

Changing Organizational Culture

A University Perspective

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The Office of the Provost

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.

- Discipline and Dismissal of Tenured Faculty for Cause Policy (February, 2022)
- Relationship Violence and Sexual Misconduct and Title IX Policy (revised August, 2021)

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- 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



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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

NO FINDING

Addressing Inappropriate Behaviors and Other Policy Violations

Discipline may result



Discipline Process and Documentation





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

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Sponsored Programs Administration

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Harassment Reporting Requirements by Agency/Entity in Brief

Key Items	Identified Sponsors Generally Require	NSF	NIH	NASA
What roles do the reporting requirements apply to?	Principal investigators and others	PIs and Co-PIs	PD/PI and other named senior/key personnel	PIs and Co-Is
What must be reported?	Findings/determinations and administrative actions	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	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)	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
Implementation Date for reporting requirements	Agency specific	10/22/2018	6/11/2020	4/9/2020



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
 - o Intervention
 - o **Documentation**





Questions?

