

Spartan



MICHIGAN STATE UNIVERSITY ALUMNI MAGAZINE SPECIAL ISSUE 2018

Finding Our Way

Sexual assault and harassment allegations have rocked our community to its core and changed how we thought of ourselves as Spartans. In our quest for answers, we will build a path to a better future.

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SPECIAL ISSUE 2018

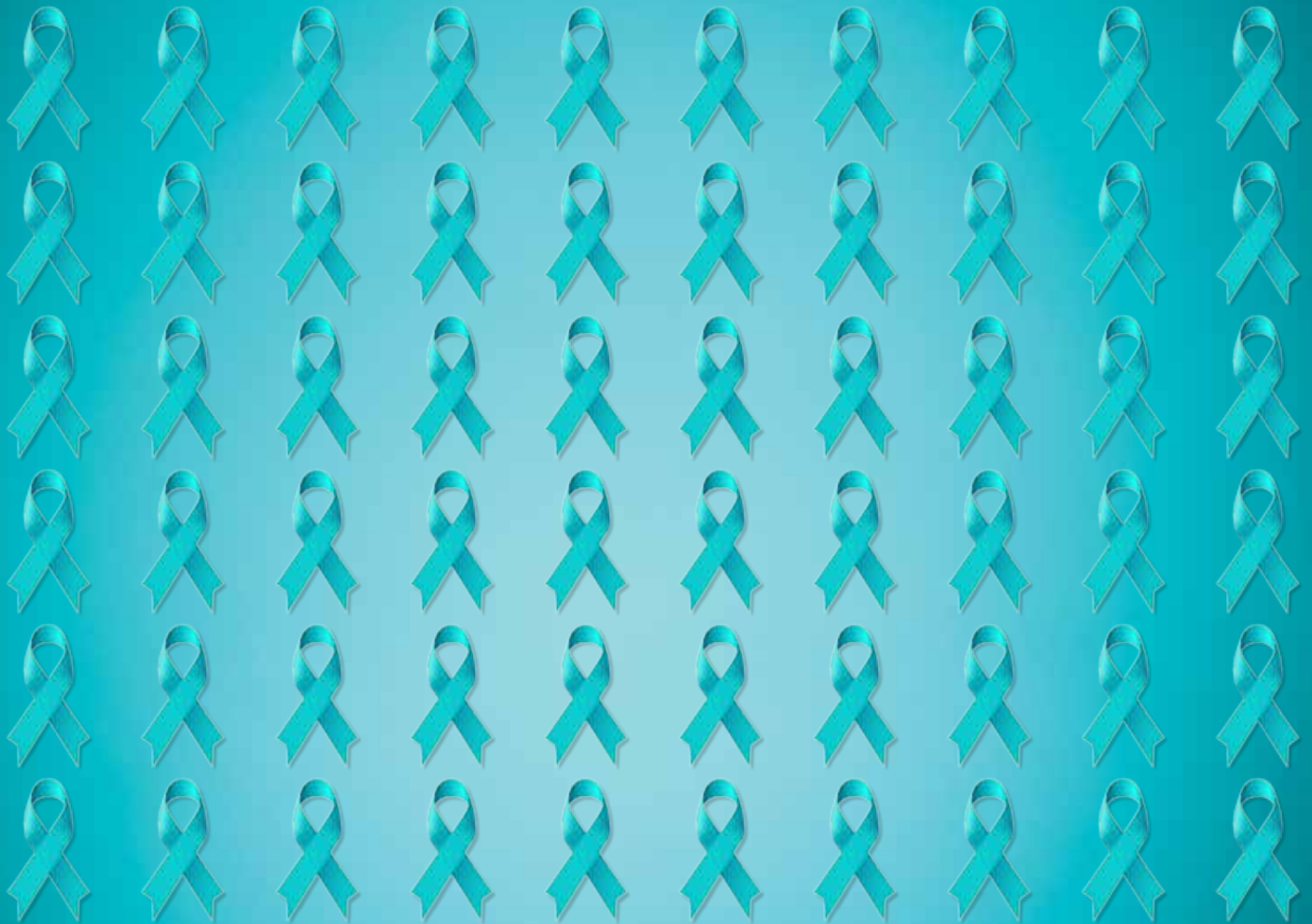
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Prabu David
Dean, College of
Communication Arts
& Sciences

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Spartan

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MSU is an affirmative-action,
equal-opportunity employer.

A LETTER TO OUR READERS,

Among the items my predecessor Bob Bao left in this office was a 2012 issue of the PennStater, Our Darkest Days. It's black cover represented the dark stories within: page after page of news, reactions, and analyses of child molester and former football coach Jerry Sandusky's sickening crimes.

Thank goodness, I thought as I filed it away, MSU will never have to produce a magazine like that. But last January, just days before the winter issue was due to be printed, the horrifying details and extent of sexual assaults committed by Larry Nassar—a former MSU and USA Gymnastics doctor—against young women and girls were revealed.

In this issue, we've done our best to share the diverse voices, insights, responses, and recommendations in hopes of helping Nassar's survivors, the university, and our Spartan community to recover from harm and banish such abuse from ever again happening here. We expect to follow this story in the issues to come.

Paula M. Davenport

LOOK TO THE FUTURE

Investigations are limited to looking at what HAS happened. Wise leaders look at what MUST happen in the future. MSU must clean out all the cobwebs of carelessness and mediocrity. The (interim) president must meet with every department and college leader and make sure ... they perform at the highest levels to produce the highest quality graduates, research, athletes—all with unwavering trust.

Yes, we need to find what happened and hold people accountable. But we must overcome the stigma of what has happened by insuring that the future is secure and is backed by every person who can advance the success of our great university.

Richard A. Baynton, '49
ROANOKE, VIRGINIA

LEADERS BLINDED BY PRIDE

I love MSU and all it has given my childhood, my college education, my parents, my adult life.

But MSU was guilty of at least pride and maybe one or two other of the seven (deadly sins). (It seems) some at MSU were focused on a thing they wanted—to hang out under the halo of Olympians, success, and fame. This is fully understandable.

Larry Nassar's criminal mind understood the blinding effects of Klieg lights all too well and sleazed through an unlocked door at MSU (and elsewhere).

I'm now asking MSU's leaders to find the strength to come to terms with this. I'm gutted.

Randy Rentschler, '83
ALMEDA, CALIFORNIA

AD

NO LONGER A SPARTAN

It is a black day to be a Spartan.

After reviewing MSU's policies for resolving the crisis by putting the university's reputation and finances first instead of the victims, the results will be quite the opposite. I hereby disassociate myself from being an alumnus.

This is being handled shamefully and I want no part of it. I am 72 and I doubt this will be resolved in my lifetime. Fortunately I have two other degrees to reference. Please remove me from any membership/ mailing lists.

David Beglinger, '73
SAN FRANCISCO, CALIFORNIA

FACEBOOK POSTS

NO LONGER A SPARTAN

The culture of avoidance MUST NEVER happen again on the Michigan State University campus. Please remember MSU is an institution with thousands of quality professors, students, employees, coaches, and alumni living across the globe and WE are MSU. Individual people do not define MSU.

