Building Bridges for Inclusive STEMM Communities: Societies & IHEs

An initiative to advance professional and ethical conduct, climate & culture

Nov. 20, 2019
Consortium Mission

...to support academic and professional disciplinary societies in fulfilling their mission-driven roles as standard bearers and standard setters for excellence in science, technology, engineering, mathematics, and medical (STEMM) fields, addressing sexual harassment in all of its forms and intersectionalities.
Societies Consortium Membership  (as of Oct. 2019)

*All STEMM Fields Represented
- Engineering
- Inclusive Interest Groups in STEMM
- Mathematics
- Medical
- Natural, Physical Sciences
- Social, Behavioral Sciences
- Technology

*Only STEMM Societies are Members
* Membership Remains Open
Societies Consortium Plan of Action: Focus on *Collective Leadership,  
*Effective Action, *Efficient Operationalization of Commitment

EXECUTIVE COMMITTEE
Standing Members: Sponsoring Societies—AAAS, AAMC, AGU
Rotating Members: 7-10 Leadership Council Societies

SERVICES
- Fiscal, Contracting, Licensing Agent: AAAS
- Administration, Policy/Law Expertise, Deliverables/Resources: EducationCounsel

STEMM COMMUNITY
Societies: Standard Bearers & Setters; Build Community & Bridges

STEMM FIELDS

Societies Consortium Advisory Council
IHEs, Research Orgs., Teaching Hospitals, Industry

NASEM Action Collaborative: IHE Members

Societies Consortium on Sexual Harassment In STEMM
121 Society Members (10/2019)
Impact Goals: Help Advance Inclusive STEMM Conduct, Climate and Culture for Excellence & Integrity

1. *Advance Knowledge and Action in Leadership & Operations Across STEMM;*


*Advance Collective Leadership, Shared Services, Resources—Success of All Talent;*

*Preserve Independence/Choices for Each Society & IHE;*

*Welcome Benefits to Other Fields*
| The Societies Consortium Executive Committee: Focus on Governance, Direction, Quality, Impact |
| American Association for the Advancement of Science* (Shirley Malcom & Andrew Black, Co-Vice Chair) | American Chemical Society (Mary Kirchhoff, Co-Advisory Counsel Overseer) |
| American Educational Research Association (Felice Levine, Co-Chair) | American Geophysical Union* (Billy Williams, Co-Chair) |
| American Physical Society (Monica Plisch, Co-Advisory Council Overseer) | American Psychological Association (Shari Miles-Cohen, Co-Community Outreach & Inclusion Officer) |
| American Society for Cell Biology (Erika Shugart, Co-Leadership Council Overseer) | Association of American Medical Colleges* (David Acosta, Co-Community Outreach & Inclusion Officer, and Ross McKinney, Sponsoring Society representatives) |
| Entomological Society of America | Institute of Electrical and Electronics Engineers (Marc Beebe, Co-Vice Chair) |
| EducationCounsel, LLC (Advisor) | *Sponsoring Society, originated the Consortium with EducationCounsel |
## Leadership Council:
Focus on Quality & Value of Resources

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<thead>
<tr>
<th>Organization</th>
<th>Representative</th>
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<tbody>
<tr>
<td>American Institute of Physics</td>
<td>Rachel Ivie</td>
<td>Ben Corb</td>
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<tr>
<td>American Society for Biochemistry and Molecular Biology</td>
<td>Kim Shankle</td>
<td>Tiffany Knowlton</td>
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<tr>
<td>Association for Academic Physiatrists</td>
<td>Catherine Paolucci</td>
<td>Yvette Seger</td>
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<tr>
<td>Association for Women in Mathematics</td>
<td>Nan Stout</td>
<td>Marcia Lesky</td>
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<td>Geological Society of America</td>
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<td>Federation of American Societies for Experimental Biology</td>
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<td>The Optical Society</td>
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*EducationCounsel, LLC (Advisor)*
### Societies Consortium Advisory Council:
Focus on Resources’ Value to IHEs—Bridge- & Community-Building Across STEMM

