

## "Demands and Solutions"

What follows is the University leadership's good faith initial reaction to THE General Body's list of concerns and demands. It is not intended to be an exhaustive response, but rather the beginning of a constructive process of dialog and action in which we want to engage with students.

1. The student body demands transparency with changes instudent services and university policy. Transparency is defined as accessible information about said changes prior to finalization and implementation,student involvement and consultation in the decision--making and change process, diverse student representation at the table and respect for the will of governing bodies such as the Student Association, Graduate Student Organization andthe University Senate in addition to the larger student and faculty bodies.

We acknowledge that we can provide more advance discussion and opportunity for input on matters that affect the broad constituencies of the University. We will do better. A policy communication strategy is being put in place that will ensure that there is broader communication/consultation about policies and changes in policies that affect the community. There are some decisions that ultimately affect individual members of the University community (e.g.,legal, personnel, individual salary details) and some decisions that must be made based on fiduciary responsibility and long-term viability of Syracuse University.

The student body demands:

11. A meetingbetween Divest SU and the Socially Responsible Investment Matters Committee and relevant parties to begin action on fossil fuel divestment.  
*1.1.1. by the end of the Fa/1 2014 semester*
- 12 Disclosure of all names of fossil fuel companies with whom SU is affiliated,and amounts invested in them within the endowment.  
*1.2.1. by the end of the Fa/1 2014 semester*
- 13 The freezingof current investments in the fossilfuel industry and a plan to withdraw those investments within 5 years.  
*1.3.1. by the end of the Spring 2015 semester*

The Socially Responsible Investment Matters Committee commits to meeting with Divest SU, will share relevant information about the strategies employed in investment, and will listen respectfully and carefully to the Divest SU members. The University's endowment does not directly invest in any coal or fossil fuel companies. Any exposure would be through third party investment managers (such as index funds), which are not direct University investments. The University is committed to working with these managers to minimize/eliminate this exposure. This effort mirrors what Stanford University did earlier this year.

[Executive VP Marcoccia]

**14. An official statement from the Chancellor, acknowledging the distress this has caused the student body, in a meaningful way, and apologizing for:**

- 1.4.1. closing the Advocacy Center without student or faculty consultation.
- 1.4.2. closing the Advocacy Center when the majority of students were away from campus, unable to ask questions or say goodbye.
- 1.4.3. closing the Advocacy Center without replacement services available for those students who were on campus over the summer and without a comprehensive plan to cover for necessary services for victims of sexual assault and relationship violence.
- 1.4.4. forcing people out of their jobs with only one business day's notice, and essentially forcing them into other positions, while eliminating one position entirely.

As it is a personnel matter, details cannot be provided, but this statement is misleading.

- 1.4.5. breaking trust with the entire community.
- 1.4.6. *in an official email to all faculty, staff and students*
- 1.4.7. *by the end of the Fall 2014 semester*

The Chancellor and Senior VP Reed Kantowitz have communicated on this matter multiple times since the summer and have explained the complex environment surrounding this change, including legal, personnel, and a desire to achieve greater integration of services across units (as noted by the newly appointed Chancellor's Work Group).

- In May the University overhauled several key departments within the Division of Student Affairs to create a stronger and more integrated set of support services for students impacted by sexual violence and provide them the best possible service.
- Previously, there were more than five different points of entry within the University for students seeking these services. The new structure offers a primary point of access via the University's Counseling Center by integrating in it advocacy services and the Offices of Student Assistance and Health Promotion.
- Recent federal guidelines have encouraged universities to offer the highest degree of protection possible to survivors of sexual assault while they consider their options. This restructuring achieves that goal. As a result of these changes, the University is investing more in services that support students affected by sexual assault.
- Although there was a time lag between the implementation of the new structure and the comprehensive communication, this claim in 1.4.3 is inaccurate; services were available at all times without any disruption.
- In response to concerns about this change, the Chancellor created the "Chancellor's Workgroup on Sexual Violence Prevention, Education and Advocacy. Moving forward, this workgroup-including students, faculty and staff representatives-will provide ideas, suggestions and proposals for how service gaps can be identified and filled.

The Work Group is now "on point" in communication to the campus community, in addition to ensuring that we achieve an optimal set of policies and services.

[Chancellor's Work Group on Sexual Violence]

[Timeline to be determined by the Work Group]

**1.5. An official statement from administration promising that all recommendations and initiatives made by the Chancellor's Workgroup on Sexual Violence, Prevention, and Advocacy will be implemented, and in the timeline the Workgroup proposes.**

*1.5.1.* The Workgroup should become a permanent committee.

*1.5.2.* Other workgroups should also be given actual power so that their hard work and research does not simply get ignored.

*1.5.3.* *by the end of the Fall 2014 semester*

This Workgroup has not made a recommendation about future organization or work, although the members may do so. Recommendations from this workgroup and all workgroups and committees on the campus will be considered.

[Chancellor's Work Group on Sexual Violence]

[Timeline to be determined by the Work Group]

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- 1.6. The creation of a program separate from university administration for students to express grievances and have them be addressed.

