

Campus Civility & Inclusivity Initiative

Ann Kitalong-Will

Executive Director, Business Operations–Administration

Senate Presentation | 21 September 2016



**Michigan
Technological**
University

Discussion Points

- Background of Civility & Inclusivity Statement
- University Goals
- Steering Committee Activities
- Invitation to Senate
- Q & A



Michigan Technological University

Working Statement on Campus Civility and Inclusivity

Michigan Technological University is dedicated to excellence in education and research, and to the growth and development of all members of our University community. The University also recognizes the necessity of protecting First Amendment rights and academic freedom by encouraging free speech and expression, and the open debate that is a cornerstone of learning. Such a community requires an environment of civility, trust, mutual respect, and openness where productive work, teaching, and learning can thrive. The University is committed to providing an educational and work environment that is collegial and supportive, and respectful of diversity of opinion. All members of the University community, including students, faculty, and staff, are expected to fulfill their obligations toward students, colleagues, and other University community members fairly, respectfully, and professionally.



Background of Civility & Inclusivity Statement

- Grassroots Effort/Interest
- Academic Dean – Policy Office – Human Resources
- Civility Policy Working Group



Original Civility Policy Working Group Members

Amy Hughes

Director of Internal Audit

Janet Hayden

Executive Director, Risk Management & Compliance

Kelly Kallio (Senate Representative)

Sr. Grant Accountant, Sponsored Programs Office

Ann Kitalong-Will

Executive Director, Business Operations–Administration &
University Policy Administrator

Madeline Mercado Voelker

Immigration & Visa Coordinator, Human Resources

Saeid Nooshabadi (Senate Representative)

Professor, Electrical & Computer Engineering

Joanne Polzien

Executive Director, Compliance, Integrity, and Safety

Bruce Seely

Dean, School of Sciences & Arts

Lori Weir

Communications Specialist, Business Operations–Administration &
University Policy Coordinator



University Goals

- Cultivate a spirit of open dialogue & respect
- Promote academic freedom & free speech in an environment that honors diversity
- Support our [University Strategic Plan](#):
 - “GOAL 1: An exceptional and diverse community of students, faculty and staff...”
 - 1.1 Exceptional academic and professional community.
 - 1.2 Diverse, inclusive, and collegial environment.”



University Goals

- Cultivate a spirit of open dialogue & respect
- Promote academic freedom & free speech in an environment that honors diversity
- Support our [University Strategic Plan](#):

“GOAL 1: An **exceptional and diverse community** of students, faculty and staff...

1.1 Exceptional **academic** and **professional** community.

1.2 **Diverse**, **inclusive**, and **collegial** environment.”



Civility & Inclusivity Steering Committee Activities

- Charged with implementing activities and initiatives to support Civility and Inclusivity Statement
- Core Working Steering Committee:
 - Ann Kitalong-Will, Business Operations–Administration
 - Heidi Reid, Human Resources
 - Lori Weir, University Policy Office



Civility & Inclusivity Steering Committee Activities

Current Activities:

- Manage roll-out and awareness-raising activities
- Develop training content for current HR modules
- Research & recommend University Administrative Policies to develop
- Identify “consultants” to work as advisors to steering committee
 - So far: Deans’ Council
Graduate Student Government
Staff Council
University Senate



What will “consultants” do?

- Serve in advisory capacity to the Steering Committee
- Provide subject matter expertise
- Communicate campus concerns, questions, and feedback to Steering Committee
- Review & provide input on initiatives, plans, and documents
- Provide diverse perspectives by representing different university communities



Invitation to Senate

The Civility & Inclusivity Initiative Steering Committee Requests

- The Senate identify 2 representatives to serve as consultants



Thank You!

Questions?

Ann Kitalong-Will | amkitalo@mtu.edu



**Michigan
Technological**
University