

University Council RVSM Survey Report

Meeting Date: October 31, 2023

Report Date: November 16, 2023

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Q1: How do you feel about the University's response to RVSM matters today as compared to five years ago?

In summary, the 53 responses indicate a mix of positive perceptions of improvement, some concerns about specific aspects of the response, and a desire for ongoing progress and accountability. Mixed opinions were most prevalent (approximately half), with the remaining responses being roughly divided between positive and negative.

The full list of responses (with typos corrected) appears below in the order that they were submitted:

- There have been some changes, but more can be done.
- Significantly better.
- Much better, but investigations are still taking longer than they should. I applaud all of those involved in the effort to make our campus safer.
- We have a lot more trainings and processes. I'm not sure we are focused on what will actually change behaviors. Faculty and staff are also burned out with all the requirements.
- I think it is better than 5 years ago.
- Much improved!
- We have made great progress. Thanks to our various leaders--including Dr. Anthony and Dr. Moylan--for their work. We certainly moving forward.
- Better but still confusing on some points.
- It definitely is much better. I think we should have more continuous training for faculty and students though.
- Same.
- Positive, healthy strides.
- Lackluster at best, lots of ignoring of incidents and lack of transparency.
- More cognizant, more proactive. But it's disappointing how MSU Athletics continues to drag down the university's progress on this issue.
- Good, moving in the right direction and setting new standards; blazing new trails.
- I think people highly scrutinize the university's response to RVSM matters which is actually a step in a positive direction. Having only the best minds working on these issues is necessary for keeping our students safe and heard.

- I wasn't here 5 years ago but my RVSM process sucked and sometimes I wish I never did it. Refer to [Miranda Dunlap's article in the State News](#) for insight on what the process actually feels like.
- I was not here 5 years ago.
- I think ongoing training for all is good. I think there are still issues with student workers as mandatory reporters.
- Much better - more sophisticated. I have more confidence in the work and the outcomes.
- More attentive but still can do better.
- I was not here five years ago but it sounds like RVSM has really tried to make a comeback and I appreciate those efforts. I think it really shows their efforts.
- Better.
- It increases the awareness of the community.
- I am very impressed with this presentation with respect to what has changed and what is available. I really appreciate the effort and money being put toward this important work! Thank you!
- I think university is doing a great job. Appreciate the ongoing work
- Much has been done, communicated, and engaged. I am grateful for the labor, the leadership, the support, and the change.
- Huge improvement.
- Big improvement. Discourse on RVSM issues on campus is more robust and we have both more resources and greater awareness of resources.
- Much better and more effective.
- Great job.
- Much better. Lots of activity.
- It is more proactive and intentional. We are actively engaged with the issues and are making progress.
- I still wish that folks at the top (i.e., top athletics folks) felt the policies applied to them as well.
- Better.
- More reactive.
- Improving.
- It is still talk and little action. Please provide data!
- There seems to be more transparency and more accountability.

- I feel we are national leaders and have one of the safest campuses in the nation.
- Still, perhaps, operating in some type of reactionary mode . . .
- Grateful, appreciative, and hopeful that it will be an ongoing process.
- Not sure. I think the proof will be seen over the next couple of years. Changes in policies matter less to me than changes in actual day to day behaviors.
- I feel that the University has been willing to look at themselves critically and has made significant philosophical and financial contributions to improving the safety and well-being of our students.
- The University is clear, concise-RVSM will not be tolerated.
- Very positive.
- I wasn't here 5 years ago, but in the last 3.5 years I can say that I think that the policies and responses are very strong.
- I appreciate the efforts so much. We have a long way to go but we are balding the trail.
- More humane responses available to mandatory reporters.
- Good. It is getting better.
- Improved.
- Much better. It is clear the university has been working much better.
- We have made significant progress.
- I am happy to know there is a process and that we all now understand our responsibility to RVSM.

Q2: What do you believe are the top three priorities facing the university today as it relates to RVSM?

