

MICHIGAN STATE **U N I V E R S I T Y**

March 28, 2016

To: Liberate MSU Representatives

From: Lou Anna K. Simon

First, let me begin by expressing my sincere condolences on the loss of Max Monroy-Miller. I know he was an important part of Liberate MSU and an important member of the Spartan family.

In my letter of Dec. 7, 2015, I affirmed my commitment to continue our constructive communication. In that spirit, I wanted to update you on some of the actions MSU has taken in the past few months to continue progress toward our shared goal of inclusive excellence.

Updates from Units and Departments

Expanded Dialogue

During the past few months, units across campus have held meetings to discuss issues and expand the dialogue regarding diversity and inclusion. Units and departments taking part in these discussions have included Residence Education and Housing Services, Residential and Hospitality Services, Culinary Services, MSU Police Department, and the Office for Inclusion and Intercultural Initiatives.

Tangible action has come from this dialogue, and while progress has been made, we recognize that more must be done. We are committed to continued, open dialogue as we move forward toward positive change.

Academic Developments

The programs in African American and African Studies (AAAS) and Chicano/Latino Studies (CLS) are moving forward with new leadership. Dr. Glenn Chambers has assumed leadership in AAAS, and the CLS program has four finalists in their director search. Dr. Chambers is meeting regularly with students, has conducted a first all-faculty meeting, and has established a new executive committee in accordance with the AAAS bylaws. Both programs are working with the respective deans to develop action plans for program enhancement and expansion, including additional faculty and graduate assistantships in both.



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The College of Arts and Letters (CAL) has identified three faculty hires from traditionally underrepresented groups, two in philosophy and another in English education. There is a plan to open a search for a senior faculty member in cultural rhetoric in the Department of Writing, Rhetoric, and American Culture (WRAC) later this year. CAL has also presented the provost with a strategic hiring plan designed to increase the number of faculty from traditionally underrepresented groups in the college.

In curriculum, Associate Provost Doug Estry has assembled a group of integrative studies directors, faculty and students to review the diversity content of MSU's required integrative studies courses and those already carrying the "diversity" designation.

The Steering Committee of Academic Governance has charged the University Committee on Undergraduate Education to form an ad hoc committee of students and faculty to discuss best practices in creating inclusive learning environments.

Tuition

The change in eligibility allowing in-state tuition for undocumented students has been implemented, and the information has been posted on the MSU Office of the Registrar website. The eligibility requirements can be found at: <https://reg.msu.edu/ROInfo/Notices/Residency.aspx>

Cultural Competency

The Office for Inclusion & Intercultural Initiatives (I3) is continuing to work on developing an e-learning module on inclusion. The office has conducted focus groups to engage students in structuring the format and content of the module. Students report a desire to have an opportunity to review the final product before it is launched in the fall. I3 is working to include as many voices as possible without delaying the launch of the module. I3 has offered dates and times to get input from various student constituencies. Students also were given an opportunity to provide input electronically. The script and video for the e-learning will be vetted with CORES/COPS (the first script reading was March 25, 2016), with a target date of July 18–Aug. 5 for the actual launch of the inclusion e-learning module.

I3 and the Student Success Initiative are currently sponsoring a student campus climate survey. The survey analysis is tentatively planned for completion in late summer or early fall. The results of the survey will further inform the diversity and inclusion efforts of the university.

I3 continues to offer implicit bias training across the campus. The office is currently offering and conducting workshops for administrators, faculty and staff, including MSU law enforcement, on disrupting bias, microaggressions and creating inclusive learning environments. In addition, the office is developing an educational series on several topics, including diversity awareness, implicit/explicit bias, microaggressions, racial literacy and inclusive leadership. I3 is working with faculty governance to gather additional input on resources to support faculty in their work to create inclusive learning environments and will continue to collaborate across campus to provide curricular, co-curricular and professional development offerings that support a campus climate that values all aspects of diversity.

The **MSU Police Department** has established a new Inclusion and Anti-Bias Unit (more information can be found at <http://msutoday.msu.edu/news/2016/new-msu-police-unit-focuses-on-anti-bias-inclusion/>). In December 2015, MSUPD department employees participated in bias and microaggression training conducted by the Office for Inclusion. Other local law enforcement agencies, including the city of East Lansing, Meridian Township, city of Lansing, and Bath Township have participated in the training. The department is continuing to work to identify other law enforcement-tailored education programs to enhance the content of bias/microaggression education efforts.

Residence Education and Housing Services and **Culinary Services** is currently revamping its staff training for RAs and other student and regular staff. In addition, REHS will be adding a staff member to work with various university offices regarding Title IX and bias incidents.

The **Counseling Center** has posted a position for a Multicultural Therapist.

Student Recruitment

MSU continues to be among the leaders in terms of student recruitment within the Big Ten, and the Office of Admissions (OA) remains diligent in maintaining and identifying new strategies to successfully recruit students of color to the university. The OA will continue to place significant emphasis on events and networking within the cities and communities of Michigan through sponsored events and direct personal contact. John Ambrose, associate director for admissions, is personally engaging with school systems and various communities to establish networks for connecting with and recruiting a diverse entering class. The new Detroit Scholarship program will provide additional scholarship opportunities for students.

Updates on concerns and discussions with student groups are being posted on the Student Affairs website: <http://studentaffairs.msu.edu/vp/diversity-inclusion-section.html>.