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| **To create an open and uninhibited climate of communication, FAS will…** |
| * Commit ourselves to honest and civil communication across all levels of our community. * Respect and listen to those who raise different views. * Communicate and respect personal boundaries. * Recognize that conversations about personal conduct can be difficult and should be treated with respect and care. * Listen to those who raise questions or concerns about misconduct. * Reject retribution against anyone who brings forward misconduct issues. * Share experiences that lead to career success e.g. successful RTP packages. |
| **To create a climate for diversity, equity, and inclusion, FAS will…** |
| * Be inclusive and reduce barriers. * Be accessible. * Value diversity. * Reject discrimination. * Accept and embrace our uniqueness. |
| **To deal with biases, FAS will…** |
| * Recognize and manage biases * Respect all people * Respect all cultures |
| **To deal with imbalances related to power relations, FAS will…** |
| * Act honestly and professionally * Treat others with dignity and respect * Allow others to express opinions or concerns without fear of retaliation. * Maintain the confidentiality of others. * Respect the privacy of others. * Reward output based on contributions. |
| **To deal with conflict, FAS will…** |
| * Recognize that collegial conflict and knowledge conflict are separate things * Recognize power relations differ e.g. between ranks and positions. * Resolve conflict in a timely, civil and respectful manner. * Use formal grievance processes when needed |
| **To maintain high standards for knowledge production and learning, FAS will…** |
| * Respect collaboration across disciplines. * Respect methodological and disciplinary diversity in research, teaching, outreach and Extension. * Respect each others’ expertise. * Discuss project expectations, intellectual contributions, and authorship credit early and iteratively in collaborative work * Uphold ethical standards in the production intellectual property |
| **To promote the high quality of mentorship within MSU, FAS faculty will…**   * Share their recent knowledge of successful and balanced RTP portfolios with colleagues working toward tenure. |