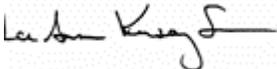


MICHIGAN STATE UNIVERSITY

November 28, 2016

MEMORANDUM

To: CORES and COPS Leaders

From: Lou Anna K. Simon 

Subject: Status updates and response to list of issues

Thank you for giving me the opportunity to meet with you earlier this month, and to hear you express your concerns. Following are responses to the issues you presented in writing.

Lack of physical accessibility of key gathering points on campus including “the rock” and Sparty statue

We recognize that “the rock” and the Sparty statue are important landmarks on MSU’s campus. I have asked MSU’s ADA Coordinator, Jessica Norris, to review the accessibility of these sites with staff in the Office of Planning and Budgets/Facilities Planning and Space Management and Infrastructure Planning and Facilities. This review will evaluate compliance with accessibility standards for University-sponsored programs, activities, and facilities.

Books not Bombs Campaign

On November 4, 2016, MSU’s deans, directors, chairs, and executive managers were provided an update from Associate Provost and Dean Steven D. Hanson, International Studies and Programs regarding “Syrian Student Support” including the *Books Not Bombs Syrian Refugees Campaign*.

Associate Provost Sekhar Chivukula and his office provided a letter in support of the campaign. (<http://www.books-not-bombs.com/>)

MSU has also joined the Syria Consortium for Higher Education in Crisis. (<http://www.ihc.org/Programs/Syria-Scholarships#.WDyhIX0nIS0>) This consortium supports the Syrian student scholarship program.



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MSU has agreed to join the consortium, which waives tuition for Syrian students through the Institute of International Education (www.iie.org) program on a case-by-case basis. In addition, MSU's Office of International Students and Scholars has a mechanism for offering up to nine credits to Syrian students via their Fulbright process.

CORES/COPS efforts to further educate the campus community are not discouraged, and spreading awareness of the refugee crisis and ways to welcome and support refugees can be pursued through OISS.

Use of derogatory terms to describe food in campus dining halls.

Culinary Services did send an apology prior to our meeting (see attached). Also, Residential and Hospitality Services is centralizing its menu items and offerings. RHS/Culinary Services menu management staff will review item names for cultural appropriateness before posting on the web.

Cultural Sensitivity and restorative justice workshops mandated to MSU students that commit acts of racial discrimination

The MSU Office of Institutional Equity's protocol for addressing bias incidents, acts of prohibited discrimination/harassment, and hate crimes has been developed to lend consistency and predictability to the University's response to such situations on campus. (<http://oie.msu.edu/policies-procedures-forms/documents/Bias%20Incident%20Reporting%20Protocols%2016.03.08.pdf>)

The University does not prescribe, or mandate, sanctions for students who are found to be in violation of the anti-discrimination policy, just as it does not prescribe or mandate sanctions for students found to have violated other university policies and regulations. The determination of sanctions is done in accordance with the ADP/RVSM Policy Student Conduct Review Panel Procedures:

"In order to maximize the University's ability to hold perpetrators accountable, all bias incidents should be reported to the MSU Police and OIE in a timely fashion. If the University's investigation results in a finding that a student has violated the ADP, OIE will file a complaint with the Department of Student Life in accordance with the Anti-Discrimination Policy/Relationship Violence & Sexual Misconduct Policy Student Conduct Review Panel Procedures (available online at <http://oie.msu.edu/policies-proceduresforms/index.html>). In cases where the conduct does not violate the ADP but could constitute a violation of the General Student Regulations or other University policy, a complaint may be referred to the Department of Student Life student conduct system for adjudication."

MSU has long been engaged in Restorative Justice processes and training. For the past five (5) years we have hosted an annual symposium on restorative justice practices. Any student or student organization interested in participating in a restorative justice conference or circle may contact Student Conduct and Conflict Resolution at 355-8286. For additional information please visit: <http://studentlife.msu.edu/sccr/restorative-justice>

Adding restorative justice as an alternative to existing disciplinary procedures for the ADP/RVSM Policy would constitute a policy change, but I do think that discussions about how to incorporate restorative justice approaches have merit, particularly in the context of our on-campus living environment. I have asked VP Gore and VP Maybank to explore this with appropriate student groups and staff.