While the ability of such programs to address issues is necessarily limited, we are willing to explore how more avenues for concerns to be expressed (in addition to Stop Bias, the Office of Equal Opportunity, Inclusion and Resolution Services, Hendricks Chapel and other programs) could be supported.

[Senior VP Reed Kantrowitz]

- 1.7. A seat at the table as part of major or significant decision making on issues and services that affect us. This needs to be provided in a systematic and regular manner.

1.7.1. While the SA and GSO Presidents are typically brought in to some of these discussions, more students would like to be directly engaged in the decisions that are made. These additional students, and student representatives to the various university bodies, both permanent and temporary, should be chosen by the student governments and not by the administrators.

1.7.2. More work must be done to bring in all groups of people in the campus. If a significant portion of the SU community has not been part of any particular process, more time and effort should be made to ensure wide participation. There are multiple ways for people to express their thoughts, and being part of administrative initiatives should not be considered the only way to participate.

1.7.3. Students should be treated as shareholders and not customers of the university.

1.7.4. *by the end of the Fall 2014 semester*

Given all the work underway (e.g., Fast Forward Syracuse), we have been very focused on including student representation and input. We are very eager to work with you to determine how best to reach students, as significant efforts have been made to ensure that existence of open forums, web sites, focus groups, and work groups are communicated to students. We take responsibility for the need to do a better job of communicating (we use official syr.edu emails, as students are informed), but we also ask students to take personal responsibility for listening, reading, and staying informed. We are working with-and will do more-with SA and GSO presidents to create more opportunities for them to be involved with some additional leadership groups, and we will work with them to identify additional students to engage.

[Senior VP Quinn]

[Spring 2015]

- 1.8. A policy guaranteeing heedance of the will and resolutions of governing bodies (Student Association, Graduate Student Organization, University Senate, etc).

1.8.1. Significant changes must require consultation with governing bodies before finalization and implementation.

1.8.2. Resolutions passed and policies proposed by governing bodies must be taken seriously and considered in open--door meetings that include members of the concerned bodies.

1.8.3. This policy must include specific repercussions if policy guidelines are not adhered to.

1.8.4. *by the end of the Spring 2015 semester*

There already is significant discussion of major policies and major policy changes in representative groups such as the Senate, Student Association, and Graduate Student Organization. As referenced above, a new strategy is being developed to increase communication around critical issues and to

ensure respectful deliberation of all viewpoints and concerns. That said, not all resolutions or recommendations from these bodies will end up being accepted and implemented for a variety of reasons based on administration perspective or chancellor or trustee fiduciary responsibilities.

1.9. **The creation of a permanent student advisory committee to the Chancellor, his Executive Team, and the Board of Trustees, open to all students.**

- 1.9.1. Two students will be appointed annually by each organization of the General Body. The committee's focus will be on providing cooperative oversight of administrative decisions which will be inclusive to all students. Any new groups wishing to appoint candidates to the committee will be endorsed by a committee vote. This committee will be chosen based on the common interests and concerns of the student body.
- 1.9.2. This is to help ensure that student voices are heard and solidify proof when they are not.
- 1.9.3. This committee must be in the room and receive direct communication about any financial decisions which significantly affect students or any decisions with relation to campus diversity and inclusivity; all committee members must have knowledge of the process and the option of being in the room with administrators at any point during the decision making process.
- 1.9.4. *Committee members must be appointed by December 5, 2014 and the committee must be functional and all members must be in communication with the chancellor and administration by January 12, 2015.*

We encourage more active use of existing governance structures and nascent advisory structures; for example:

- The Chancellor, Provost, Senior Vice President for Student Affairs, and other senior officers would be pleased to attend SA and GSO meetings on occasion to engage in discussion about particular issues or more general conversation.
- The Division of Student Affairs is developing a Student Affairs Advisory Board that will have 20 students recommended by SA and GSO presidents.
- The Chancellor's Chief of Staff and the Senior Vice President for Student Affairs meet regularly with SA and GSO cabinets.

[Chancellor's Chief of Staff Hoang-Anh Tran]

1.10. **The Student Association president must be able to email the entire undergraduate student body.**

1.10.1. *by the start of the Spring 2015 semester*

Yes; to inform students of additional important information related to student life, the Student Association president will be able to provide a bi-monthly/monthly report to be featured on the Student Affairs website and also in the form of an emailed student newsletter. The president will be able to submit these updates to Student Affairs and they will be broadcasted via these channels on a regular basis.

[Senior VP Reed Kantrowitz]

2. **The student body demands that faculty, staff, students, and administrators acknowledge, learn about, and redress the oppressions, aggressions, violences, and discriminations faced by students with marginalized identities and experiences (race, gender, sexual orientation, ability,**

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mental health status, religion, nationality, documentation status and socio-economic class).

The student body demands:

2.1. Further sexual assault advocacy training for the SU Title IX Coordinator

2.1.1. This training should consist of the 20 hour Department of Health training on sexual assault advocacy completed by Vera House advocates.

