

Dear Faculty Colleagues,

Before you head off for the holidays, I'm happy to share resources that will support you this Winter — (1) basic information you can add to your syllabus to help protect students from sexual harassment and (2) information and registration for the Winter Faculty On-Campus Work Retreats to protect your time for research/creative work. I'm also affirming my availability to join your unit or school faculty meeting to hear directly from you, the faculty.

## **PROTECTING STUDENTS FROM SEXUAL HARASSMENT AND ASSAULT**

As you prepare your syllabuses for winter, we wanted to share some information about the December 2024 [U-M climate survey](#), which found that, in 2023-24, 45% of women undergraduates, 46% of nonbinary undergraduates, and 38% of transgender students were subjected to sexual harassment by faculty or staff. 45% of women undergraduates would equal approximately 8,000 women on the Ann Arbor campus.

23% of undergraduates subjected to sexual harassment by faculty/staff were exposed to unwanted sexual attention, 5% to subtle or explicit bribes or threats, and 14% to unwanted touching. The graduate student responses are equally dire. [This is unacceptable.](#)

If you're interested in helping to protect students from sexual harassment, we have a basic step you can take. In 2022, the Faculty Senate Sexual Misconduct Working Group listened to and worked with UM student survivors. The resulting initiative was a "Best Practices for Faculty / Student Interactions Syllabus Insert" to clarify appropriate boundaries and interactions between students and faculty.

You can add the Syllabus Insert to your syllabus (along with other inserts, such as messaging to accommodate disabilities and inserts to create inclusive pedagogy). The goal is that, by adopting these Best Practices, faculty commit to safe interactions with students, and students come to recognize their right to expect these practices in ALL classes. The syllabus insert is optional and can be obtained as a Word file [here](#).

You're welcome to edit the syllabus insert and to shorten it, but we recommend that instructors include at least the 5 pledges:

1. To conduct office hours with the door open unless the student requests a closed-door meeting;
2. To document meeting times with students so that this record can be reviewed;
3. To meet students individually only at university venues;
4. To conduct off-campus meetings only at places where alcohol is not served;
5. To communicate electronically with students only on university platforms and not on social media, text, and non-university apps.

Please consider adopting this insert this winter.

## **REGISTRATION OPENS FOR WINTER FACULTY ON-CAMPUS WORK RETREATS**

With support from the Provost's Office, the Faculty Senate Office hosted six on-campus work retreats this past semester. Each offered protected time, a quiet place to work, and lunch with colleagues.

Faculty participants told us that having the dedicated time in their schedule, the quiet space, and the presence of other working colleagues was a bit of magic that helped them make headway in their work, and that being on central campus surrounded by colleagues from many other disciplines was invigorating.

We're happy to share that there will be [six On-Campus Work Retreats this winter](#). As in the fall, they'll officially run from 10am-1pm (2 hours of work time and one hour for lunch) ... BUT—this winter, based on faculty request—you have the option of showing up at 9am to start your work an hour early while enjoying coffee, tea, and a light breakfast.

And since we appreciate a good meal, we're excited to share that the January sessions will feature food from [El Harissa](#), February's catering is by [Haifa Falafel](#), and March's menu are international curries from [MCatering](#).

Before your winter schedule starts to fill up, [protect your work time by signing](#)

[up for the retreats](#). (Each faculty member is welcome to sign up for one session per month).

## **THE SACUA CHAIR WILL COME TO YOU**

One of my favorite parts of this fall semester was the opportunity to join colleagues at school faculty meetings around the university to listen to your concerns and share information from the Faculty Senate Office and SACUA. It's *extremely helpful* to hear from you about the issues at the top of your mind and their relevance in your discipline, and to be able to take these recommendations or concerns back to SACUA and to executive officers. The invitation is open! Please reach out if you'd like me to join your faculty meeting —[rmodrak@umich.edu](mailto:rmodrak@umich.edu)

I hope you have a relaxing and restful holiday!

Best,  
Rebekah  
Faculty Senate Chair  
[facultysenatechair@umich.edu](mailto:facultysenatechair@umich.edu)

---

This email was sent to <<Email Address>>

[why did I get this?](#) [unsubscribe from this list](#) [update subscription preferences](#)

University of Michigan · Faculty Senate Office · 1109 Geddes Ave, Ste 1120 · Ann Arbor, MI 48109-1079 · USA