WE are Spartans and WE reclaim what it means to be a Spartan. Let's show the world WE are more, WE care, WE listen and WE SPARTANS WILL be part of the healing.

Go Green.

Los Angeles Spartans Board

TOGETHERNESS INSPIRES PRIDE

The fact that our community, the Spartan family, is doing the right thing & reacting out of love for our fellow Spartans who have been hurt, is THE reason I still stand proud

to be a product of Michigan State University. We are banding together, healing together, owning this devastation together, that's the definition of what I have always believed it means to be a true Spartan.

Bridget (Quigley) Chamberlin
WILLOWBROOK, ILLINOIS

TWITTER POSTS

THE WORLD IS WATCHING

If we ever needed #SpartansWill, it is now. Finding new leadership for @michiganstateu will be critical. Hopeful we can come out of this better, stronger, and as a leading advocate for changing the culture that allowed it to happen. The world is watching us. @MSUAA #Spartan4life

@MarkMorris39, '83
FAIRFIELD, OHIO

LINKEDIN

WE OWE REAL CHANGE

This is so hurtful on so many levels, and we owe it to both the children and women who were harmed and the institutions that have been sullied, to make real change.

Kathleen Valentine, "xx

MSU CAN SET NEW STANDARD

I love this university, and I am proud to be a Spartan...The world is watching our every move and we should be setting the standard for how universities deal with sexual violence moving forward. Please, keep the conversation going. That's how change occurs.

Olivia Vaden, MSU student
EAST LANSING

LETTERS FROM DEANS

VICTIMS' STRENGTH

A MODEL FOR ALL

The example set by these women and girls stands as a model of inspiration and right action for all of us. May we, as a university community, emulate their bravery and resilience as we seek to forge a culture of responsibility, respect, and mutual support at MSU.

Cheryl Sisk, Interim Dean,
College of Natural Science

LET COURAGE, HONESTY ENDURE

Let the courage and power of the women who have spoken so publicly and eloquently stand as a model for us. Let us continue to learn. Let us remain open and honest so we can create the university we expert ourselves to be.

Christopher P. Long, Dean,
College of Arts and Letters

SUPPORTING SURVIVORS IS VITAL

Like many of you, I am shocked and saddened by the abuses that the girls and women suffered. It is unacceptable that their voices went unheard or unaddressed, at all, let alone for so many years. I share in your outrage and heartbreak that even one life, let alone so many lives, was impacted in such a devastating manner. The outpouring of support survivors and the community building an important part of the healing process.

Cynthia Jackson-Elmoore,
Dean of Honors College

TO SUBMIT LETTERS Email daven125@msu.edu. Or send mail to: Editor, 535 Chestnut Rd., #300, East Lansing, MI. 48824. We reserve the right to edit letters for length and clarity.

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A TIME TO LISTEN AND LEARN

A Time to Listen and Learn

As we join together as a campus community to process what has happened, and how it happened, we can help light the way forward.

Never before in our alma mater’s 163-year history has it faced such pain, such turmoil, and such scrutiny.

Alongside our most celebrated moments—the incredible research and teaching, the great scholarship, and the athletic successes—lurked a predator who settled in as a trusted sports medicine doctor in 1997. Under the guise of medical treatment and shielded by highly regarded credentials—including a position with USA Gymnastics—Larry Nassar gained access to those in our most sacred care.

As details of his actions came into the light, the news ignited our shock, shame, and anger as we saw the faces and heard the voices of his victims. More than 250 young athletes suffered sexual abuse, both on and off our campus, under his so-called care. The accusations stretched back for years.

Adding to the pain, Nassar’s actions were not the only problem.

Allegations surfaced that some of our leaders mishandled abuse claims, policies, and procedures—leaving our community outraged and demanding to know who knew what, and when.

Rightfully, our faculty and students protested. And you expressed your disgust in countless phone calls, emails, social media posts, and letters.

Broken, former President Lou Anna K. Simon resigned. Athletic Director Mark Hollis retired. A beleaguered Board of Trustees, an elected body, backpedaled.

Three criminal cases tested our institutional pride and triggered fury both at home and around the world. Nassar was convicted

on federal child pornography charges, then pleaded guilty in two courtrooms to charges of first-degree criminal sexual assault. In addition, numerous lawsuits have been filed.

At press time, multiple investigations and inquiries are underway. In addition, the NCAA is seeking information from MSU about any potential rules violations, and, at MSU’s request, Michigan’s Attorney General is conducting an investigation of events surrounding the case.

Reflecting on its failings and its future, MSU’s interim president, John Engler, a former Michigan governor and Spartan alumnus, has pledged to right the ship. And he is backing his promises with swift actions to protect the safety of our students and athletes. He has openly supported survivors, seeking their input with hopes their lawsuits may move to mediation, an effort that failed under other administrators.

Engler is also looking at MSU’s organizational structure, taking steps to change where necessary, and examining how we failed.

To be certain, this is only a beginning, not a conclusion. We believe that, with decisive action and open dialogue, MSU can emerge from this tragedy as a leader and a model for safer campuses and workplaces across the country.

In this special issue of *Spartan* magazine, we embrace this opportunity to reflect as a community. You will find personal essays from alumni, faculty, and our students. Their words offer perspective. They provide insight into what happened.

If we listen, if we choose to hear what is being said, we will see the path forward.

We believe that, with decisive action and open dialogue, MSU can emerge from this tragedy as a leader and a model for safer campuses and workplaces across the country.

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Exposing a Predator

An *Indy-Star* investigative story on sexual assault abuse in gymnastics set off shock waves throughout MSU and around the globe. Here are some of the watershed developments that occurred after the news broke.

AUG. 4, 2016

The Indianapolis Star-Tribune publishes a story on sexual abuse in gymnastics. Within weeks, a growing number of former gymnasts contacted the paper to share stories of their abuse by Larry Nassar. One of the women, Rachael Denhollander, contacted MSU Police.

FEB. 13-14, 2017

MSU suspends Gymnastics Coach Kathy Klages. She retires next day after 26 years as head coach.



DEC. 15, 2017

MSU Board of Trustees establishes \$10 million Healing Assistance Fund for Nassar's victims.

JAN. 19, 2018

MSU Board of Trustees ask Michigan Attorney General Bill Schuette to investigate MSU's handling of allegations against Nassar.

JAN. 26, 2018

After a ten-year stint as Athletic Director, Mark Hollis resigns.



JAN. 31, 2018

Former Michigan Governor and MSU alumnus John Engler is appointed as Interim President of MSU.

FEB. 5, 2018

Engler retains former spokesman John Truscott to handle MSU's crisis communications.

FEB. 10, 2018

Nassar begins serving 60-year federal sentence in a high-security Arizona penitentiary.

FEB. 14, 2018

Engler announces new structure for MSU's three health colleges including clinical and student-athlete and student wellness services to improve processes, accountability standards, and communication.

MAR. 23, 2018

Engler creates Office of Civil Rights and Title IX Education and Compliance, with plans to hire 12 MSU employees who'll focus on sexual assault prevention, education, and outreach.

DEC. 16, 2016

Nassar is indicted on federal child pornography charges.



