

PROGRESS REPORT THROUGH ACADEMIC YEAR 2023-2024

1.9 The University is dedicated to increasing Black faculty to 5% by 2025 (100% complete).

In the Action Plan response, the University

THE MOVING FORWARD AGREEMENT PROGRESS REPORT THROUGH ACADEMIC YEAR 2023-2024

current postdocs, will be created to advise on policies related to postdoctoral appointments. The Moody School has drafted several proposed approaches to systematically attract postdoctoral fellows of color. Among the first tasks of the Postdoctoral Advisory Council will be to review Moody School proposals and develop guidelines and policies for recruitment and support of underrepresented postdoctoral scholars, in order to facilitate the expansion of the population of minority postdocs on campus. In partnership with the Council, the Moody School will work with the Office of Legal Affairs and the Department of Human Resources to ensure proposals taken forward for adoption meet federal and state laws.

2.2 Create a system of incentives for departmental recruitment and retention of Black faculty, and create additional endowed chairs (80% complete).

In addition to the efforts listed in section 1.9, the University will continue to utilize research support, stipends, awards, salary enhancements, and travel funds to bolster the recruitment,

Annual surveys were collected, analyzed and reported on each of 2022 and 2023 in partnership with these constituent groups. Merit allocations and workload/in-load allocations by deans and chairs have taken equity into explicit account. A university-wide system for reporting on faculty in-load for each faculty member was implemented in 2022-23 to increase visibility of workload distribution. In Year 4 (2023-24), the project continued to be tied to PBF, such that deans responded to the survey results, conducted department-level audits of in-load distribution, and provided a report to the Provost Office in fall 2024.

2.4 Introduce a No Loan Assistance Program. SMU will convene a taskforce no later than fall

THE OFFICE OF BUSINESS AND FINANCIAL AFFAIRS

MS. CHRIS REGIS, SENIOR VICE PRESIDENT

1.3 Increase Black representation in hiring processes on campus

The Department of Human Resources (HR) will implement the following procedures to increase Black representation in the hiring process for staff:

Partner with search committee chairs to develop staff recruiting strategies for filling a position. (100% - Ongoing)

Require that search committee chairs complete CIQ@SMU Implicit

to all employees.

The first phase of the compensation study included creating market-based job families, job level groups, job codes (job titles specific to each function) and a revised compensation structure

aspirant universities. This new framework will facilitate more precise comparisons of similar roles campus wide.

Additional results of this phase are:

- 45% of individuals received a pay increase.
- 55% of the classified staff positions analyzed are currently paid at or above the competitive market range.
- Of the 1520 employees included in the compensation study, 465 self-identified as Black or Hispanic.
- 49% of employees who self-identified as Black or Hispanic received a pay increase.

As part of this effort, all staff salaries were adjusted to meet or exceed 90% of the market median. Phase 1 of the study has been completed, allowing us to move forward with Phase 2, which focuses on establishing career paths. Human Resources will meet with schools, departments, and divisions in the Fall 2024 and Spring 2025 to discuss and develop career paths for their respective areas.

Phase 3 entails implementing JDXpert, a new online tool for job descriptions. Human Resources will finalize the master job template and upload all current job descriptions to the new software by the end of 2024. Spring 2025 will be spent on workflow, approvals, and creating a plan to roll out the new software to campus.

The Student Code of Conduct did not lend itself well to including references to University committees beyond the Honor Council and University Conduct Board; however, there were opportunities to include additional information in the SMU Student Handbook, wh

THE OFFICE OF UNIVERSITY ATHLETICS

MR. RICK HART, DIRECTOR OF ATHLETICS

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4.8 Create a space for the fellowship of student-athletes beyond the study hall requirements, as well as opportunities to connect with student-athlete alumni (100% complete).

- The Gary Weber End Zone Complex is now open with the Flanagan Family