



Human Resources Report September 15, 2023

Agenda Item #1: Title IX Quarterly Report

Information

Action

Discussion

Purpose:

The State of Michigan requires the Title IX Office to report quarterly to the Board of Trustees and the President. The purpose of this report is to share 2023-2024 1st quarter Title IX information with the Board of Trustees and the President.

Background:

Per the State of Michigan requirements, this report covers all reports made to the Title IX Office from July 1, 2023 through September 3, 2023.

Since the last board report, the Title IX Office has received three (3) reports of alleged prohibited conduct.

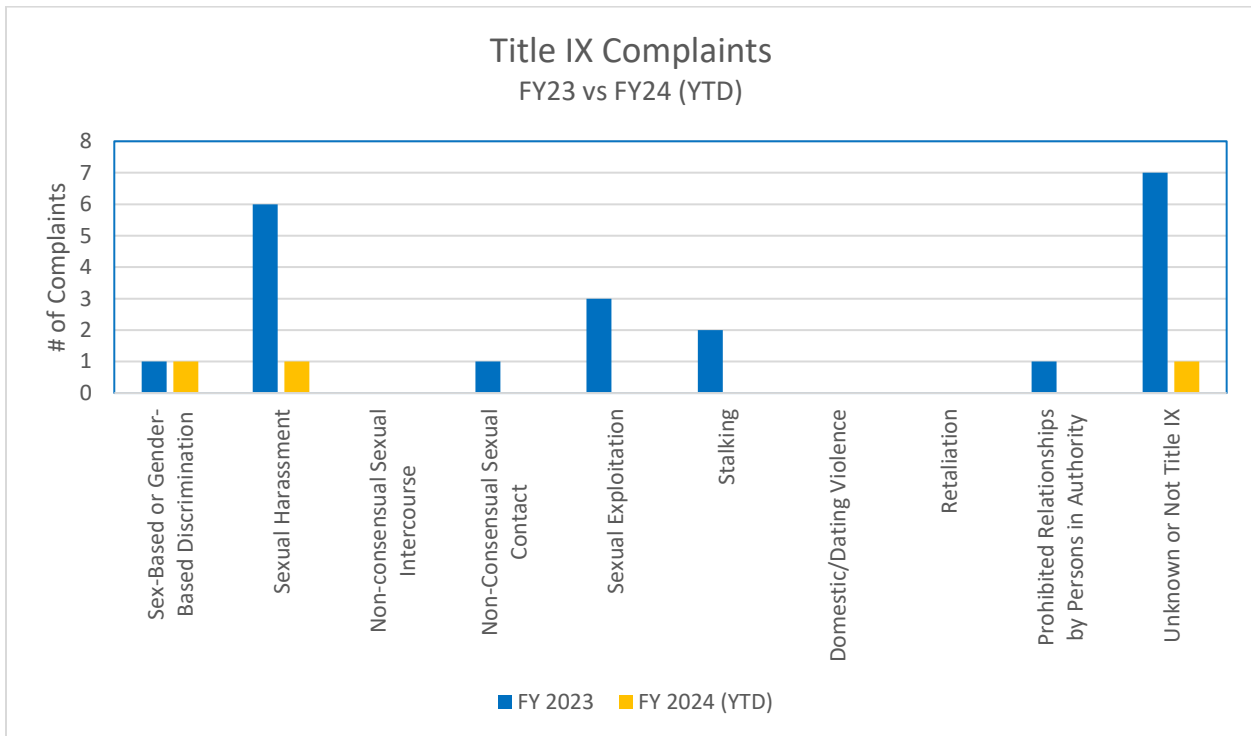
- One (1) report received, closed with no formal complaint entered and the Title IX Office informed reporting parties of on and off campus resources.
- Two (2) cases are open currently and are under assessment.
- One (1) of the reports indicated LSSU employees as the Respondent. This was a third-party report is still under assessment. The reporting party has not yet made contact with the Title IX Office, and the direct respondents are unknown. The Title IX Office has reached out to the complainant to offer on and off campus resources.

Information regarding the reports is listed the tables below.