2.1.2. *by the start of the Spring 2015 semester*

Title IX Coordinators are responsible for overseeing all of an institution's Title IX compliance efforts. This includes gender discrimination, sexual harassment, retaliation, sexual assault, and athletics. The University's Title IX Coordinator, Cynthia Maxwell Curtin, has performed or overseen over 1,000 investigations of harassment and discrimination, including a significant number at Syracuse, in addition to providing training and education to academic, administrative, and athletic units. She has received extensive training and education in this area.

2.2. Reinstatement of the Multicultural Spring Program.

2.2.1. *for the Spring 2015 semester*

The Office of Admissions has very carefully considered its campus visit programs, and the stand-alone Multicultural Spring Program was seen as valuable, but also something that could be improved. As a result, the Multicultural Spring Program was discontinued in 2012 and the broad-based "Own the Dome" visit program was established, and this has been incredibly successful for the University. We are open to suggestions about finding ways to support students from locations beyond NYC to be able to come to visit campus during that program, and one of the Work Groups derived from the Express Yourself diversity and inclusion forum (and including students who volunteered) is examining this question.

[Associate VP Ryan Williams and the Express Yourself Work Group]

2.3. Updated facilities for the African American Studies' MLK Library and increased funding for the department as a whole.

2.3.1. *by the start of the Fall 2015 semester*

2.3.2. Conduct cooperative, collaborative research between the administration and departments that specialize in marginalized identities to address funding and other needs.

2.3.3. *begun by the start of the Spring 2015 semester*

Needs and directions for all academic units are being determined in the strategic planning process, which is being conducted at the University-level this year and will be done in the schools and colleges early in the 2015-16 academic year.

[Vice Chancellor and Provost Spina]

[2015-16 academic year]

2.4. Conversations Around Race and Ethnicity (CARE)/Safer People Safe Spaces (SP ) trainings for all senior administrators, as well as on-going diversity training .

2.4.1. *by the end of the Spring 2015 semester*

2.4.2. Timeline: Begin meeting as soon as possible, during the 2014--2015 year to revamp for Spring 2015 semester

We acknowledge the value of education and training around campus culture and diversity. It should not be assumed that no administrators have attended these diversity trainings; also, there are other quality training opportunities that many administrators have attended.

The Chancellor's Executive Team will discuss ways in which its members can be acknowledged as leaders in these areas as well as in the general areas of the campus.

[Senior VP Alston]

**2.5. Mandatory CARE and SPSS trainings for DPS, Department Chairs, Faculty, Elected Student Association representatives, RAs, and executive boards of RSOs.**

*2.5.1. by the end of the Spring 2015 semester*

A working group populated by students, staff, and faculty that came out of the Express Yourself forum is tackling this issue; we believe that they should continue to be empowered and should come forth with recommendations rather than being short-circuited by an administrative decision at this point.

[Express Yourself Work Group on Education Initiatives]

**2.6. The development of intersectional trainings.**

*2.6.1.* There are many types of trainings available through SU, as well as local groups. Those who lead these trainings must meet to create more intersectional trainings.

*2.6.2. by start of the Fall 2015 semester*

This proposed enhancement in campus trainings will be relayed to the various teams who provide training, with the request that they meet across the University divisions.

[Senior VP Alston]

**2.7. More staff for all cultural centers.**

*2.7.1. begin hiring by Fall 2014 semester, complete process by the start of the Fa/1 2016 semester*

Any such plans for cultural centers will also come out of the strategic planning process, both the University-wide and Student Affairs processes.

[Senior VP Reed Kantrowitz]

**2.8. Expansion of the Intergroup Dialogue program and campus wide diversity requirements in academic curricula.**

*2.8.1.* This change will occur with the consultation and consent of a diverse and large student representation.

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22 Including Chancellor Kent Syverud, Rebecca Reed Kantrowitz, Senior Vice President and Dean of Student Affairs, Eric Spina, Vice Chancellor and Provost, Andria Costello Staniec, Associate Provost, Rebecca Dayton  
Email [lgbt@syr.edu](mailto:lgbt@syr.edu) to sign up for Safer People, Safer Spaces (SPSS) Email [jswest@syr.edu](mailto:jswest@syr.edu) to sign up for C.A.R.E.

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2.8.2. This change will occur in the following steps:

2.8.2.1. Creation of a mandatory university--wide curriculum requirement.

2.8.2.1.1. *by the start of the Fall 2015 semester*

2.8.2.1.2. Students could fulfill this requirement through coursework from a pre--approved list of courses from specific departments such as African American Studies, Asian/Asian American Studies, Disability Studies, Jewish Studies, Latino--Latin American Studies, LGBT Studies, Native American Studies, Women's and Gender Studies, etc., as these departments regularly and palatably address identity intersections, structural oppression, and critical theory in lower--division coursework. The diverse constitutions of these classes often involve students from other disciplines who have never before encountered their privilege in an academic setting;; professors are prepared for such interactions and successfully lead discussions on power and oppression.

