Title IX Report Highlights MSU Commitment

Awareness, training leading to a higher number of reports

During the 2017-18 academic year, the horrific revelations stemming from the Larry Nassar case and the concurrent popularizing of #MeToo drew widespread attention to sexual misconduct and sexual assault. MSU has responded in an unprecedented way. We have had an opportunity to reflect on the people, programs and processes that offer education, support and enforcement of Civil Rights and Title IX laws at MSU. We have listened to survivors, students, families and experts on and off campus; dramatically increased resources for survivors; and prioritized prevention education. The result is a program that far surpasses legal requirements and is at the forefront of campus prevention and survivor support.

Independent Review
MSU hired the law firm of Husch Blackwell to conduct a multi-phase, independent review of MSU’s Title IX legal compliance and its efforts to prevent and address sexual misconduct. The firm found MSU’s Title IX policies are compliant with all applicable legal requirements and reflect a strong and genuine institutional commitment to combating sexual misconduct and creating a safe campus environment.

Husch Blackwell made several recommendations, which MSU has implemented, including improving internal communications to promote awareness, increasing mental health support services, improving alignment of training, awareness, and prevention programs; and clarifying responsibilities and accountability within the Title IX office.

Increase in Awareness = Increase in Reporting
Since implementation of its mandatory reporting policy in 2015, MSU has seen a significant year-to-year increase in report ed complaints under its Relationship Violence and Sexual Misconduct Policy. The number of reports in the 2017-18 academic year represented nearly a 500 percent increase from the number reported in 2014-15.

Employees, Retirees Help Drive Capital Campaign

More than $1.75 billion raised to support students, research

When considering ways to make your work life and personal life more compatible, Barbara Roberts suggests thinking in terms of the word “fit” and not necessarily “balance.” “Balance,” she said, “can suggest that work and personal lives should be in perfect symmetrical alignment, which they rarely are.” Roberts would know. Since 2015, she has served as executive director of MSU’s WorkLife Office (WLO), a unit dedicated to helping MSU employees make their various lives “fit.”

“We look more at how you put together the elements of work and personal life,” she said. “Sometimes you have to put more time into work, and other times you have to put more time into family. It’s a matter of how do you fit all your pieces together.”

Under the direction of Provost June Pierantozzi, the WLO’s mission is to partner “with the community to create an inclusive, responsive work environment where all faculty and staff are respected and supported toward well-being in (their) work and personal lives.”

“We help people find the resources they need to fit their work and personal lives together,” Roberts said.

WorkLife Office Helping Faculty, Staff Find ‘Fit’

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FOUR TRUSTEE CANDIDATES DEBATE AHEAD OF ELECTION

JULIE SOCHAT / ADMINISTRATION

WKAR’s “Off the Record,” Michigan’s only weekday statewide political analysis television show, recently hosted a debate of the major party candidates for trustee of MSU and for secretary of state.

The four major party candidates running for two vacancies on the MSU Board of Trustees debated Oct. 12. The candidates are Republicans Dave Dutch and Mike Miller and Democrats Brianna Scott and Kelly Teyab.

The two major candidates for Michigan secretary of state debated Oct. 19. The candidates are Democrat Jocelyn Benson and Republican Mary Tedder Lang. The debates, as well as full episodes of “Off the Record,” plus online-only OTR Overtime extras, can be viewed anytime at video.wkar.org and via many TV streaming platforms.

Each debate was moderated by “Off the Record” anchor and producer Tim Skubick and followed a no-rules format, with no opening statement and a one-minute closing statement. “Off the Record” airs at 8:30 p.m. Fridays and 11 a.m. and 11:30 p.m. Sundays on WKAR and at varying dates and times on public broadcasting stations across the state (check local listings). Episodes can be viewed live at 8 a.m. Fridays on WKAR Public Media on Facebook and at livestream.wkar.com.

What does the word “EMOTIONAL” mean to you? What’s the emotional impact of this issue on you? How do you handle the emotional needs of others? What do you believe we need to do better in this area to help the students and faculty?

Christopher Robinson, director of residential services at local nonprofit Highfields, was one of the presenters at this year’s Fatherhood Forum.

What do you think about the demand for child care? What do you think about the demand for childcare? What do you think about the demand for childcare?

