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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.
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| **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
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| **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.
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