

Resolution on Review of Deans and Higher-Level Administrators Related to Creating 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 to 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.

REVIEW OF DEANS & HIGHER-LEVEL ADMINISTRATORS

- That all deans and higher-level administrators be reviewed at least every other year to provide an account of their achievements in creating a more inclusive, safe, and supportive environment, as well as their plans for continuing this work in the future.
- That a committee of all Faculty Excellence Advocates and 2-3 faculty senators be created and empowered to do this review and to provide oversight on higher-level administrators (deans, provosts, executive administrators), especially from a framework that ensures a safe, inclusive environment, free of any forms of harassment, for all members of the university community
- That this committee elect a Chair who attends all Deans meetings, advises on issues related to the FEA position, and reports back to the FEA committee as a whole

- That this committee reports its findings yearly, to Faculty Senate
- That this committee has input into the structure of the review process for administrators, including how input from stakeholders will be solicited and taken into account in the review process, and how expressions of concern and actual complaints will be dealt with.
- That the review of all administrators include substantial anonymous feedback from faculty, staff, and students
- That in their review materials, administrators include a statement of their values, commitments, and actions in support of a safe and inclusive environment for community members, including how they are responding to complaints and expressions of concern
- That, at the end of the process, there be a report to the entire community (Department, Program, College, University as a whole) on the way the feedback from faculty, staff, and students has been taken into account in the review.