David Chupak, director of Youth Programs at Michigan State University, has been elected to the board of directors for the Higher Education Protection Network, a national advocacy group focused on youth protection in higher education. Chupak officially joined the board at the group’s annual conference in Salt Lake City on Oct. 16-19. There, he gave four presentations with colleagues from across the country on building strong, vigilant youth programs and how to better serve and protect minors on college campuses.

At MSU, Chupak oversees more than 120 youth programs that reach more than 60,000 youth each year. His office recently launched a new website, youthprograms.msu.edu, to help youth program directors and coordinators protect minors and comply with the requirements for facilitating youth programs at MSU.

ONLINE MEDICAL CARE SERVICE AVAILABLE

All MSU employees enrolled in a MSU health plan now have access to Teladoc—an online medical care service that enables 24/7 access to a healthcare professional via web, phone or mobile app. MSU Human Resources started the program in October 2018. Employees can receive convenient, quality care in three easy steps: 1) Request: Ask for a visit with a doctor 24 hours a day, 365 days a year; 2) Visit: Talk to the doctor. Take as much time as you need to explain your medical situation—there’s no limit; 3) Resolve: If necessary, a prescription will be sent to the pharmacy of your choice. Visit teladoc.com or call (800) 835-2362 for more information.

IDEAS SOUGHT ON STUDENT ORIENTATION

Faculty and staff are invited to submit ideas and suggestions for improving the new student orientation process. A steering committee made up of individuals from across the campus community is working with the current orientation staff to reconceptualize, redesign and lead New Student Orientation (formerly AOP) for the coming year. The goal is to create a collaborative and comprehensive experience that connects incoming students to resources and engagement opportunities, aligns with university student success initiatives and creates seamless transition experiences through a student’s first year at MSU. To offer feedback, visit go.msu.edu/2YH.

2018 is surpassing significant fundraising goals, said Provost June Pierce Yountt, who spoke at the luncheon. “They know the role of philanthropy in helping us to build a bold future, and their own generosity is leading the way. We are thankful for their support and proud to work alongside them.”

The Empower Extraordinary campaign, launched in October 2014, has surpassed significant fundraising goals, said Provost June Pierce Yountt, who spoke at the luncheon. “They know the role of philanthropy in helping us to build a bold future, and their own generosity is leading the way. We are thankful for their support and proud to work alongside them.”

But also through commendable financial support,” said Provost June Pierce Yountt, who spoke at the luncheon. “They know the role of philanthropy in helping us to build a bold future, and their own generosity is leading the way. We are thankful for their support and proud to work alongside them.”

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The campaign will continue to expand education efforts and resources for the 2018-19 school year.

BALLEI Propos aF Program for MSU

MSU Extension provides unbiased analysis on Michigan training, MSU’s ballot proposal that voters will see on the November ballot.

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In the 2017-18 academic year, 99 percent of nearly 53,000 MSU students and 98 percent of MSU employees completed training on sexual assault and relationship violence prevention and reporting. This year, in addition to online training, MSU is conducting mandatory, in-person sexual assault and relationship violence prevention programming for all first-year and transfer students and in-person bystander intervention training for all student leaders.

Office for Civil Rights

In March 2018, MSU introduced the Office for Civil Rights and Title IX Education and Compliance. The office is dedicated to the prevention of discrimination and harassment in all forms, with a particular focus on sex and gender discrimination, relationship violence, stalking and sexual misconduct.

The office includes two main units: 1) The Office of Institutional Equity, an investigation and enforcement arm; and 2) the Office for the Prevention of Outreach and Education. These units work collaboratively, allowing complainant and enforcement data to inform prevention and education, and feedback from training sessions to be shared with those responsible for drafting and enforcing policies.

Know More

In September 2018, MSU began its “Know More” awareness campaign to promote to MSU students access to those in the campus community who are affected by sexual misconduct, relationship violence and stalking.

The campaign will continue to expand education efforts and resources for the 2018-19 school year.
tremendous potential if they can be appropriately harnessed. They naturally have high photosynthetic efficiencies, and they don’t require the use of arable land or potable water to grow like plants do. But they have a steep uphill battle — we’ve only been trying to farm these organisms for a couple of decades. My lab currently studies cyanobacterial and biotechnology with two primary goals. We want to innovate new approaches that enable cyanobacteria to be more feasible for real-world biotechnology applications, and we also often aim to investigate fundamental properties of their cell biology that have bearing on their efficiency to convert solar energy or the capacity to farm them on a large scale. We are engineering cyanobacteria to make products of interest and conduct cyanobacteria to convert some of the energy they capture from sunlight into compounds that are useful for humans, too.

