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These efforts are aligned with the university response to the [Black Unity Forum Action plan](#) as laid out in 1.3: Increase Black representation in hiring processes on campus:

“The Chief Diversity Officer and the Office of the Provost will implement the following procedures by fall 2021 to increase Black representation during the faculty hiring process:

- The Office of the Provost will require all members of the faculty search committee to have completed search and recruitment training provided by the Office of Institutional Access and Equity and CIQ@ SMU’s Implicit Bias Training for Faculty, or another CIQ training module, within two years of search committee service, as certified by their academic unit’s diversity officer.
- The Office of the Provost will work with chairs and deans to require a more proactive, intentional process to add ethnically diverse representation to its search committees.”

We appreciate your support of these efforts and welcome any suggestions you might bring to either the process or to the role that Diversity Officers might additionally play to strengthen our faculty search and recruitment efforts.

Thank you,

Elizabeth

Elizabeth G. Lobo, PhD
Provost and Vice President for Academic Affairs
Southern Methodist University
<https://www.smu.edu/provost>



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