

Improving the Campus Culture and Work Environment, Fall 2021 Update

Over the past year we made noteworthy progress in support of improving the campus culture and work environment for all. This included both addressing past misconduct and establishing new efforts to encourage ethical, honorable, and respectful behavior and work environments.

- I have endorsed and approved a new policy, upon the recommendation of an ad-hoc faculty committee, that allows for revocation of university-bestowed honors and awards in cases of misconduct. The [Revocation of Honors and Awards policy](#) is located in the Faculty Handbook and applies to executive managers, faculty, and academic staff, as well as individuals holding postdoctoral positions, graduate students, and undergraduates who receive honorific awards.
- Academic Human Resources conducted a historical review of retired faculty and academic staff with sustained violations of the Relationship Violence and Sexual Misconduct policy to determine potential revocation of emeritus status. Eight cases were reviewed. Emeritus status was revoked in three cases; revocation has been initiated in one case. The remaining four cases do not meet the current standard for revocation under the [Emeritus policy](#) and Academic HR plans to engage academic governance within the academic year with recommendations for policy changes.
- The [Creating and Sustaining a Respectful Work Environment Series](#) was delivered to leaders across the university (executive managers, deans, directors, and chairs) in an effort to work together to improve the current climate and culture in their units and across the broader campus community. The series was a collaboration between the Academic Advancement Network; Academic Human Resources; Human Resources; the Office of Institutional Equity; the Prevention, Outreach, and Education Department; and the Office for Inclusion and Intercultural Initiatives.
- The work of the Discipline Policy Review and Sanctions Taskforce (a cross-campus collaboration involving students, graduate students, faculty, and administrators) is well underway and has made significant progress in reviewing the discipline process and sanction structure, with an eye toward clarity and consistency for violations of the Relationship Violence and Sexual Misconduct Policy. Common themes emerging from this taskforce include the need for transparency and communication in these processes to increase trust with the MSU community.