As it turned out, there was rising interest in the use of cyanobacteria for environmental and sustainable technologies. At the same time, a new discipline of biologi- cal engineering was emerging called synthetic biology. I was fortunate enough to be able to join some of these cutting-edge tools and approaches to examine cyanobacteria — with a primary goal of modifying them so that they could produce sustainable products, like biofuels. Cyanobacteria hold

DANNY DUCAT

Editor’s note: Danny Ducat, an assistant professor in the Department of Biochemistry and Molecular Biology, studies cyanobacteria in his MSU lab.

DUCAT: HOOKED ON MICROBIOLOGY

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FACULTY FOCUS

DANNY DUCAT

RESEARCH

CAMPUS EVENTS

Included here is a selection of events happening during the next two weeks. More campus events can be found online at: events.msu.edu

WKR AIDS KIDS WITH 600 BOOKS

JULIE SOCHAY / WJR RADIO

WKR Radio combined efforts with the Michigan Education Trust, or MET, in its annual fundraising campaign to provide more than 600 books to local children in need.

“Each year, our listeners step up with financial support,” said Shalonna Crosby, WKR director of annual giving. “Partner- ships like this can channel the generous energy of our audience back to the community.”

The fundraising drive concluded Sept. 30 and raised more than $97,000.

“We are so grateful to partner with WKR on this important project,” said Robin Lott, executive director of MET, the state’s prepaid 529 college sav- ing plan.

“Reading plays such a vital role in every child’s education and their life-long learning process.”

The next WKR Radio fundraiser will be held in the spring. Those wishing to partner with WKR are asked to contact Judy Kehler, WKR director of corporate partnerships, at judy@wkr.org or (517) 884-4762.

HAPPY HALLOWEEN

Halloween cards, candy collected for hospitalized children

The Office of Cultural and Academic Transitions is collecting handmade Halloween cards and candy for hospitalized children unable to trick-or-treat this year. Drop off your cards and donations at the OCAT office in the Student Services Building, Room 1200. Learn more and register at go.msu.edu/YPH.

OCT. 12-27 / IT’S ON US’ WEEK OF ACTION: Students, faculty and community partners are participating in several events during the “It’s On Us” Week of Action. MSU hosts the events as part of its commitment to prevent, respond to and raise awareness of relationship violence and sexual misconduct. Events include:

• Oct. 23 / Teal Out: Wear teal to show sup- port for survivors.
• Oct. 24 / Guest speaker Beverly Gooden will hold a faculty and staff workshop from 10 a.m. to 1 p.m., MSU Union, Lake Superior Room; and a keynote address from 7 to 8 a.m., MSU Union, Ballroom.

For a listing of all events and more information, visit facebook.com/ItsOnUSMSU.
EPA SALUTES MSU'S GREEN ENERGY EFFORTS

The U.S. Environmental Protection Agency recently recognized MSU's renewable energy programs with a 2018 Green Power Leadership Award, presented at the 2018 Renewable Energy Markets Conference in Houston. The annual awards recognize America’s leading renewable power users’ commitment and contribution to helping advance the nation’s voluntary green power market, meaning electricity generated from environmentally preferable renewable resources such as wind, solar, geothermal, biogas, biomass and low-impact hydro.

Michigan State was one of only five organizations saluted in the direct project engagement category. MSU is proud to be recognized by the EPA for our commitment to addressing renewable energy. According to the EPA's Director of Sustainability Amy Butler said, "Our portfolio of renewable energy sources, combined with the university micro-grid, serves as a test bed for research in optimizing grid operations, as well as being a training and education platform to advance the integration of renewables for both business and institutions.

MSU generates up to 2.4 million kilowatt-hours of green power annually from an on-site anaerobic digestion system, which converts waste from campus farms and dining halls into energy. In addition, green energy generation on campus this year will increase 600 percent thanks to MSU’s solar array, which is the largest in the country. The array covers 5,000 park-spaces on campus with solar panels spanning 45 acres, generating power less expensively than purchasing off the grid.

Overall, on-campus renewable energy production is expected to be about 1.74 million kWh of renewable power annually, enough to meet 7 percent of MSU’s electricity use and up to 18 percent of its peak power demand.

MSU ranks No. 20 on the EPA’s list of top on-site green power partners.