AUG. 30, 2016

MSU fires Nassar from his position as a sports medicine doctor in the College of Osteopathic Medicine.

NOV. 22 & NOV. 29, 2017

Nassar pleads guilty in Ingham County Circuit Court to 7 counts of first-degree criminal sexual conduct. In addition, he pleads guilty to 3 counts of criminal sexual assault in Eaton County Circuit Court.

JAN. 10, 2017

MSU and others are named in lawsuits brought by multiple women whom Nassar treated filed in U.S. District Court in Grand Rapids.

JAN. 16-24, 2018

More than 150 young women read their victim impact statements before Nassar in Ingham County Circuit court. At the hearing's conclusion, Nassar is sentenced to 40-175 years in prison on criminal sexual assault charges.

DEC. 7, 2017

Nassar is sentenced to 60 years in federal prison on child pornography charges

JAN. 24, 2018

MSU President Lou Anna K. Simon resigns just hours after Nassar's sentencing



JAN. 31-FEB. 5, 2018

More than 80 young women read their victim impact statements before Nassar in Eaton County court sentencing hearing. Nassar is sentenced to 40-125 years in prison on criminal sexual assault charges.



FEB. 9, 2018

Engler announces he's taking action to fire Nassar's former boss, College of Osteopathic Medicine's Dean William Strampel, noting that MSU will not cover Strampel's legal expenses.

FEB. 13, 2018

Engler hires outside firm to assist MSU's Office of Institutional Equity in reviewing backlog of sexual assault reports.

MAR. 28, 2018

Strampel is arrested and charged with xxxxx counts of xxxxx.

FEB. 5, 2018:

Vice president and secretary to the MSU Board of Trustees Bill Beekman is tapped to take on additional responsibility as Interim Athletic Director



FEB. 23, 2018

Engler selects MSU experts to new Relationship Violence and Sexual Misconduct Advisory workgroup

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Spartan Alumnus Takes The Helm

Interim President John Engler brings decades of leadership experience to MSU

Former Michigan Governor John Engler was appointed interim president of Michigan State University on Jan. 31, less than two weeks after the resignation of former President Lou Anna K. Simon.

Engler brings a wealth of experience to the job. He earned his bachelor's degree in agricultural economics from MSU in 1971. That same year, at age 22, the Mount Pleasant native was elected to the Michigan House of Representatives, the youngest person ever voted into that legislative body. He spent the next two decades in the Michigan Legislature, including seven years as the Senate's majority leader.

In 1990, Engler, who earned a law degree from the Thomas M. Cooley Law School at Western Michigan University in 1981,

became Michigan's 46th governor. He led the state for three terms.

In 2001, he was elected chairman of the National Governors Association and *Governing* magazine named him one of its Public Officials of the Year.

Upon leaving state government in 2003, Engler first joined the executive team at Electronic Data Systems Corporation, a top provider of IT services to state and local governments, before being tapped to lead two of the nation's most influential business associations. From 2004 to 2010, Engler served as president and CEO of the National Association of Manufacturers, the largest manufacturing association in the United States. Then, in 2011, he became president of the Business Roundtable, a Washington, D.C.-based association comprised of CEOs from the nation's largest companies. Engler held that role until 2017.

Married to his wife, Michelle, since 1990, Engler is the father of triplet daughters Margaret, Hannah, and Madeleine.

"As the father of three daughters who just completed their undergraduate degrees, I put myself in the place of every parent who has sent their loved one to this great institution," he said in a statement as he began the interim presidency. "I understand the concern and uncertainty as well as the frustration and anger. To those parents, be assured that I will move forward as if my own daughters were on this campus and will treat every survivor and every student as I would my own daughters."

"As a fellow proud alumnus of Michigan State, I want to see bad guys out of my (university), victims made whole, good people returned to work, students protected to learn, and the institution free to move forward."

Chuck Moss, '75
Dome: Covering the People, Issues & Events; Shaping State Politics & Policy



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Decades of Service Come to Abrupt End

Former President Lou Anna K. Simon devoted 40-year career to MSU

Lou Anna K. Simon served as the president of Michigan State University from 2005 until her resignation on Jan. 24, 2018, following the sentencing of former MSU Dr. Larry Nassar. The controversial ending clouds a significant tenure.

The first in her family to attend college, Simon, an Indiana native, earned an undergraduate degree in mathematics and a master's degree in student personnel and counseling from Indiana State University. She arrived at MSU in 1970 to pursue a Ph.D. in higher education and joined the Office of Institutional Research and MSU's faculty ranks upon completing her doctorate in 1974. Thus launched a professional relationship with MSU that spanned more than four decades.

She joined the Office of the President in 1978 and was named assistant provost for general academic administration three years later. In 1987, she was appointed associate provost and ascended to the role of provost and vice president for academic affairs in 1993. The Big Ten's first female provost, Simon would hold that position until 2004.

In January 2005, Simon became the 20th president in MSU's history and the first woman ever to hold the chief executive post.

A member of the Academy of Community Engagement Scholarship and the American Council on Education, Simon is past president of the Association of American Universities and has held numerous board appointments with organizations such as Business Leaders of Michigan and the NCAA.

Under growing public pressure, she

resigned hours after the conclusion of the second state sentencing hearing for Nassar, who had pleaded guilty to sexual assault. Upon Simon's departure, Brian Breslin, chair of the MSU Board of Trustees, noted the depth of her influence, writing that she "has been a constant presence at the university for more than 40 years. She literally has devoted her entire professional life to this institution, and more than anyone else has helped make MSU a national and international leader in higher education."



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"On behalf of the undergraduate student body, I would like to sincerely thank President Simon for her dedicated and tireless leadership over the many years to our institution, throughout her many capacities. Under Dr. Simon's leadership, Spartans of yesterday and today have benefitted in more ways than one and the many opportunities in and outside the classroom that have been provided...We have much to address in the current state of MSU. Our student leadership must be a critical partner with the Board of Trustees, faculty, and administration going forward in fostering new leadership."

Lorenzo Santaviccio,
President of Undergraduate Student Body

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IMBALANCE OF POWER

Even after the passage of Title IX and decades of women's activism, a culture of gender inequality remains. The disproportionate power and influence of men in sports and beyond has helped enable sexual abusers to often go unpunished.

IMBALANCE OF POWER

A Pattern of Failure

Larry Nassar's abuse reflects a long history of men holding power over female athletes, while well-intentioned gender equity laws are often unenforced.

BY ANNE BLASCHKE

"You've got a lucky boyfriend." These were the words the physician's assistant conducting my gynecological exam in 1998 uttered as he suggestively smiled down at me over my paper gown. I lay on the exam table, 20 years old, wondering what to say back. Feeling angry, embarrassed, and violated, I called my mom afterward. We both reported him. Whether he still works at that office, I don't know.

That experience disgusted me then and still does now, from my current perspective as a historian who studies gender and American political culture. But I recognized that I was fortunate in several ways. My mother believed me. It was an inappropriate comment perhaps perversely meant as flirtation, however predatory, rather than an assault. And I never had to see him again.

