Changing Organizational Culture

A University Perspective

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BELONGING | BECOMING | BETTERING

Our commitment: A campus climate that is safe, inclusive and one we are proud of – a climate in which all members of our campus feel emotionally and physically safe and respected.

Our Goal: To be an institutional model of accountability.

Our Work: To foster culture change and continue the broad-based systemic improvements to create a safe and respectful working and learning environment.
Policy Changes to Address Behavior and Culture

- Discipline and Dismissal of Tenured Faculty for Cause Policy (February, 2022)
- Relationship Violence and Sexual Misconduct and Title IX Policy (revised August, 2021)
- Honors and Awards Revocation Policy (June, 2021)
- Personnel File Policy (January, 2020)
- Emeritus (Revocation) (June, 2019)
- Consensual Amorous or Sexual Relationships with Students policy (June, 2019)
- Travel Lodging (May, 2019)
- Self-Disclosure Requirement of Unprofessional/Criminal Conduct (February, 2018)
University Philosophy and Guiding Policies on Faculty Tenure and Promotion

In as much as accomplishments that advance the effectiveness, climate, and culture of the unit, college, university, and discipline are attributes for a positive outcome, significant or repeated behaviors that are inconsistent with these values are reasons for institutional interdiction at any point in the lifetime of a tenure-system/tenured faculty.

Tenure can never be used as a shield to hide or permit behaviors unbecoming the title faculty. Moreover, the environment in which tenure is earned is therefore tested as part of the system as well.
1. Policy to address pre-employment misconduct (Preventing Pass the Harasser)
2. Professional Standards Policy
**FINDING:** Violation of RVSM or ADP Policy

| Schedule | Schedule a meeting with College/Department leadership, Faculty Academic Staff Affairs, Office of Employee Relations, Office of General Counsel, and Office of Civil Rights |
| Consider | Consider if other policies were violated and if further investigation of the issues is needed |
| Assess | Assess appropriate discipline or other interventions |
| Create | Create a plan to implement discipline and any necessary communications |
Addressing Inappropriate Behaviors and Other Policy Violations

Discipline may result
Discipline Process and Documentation

- Investigation Complete
- Discipline Process
- Discipline Issued
- Notice to Personnel File
Discipline Actions – Sanctions

- Removal of supervision of graduate students
- Removal from classroom
- Removal from supervisory role
- Ineligible for administrative positions
- Ineligible for merit pay increases
- Ineligible for submission of grant proposals
- Salary reduction
- Effort reduction
- Unpaid suspension
- Dismissal
- Emeritus Status and Benefit Revocation
Committee for Implementation of Sponsor Equity Reporting

Chaired by Twila Reighley, the Assistant Vice President for Research and Innovation, the Committee for Implementation of Sponsor Equity Reporting (CISER) coordinates MSU's response to sponsor equity reporting requirements. Please see the Resources Related to Harassment Notification Requirements webpage for more information about reporting requirements by agency.
Resources Related to Harassment Notification Requirements

Contents:

- Harassment Reporting Matrix
- NSF Harassment Notification Requirements
- NIH Harassment Reporting Requirements
- NASA - Reporting Requirements Regarding Harassment or Sexual Assault
- Simons Foundation Policies & Procedures Regarding Harassment

Harassment Reporting Matrix

So far, four agencies that MSU works with have issued new reporting requirements related to sexual harassment, other forms of harassment, and sexual assault: NSF, NIH, NASA, and Simons Foundation. Although the definitions and processes are similar, the specific timing and requirements differ between each agency. The matrix provided here includes a brief overview of each agency’s requirements.

NSF Harassment Notification Requirements
# Harassment Reporting Requirements by Agency/Entity in Brief

<table>
<thead>
<tr>
<th>Key Items</th>
<th>Identified Sponsors Generally Require</th>
<th>NSF</th>
<th>NIH</th>
<th>NASA</th>
</tr>
</thead>
<tbody>
<tr>
<td>What roles do the reporting requirements apply to?</td>
<td>Principal investigators and others</td>
<td>PIs and Co-PIs</td>
<td>PD/PI and other named senior/key personnel</td>
<td>PIs and Co-Is</td>
</tr>
<tr>
<td>What must be reported?</td>
<td>Findings/determinations and administrative actions</td>
<td>Any findings/determinations of sexual harassment, other forms of harassment, or sexual assault regarding an NSF funded Principal Investigator (PI) or co-PI, or of the placement of the PI or co-PI on administrative leave, or the imposition of any administrative action relating to harassment or sexual assault finding or investigation</td>
<td>Changes in a principal investigator or other senior key person’s status during an investigation of alleged sexual misconduct; NIH must be notified if an administrative or disciplinary action is taken against the employee(s) that affects the ability of the employee(s) to continue as PI or other senior key personnel on an NIH award; notify NIH and seek prior approval for replacement(s) of the individual(s)</td>
<td>Any findings/determinations of sexual harassment, other forms of harassment, or sexual assault regarding a NASA funded PI or Co-I; if the PI or Co-I is placed on administrative leave or if the recipient has imposed any administrative action on the PI or Co-I, or any determination or an investigation of an alleged violation of the recipient’s policies or codes of conduct, statutes, regulations, or executive orders relating to sexual harassment, other forms of harassment, or sexual assault</td>
</tr>
<tr>
<td>Implementation Date for reporting requirements</td>
<td>Agency specific</td>
<td>10/22/2018</td>
<td>6/11/2020</td>
<td>4/9/2020</td>
</tr>
</tbody>
</table>
Internal Review Use

- Promotions to Leadership
- Awards
- University Committee Service
Creating a Safe Environment

- Rebuilding Accountability
- Transparency and Communications for Employee Misconduct Cases
- Leadership training
  - Intervention
  - Documentation
Questions?