

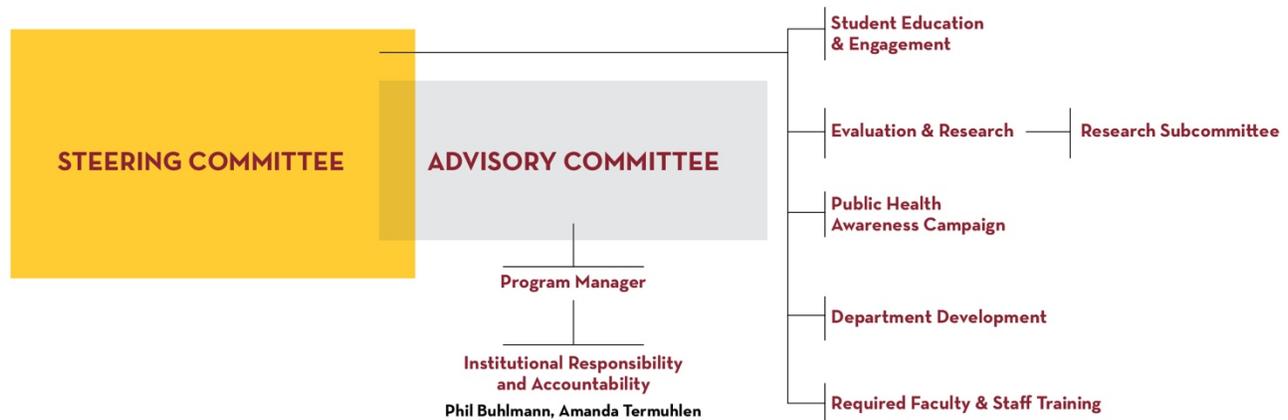
# The National Academies of Sciences, Engineering, and Medicine Action Collaborative

## University of Minnesota: Community Engagement Plan

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(Prepared by Phil Buhlmann, Amanda Termuhlen, and Sara Veblen-Mortenson)

In May 2017, the University of Minnesota (UMN) kicked off the President’s Initiative to Prevent Sexual Misconduct (PIPSM) to create an infrastructure that enhances and expands the institution’s efforts to prevent sexual misconduct and sexual violence on its system campuses (Twin Cities, Duluth, Crookston, Morris, and Rochester, with a total of over 65,000 students). Characteristic features of PIPSM are a comprehensive evidence-based public health approach focused on outcomes, a commitment to a long-term culture change relying on the entire community for active involvement, and an emphasis on evidence-based research. Initial goals were to assess, train, develop a public awareness campaign, initiate bystander training, and establish a sustainable, collaborative, and effective PIPSM infrastructure. To achieve this, PIPSM has been engaging faculty, student, postdoc, staff, and administration stakeholders from across all campuses.



In July 2019, Joan Gabel became the new UMN President and swiftly endorsed PIPSM, highlighting the prevention of sexual misconduct and violence as a focus point of her presidency.

*Every member of our community should expect to feel safe and respected at the University of Minnesota, free from sexual harassment and intimidation. This commitment to our students, faculty and staff is cornerstone to our values and to the advancement of the University’s land-grant mission of discovery, learning and outreach.*

President Joan T.A. Gabel

A survey was administered to evaluate the impact of online training and to provide a ‘snapshot’ of self-reported sexual harassment by staff and faculty while employed at the UMN. Of the staff and faculty survey respondents, 29.7% reported experiencing sexual misconduct. This includes 5.8% who reported stalking, quid pro quo, or receiving unwanted verbal or physical advances. To identify areas requiring future focus, additional feedback was sought by input from listening groups with academic leaders. Victim support, preparedness of faculty and staff to respond, and prevention of retaliation emerged as the most pressing needs. In 2018, the student-focused public awareness campaign “It Ends Here” was launched. The post-

marketing analysis of “It Ends Here” showed 79% of students recognized UMN’s efforts to prevent sexual misconduct.

Training across all campuses was implemented online for all faculty, staff, and students. Student athletes received additional bystander training and academic leaders were offered actor-facilitated workshops (attended by over 275 Deans, Associate Deans, and Department Chairs) that included bystander training. Training completion rates were 99.2% for faculty and staff, 94.7% for 1st-year undergraduate students, and 84.9% for graduate and professional students. The pre and post surveys of faculty and staff online training confirmed an increased confidence in the ability to identify misconduct and to intervene.

Ongoing goals of the PIPSM initiative are to:

- Meet regularly with senior leadership to report results, challenges, and opportunities.
- Review and adjust ongoing efforts in response to continued assessment and best practices.
- Review metrics that inform our progress and allow for long term monitoring.
- Support accountability all the way to the President.
- Increase confidence that reporting will result in appropriate support and action and decrease the fear of retaliation.

The PIPSM infrastructure provides the two UMN representatives to the NASEM Action Collaborative (Amanda Termuhlen, Associate Dean for Faculty Affairs, UMN Medical School; Phil Buhlmann, Vice Chair of the Faculty Consultative Committee of the UMN Senate) with a wealth of experiences and insight into ongoing efforts at UMN. This will help to guide the Action Collaborative. Moreover, the organizational structure of PIPSM is central to disseminating information and engaging the UMN community with initiatives and recommendations coming from NASEM. Specific ongoing and future actions and initiatives of the UMN representatives to the NASEM Action Collaborative include the following:

- The two UMN representatives to the Action Collaborative co-chair the Institutional Responsibility and Accountability Subcommittee of PIPSM. They regularly attend the PIPSM Advisory Committee meetings, providing for an information conduit between PIPSM and the NASEM Action Collaborative. The subcommittee focuses on climate, practice and policy as they relate to retaliation, remediation, reintegration, and prevention.
- With a view to organizational climate, the UMN representatives to the Action Collaborative are interested in improving not only the fairness but also the transparency of processes and policies pertaining to disciplinary actions relevant to faculty and staff. To that end, they are interested in obtaining a better overview of guidelines for disciplinary actions as they are being applied across campuses by different administrative units and colleges. This will (i) help to find policy deficiencies on UMN campuses, (ii) improve the campus climate by improving the understanding and transparency of disciplinary action guidelines, and (iii) help to guide further work by the Action Collaborative and, ultimately, the possible formulation of disciplinary action guidelines at the national level. UMN representative Buhlmann has used his role as vice chair of the Faculty Consultative Committee of the UMN Senate to ensure that this topic has also become one of the goals for UMN faculty governance. To that end, UMN is actively participating in the Remediation Work Group of the Action Collaborative.
- The UMN senate approved in 2019 a resolution asking for campus-wide disability training of faculty, staff, and students. The office of the UMN President and faculty governance have taken the leadership to develop this training, which will also address prominently mental health and is, therefore, highly relevant to PIPSM. The UMN representatives to the Action Collaborative will ensure that PIPSM/NASEM perspectives will be properly reflected in this training.