2.8.2.2. Expansion of the Intergroup Dialogue Program

2.8.2.2.1. in terms offunding, number of facilitators, number of sections per semester

2.8.2.2.2. expansion as deemed appropriate by current Intergroup Dialogue Program facilitators

2.8.2.2.3. maintenance of current classroom dynamics despite influx of students

2.8.2.2.4. this sustainable expansion will create a foundation for the eventual requirement of Intergroup Dialogue Program for graduation.

2.8.2.2.5. *by the start of the Fall 2015 semester*

2.8.2.3. Requirement of the Intergroup Dialogue Program or other diversity coursework for graduation beginning with the Class of 2019.

A working group populated by students, staff, and faculty that came out of the Express Yourself forum is tackling this issue; we believe that they should continue to be empowered and should come forth with recommendations rather than being short-circuited by an administrative decision at this point. They have already begun a full discussion of this area of intervention.

[Express Yourself Work Group on Education Initiatives]

2.9. New student center that houses all cultural centers in a safe, central, accessible location.

2.9.1. Including a nonacademic Women's (& Trans\*--friendly) Center

2.9.1.1. *by the start of the Fall 2015 semester*

2.9.1.2. The planning of this center must include a diverse and large student representation of the students that would be accessing resources at this new facility.

The concept is being seriously considered by the Division of Student Affairs and is being studied in the Campus Master Planning Process.

[Senior VP Reed Kantrowitz]

2.10. Revise "No place for hat!"to be/include "No place for silence" and encourage



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empowered bystanders.

2.10.1. *by the start of the Fall 2015 semester*

This is a reasonable request, but one that deserves more conversation, especially among students, as the phrase "No place for hate" is widely supported by some students (for example, Resident Advisors laud its use). We encourage students to engage students on this issue, and the University administration will be supportive of the outcome, as long as it is deemed appropriate and effective. Significant work to develop empowered bystanders has been part of Student Affairs publications and programs over time. Although the proportion of emphasis on bystanders, deterrence of perpetrator behavior, or other modes of prevention, is a matter of some debate in the literature, all means of engaging empowered campus citizens should be in the mix of strategies.

[Senior VP Reed Kantrowitz]

2.11. Readily accessible information about methods for reporting DPS targeting, harassment, and misconduct.

2.11.1. These databases must be beyond the jurisdictional influence of the Department of Public Safety for fear of bias or tampering.

2.11.2. This evidence must be reviewable by a council of said SU/ESF student's peers as well as representatives of DPS (who are not the accused or charged persons).

2.11.3. *by the start of the Spring 2015 semester*

All members of the University community may report allegations of misconduct through EthicsPoint or StopBias websites. All incidents reported through those mechanisms are investigated (external to the unit). The additional request in 2.11.2 is unclear.

[Chief Callisto]

23 This emphasizes not only the need to end the mistreatment of all members of the SU community, especially those marginalized, but also the need to end the fear of speaking out for what is right.

2.12. With the advent of body cameras for DPS officers, it must also be permitted that those who are recorded via the officer's point of view also be allowed to submit video evidence without the threat of invalidation.

2.12.1. Cameras should never be permitted to be turned off.

2.12.2. *by the start of the Spring 2015 semester*

Bystander videos are currently often submitted for use in investigations; there is no intention of curtailing those submissions, as they are sometimes helpful. If the body camera program becomes permanent and it is technically feasible, DPS will consider having cameras engaged at all times.

[Chief Callisto]

2.13. Readily available public access document for students and faculty that addresses the relationship, rights and responsibilities between Department of Public Safety (DPS) and the Syracuse Police Department (SPD).

2.13.1. The student body understands that there will be cases handled that affect the Syracuse University community in which SPD officers will be involved because of

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geographical jurisdiction overlap.

- 2.13.2. DPS officers are to have video evidence of their conduct recorded and submitted for review, and so must SPD officers when operating in the Syracuse University limitations and boundaries (this way, cases that affect students would fall similarly under the guidelines of imposition and requests made of DPS).

Recorded incidents involving DPS officers will be reviewed by appropriate University administrators. To be in compliance with student rights to privacy and to ensure investigation integrity, these recordings cannot be reviewed by students. Recorded incidents involving SPD officers is outside of the jurisdiction of Syracuse University and would not be granted.

- 2.13.3. We also demand public access to the University Area Crime--Control Team operations modus operandi inclusive of information of registered officers and their titles (badges, precinct position, etc.).

The University crime control team is an overtime detail, staffed with any volunteer officer from DPS and SPD. Therefore, there are no regularly assigned officers. Chief Callisto will post the functions of the University Crime Control on the DPS website.

- 2.13.3.1. There is no official document for the joint effort collaborative that can be accessed for the relationship between DPS and SPD.

The joint operational procedure between DPS and SPD is posted on the DPS website, under "About Us."