America's elite female gymnasts had far more devastating experiences under recently convicted sports medicine doctor Larry Nassar. On Jan. 24, a judge sentenced Nassar to 40 to 175 years in prison for sexually assaulting young female athletes, after more than 150 publicly accused him during his sentencing hearing. It is the biggest sexual abuse crisis in American sport history. In the context of #MeToo, Nassar is perhaps the only sexual predator more monstrous in the public eye than Harvey Weinstein.

But a look at the history of female athletes in America shows that Nassar's abuse represents a historical pattern of sexual violation of young women by male power brokers in sport. After World War II, millions of women streamed into sport, where men had increasing access to, and control over, young female athletes.

Most sport leaders have supported athletes

rather than abused them, and postwar federal laws like Title IX and the Amateur Sports Act aimed to empower athletes across gender. But because educational institutions, Olympic authorities, and the federal government have not strictly enforced these laws, they've ironically created opportunities for abuse.

Early Focus on Femininity

In the early 20th century, very few men associated with young female athletes. Men disdained women's competitive sport, and female physical education teachers insisted on control of girls, lest male coaches "masculinize" the female sex or harm them in any way.

With girls securely under their control, and to avoid suspicion that female administrators were turning students into lesbians, physical education teachers front-loaded femininity by emphasizing ladylike fitness and decorum, rather than the exhilarating experience of competition. Academic administrators also barred "respectable"—meaning white, Protestant—girls from interscholastic contests.

Most men didn't come into contact with these female athletes until the Cold War began. Then the Soviet Union racked up medals in women's events at its first Olympiad in 1952, rattling Americans by placing second. U.S. politicians, diplomats, and male coaches

"The world is watching, MSU. What are you going to do?"

State News Editorial Board

decided to take women’s sport seriously to score national wins in glamorous international competitions.

Female athletes of color, as well as religious and ethnic club athletes, had long dominated American women’s “mannish” competitive sports, like track and field. But the 1950s now saw white Protestant teens competing in “acceptably” feminine sports like figure skating, gymnastics, and swimming, in order to further cultural diplomatic wins for U.S. capitalist democracy.

Federal Sex Equality in Law

During this time, no law existed to protect young athletes from men’s sexual abuse in educational institutions. For example, in 1964, when 14-year-old swimmer Diana Nyad’s elite coach began a three-year pattern of sexually assaulting her, her high school principal was not legally bound to investigate suspicious rumors about the coach.

Then, in 1972, the United States passed Title IX, a law mandating equal treatment for the sexes in educational institutions receiving federal funding. In a massive score for gender equity improvement, female athletes flooded into competitive sport.

At the same time, Title IX increased men’s access to female athletes. Even during “women’s liberation” in the 1970s, endemic sexism prevented women from achieving at least partial parity in leadership positions. As the NCAA grew increasingly eager to control women’s sport and Americans saw female athletes as legitimate, schools and private organizations increasingly hired men for authority positions that women had often previously held, like coaching, management, and athletic directorship.

As in most national industries, men commanded higher salaries and prestige than women. Today in college sports, just 40 percent of women’s coaches and 22.4 percent of



We acknowledge that there have been failures at MSU, not only in our processes and operations, but in our culture, and we are united in our determination to take all necessary steps to begin a new day and to change the environment at the university.

Brian S. Breslin, '77
Chair, MSU Board of Trustees

athletic directors are women.

Men also continued to dominate sports medicine. Though increasing numbers of women became medical doctors after Title IX mandated their acceptance in graduate programs, men still hold the majority of sports medicine jobs in prestigious power roles, like Nassar’s at USA Gymnastics, the U.S. Olympic Committee, and Michigan State University.

Men disproportionately specialize in orthopedics—and, because so many elite athletes suffer bone or muscle injuries, they often see these specialists.

As Aly Raisman emphasized in her testimony against Nassar, other adults pointed to his orthopedic expertise as a reason the girls had to continue to be treated by him. Nassar’s patients started reporting his abusive behavior in the 1990s. Had any of the adult authority figures to whom they reported actually followed up on the students’ Title IX complaints, two decades of abuse could have been avoided.

UNIVERSITY ARCHIVES AND HISTORICAL COLLECTIONS

No Consequences, More Abuse

The 1978 Amateur Sports Act, which chartered the U.S. Olympic Committee, and the 1998 Ted Stevens Act, which modernized it after the Cold War, are other examples of federal law intending but failing to protect girls and women.

These laws direct the U.S. Olympic Committee to appoint separate national governing bodies, like USA Gymnastics, to autonomously govern their sports under the U.S. Olympic Committee umbrella. But that federal approach does not, according to the charter, absolve the U.S. Olympic Committee of its ultimate responsibility to athletes. Instead, the law also chartered the U.S. Olympic Committee to ethically support athletes’ medical and sports safety and to provide “amateur athletic opportunities for women.”

But neither USA Gymnastics nor the U.S. Olympic Committee acted to protect female athletes under Nassar. They failed to follow up on many reports of abuse or to pass claims along to law enforcement. In sheltering Nassar and other male perpetrators at the expense of female athletes’ health, the U.S. Olympic Committee failed every girl and woman whom Nassar examined under the authority of USA Gymnastics.

This failure isn’t unique to gymnastics. When Yasmin Brown’s taekwondo coach began abusing her in 2010, neither USA Taekwondo nor the U.S. Olympic Committee took concrete steps to remove the coach, leading to his continued abuse of Brown and other girls.

In the cases of both Title IX and the Ted Stevens Act, had the adults in charge of these predatory men taken female athletes’ need for protection seriously, athlete abuse could have been curtailed.

For predators, this lax oversight created

“Adversity forges a new resolve. We must transform our culture. We must champion the voice of women at home and around the world.”

Prabu David
Dean, College of Communication Arts & Sciences

increasing opportunities to assault young women, even as those laws gave women and girls initial access to sport. Because the federal government has historically enforced Title IX weakly at best, schools don’t feel pressured to act on reports of abuse.

No educational institution has ever lost its Title IX funding.

Nassar’s sexual abuse of young female athletes represents decades of male-dominant institutions, such as elite sport organizations and athletic departments, whose policies and actions protected perpetrators rather than athletes. When these groups refuse to act, they choose to win at the expense of athletes’ safety and well-being.

Anne Blaschke is a visiting assistant professor of history at the College of the Holy Cross, a Jesuit four-year liberal arts college in Worcester, Mass. This piece appeared Jan. 30 in The Conversation, a non-profit source of news from the academic and research community. theconversation.com/us

The Long Fight to Be Heard

Decades of female activism have been building toward this historic moment of cultural reckoning.

The history of organizing against sexual violence in the United States goes back further than most people realize. Shortly after the Civil War ended, black women began protesting the gang rapes of other black women by white police officers and civilians during the Memphis Riot in 1866.

Black female leaders such as Anna Julia Cooper, Ida B. Wells, and Fannie Barrier Williams were at the forefront of early organizing to stop sexual violence.

Since that time, women have continually spoken out against sexual victimization, but it was not until the 1960s and 1970s that significant improvements in laws and policies were realized. The first rape crisis centers in the United States opened in 1972, the same year as the passage of Title IX, which prohibits sex discrimination in publicly funded educational institutions.