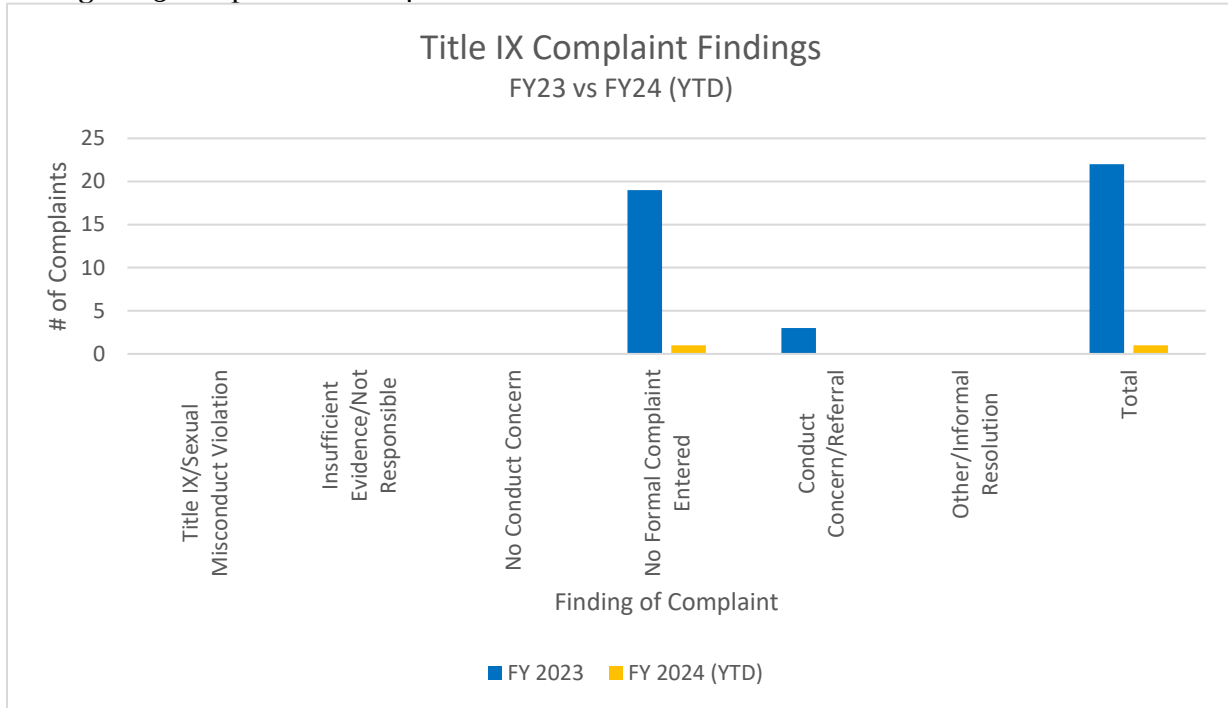
The chart below shows basic case information related to the Title IX Quarterly report.

Date of Report	Date of Incident	Case Status	Reporting Party Status	Responding Party Status	Prohibited Conduct	Finding
8/2/2023	7/31/2023	Closed	Non-LSSU	Non-LSSU	Not Title IX	No Formal Complaint Entered
9/1/2023	8/28/2023	Open	Student	Student	Sexual Harassment	
9/3/2023	8/31/2023	Open	Employee	Employee	Sex-Based or Gender-Based Discrimination	

The “Title IX Complaints” chart shows the number of types of Title IX complaints received during FY23 compared to FY24.



The “Title IX Complaint Findings” chart shows the overall findings of Title IX cases adjudicated during FY23 compared to FY24.



Suggested Action/Motion:

N/A

President’s Recommendation:

N/A



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Agenda Item #2: Situational Awareness and Active Shooter Training

Information

Action

Discussion

Purpose:

This report will summarize the university's recent new efforts in creating a more prepared campus community for possible crises including active shooter response and prevention.

Background:

In partnership with faculty member Bradley Clegg of the Criminal Justice Department, Risk Management held two inaugural offerings of the Situational Awareness training, open to all faculty and staff, on August 21st and 25th. Dozens of faculty and staff members left this training better equipped with knowledge to support a more situationally aware campus community, and thus a safer campus environment. Participants learned what it means to be situationally aware, who to call when they want to raise a concern, and even practiced making a call to local dispatch.