- 2.13.4. Anonymity cannot be the plausible basis for dismissing accusations and/or information on the grounds for contesting harassment cases as members of the student body.

DPS cannot hold an individual accountable without a complaining witness. That said, patterns of anonymous harassing behavior are investigated and addressed with the accused by the Office of Equal Opportunity, Inclusion, and Resolution Services regardless of the presence of a complaining witness.

- 2.13.5. *By the end of the Spring 2015 semester*

[Chief Callisto]

- 2.14. Accessible gender--neutral single occupancy bathrooms (with showers for residence halls) in all buildings.

- 2.14.1. *Construction should begin by the end of the Spring 2015 semester*

Beyond the many single-use bathrooms in place, since 2012, Campus Planning Design & Construction has added gender-neutral, single-use bathrooms in Newhouse II, Dineen Hall, the Hoople Building, Bowne Hall, and Link Hall and student residence halls including Shaw Hall, Sadler Hall, Walnut Hall, Sky Halls, Lyons Hall, Flint Hall, and Lawrinson Hall. Plans for additional gender-neutral, single-user bathrooms include locations in Carnegie Library, Bird Library, and Holden Observatory. Future work will be developed in conjunction within the guidelines of the Campus Master Plan.

[Executive VP Marcoccia]

- 2.15. The changing of Columbus Day on the SU Calendar to Indigenous Peoples' Day.

- 2.15.1. *by the start of the Fall 2015 semester*

SU does not commemorate Columbus Day nor mark it on its calendar.

- 2.16. Commitment to being a world--wide leader in addressing and ending sexual assault.

- 2.16.1. The creation of a new standalone center for sexual assault and relationship violence

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services, advocacy, education, and outreach that combines the advantages of both old and new structures.

- 2.16.1.1. The creation of such a center will be predicated on the input of survivors and students, faculty, and staff involved in sexual assault prevention education on campus.
- 2.16.1.2. *planning must start by the end of the Spring 2015 semester*
- 2.16.1.3. A campus wide survey addressing thijimate of rape and sexual assault modeled after M.I.T.'s recent survey.

Please see 1.4 and 1.5 above, which indicates that the new (representative) Chancellor's Workgroup is actively engaged reviewing our current support and will be responsible for bringing policy and structural recommendations forward. A survey process, based on best practices, needs of campus, and the desire for maximal student response rate, is in the beginning stages and will engage students in the thematic development. We have been a leader in this arena for years:

- being one of the first universities to have an Advocacy Center but also being one of the first Universities to recognize the need and value of providing to victims (in that moment just after the trauma, the person generally has not made (yet) the journey from victim to survivor) with the services of a privileged professional counselor who is knowledgeable regarding working with people who have been traumatized and providing advocacy services;
- being one of the first universities to recognize that even though a professional counselor can (and does at Syracuse University) provide advocacy services, an advocate who is not functioning and licensed as counselor cannot provide the trauma-informed counseling;
- being one of the first Universities to have a Title IX coordinator with over 30 years of relevant experience;
- being one of the first Universities to coordinate the efforts of the professional counselors, the advocates, public safety and others to ensure that a victim can move from victim to survivor to thriver; to ensure that an accused is treated fairly; and to ensure that campus safety and culture issues are addressed.

This is essential campus-wide work needing a lens that is not about one issue but is about use and abuse of power, intersectionality, the multitude of ways in which people are oppressed and marginalized. These efforts need to be and are a part of organizations and efforts campus-wide from the Disability Cultural Center to Hendricks Chapel; from Athletics to Fraternities and Sororities; from the Provost's office to Parking, etc. This synergy of efforts is now being achieved because we have freed the issue of sexual violence from a single physical location. It is now being integrated synergistically into broad campus-wide efforts.

The University constantly reviews and adjusts our efforts as we discern areas for improvement. A key tool for that discernment is a campus climate survey. Planning for the survey has begun. We intend to solicit student feedback in developing themes for the survey during Spring 2015.

[\[Chancellor's Work Group on Sexual Violence\]](#)

- 2.17. Mandatory consent training for all entering students, including graduate.

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24 <http://web.mit.edu/surveys/casatips/develop.html>;  
[http://web.mit.edu/surveys/casatips/CASA\\_2014\\_Student\\_Final.pdf](http://web.mit.edu/surveys/casatips/CASA_2014_Student_Final.pdf)

- 2.17.1. Consent training should be intersectional in nature, and couched in a positive sexuality framework.
- 2.17.2. The training will take place over several weeks, beginning from the first day of orientation. Potential trainers include groups such as A Men's Issue, Vera House, SASSE, and others.
- 2.17.3. The training will avoid victim--blaming mentality.
  - 2.17.3.1. *by the start of the Fa/1 2015 semester*
- 2.17.4. Clarification of responsibilities and appropriate training for all responsible employees.
  - 2.17.4.1. *by the start of the Spring 2015 semester*

This training is and has been mandatory for all entering undergraduate students for two years. This training has been done over several weeks starting before orientation with information to parents and new students; continuing with mandatory on-line training; reinforced in a mandatory orientation session; and then reinforced in the residence halls in small group discussions. The message is then further reinforced with the Got Consent campaign (this year the Be Sure campaign), the Blame Game acting troupe production, and targeted sessions conducted by various groups and trainers across campus. A Men's Issue, SASSE and others are involved in these efforts.