Title IX has been an important piece of legislation. It requires educational institutions to respond to sexual violence against women. In addition, it defines sexual assault and harassment as forms of sex discrimination that impede women's equal access to education.

During the 1970s and 1980s, organized efforts against sexual violence picked up steam, with such phrases as "no means no" becoming more recognizable. Meanwhile, American attitudes slowly started to shift in the direction of seeing rape committed by acquaintances, romantic partners, or spouses as legitimate crimes.

In 1994, the Violence Against Women Act (VAWA) passed, which greatly increased the resources available to combat sexual assault and intimate partner violence, while also creating policies and funds to serve and protect victims of such violence. VAWA has since been renewed several times, with some expanded protections

for Native American women, female immigrants, and the LGBTQ population.

This history demonstrates that while people have been speaking out against sexual violence for over 150 years or more, progress has come in fits and starts. Social movement experts point out that people can toil away attempting to create change for years, but only in particular historical moments will they come to see the fruit of their labors.

We are seeing something similar at MSU. Our campus has a long history of serving survivors of sexual violence and of taking actions to prevent sexual assault. Our first anti-sex discrimination policy was implemented in 1955, well ahead of Title IX.

In 1980, the MSU Sexual Assault Program was created, providing counseling specifically for sexual assault survivors. We are one of the few universities with a domestic violence shelter on campus, MSU Safe Place. And the MSU Research Consortium on Gender-based Violence is a collaboration of some of the top gender-violence experts in the world.

However, these efforts have not resulted in continuous improvement. Despite the efforts of numerous faculty, staff, and students, we still struggle with sexual violence on campus, both in our inability to prevent it and in our inadequate response when its occurrence comes to light.

The depth of knowledge on campus about gendered violence and how to best address it

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Prabu David
Dean, College of
Communication Arts
& Sciences

is not uniformly shared across the university. Many of us have been toiling for a long time, without seeing the needle move in the way that we had hoped.

But this is how social change happens; many people work for it over a long period of time without seeing much progress, and then the right historical moment comes along that provides fertile ground for that work. With the larger culture engaging with #MeToo and Time's Up, with powerful men finally being held accountable by the people whom they have abused for far too long, this is a historical moment that could nurture change in many facets of society.

And now, because of the bravery of numerous women who spoke out publicly about the abuse they experienced from Larry Nassar, MSU is in a historical moment that makes change not just possible but inevitable.

The voices of survivors are being heard in ways that they have not been in a long time. The voices of our scholars and service providers are now guiding the changes that we as a university community must make.

And MSU supporters, especially our alumni, also have an important role to play in these changes. Alumni showing their support for anti-sexual violence work is essential for those changes to happen. When alumni call or write MSU to encourage bold action to address sexual violence, when they make gifts in support of that action, they become part of the process of making MSU a safer place for all of our students and employees.

It is through collaborations of alumni, faculty, staff, and students that we will make MSU into the university we know it can be, and people will look back at this moment in time and point to those collaborations as the catalyst that put MSU on the path of becoming a world leader in addressing campus sexual assault.

Stephanie J. Nawyn
Associate professor College of Social Science
Center for Gender in the Global Context

Speaking up

From the founder of the #MeToo movement to teach-ins, and from on and off-campus special workshops, the MSU community is openly talking and working to remove the stigma around sexual misconduct. The goal is to increase understanding, educate the public, and to improve the campus culture.

Among the efforts was a free presentation by Tarana Burke, founder of the #MeToo movement. She spoke April 19 in the Wharton Center.



CUT A LINE

PAIN AND SHAME

Abuse survivors not only have to overcome the hurt of their own experience. Those brave enough to come forward often also face authorities who are unwilling or unable to hear their difficult truth.

PAIN AND SHAME

‘It’s Not Your Fault’

The psychological impact of sexual abuse can take years to overcome, as survivors internalize blame for their suffering. The damage is worsened when others invalidate or dismiss their stories.

BY JENNIFER JOHNSON AND JULIA FELTON

One of the most insidious things about sexual abuse is that it alters a victim’s sense of self. Wanting to believe that the world is fair and that bad things do not happen to good people, both those who have experienced abuse and those around them sometimes look for things the victims must have done (or not done) to cause what happened.

Abusers often encourage this perception, suggesting that the victim deserves what is happening or that the abuse is not really abuse. In turn, victims internalize this message and start to perceive their abuse through this lens.

As licensed clinical psychologists, we have talked with hundreds of women and men who have survived sexual or physical abuse to try to help them heal from their experiences.

Many of our patients do not initially recognize that what happened to them was physical or sexual abuse. As a result, one of the greatest risks of any kind of abuse is that the victim incorporates it into her sense of who she is, and starts to believe she is someone who deserves these damaging experiences and does not deserve to be believed, validated, or protected.

Psychological abuse is thought to underlie almost every other form of maltreatment. The dynamics become even more intense and the pressure to minimize or deny abuse even stronger when there is an ongoing, intimate relationship, or when there is an imbalanced power dynamic between the abuser and the abused (e.g., parent, partner, relative, teacher, doctor, boss).

This power dynamic can strongly affect how others respond if the abuse is brought

to light. In many cases we have worked with as therapists, the reaction of others after the abuse (i.e., whether the abused are believed and protected, or blamed and invalidated) has had more effect on long-term psychological well-being than the original event.

The reaction of others either underscores or contradicts the message of the abuse: that the person deserves to be hurt and neglected, or deserves to be protected and helped to heal. The responses of those with power or authority (parents, supervisors, teachers, mentors, doctors, and clergy) are especially influential.

Unfortunately, the people hearing about the abuse may be distressed by it and have reasons to hope that what they are hearing is not true. They may feel guilty for failing to protect the victim, or they may be close to or even related to the accused perpetrator. For example, reports of sexual abuse of daughters by fathers or stepfathers disclosed to mothers are especially challenging, and especially damaging if the daughter is not believed.

These challenges can impede those who are hearing reports of abuse from believing them and responding appropriately.

Furthermore, abusers may be charismatic, popular, and persuasive, behaving differently in public than in private settings.

“If we recognized how difficult it is for survivors to tell their story, every piece of information they provide would be treated with diligence and care. And every voice would be given equal weight.”

Elizabeth C. Tippet, associate professor of law, University of Oregon
First appeared in *The Conversation*.

However, 95 percent of all campus rapes go unreported, according to the Center for Public Integrity. In the US, an estimated 63 percent of sexual assaults are not reported.

Therefore, if a child, student, patient, friend, or anyone else tells of abuse or assault, the listener's default response should be to believe and protect that person. The fact that Larry Nassar was not held accountable, nor his many victims' reports believed, makes what happened particularly horrific.

It is especially difficult for victims to come forward with their stories if their abuser has cultivated a popular public persona. In addition, the potential for internalizing blame is also a barrier to reporting.

It can take time, from months to even years, for people who have experienced abuse to process their feelings about it and regain normal functioning. Family and friends can unintentionally make things worse by urging the person to "get over it," because they don't know how to respond to a person's pain.

This is not helpful.

