

MICHIGAN STATE UNIVERSITY

Draft of Statement of Expectations for Staff and Faculty

July 2021

We recognize the strength of the MSU community lies in our ability to support each other as we further the mission of the university. We are a community of scholars, practitioners, co-workers, and students whose success is interdependent and we acknowledge that we all have a responsibility towards each other. Each of us must invest in our campus and community in a way which promotes the health, dignity, and respect of each other, the ability to pursue rigorous study, and to fulfill the mission of the land grant institution.

As our Board of Trustees stated, “Michigan State University is guided by values that are embedded in our rich heritage as a leading land-grant university and our current position as a world-grant institution among the best universities in the world. Foremost among our values is inclusion. Our commitment to inclusion means we embrace access to success for all and treat all members of the extended MSU community with fairness and dignity.”

In this spirit, we strongly encourage each and every member of our community to respect the pronouns, names, and human dignity of all members of our community. Not only because doing so reduces thoughts of suicide and reduces depression and anxiety in our transgender and nonbinary peers, which research shows it does. But because as members of the MSU community, our lives are interconnected. It benefits each of us when members of our community feel their human worth is respected.

Additionally, we strongly encourage units on campus who are currently utilizing vendors which cannot accommodate the recommendations put forth in this document to find an alternative vendor which can fulfill these recommendations. This should be done at the earliest opportunity while still maintaining any agreements or obligations between the unit and the vendor. In the case that a vendor must be used that cannot accommodate these recommendations, the department should notify Dr. Woo and Dr. Bennett outlining why that specific vendor must be used regardless of their inability to fulfill the recommendations put forward.