This information was provided to all graduate students via an email at the start of the year . It also was discussed in the mandatory training of all TAs. We also have given in-person sessions to smaller graduate students groups at the request of students or of their faculty advisors. We would be delighted to have GSO support for making sessions for all graduate students mandatory .

Victim-blaming has never been and will never be part of University-sponsored training.  
[Senior VP Reed Kantrowitz]  
[Fall 2015]

- 2.18. A university--wide affirmative consent "Yes Means Yes" Policy. See appendix.AIS

- 2.18.1. *by the start of the Spring 2015 semester*

- University policies addressing sexual assault offenses must be revisited and reevaluated with a survivor--first lens.

- 2.18.1.1. *by the end of the Spring 2015 semester*

The University has been and continues to be a leader in this regard. The following is the University's consent policy. It is a "Yes Means Yes" policy. We had this policy in place before recent legislative interventions:

"The University's policy on Nonconsensual Sexual Activity includes situations in which the victim is unable to consent because he/she is physically helpless, or is mentally

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incapacitated due to drug or alcohol consumption, or is unconscious, regardless of whether the consumption was with the victim's consent. Consent should be expressed in mutually understandable words and actions, informed, voluntary, freely given, clear, sober, and agreed upon by all participants in sexual activity. In order to consent to sexual activity, an individual must understand to whom they are consenting, what specific activity or activities they are consenting to, when the specific sexual activity will take place, where and how. Consent can be withdrawn at any time. Consent to one form of sexual activity cannot be assumed to be consent to any other form of sexual activity. Silence or the absence of resistance is not consent."

When California and New York/SUNY adopted similar language with a "Yes Means Yes" tag line, we reviewed (again) our policy. We considered adding the "Yes Means Yes" tag this year but because the semester was already underway, to make any change could be perceived as substantive and could be perceived as changing expectations of students in the middle of the semester after the mandatory training discussed above. Thus, we will add that tag line next summer.

The University policies regarding sexual assault are reviewed annually. We do this review (as we must) from numerous lenses: 1) the lens of the survivor; 2) the lens of any accused who has the right to be treated fairly; 3) the lens of the campus community—a campus of respect; a place where people can thrive not just be included or tolerated; 4) the lens of what the government requires of us.

2.19. A widespread, comprehensive campaign to notify all students about the currently available sexual assault resources.

2.19.1. New stickers must be made to fix the errors in the current ones, to clarify which resources are available and which are confidential and privileged. These stickers must be put in every bathroom on the entire campus, including all residence halls. Additionally, stickers on dorm room doors must also be updated. *by November 15, 2015*

This too is an on-going effort. See § 2.17 above (regarding the mandatory and reinforcing training and educational outreach). In addition, infographics, the information sheet, and the Title IX Resource Guide have been widely distributed and are readily available on University websites. In addition, the bathroom stickers are on bathrooms across campus. We welcome any redesign of bathroom stickers. We also are working on posters to put near copy machines and in coffee rooms. Please provide us with designs of such posters.

[Senior VP Reed Kantrowitz]  
[Spring 2015]

2.20. Disability accessibility.

2.20.1. The university must engage in an immediate and transparent search for an ADA coordinator who will lead all areas of SU in meeting the requirements of the ADA and, where possible, to surpass them.

The University commits to immediately begin an inclusive search process for an ADA Coordinator with faculty, staff, and student representation. In the interim, we have appointed an Interim ADA

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Coordinator to investigate accessibility concerns on campus. Sharon Trerise began a full-time position this week to focus on IT accessibility. Queries and concerns can be communicated through Accessible SU <http://syr.edu/accessiblesu/index.html>. which has been on the University home page and utilized by the campus community for the past two years.

[Senior VP Alston]

2.20.1.1. *by the start of the Fall 2015 semester*

2.20.2. Office of Disability Services must be re--evaluated by a diverse and large group of students, faculty, and staff who use or have experience with those services, and through a campus--wide survey. The findings must be used to immediately improve services.

The new Director of the Office of Disability Services (ODS) was hired after a national search and a strong recommendation from an inclusive search committee. Paula Possenti-Perez is a strong leader and already a trusted member of our University community. As she enters this position, she is focused on ensuring that ODS is focused on effective service to its constituents, and will use multiple means to elicit information on areas where ODS must improve.

[Associate Provost Costello Staniec]

2.20.2.1. *by the start of the Spring 2015 semester*

2.20.3. ASL interpretation services must be made more easily accessible by the university.

2.20.3.1. *by the start of the Spring 2015 semester*

We commit to creating a portal and a mechanism to make this simpler and more efficient.

