The University’s administration has held a number of meetings with students, faculty, staff and members of the SU community following the racially and sexually charged threats and vandalism in Fulton Hall. Below is a summary of steps that we have taken. As this list continues to grow, we encourage you to continue to provide feedback.

Communication
We recognize that members of the campus community were not happy with the response time and methods of communication. To address this and prevent this problem in the future:

- The President will use social media to disseminate important information. Follow @presidentwight on Twitter https://twitter.com/presidentwight and Instagram https://www.instagram.com/presidentwight/
- We created a new policy for the text alert system and are encouraging students, faculty and staff to sign up. If you haven’t done so, you can sign up at: https://www.salisbury.edu/police/emergency/emergency-alert-system.aspx#HowToSignUpForEmergencySMSTextMessageAlerts
- The administration will hold office hours for members of the campus community to express their concerns in person. You can stop by or make an appointment. For more information and the hours: https://www.salisbury.edu/administration/president/administration-office-hours.aspx
- There is new and anonymous online reporting mechanism that you can use to provide feedback directly to the President’s Office: https://webapps.salisbury.edu/president-feedback/
- The Administration will hold quarterly Campus Community Meetings.

Safety and Security
Everyone on our campus has the right to feel safe and secure and the safety of our campus community is our top priority. We have taken a number of steps in this regard.

- The Salisbury University Police Department immediately alerted allied agencies following the threat.
- The SUPD increased the police presence in Fulton Hall and across campus.
- We are updating existing cameras and considering the strategic location for new cameras.
- SUPD is offering additional emergency preparedness trainings in-person and online for students, faculty and staff.
President’s Task Force
The President’s Special Task Force on Diversity and Inclusion will help to identify problems and suggest solutions on these matters.

- A report from the task force will be due on or before March 6, 2020.
- The task force is comprised of students, staff, faculty, alumni and members of the community.
- The task force will be charged with creating short-term and long-term goals.
- The work of the task force will be carried on by the Diversity and Inclusion Consortium Committee.

Chief Diversity Officer
The Chief Diversity Officer will report directly to the President and serve on the President’s Cabinet. They will oversee the Office of Diversity and Inclusion as well as all programs, committees and training related to Diversity and Inclusion.

- The search committee for this position will have representation from across campus and from the community.
- There will be opportunities for the entire campus community to engage with candidates for this role.

Campus Climate Study
We continue to encourage participation in the campus climate study that was approved by President Wight in April and began in July this year. For more information, please visit the project’s website: https://www.salisbury.edu/administration/president/climate-study/index.aspx

In-Progress
We are working diligently to make some immediate changes that will have long-term impact.

- We will continue to work with faculty and the Faculty Senate to explore options within the curriculum.
- We are cataloguing Diversity and Inclusion efforts across campus. This includes various committees, programs and initiatives.
- The President has a goal of 100% completion of the diversity and inclusion training for employees. We will continue to work with departments and shared governance to ensure that everyone is trained.