What is helpful: protecting the person from the perpetrator and putting boundaries in place to prevent continuing abuse, validating that what happened is wrong and undeserved, hearing and empathizing with the person's pain, and encouraging the person to seek professional help if needed.

The sooner boundaries are put in place to end the abuse, and the sooner the person experiencing abuse gets support, the sooner she or he will start to heal.

Survivors of abuse need to know that what happened to them was wrong, and that it's never justified. They need to understand—and believe—that they did not deserve what happened, and that it has nothing to do with who they are or their value as a person. No one can take another person's value and worth from them.

What happened to them was the fault of

"The pain inflicted on young women and girls, some of whom are our students, indeed our children, will remain seared in our memories as long as we live. We share their anguish, and our first obligation is to help them recover and become whole."

Satish Udpa,
Executive Vice President
of Administrative Services

the person who did it.

As for those who did not believe or protect them, that is their failing, not the survivors'.

Martin Luther King Jr. said that injustice anywhere is a threat to justice everywhere. Those who use relational or positional power to hurt, demean, belittle, or take advantage of others must be told that this behavior is unacceptable. And they need to be stopped.

A powerful way to do this is for those who are being hurt to speak up, as difficult as that may be. And those who are given the sacred trust to hear these painful stories must listen and respond appropriately.

Moving forward, it's important that MSU be open to hearing the truth, no matter where it comes from. Be willing to question the popular and the powerful, as well as ourselves; be willing to sit with the distress of those around us and not try to avoid it; and be willing to do the right thing—even when it is difficult.

We must and we can do better.

Both authors are affiliated with the MSU College of Human Medicine's public health division in Flint. Jennifer Johnson is one of the university's C.S. Mott Endowed Professors of Public Health and Julia Felton is a clinical psychologist.

CHILD VICTIMS OFTEN KNOW THE PERPETRATOR

Among cases of child sexual abuse reported to law enforcement

93%
ARE KNOWN TO THE VICTIM

7%
ARE STRANGERS

59%
ARE ACQUAINTANCES

34%
ARE FAMILY MEMBERS

National Sexual Assault Hotline
800.656.HOPE. online.rainn.org

Please visit
rainn.org/statistics/children-and-teens
for full citation

Hiding in plain sight

'Nice-guy' child sex offenders are much more prevalent, effective and prolific than the stereotypical 'stranger danger' type offender. In fact, the vast majority of children who are sexually victimized (fall prey to) someone they know. We call those 'acquaintance offenders.'

These are offenders who are friendly, normal, helpful, giving, loving people who no one would suspect are harboring sexual attractions children. These cases are very difficult to investigate because a number of these offenders have high social status or are authority, figures such as: 'teachers, camp counselors, coaches, clergy members, law-enforcement officers, doctors, judges.'

Such offenders are in a better position to seduce and manipulate victims and escape responsibility. And, equally important, 'they are usually believed when they deny any allegations.'

James T. Clemente, Education Guide to the Identification and Prevention of Child Sexual Victimization

SEARCHING FOR ANSWERS

News of the extent of
Larry Nassar’s crimes
touched off an outpouring
of anger and sadness,
and left many asking,
“How could this happen?”
With wounded pride,
the Spartan community is
demanding change.

SEARCHING FOR ANSWERS

Diminished

After being dismissed and silenced for years, survivors of Larry Nassar’s abuse deserve answers. Until we take action to right this wrong, all of MSU’s achievements feel tarnished.

BY LOUISE KNOTT AHERN

The handling of the Larry Nassar case has sparked a particular rage among MSU alumni, me included. We’re angry that it took so long for our alma mater to act. I believe it led to a steady stream of prey being fed to a predator.

Unfortunately, such lack of action is something sexual assault survivors recognize all too well.

It’s a process of silencing. Of shaming. Of dismissal.

It’s the uniquely destructive process of diminishing.

That’s what sexual assault does. It shrinks you. It reduces you to a mere object, a body to use. It strips you of the things that make you you—the thoughts in your mind, the things you enjoy, your right to consent to a life of your own choosing. When those things are taken away, you are instantly smaller in a world that believes your pain is insignificant compared to him and what he could stand to lose if you report what he did. And it takes a long time to fight your way back, to reclaim your rightful size and space.

In that context, it has been painful to learn of the many ways officials contributed to the diminishing of the women and girls victimized by Nassar.

When former MSU gymnastics Coach Kathie Klages told one young athlete that her life would be ruined if she went forward with her accusation against Nassar—a conversation Klages says she doesn’t recall—all survivors were silenced.

When the MSU Title IX investigator’s 2014 report claimed that a young woman simply

didn’t understand the “nuance” of Nassar’s medical procedure—determining that she mistakenly attached sexual overtone to something clinical—survivors were essentially shamed for having been assaulted.

When the Board of Trustees insisted that former President Lou Anna K. Simon had its full support despite her lack of leadership in the Nassar investigation, all survivors were dismissed.

And when MSU Trustee Joel Ferguson went on the radio and said there were other things going on at MSU than “just this Nassar thing,” survivors were cruelly, coldly diminished.

“This Nassar thing” is the most important thing going on at MSU. And the survivors of Nassar’s crimes deserve, at long last, to be bigger. Bigger than our fandom. Bigger than championships. Bigger than a president and the trustees. Bigger than construction projects and research breakthroughs and stadium expansions. Bigger than us all.

Nassar’s survivors deserve to have alumni stand with them and demand answers. How could university officials not know that what he was doing was wrong? Why was Nassar allowed to continue seeing patients while under investigation? Why did that investigation include interviews with his own friends and colleagues? When the full, horrifying scope of his crimes was revealed, why didn’t university leaders

“Our first thoughts should be with those survivors and of their courage. They are individually and collectively the human and moral polestar, and hearing their words is the only way to find our way back to who we are and should be.”

Sherman W. Garnett,
Dean of James Madison
College

The Danger of Unquestioned Authority

The news of Larry Nassar’s predatory behavior shocked many who knew him. The doctor had groomed an entire community, carefully cultivating an image of trust and kindness.

BY ALLISON BERTRAM

Women are told to look out for predators at night, to carry a flashlight, and always take note of our surroundings. We’re never told what to do when a predator is right in front of us, in our community, telling us he’s our friend.

Women are told to look out for predators at night, to carry a flashlight, and always take note of our surroundings. We’re never told what to do when a predator is right in front of us, in our community, telling us he’s our friend.

I knew Larry Nassar. I knew the person he fooled us all into believing he was. As a pillar in my hometown community, he manipulated people into trusting him, caring for him, and defending him. He spent countless volunteer hours helping my high school classmates by assisting with injuries and helping athletic trainers at sporting events. He groomed us to believe he was Superman. He could have been what he pretended to be, but that was never the case.

When I found out about Nassar’s criminal charges in the fall of 2016, I was completely taken by surprise. How could someone who was such a seemingly positive example of the community do such a thing?

When more and more women started speaking out, it was clear that his facade was crashing and burning.

The age-old saying still rings true: Where there is great power lies great responsibility ... and great danger of abusing power. Abusers like Harvey Weinstein, Matt Lauer, and Jerry Sandusky had power and influence, and they hid their predatory behaviors behind credentials.

