

# MICHIGAN STATE UNIVERSITY

September 29, 2016

To Members of the Michigan State University Community:

As MSU's Title IX Coordinator, I am pleased to provide the first Title IX Annual Report developed under MSU's new Office of Institutional Equity. We have attempted to share in the report as much information as possible about how the University addressed incidents of relationship violence and sexual misconduct while preserving the privacy of those involved. Although we were unable to include historical data in this report due to reliability concerns with past data management systems, we have implemented the necessary data management systems to ensure that we can build historical data as we move forward.

The Annual Report is reflective of the transition of the Title IX program at MSU over the course of the 2015-2016 academic year. The progress highlighted for the 2015-2016 is built upon on the policy revisions and process changes enacted in prior years, which culminated in the broad organizational changes and revised policies and procedures in 2015-2016. As evidenced by the accompanying report, these changes yielded dramatic process improvements. Significant accomplishments highlighted include the increased speed of the investigation and student conduct processes, the increased participation in training programs, the increased engagement of faculty and staff in educational programs, and new programs and staff to support prevention and advocacy efforts. Also of note is the increase in reports, which we believe is not indicative of an increase in incidents, but rather reflects increased efforts at MSU to raise awareness.



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Although dramatic improvements were made, there is more work to be done. OIE investigation timelines were impacted by the backlog of cases that staff in the Office of Institutional Equity worked through while responding to new reports and establishing internal procedures and protocols for the brand new office. Additionally, the Office of Institutional Equity has revised internal procedures and developed systems to address conflicts between scheduling meetings/interviews and student class schedules. In an effort to balance fairness with the speed of the investigation, OIE has also established clear timelines for parties to submit witnesses and evidence/information. OIE has also implemented systems to formalize communications with parties, facilitate case management, and allow for in-depth monitoring and reporting.

MSU has implemented revised Student Conduct Sanction and Appeal Procedures for the 2016-2017 academic year to streamline the student conduct process. This process was developed in consultation with student and academic

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governance and we believe the new process will not only add speed to the process, but will assure fairness.

Throughout the 2016-2017 academic year, we will continue to monitor our progress and make adjustments as necessary. We will continue to execute activities in compliance with our resolution agreement and provide regular updates including the information contained within this report to the U.S. Department of Education Office of Civil Rights. We will continue to offer opportunities for feedback and suggestions throughout the academic year as we continue to build a culture that is free from sexual harassment and sexual violence and upholds our Spartan values.

Sincerely,



Jessica Norris  
Title IX Coordinator