[Associate Provost Costello Staniec]

[2015-16]

2.20.4. A plan to expand accessibility to all campus facilities (including the Bursar's Office, the Financial Aid Office, and offices on Ostrom Avenue) must be developed.

2.20.4.1. *by the start of the Spring 2015 semester*

This will be identified for the Campus Master Plan Steering Committee and consultant, with specific recommendations requested for any inaccessible facility.

[Executive VP Marcoccia]

[2015-16]

3. Public discussions on the funding level of the library systems at SU

3.1. The Libraries system needs an additional \$7 million in the base budget just to reach the median of our peer group. No discussions beyond emergency funding additions have occurred. More funding for principal collection acquisitions is needed, in addition to more funding for physical renovation of Bird Library.

3.1.1. *by the start of the Fall 2015 semester*

It is critical that our Libraries set a direction and develop a plan to provide the services and access that our SU community requires, and the additional funding for the Libraries must be consistent with this plan. The University Strategic Planning process, the search for the next dean of the Libraries, and the ultimate development of the Libraries' strategic plan are essential prerequisites for the wise and efficient deployment of additional funds and resources to advance the Library.

[Vice Chancellor and Provost Spina]

[2015-16]

4. Better pay and services to graduate staff and commuters.

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- 4.1. A minimum of \$14,102.40 for a 9 month, 20 hour per week contract period is necessary to meet the living requirements of TAs, RAs and GAs in 2014.

Good discussion occurred last year among the Graduate Student Organization leadership, the Budget Office, the Graduate School, the Senate Budget Committee, the Vice Chancellor and Provost, and the Executive Vice President and Chief Financial Officer. The result was a higher than pro forma increase of the minimum TA/RA/GA pay of 7% (faculty and staff pro forma increases were 2%) to \$13,000. This was warmly welcomed by the GSO, and there is a mutual commitment that we will continue to increase the stipend with greater than pro forma increases over the next several years.

[Vice Chancellor and Provost Spina, Executive Vice President Marcoccia]

- 4.2. Graduate students who work as TAs, RAs and GAs (and their dependents) must be offered enrollment in dental care each year.

The University is exploring changes to the dental options currently offered to GAs, RAs and TAs that would allow for an expansion of eligibility.

[Senior VP Alston]

[Fall 2015]

For the support of commuters, Syracuse University has a responsibility to reserve the parking spots commuters pay for and not double charge for land already long since been paid off when visitors come to the university for entertainment purposes.

- 4.4. *by the start of the Fall 2015 semester*

### 5. A financially transparent university.

- 5.1. Provide transparent records that offer an explicit breakdown of students' funding of the university. Include all salaries.

The budget plan for Fiscal Year 2015 can be found at [http://BudPlan.syr.edu/BudPlan/uploads/Fiscal\\_Year\\_2015\\_Budget.pdf](http://BudPlan.syr.edu/BudPlan/uploads/Fiscal_Year_2015_Budget.pdf). The University does not publish individual salaries, but the cost of salaries and fringe is contained in that budget plan. Budgets for previous years are posted at [http://budplan.syr.edu/BudPlan/display.cfm?content\\_ID=%23%28%28%2D%20%0A](http://budplan.syr.edu/BudPlan/display.cfm?content_ID=%23%28%28%2D%20%0A).

- 5.1.1. *by the start of the Spring 2015 semester*  
*University*

- 5.2. Provide a complete, detailed record of the current location of each of the 1.044 billion dollars, which was raised in The Campaign for Syracuse University, concluding on December 31, 2013.

- 5.2.1. *by the start of the Spring 2015 semester*

The Campaign for Syracuse University ended in 2012, and various breakdowns of the Campaign contributions (many of which are pledges or endowments, trusts, or in-kind) can be found at <http://campaign.syr.edu/>.

- 5.3. Provide a complete, detailed accounting of the financial transactions involving the major SU sports teams, particularly men's basketball and football. Contrary to popular opinion, we have heard that all told, the sports programs do not actually bring a direct net gain into the university.

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5.3.1. *by the start of the Spring 2015 semester*

The Senate Budget Committee has been charged by the Chancellor to focus on the Athletics budget as one of three main priorities for the current academic year. The Budget Committee can be expected to report out in Spring 2015 at a Senate meeting.

6. Better mental health services and support.

6.1. *These changes must be taken seriously and implemented without delay, as they are, for many students, a matter of life and death.*

6.2. Psychiatrists and Counselors should be in the same building. It streamlines mental health concerns and makes it much less confusing for students.

6.2.1. *by the start of the Spring 2015 semester*

This is a major priority for the Division of Student Affairs and one in which we have already made progress. To date, we have conducted a comprehensive Health and Wellness Center space feasibility study, and an architectural firm was hired to offer preliminary design plans. The impetus for this plan was the co-locating of all of the health and wellness units in one centralized location. At this point, we are awaiting direction from the Master Space Planning committee for next steps.

6.2.2.

6.3. There must be more than one psychiatrist on campus. If 1 in 4 students have mental health issues, and there are 20,000 students on campus, that means we have one psychiatrist serving 5,000 students. This is unacceptable.

