings of the review.

H. [Paid Oversight Committee]

The University agreed to solicit feedback from students in an advisory capacity regarding campus climate, and to establish paid student positions in the Office of Diversity and Inclusion; one responsibility of these positions would include contributing to discussions on campus climate.

I. [SEM 100 Curriculum]

The University agreed in principle to this request, including expanding the SEM 100 curriculum to include the history of protest at Syracuse University, provided that the faculty approve this change to the curriculum.

J. [Facial Recognition Software]

The University confirms that DPS and ESE do not own facial recognition software, and that facial recognition software was not used to identify protesting students.