In-person teaching of and expanded tutoring for MTH 1825

The Departments of Mathematics, Statistics and Probability, and Computational Mathematics, Science, and Engineering, are jointly reviewing all introductory mathematical science courses. They are looking into eliminating MTH 1825 and replacing it with in-person co-requisite or supplemental instruction for MTH 101, 102, and 103 — and change that would allow all students to take degree credit bearing courses immediately upon entry to MSU. A pilot program accommodating 500 students is slated to begin in the fall 2017 semester.

Increase in tenured Black faculty members as well as an increase in Black representation in all campus offices including academic advising, financial aid, and counseling center

During our meeting on November 11, 2016, in discussion with BSA vice president Tyler Logan, Paulette Granberry Russell indicated agreement to meet and discuss in detail the university's academic hiring procedures. We are committed to further discussion on our efforts to increase the representation of Black faculty and staff at MSU.

All Gender Restrooms in All Buildings on Campus

MSU's Title IX Coordinator, Jessica Norris, is coordinating efforts with the Office of the Vice President for Student Affairs and Services, the Office for Inclusion, the Office of Planning and Budgets/Facilities Planning and Space Management (OPB/FPSM) and student leaders to assess and improve access to all-gender restrooms on campus. During the summer of 2016 the Office of Institutional Equity in conjunction with the OPB/FPSM and IPF conducted a restroom audit in response to concerns raised by student leaders from the transgender community.

This topic is one among several that will be discussed with student leaders from the transgender community during monthly meetings with Ms. Norris as well as Ms. Granberry Russell and Dr. Denise Maybank. Staff from the Office of Planning and Budgets will attend the January meeting with this group to provide a complete campus map indicating the locations of existing all-gender restrooms on campus.

Additionally, the group will discuss a multi-phase plan which includes: re-signing additional restrooms, which is expected to significantly increase the number of available all-gender restrooms on campus; identifying, with student leaders, all-gender restroom “deserts” and prioritizing needs; and reviewing planned revisions to MSU’s construction standards to incorporate all-gender restrooms.

Adding advisors and counselors

We are committed to hiring a full time staff for the Student Veterans Resource Center. Student Affairs is committed to involving students in the hiring process for the soon-to-be-vacated Office of Cultural and Academic Transitions position and has reached out to NAISO E-board leadership to submit nominations. Training employees in LGBTQ issues is the subject of ongoing administrative attention.

Related items:

Increase staff in Office of Institutional Equity (OIE)

The OIE will be filling two additional investigator positions and anticipate filling these positions as soon as possible, hopefully in early spring semester, 2017.

Statement/letter from President how MSU handles hate speech and racism

On November 17, 2016, I sent a letter to the entire MSU community including a reaffirmation of the University’s values and that racism, bigotry, sexism, misogyny, hatred and violence are wrong, and that messages of hate and exclusion—verbal or printed—have no place at MSU. A link is provided (<http://president.msu.edu/communications/speeches-statements/letter-to-spartan-community-2016-11-17.html>) along with a November 21, 2016 “From the President’s Desk” entry published to the Office of the President website entitled “Rebuilding Community.” (<http://president.msu.edu/communications/presidents-desk.html>)

I hope these responses demonstrate the university administration’s interest in continuing to work with student groups such as yours on issues of concern.

C:

June Youatt
Bill Beekman
Denise Maybank
Paulette Grandberry Russell

Sekhar Chivukula
Ande Durojaiye
Jessica Norris
ASMSU

From: Guy Procopio
Sent: Monday, November 07, 2016 5:00 PM
To: nguyeny1@msu.edu; wadidharm@gmail.com; MSUAPASO@gmail.com
Subject: Sincere Apology from MSU Culinary Services

Dear Co-President Yen Vicky Nguyen and Co-President Widya Adidharma and members of the Asian Pacific American Student Organization:

MSU Culinary Services regrets the recent occurrence of an Asian dish name on our menu that was offensive to our students and campus community. We have removed the menu name from our dining hall database, and it no longer will be used moving forward.

MSU Culinary Services sincerely apologizes for this oversight. It does not speak to our core values and the inclusive, collaborative environment that all of Culinary Services is committed to providing students.

We are conducting an internal review of our process to ensure recipe and product names are labeled properly and are not questionable or offensive.

Sincerely,

Guy Procopio
Executive Director
Culinary Services
Division of Residential & Hospitality Services
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McDonel Hall, Rm W43
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We strive to nourish, inspire, and enrich our Spartan community

“Kindness is more important than wisdom and the recognition of this is the beginning of wisdom.” ~Theodore Isaac Rubin