Larry Nassar was cut from the same cloth. He had a protective inner circle of professionals, countless young athletes who relied on him,

and a gentle appearance that made everyone think he wouldn’t hurt a fly.

The women that Nassar abused were told that he was the best of the best, and they were lucky to be in his presence. Their predator did not attack them in the middle of the night. He gave them gifts, wished them good luck, and rooted for their success. How could a flashlight help them?

There’s great power among the authority figures that many of Nassar’s survivors tried to report to, and they completely failed those women. There’s also great power among those who were in charge of Nassar’s professional positions, and they, too, failed to uphold their responsibilities. Nassar’s former boss, William Strampel, disgustingly abused his power and took advantage of young women as well.

Students deserve better. Women deserve better. We shouldn’t have to think, “Is this the professor who’s going to stalk me? Is this the boss who’s going to sexually harass me? Is this the doctor who’s going to abuse me?”

This is not paranoia. This is real, and it’s in every town, city, and workplace.

There are so many people at MSU and in our communities from whom we can draw inspiration: survivors who courageously come forward, students who strive to solve problems facing our society, and the staff, faculty, and professors who care deeply about doing the right thing.

Our school colors shouldn’t represent

“We need to come together and make the necessary changes to protect all members of our community, and restore trust. I believe that this should start with strengthening transparency and accountability.”

Leo Kempel,
Dean of the College of
Engineering



realize that normal operations needed to stop immediately? No more solicitation calls. No more cheerful Facebook posts. No more business as usual at Board of Trustees meetings.

On behalf of survivors, we must demand to know: How did MSU get this so, so wrong?

Part of the answer lies outside MSU, to be fair. The university officials, athletic trainers, coaches, and even police officers who initially dismissed the accusations against Nassar did so in part because they brought to the investigation a deeper cultural bias that automatically grants male perpetrators the benefit of the doubt in sexual assault cases.

That’s not unique to MSU. Society primes us—even women—to give greater weight to his side of the story, to worry about what he stands to lose rather than what she has already lost.

Yet MSU appeared seemingly determined, above all else, to protect reputation and institutional brand.

So, we’re angry, to put it simply. Angry, and sad, and ashamed that our alma mater in which we took pride is now synonymous with sordid failures, sexual assault, and unchecked abuse.

“MSU itself is in the midst of a leadership transition that will change our culture. During this important time of change, we join the voices of the survivors, and your voices, so we can act together to build a culture of responsibility, safety, and respect.”

June Pierce Youatt
'73,'76,'83
MSU Provost

One of the responsibilities we now have as alumni is to understand that our beloved campus will not feel like home again until we insist that the university’s leaders engage in a transparent, deep cleansing. We must also be willing to acknowledge that multiple things can be true at the same time.

It’s true that MSU has built one of the most successful and exciting athletic programs in the nation, and, damn, does it feel good to cheer for those talented student athletes. It’s also true, however, that too much focus on reputation and brand allowed someone like Nassar to become too important, too trustworthy, too big to be considered a predator. That can’t happen again.

It’s true that alumni are under no obligation to stop wearing their green and white. But it’s also true that for many, the sight of a Spartan helmet on a T-shirt is now a symbol of something dark and painful. We need to be aware of that.

It’s true that membership in the Spartan Nation means being part of something special. But it is undeniable that our something special is tarnished.

It has been diminished.

And until we right this wrong, restore the justice and humanity that Nassar stole from the survivors, and take the necessary steps to ensure this can never happen again, it will remain so.

Louise Knott Ahern, '96, spent nearly 20 years in journalism before becoming a freelance writer and author.

GUTTER CREDIT HERE

Over run

shame, abuse, and poor leadership. I want to be proud of MSU and the positive opportunities I've been given through my education and community.

My hope is that, in the not too distant future, I will be able to be proud of the positive strides MSU will take. MSU should be a good example. Not a horrible warning.

Allison Bertram '19 is studying professional writing in the College of Arts and Letters and is the editorial assistant for Spartan.

OUR NEW REALITY

Like the survivors, our campus and our society can never go back to the way things were. But we can use this painful moment to find a better version of ourselves, to create new safeguards, and to forge new attitudes to help fight abuse.

OUR NEW REALITY

The Power of Speaking Up

As women find their voices—and their numbers can no longer be ignored—they also find their way toward security, validation, and, most importantly, healing.

BY RUTH STERNAMAN AND CINDIE ALWOOD

The recent #MeToo movement started an avalanche of new and never-before-reported claims of sexual harassment and abuse. As survivors ourselves—and staff members who help other survivors through the Greater Lansing Women’s Center—we’re intimately familiar with the effects of such violence.

However, even now, sharing our personal stories is alternately a cause for terror and a release from fear. Our own memories of assault recently resurfaced as hundreds of young women, including many MSU athletes, collectively pierced the darkness of their abuse by Larry Nassar.

After enduring years of silence—obscured by layers of shame, fear, and guilt—these young women formed a community. Their sheer numbers and eerily similar stories made them impossible to doubt.

Sexual assault encompasses every facet of our society, yet the problem has often gone unrecognized. Victims’ stories have only recently broken through the silence to grab the attention they deserve.

There are many factors at play in this silence. Often, women who work to support their families don’t report workplace abuse because they need to keep their jobs. Women who are disabled or are in some way disadvantaged often fail to report abuse by the very people who have power over them.

Students in schools and universities trust their leaders to prevent abuse and investigate it when it does occur.

Yet the women who go public with their stories are all too often treated as if they were somehow responsible for what happened to them. Victim blaming is still very prevalent

in our community. Sometimes even family members won’t believe someone who says they were abused.

The result? Victims may feel ashamed, threatened by their perpetrators, and leery of legal remedies.

But the toll of silence can be devastating.

Those who don’t come forward probably do not realize that harboring such repugnant secrets can manifest later through health and relationship problems, an inability to maintain jobs, low self-esteem, depression, anxiety, and other disorders.

One of the things the Women’s Center of Greater Lansing provides is counseling and support groups for women. Support groups are crucial to help survivors feel believed in a safe place and among peers who share their survivor stories. This is an important step in moving from victim to survivor.

Often, support group members are the only people who really understand what it feels like to experience sexual assault and its aftermath. Group members learn they are not “less than” because of this experience. They know that life can go on and things will eventually get better.

The era of covering up this abhorrent behavior has to be over. No perpetrator is successful without the enabling of others. Whether it’s family or an organization, in the case of

“Let the courage and power of the women who have spoken so publicly and eloquently stand as a model for us. Let us remain open and honest so we can create the university we expect ourselves to be.”

Christopher P. Long,
Dean of College of Arts &
Letters

sexual harassment someone always knows.

Yes, it's risky to stick your neck out and tell what you saw or what you suspect is happening.

Violence against women is about power and control. Until we fully value women's lives and are willing to protect them at all costs, the violence will continue. Women have always talked about sexual assault—it's just that no one was listening. It's time to start listening to our girls, our young women, and adult women.

