

NASEM Action Collaborative on Preventing Sexual Harassment in Higher Education
Community Engagement Plan, Duke University

Institutional Representatives: Claudia Gunsch, Associate Vice Provost for Faculty Advancement; Ann Brown, Vice Dean for Faculty, School of Medicine; Jayne Grandes, Assistant Vice President for Institutional Equity

Duke's community engagement consists of a combination of initiatives that intentionally integrate relevant culture and climate content and conversation at the campus, school and department levels as well as the development of systematic tools for personalized local interventions. Programming is designed to target faculty, staff, graduate and undergraduate students.

1. University Level Engagement

- Faculty Advancement and Success (FAS) Workshop Series. This series is designed for all Duke faculty and aims to engage in dialogue with faculty peers, experts and key campus leaders about issues relevant to professional development and advancement. Participating faculty receive practical tips for thriving and responding to difficult situations. Some of the topics which have been covered include: 1) Supporting students from different cultural and linguistic backgrounds; 2) Effective and inclusive lab management; 3) The roadmap from Associate to Full Professor; 4) Thriving as a faculty member at Duke: Programs and Resources; 5) Promotion and Tenure at Duke; 6) Thriving as a Professor of the Practice; 7) Faculty/Student Interactions; 8) Refining Practices in Student Mentoring; 9) Recognizing and Responding to Unwelcome and Disruptive Conduct; 10) Moving from Bystander to Upstander; 11) Increasing Student Engagement in Classrooms and Labs; and 12) Grow and Advance as Professors of the Practice, Lecturers and Research Faculty.
- Leading an Academic Unit at Duke (LAUD) Workshop Series. This series is designed for department Chairs and other unit and program leaders across Duke's campus. These workshops aim to engage in dialogue with peers, experts and key leaders about issues relevant to academic leadership and share best practices and strategies to improve and strengthen programs. Some of the topics which have been covered include: 1) Leadership Perspectives on Harassment and Incivility; 2) Difficult Conversations and Effective Communication Strategies; 3) Your Role in Supporting Students from Different Cultural and Linguistic Backgrounds; 4) Diversity and Excellence; 5) Effective Leadership in Complex Situations; 6) The Art and Science of Constructing APT Dossiers; 7) Conducting Inclusive Searches; 8) Supporting, Recognizing and Retaining your Faculty; and 9) Promoting a Professional and Ethical Research and Mentoring Environment.
- Signature Events. 1) *New Faculty Orientation* provides a comprehensive overview of the university's administrative structure as well as special topic presentations, resource sessions and a campus tour meant to assist faculty as they begin their careers at Duke; and 2) *Newly Tenured Faculty Celebration and Leadership Retreat* aimed at celebrating newly tenure faculty's milestone of becoming a long-term partner in Duke's future.
- Advisory Groups and Task Forces. These groups meet periodically with the intent of providing a campus wide venue to share strategies, discuss and collaborate on the development of targeted programs.

2. School of Medicine (SoM) Level Engagement

- School of Medicine-wide survey focused on Sexual Harassment. Data developed at the School and departmental level, Survey results shared and followed up with ongoing departmental seminars on sexual harassment discussing real stories and the available data from the school-wide survey
- Bystander/Civility Training. Programming includes: The Dean's Forum on Sexual Harassment; Senior Leadership retreats on Bystander & Civility Training – 'How to Respond Effectively to Incidents of Harassment'; Faculty and Staff Training- How to Respond Effectively to Incidents of Harassment (6-hour classes).
- Task force. The SoM formed a Sexual Harassment Task Force to develop a detailed proposal that will transform the School of Medicine culture at Duke. Areas of exploration for Task Force include: identifying effective types of training and mechanisms for integrating training into the fabric of the SoM culture; linking to National Academy report as a guidepost for developing SoM initiatives; and building capacity and develop skills of Task Force participants.
- Surveys. The SoM is reviewing and comparing CulturePulse AAMC Standpoint Surveys. The CulturePulse Project Overview provided by Health System is highlighted below. A faculty advisory committee has been created to help with the exploration and planning of the AAMC Standpoint Survey.



3. School Level Engagement

- Building Community Seed Grants. This program provides a financial head start for novel faculty development initiatives within academic units (schools, departments, divisions, centers, institutes) aiming to foster a sense of community and build faculty networks. Activities that are supported include: 1) Building an inclusive community; 2) Developing faculty networks and affinity groups; and 3) Fostering a respectful environment.
- Advisory Groups and Task Forces. These groups meet periodically with the intent of providing a school wide venue to share strategies, discuss and collaborate on the development of targeted programs.

4. Department Level Engagement

- Development of tools for: 1) Qualitative and quantitative assessment of departmental climate; 2) Facilitating local conversations; and 3) Targeted interventions.
- Advisory Committees. These groups meet periodically with the intent of providing a departmental wide venue to share strategies, discuss and collaborate on the development of targeted programs.