

Resolution on Administrator, Faculty, and Staff Training to Create a Safe, Inclusive Campus Environment

OVERVIEW:

This proposal has its origins in multiple and extensive Faculty Senate discussions about the Office of Civil Rights report and MSU's subsequent response. Given recent articulations of codes of behavior for faculty and advising staff, these resolutions aim to address the need for such standards for higher level administrators as well. In face of the past failure of the administration to recognize and act effectively to address egregious transgressive behavior within their ranks, we also see the need to surface and state the values we share and adhere and to establish policies and practices that will hold administrators accountable. As a body, the Faculty Senate supports the following changes to practice, policy, training, and review procedures that may help to prevent such failures in the future.

VALUES:

- Faculty Senators affirm the need to own and learn from our history: a history of secrecy and lack of transparency; of silencing, ignoring, or retaliating against those who spoke up; a purposeful amnesia that has contributed to the erasure of recent history; and a subsequent attempt to identify the problem as being that people are uncivil or too loud.
- Faculty Senators affirm the need to listen to all voices in the community, especially those of students and those with less power.
- Faculty Senators affirm that money or the university's reputation should never be placed above the individual safety and well-being of its members.
- Faculty Senators support transparency and accountability at all levels of the university.
- Faculty Senators support acknowledging and addressing behaviors that may not reach the level of 'punishable' according to the bylaws, but nonetheless create an unsafe, unwelcoming, or hostile environment for others.

TRAINING

- That we require enhanced sexual harassment training, preferably in person, for all higher-level administrators, deans, and program and department chairs
 - Ideally this would include discussion of hypothetical and actual cases and group norming on how to respond
 - The process should include transformative approaches, such as training to recognize and avoid microaggressions, to more effectively address behavior that is not severe enough to require punitive measures.
 - Such training should include that group-norm acceptable behavior and safety expectations, so that individuals recognize the pervasiveness of sexual harassment

and how it manifests across all aspects of university work (choice of course materials, conversations with students, etc.)

- The aim is to help individuals recognize situations of harassment when they occur; that they are able to *hear* a complaint or intimation of inappropriate behavior; that they develop heightened sensitivity in ‘listening’ practices (CAPS-related)
- That OIE and AAN partner to offer in-person workshops on sexual harassment, for faculty and staff in individual colleges
- That the organizers of these workshops ensure they offer these workshops with representation from the specific groups entailed, and even, in the home languages of the participants