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<tr>
<th><strong>American Council on Education</strong></th>
<th><strong>Boston University</strong></th>
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<tr>
<td>Vice President and General Counsel Peter McDonough</td>
<td>University Provost and Chief Academic Officer Jean Morrison</td>
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<th><strong>Association of American Universities</strong></th>
<th><strong>Johns Hopkins University</strong></th>
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<tr>
<td>Director of Policy Research Kimberlee Eberle-Sudre</td>
<td>Associate Professor, Bloomberg School of Public Health, and Co-Lead, Center for Women’s Health, Sex and Gender Differences, Michele Decker</td>
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<th><strong>Association of Public &amp; Land-Grant Universities</strong></th>
<th><strong>University of Missouri</strong></th>
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<tr>
<td>Senior Vice President for Academic Affairs and Chief Academic Officer Bernard Mair</td>
<td>Dean of the School of Engineering Elizabeth Loboa</td>
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<th><strong>Council of Graduate Schools</strong></th>
<th><strong>Wake Forest University</strong></th>
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<tr>
<td>President Suzanne Ortega</td>
<td>Associate Professor of Trauma Surgery Amy Hildreth</td>
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*EducationCounsel, LLC (Advisor)*
2-Track Framework Drives Societies Consortium Work

**Resources**
(Short Term)
- Model Policies
- Policy/Law Guidance
- Tools to Elevate Conduct

**Community Building**
(Mid-Long-Term)
- Bridge-Building & Restorative Actions
- To Change: Climate
- To Change: Culture
Community Building—It’s a Journey:

- **Advisory Council & Exec. Comm.**
  - Exploring Ideas Re:
    - **Engaging students;**
    - **Pursuing joint Societies/IHEs preventative initiatives;**
    - **Is there potential to share incident facts & investigative services (Societies/IHEs)?**

- **Peer Engagement:**
  - **Members Convening focused on restorative action & community-building;**
  - **Topical Web-Discussions series;**
  - **“Share An Inclusive Practice That Works”**

Model Policies with Embedded Menus of Options & Guidance—Foundations:

- **2-Track Framework for Governance**
- **Honors & Awards Policy (Beta Final)**
- **Meetings Conduct Policy (Advanced Draft)**
- **Model Reporting (out) Template (Advanced Draft)**
- **Title IX Changes Analysis**
Contact Us—Learn More...

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- SocietiesConsortium@educationcounsel.com
- Jamie.Keith@educationcounsel.com

*EducationCounsel LLC*, [www.educationcounsel.com](http://www.educationcounsel.com), is a mission-based education consulting firm that combines significant experience in law, policy, and strategy to drive improvements in U.S. education systems. We partner with nonprofit organizations and institutions to develop and advance equity-driven, evidence-based ideas to strengthen educational systems and promote expanded opportunities and improved outcomes for all students from early childhood through postsecondary education. Our higher education practice centers on issues of students and faculty diversity, equity, inclusion, sexual harassment prevention, free speech and academic freedom, and institutional quality and academic excellence. *EducationCounsel* is an affiliate of *Nelson Mullins Riley and Scarborough LLP*, which has over 725 professionals, and where Jamie Lewis Keith and Art Coleman also are partners and can access additional resources. Former U.S. Secretary of Education and South Carolina Governor Richard W. Riley is an *EducationCounsel* Senior Partner.
Just EXPLORING: Engaging Societies & IHEs for Success

- Better clarity/consistency on conduct expectations for faculty, students, staff for success
- Easier to adopt shared principles, pursue positive initiatives, share some facts, provide some services to advance climate and culture change
Just EXPLORING: Aspirations & Considerations for Societies & IHEs

Exploring Collective Action for Conduct, Climate, Culture Change

- Shared Principles-Excellence
- Shared Resources
- Shared Investig. Services
- Some Shared Facts

Excellence = High-Quality Work & Conduct

Practical: Leverage Strengths of Societies & IHEs

Efficiency: Shared Investig. Services Only If Misconduct Affects Multi-Settings

Ethics: Sharing Only Facts of Egregious Misconduct*

Ethics & Law: Consequences of Facts = Each Entity’s Independent Decision/Action--Not Collective

Ethics & Law: Non-coerced Consent as Condition to Privileges

Ethics & Law: Individual Consent to Fact-sharing & Ability to Respond

*Egregious = Frequency or Severity

Exploratory Design Baselines

- Leadership & Governance
- Faculty Researchers Practitioners
- Integrity & Excellence: Field, Entity, Individual
- Students
- Inclusive Action, Not Just Legal Compliance
- Funders & Public
Thank you!

This presentation provides general guidance. It is not legal advice.