By definition, a person who has a high level of situational awareness is someone who is actively assessing the safety of their environment and critically thinking about their interactions with other individuals. This concept directly ties in with understanding active shooter prevention and response, as well as many other types of crisis situations that require a person to react quickly and find a way to safety with little to no notice. A campus that is situationally aware, and consistently thinking critically about our surroundings is key in our day to day operations, as the vast majority of our workforce tend to find themselves in several rooms and offices other than their own throughout their day. Situational awareness allows faculty and staff to remain nimble in their response, and actively engaged in maintaining safety on campus.

This training will be brought back in the future for the many folks requesting make-up course dates. University faculty and staff will also receive mandatory online active shooter preparedness training this month.

Suggested Action/Motion:

N/A

President's Recommendation:

N/A



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Agenda Item #3: Human Resources, Safety & Risk, and Title IX Office Updates

Information

Action

Discussion

Purpose:

The purpose of this report is to share with the Board of Trustees updates from the Offices of Human Resources, Safety, and Risk, Public Safety and Title IX.

Human Resources

Our newest team member, Kimberly Swailes, joined the HR team on September 6, 2023 as the new Assistant Director of Human Resources and Payroll Administration. Kim joins the team with significant expertise in the human resources and payroll fields as she previously was the Human Resources Manager at the Easter Upper Peninsula Intermediate School District; the Business Manager for Onsted Community Schools; and Human Resources Manager as well as several other positions at JKL Bahweting Anishnabe School.

Safety & Risk

In addition to the Situational Awareness training that debuted in August, Safety & Risk will be launching online active shooter response training to all faculty and staff this fall. This training will be required for all faculty and staff members.

Title IX

The Title IX Office successfully launched the annual mandatory responsible employee training for all faculty and staff, as well as the required online training component for all students. In addition to online training, the Title IX Team trained all incoming students during Laker Week activities about their rights, responsibilities, and resources. All student athletes have received in person training on Title IX as well as bystander intervention training.

The Title IX team continued with outreach efforts during early weeks with our biggest event of the year, Let's Taco 'Bout Sex!, on September 12th 2023. This is the 3rd annual LTBS, an event that showcases campus and community resources while teaching students about consent, bystander intervention, and healthy relationships.

Suggested Action/Motion:

N/A

President's Recommendation:

N/A



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Agenda Item #4: Athletic Director Search

Information

Action

Discussion

Purpose:

On August 8th, 2023, Dr. Dave Diles announced his retirement from LSSU as Athletic Director effective October 31, 2023. Interim President Lynn Gillette named the search committee including the following members: myself, Kate Bergel as search committee chair, Trustee Caruso, Damon Whitten, Mindy McCready, Andrew Rubinstein, and Abbie Laajala. Each search committee member brings a unique perspective of what will make a candidate successful in the role. It has been an absolute privilege to work with each of these individuals through this important search.

The search for the new LSSU Athletic Director is well under way with a deep pool of 47 well qualified applicants. As of the writing of this report, the search committee has held three virtual interviews, and two on campus interviews with finalists. Each of these candidates bring diverse expertise and backgrounds and significant experience in their fields. It is expected that a final candidate will be selected for the Athletic Director Position by the end of September.

Suggested Action/Motion:

N/A

President's Recommendation:

N/A



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Agenda Item #5: Contributions to the Strategic Plan

Information

Action

Discussion

Purpose:

The Strategic Plan was approved by the Lake Superior State Board of Trustees on April 24, 2020. The purpose of this report is to share with the Board of Trustees contributions to the strategic plan from the Human Resources, Safety, and Risk and Title IX offices.

Contributions to the Strategic Plan

- 3.1.7 *Develop an institutional crisis management plan, which includes how LSSU will respond to infectious diseases and global pandemics.*

The Situational Awareness Training directly impacted the university's ability to respond to and prevent crises on campus. The course has already fostered an environment in which campus community members are becoming more active participants and contributors to campus safety.

Suggested Action/Motion:

N/A

President's Recommendation:

N/A