6.3.1. *At least one more psychiatrist must be hired by December 1, 2014*

There is currently a search underway to hire an additional psychiatric provider. It is our expectation that this search will be completed by the end of the semester.

6.3.2.

6.4. Psychiatrists must be able to see students on an emergency basis. If a student's life is at risk, they should not have to wait.

Psychiatry's primary function (which is part of the Health Center) is to provide medication management to students suffering from mental health conditions able to benefit from a medication regime. Should there be an assessment that an emergency appointment is necessary, there are emergency appointments available on a daily basis. However, should a student's life be assessed to be at imminent risk, both our psychiatrists, working in conjunction with the Counseling Center staff, would facilitate an immediate assessment for hospitalization. In sum, no student whose life is at risk should have to wait to get the care they need.

6.5. Psychiatrists must see students on an ongoing basis, rather than short-term.

Currently, students who see our psychiatric providers have not been seen on a short-term basis. Psychiatrists provide medication management until a student's medication regime is stabilized and/or the mental health issues requiring medication have been resolved. Those students with chronic mental health needs will need to be referred to outside specialists once the initial medication regime has been established and stabilized and/or if the condition requiring medication is outside the scope of University providers.

6.6. The Counseling Center must provide information about all options so that students are able to make informed decisions. "I at first was not told about the option to go to the hospital, and then I was not told enough about it to make an informed decision."



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In regards to mental health emergencies, the Counseling Center staff relies on hospitalization in cases where students are assessed as a potential risk to themselves or others and the student is not able to identify ways to make themselves safer. Counseling Center staff will only discuss hospitalization when the student is unable to identify other strategies for reducing possible risk level, and hospitalization is typically seen as the last option. In such cases, it is the expectation of Counseling Center staff to fully inform the student of what will occur at the hospital and why hospitalization is deemed necessary. In regards to sexual violence, it is the expectation of Counseling Center staff to fully inform students what will occur at the hospital, to explain the student's rights and options regarding what will occur at the hospital, and in many cases, accompany the student to the hospital.

6.7. Emergency medical transportation must be made available for mental as well as physical health emergencies .

*6.7.1. Immediately*

Emergency transportation is available for all emergent mental health and physical health concerns. By law, transportation for emergencies needs to be provided by an ambulance. If a student requires emergency transport, our ambulance will respond to the call and provide transportation. Non-emergency transport for both physical and mental health needs may be provided by either Medical Transport or the Dept of Public Safety depending on the individual situation.

[Senior VP Reed Kantrowitz]

6.8. The Counseling Center must expand its full-time professional staff, its office hours, the length of counseling sessions, and the number of sessions offered to students.

*6.8.1. by the start of the Fall 2015 semester*

The Counseling Center's accrediting agency (International Association of Counseling Services) requires a counselor to student ratio of 1:1500, and recommends a ratio of 1:1000. The Counseling Center is currently staffed by 17 full-time clinicians. Based on an enrollment figure of 21,000 students, the Counseling Center's staff to student ratio is 1:1,235. Although the staffing pattern falls within the accrediting agency's recommendations, given the high percentage of students utilizing the SU Counseling Center services, the office would benefit from increased staffing such that the office would meet the recommended 1:1000 ratio. Increased staff size would allow for expanded office hours and greater number of sessions being offered to students. Current counseling sessions are typically 45-60 minutes, which is consistent with appointment lengths across contexts in which counseling is provided. Group counseling appointments typically last 90 minutes, which is again consistent with appointment lengths across all contexts in which group counseling is provided. We are working on a staffing and funding plan that will begin to address this issue.

[Senior VP Reed Kantrowitz]

6.9. The Counseling Center must clarify its policies regarding how they make their decisions about who they agree to see, and who they send out into the community.

Decisions regarding who to see as opposed to who to refer to the community are based upon a variety of factors unique to each individual, including severity of reasons for seeking counseling, need for specialized care, and access to health insurance and transportation. The Counseling Center will work to provide greater clarity and consistency regarding how these decisions are made.

[Senior VP Reed Kantrowitz]

6.10. If a student is sent out into the community, the Counseling Center must follow up to make sure

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that student has found adequate support within one month.

In many circumstances, Counseling Center staff arrange follow-up meetings and/or phone consultations with students who have been referred into the community to insure that the student's needs have been met.

[Senior VP Reed Kantrowitz]

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25 <http://sumagazine.syr.edu/2013fall--winter/features/cantor.html>

26 An undergrad student wrote, "I at first was not told about the option to go to the hospital, and then I was not told enough about it to make an informed decision."

27 An undergrad student wrote, "I am sure that the school means no harm in the way it has mental health set up here. However,

the way it is currently can absolutely cause harm. I am very lucky to still be here today and to be able to talk to you about this. I could not have been so lucky. I do not use my experience to guilt you, only to let you know of the absolute importance of this issue. Things need to change, and they must change as soon as possible. Thank you for reading this."