Members of University Council were presented with the following priorities and had the option to write their own:

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| • Resources for survivors | • Timely investigations |
| • A safe community | • Policy issues related to RVSM |
| • Improving our national standing on RVSM issues | • Streamlined processes |
| • Faculty and staff RVSM education | • Support for responsible employees managing those involved in RVSM matters |
| • Civility | |

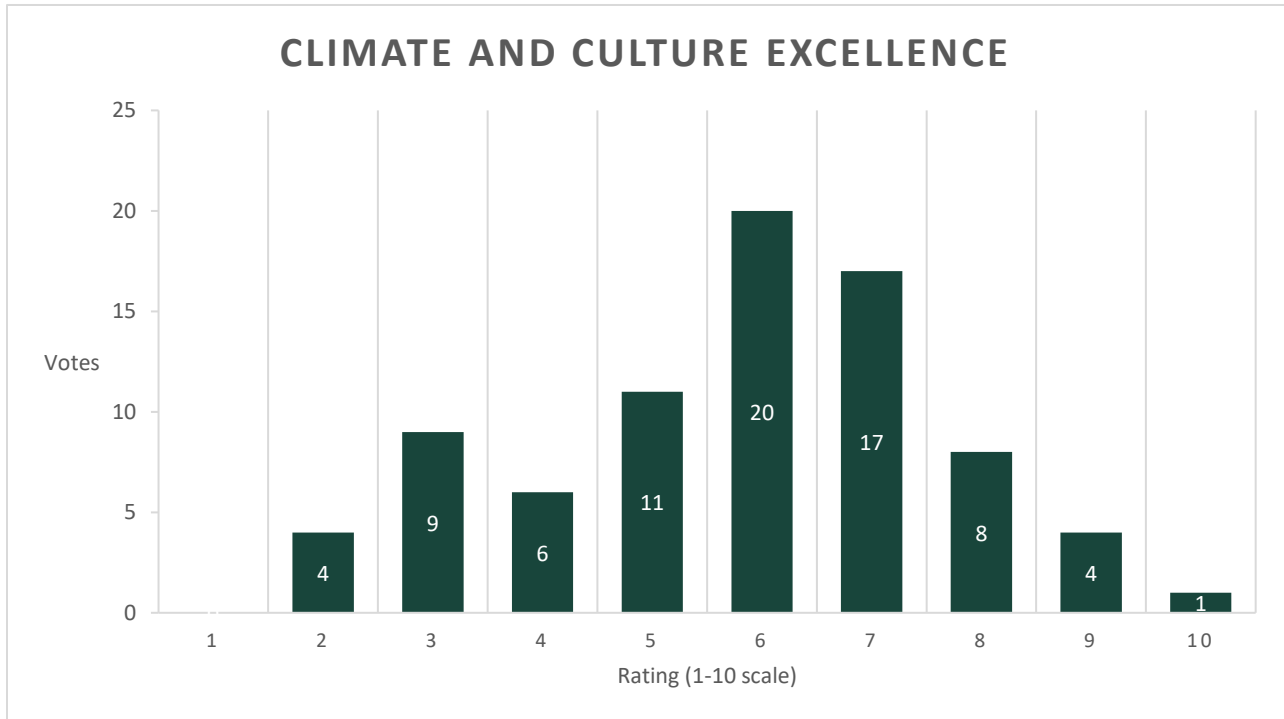
32% of respondents identified “a safe community” as their top priority. 21% selected “resources for survivors.” 20% chose “timely investigations.”

Member-submitted priorities included:

- Right now it takes too long to get through these investigations.
- Faculty resources.
- Complete transparency and release of all documents.
- Transparency.
- As a faculty member, it's easy to get the sense that RVSM violations within MSU Athletics will face consequences that are less severe and less swift than among the rest of the university community.
- Other - ensuring those that were let down by previous policies have the opportunity to get justice as updates occur rather than being left behind.
- More consideration of different cultures represented by our students and their responses to policing and reporting.
- I'm proud of the university and wish that others could see the progress we have made.
- Safety is first. Ensuring investigations is timely is so vital. It impacts all involved when they are not.
- Targeted education/interventions aimed at fraternities and other organizations.
- I would like to see an emphasis on proactive interventions focusing on climate and culture in units.
- Support for students and the administrators who have to deal with tricky situations around RVSM, especially deans.
- Starting the reporting process is scary and challenging for mandatory reporters.
- More communication with survivors and their needs.
- These responses are difficult as we work to be comprehensive in our actions.
- Consistency of application of RVSM policy to ALL members of the Univ community
- It seems that it is the folks at the top (former presidents, deans and current coaches) that need the training the most.
- Resources for survivors, a safe community, and fair investigations.

Q3: If a 10 in the area climate and culture excellence is our goal, where are we as an institution today?

On a scale of 1 – 10, with 1 meaning “not having met goal at all” and 10 meaning “met area climate and culture excellence goal”, the 80 rankings appear below:



Choice	Number of Votes	Percentage of Total Votes
1	0	0%
2	4	5%
3	9	11.25%
4	6	7.5%
5	11	13.75%
6	20	25%
7	17	21.25%
8	8	10%
9	4	5%
10	1	1.25%