

<p>Working Group Mission</p>	<p>To make our workplace climate more equitable and inclusive by improving awareness, training, reporting and accountability regarding all forms of sexual misconduct</p>
<p>Sponsorship</p>	<p>Kevin P. Hegarty, Executive Vice President and Chief Financial Officer Martin A. Philbert, Provost and Executive Vice President for Academic Affairs Marschall S. Runge, Executive Vice President for Medical Affairs</p>
<p>Statement of Purpose</p>	<p>To develop and make recommendations to the president for enhanced programming and other activity with the aim of decreasing sexual misconduct in our faculty and staff populations</p>
<p>Objectives</p>	<p>The primary objectives of the working group are:</p> <p>Phase I:</p> <ul style="list-style-type: none"> • To gather data and assess the current state of programming and activity (amount and effectiveness); • To develop recommendations for increasing faculty and staff education and training to include raising awareness of existing policy, reporting obligations and channels, bystander intervention, one’s own behavior and its impact on others; <p>Phase 2:</p> <ul style="list-style-type: none"> • To develop recommendations for improving reporting and accountability in instances of misconduct; and • To develop recommendations for improving overall workplace culture and awareness regarding sexual misconduct
<p>Scope</p>	<ul style="list-style-type: none"> • Sexual Misconduct (all forms) • All 3 UM Campuses • Faculty and Staff Populations • Training and Education • Culture and Awareness • Reporting and Accountability
<p>Membership</p>	<p>Co-chairs: Laurita Thomas, Associate Vice President for Human Resources Dan Little, Chancellor, UM-Dearborn</p> <p>Membership: Elizabeth Armstrong, Professor of Sociology, Organizational Studies and Women’s Studies, College of LSA Keisha Blevins, Human Resources Director, U-M Dearborn Carol Bradford, Executive Vice Dean for Academic Affairs, Medical School Amy Byron-Oilar, Chief People Officer, Ross School of Business Gloria Hage, Associate General Counsel Pam Heatlie, Senior Director for Institutional Equity and Title IX Coordinator</p>

	<p>Matt Kaplan, Executive Director, Center for Research on Learning and Teaching Jennifer Linderman, Professor of Chemical Engineering and Biomedical Engineering and Director, ADVANCE Beth Manning, Director of Human Resources, U-M Flint Kimberly Saks McManaway, Director, Master’s of Public Administration Program and Lecturer IV, Department of Political Science, U-M Flint Robert Ortega, Associate Professor of Social Work and Chair of SACUA Lori Pierce, Vice Provost for Academic and Faculty Affairs Ken Powell, Professor of Aerospace Engineering, College of Engineering Dave Reid, Director of Strategic Communications and Senior Director of HR Communications Anna Ruskiewicz, Director of Student Life Human Resources Rob Sellers, Vice Provost for Equity, Inclusion and Chief Diversity Officer Rob Stephenson, Professor and Director of Academic Programs, School of Nursing Kaaren Williamsen, Director, Sexual Assault Prevention and Awareness Center</p> <p>Staff Support: Anne Berens, Policy Advisor to the Provost Crystal Flynn, Executive Assistant, Office of the Provost Sonya Jacobs, Chief Organizational Learning Officer</p>
<p>Timeline</p>	<p>Recommendations to the President by April 27, 2018 for Phase I and June 30, 2018 for Phase II</p>