One voice is often drummed out, but the voices of many saying the same things are heard. Now their voices are beginning to be believed. Our goal is to nurture a community of women who are strong, support each other, and feel empowered.

It is a new day.

No more silence. No more shame. No more!

Both authors work at the Greater Lansing Women's Center: Ruth Sternaman, M.A., LPC, is a therapist and facilitator of support groups for those who've experienced sexual assault and domestic violence. Cindie Alwood, M.A., CRC, '97, is executive director of the rehabilitation-counseling program.



TITLE
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“We have to find a fiber of resilience, spun in green and white. We have to look failure straight in the eye and acknowledge (it) with humility. We have to search for meaning in the broken shards and commit with steely resolve to restore lost dignity.”

Prabu David,
Dean of College of Communication Arts & Sciences

Turning Tragedy into Transformation

There is no doubt that Michigan State University is going through a challenging time in its history. In this issue of Spartan magazine, we wanted to give you a current sense of the perspectives and diverse voices of our alumni, faculty, and students—in ways that are both authentic and transparent.

We have an opportunity to read and reflect on how we can turn tragedy into transformation. In my many visits with alumni groups over the past months, that's been a common theme.

Spartans want to know what they can do to help with the healing, to be more vigilant, to look inward in order to become better tomorrow than we are today—while honoring the powerful principles of our land-grant university.

We are truly at a crossroads, presenting us with a chance to be part of creating a brighter future. It will take a village. Let's be that village.

Scott Westerman, executive director, MSU Alumni Association
Sue Petrisin, associate director, MSUAA
Lisa Parker, senior director of alumni engagement

“While we are ready to identify and face our mistakes, we cannot stop building on the mountain of good that we have been privileged to build. We cannot let this tragedy define us. Our collective will to be a force of good has to prevail.”

Satish Udpa,
Executive Vice President of Administrative Affairs

“Spartans, this is the beginning of our revolution. Now is the time to make a difference.”

State News
Editorial Board

Being a Spartan Now

BY STEPHANIE MCCANN

Larry Nassar is not MSU. Lou Anna K. Simon is not MSU. The institutional trauma created by a culture of avoidance is not MSU.

The students I teach, the faculty I work with, the staff who support every corner of this community—we are MSU.

How do we reconcile being a Spartan with the harm caused to so many people at the hands of another fellow Spartan? How do we put on our Green and not feel embarrassment, anger, or shame?

It is in the remembering that Nassar does not have the power to define the MSU community. It is in the remembering that anyone who covered up Nassar's abuse does not have the power to define the MSU community.

I am reclaiming what it means to be a Spartan. Being a Spartan means having deep empathy, it means speaking our truth, it means believing one another, and it means showing up when we feel most vulnerable. No one gets to push me out of MSU, including Nassar.

I am an MSU alumna, MSU faculty member, and MSU parent. I am a social worker who strives to help others find their healthiest selves. I am a therapist for the Firecracker Foundation, which provides healing therapeutic services to children and families when child sexual abuse occurs.

To say that Nassar's sexual abuse at MSU is personal to me would be an understatement. It is betrayal. It is a reminder that as a survivor myself I have deep empathy for the courage it takes to speak your truth without attachment to the judgment of others.

I am a Spartan, and I am a survivor. And I still bleed Green. I believe people heal when they are heard.

#SpartansListen #SpartansWillShowEmpathy

Stephanie McCann, '09, LMSW, teaches classes in the College of Social Work. She originally posted this on LinkedIn.

NEVER AGAIN

The survivors have spoken with courage. Now we must answer. Under Interim President John Engler, we are making changes in leadership, processes, and policies to address cultural and systemic problems and to make clear that sexual abuse will not be tolerated in our community.

NEVER AGAIN

A Commitment to Change

While we are haunted that by the crimes and allegations of abuse and harassment in our “house,” we will learn from the survivors’ experiences and take action to ensure a better future.

BY ANDREA AMALFITANO

Like the rest of the world, I was devastated when I learned about the scope of Larry Nassar’s criminal activities. Yet I am inspired by the raw courage displayed by the survivors of his abuse as they came forward and faced him in two separate courtrooms. Words cannot begin to express my admiration for their bravery in bringing a predator to justice, which I hope will assist in their healing process.

As interim dean of the MSU College of Osteopathic Medicine, I am deeply, personally invested in this healing. But we cannot hide from the repugnant facts that Nassar graduated from our college in 1993 and worked here as a sports medicine doctor until his firing in 2016.

While our pain cannot begin to approach that which his survivors are enduring, we are profoundly hurt that Nassar has harmed the reputation of our college, our alumni, our students, and our profession.

I firmly believe that by taking the survivors’ words and actions to heart, we can also begin to heal. Through this, we will not only endure, but we can emerge as an even more vibrant college.

As part of our path forward, I have already met with students, faculty, and staff at all three of our sites, listened to their questions, and taken to heart the pain and concern some of them expressed. I promised them that we would listen and take action on what we learned. I also encouraged them to hold me accountable and on task to introduce real, substantive changes.

In addition, I have convened a task force to begin addressing how we can move forward. I was pleased to see participation from our

students, as well as faculty and staff. This group identified 30-, 60-, and 90-day action plans—and our students conducted their own survey about sexual assault education.

Some of the concerns revealed by these efforts were initially difficult for those of us in leadership to hear. However, we know they will be vitally important to help us understand how best to embark on the difficult task of repairing trust and moving our college into a brighter future.

For example, we are working alongside our partners in MSU’s colleges of nursing and human medicine, as well as the MSU HealthTeam, to implement new patient-care policies for students, athletes, and the public.

We’re also examining our curriculum for opportunities to enhance education around difficult conversations—whether they’re related to sexual assault, harassment, or other topics that might be hard to broach with a patient, a peer, or a supervisor.

While challenging, we hope these efforts will continue to honor the courage of the survivors as we take the first steps toward our future.

The College of Osteopathic Medicine is just beginning this new journey. We have a lot of work to do. But, as long as we remember

“We will take the necessary actions to navigate through these difficult times with integrity, humility, and compassion...we are united and pledge to work hard at regaining the full trust of the communities we serve.”

Randolph F. R. Rasch,
Dean of College of Nursing

that we’re striving to build a better future, we will emerge as a stronger institution known for training and graduating world-class physicians who in turn will help define us as a premiere medical school.

Andrea Amalfitano, '84, '89, '90, was appointed interim dean of the MSU College of Osteopathic Medicine by the Board of Trustees on Feb. 16. He was previously the director of MSU's Clinical and Translational Sciences Institute.

“At a university, we have a special responsibility for creating environments where people feel empowered to speak, and ensuring the safety of our students and the MSU community.”

Sanjay Gupta,
Dean Eli and Edythe L.
Broad College of Business

Engler’s Actions So Far

Interim President John Engler began his tenure on Feb. 5. During his first 60 days in office, he’s begun the long task of implementing changes on campus to address problems revealed by survivors of sexual assault and abuse. He has:

- Hired Kroll, an investigative firm, to promptly investigate and clear a backlog of sexual assault and harassment claims reported to MSU’s Title IX office.
- Realigned MSU’s colleges of human medicine, osteopathic medicine, and nursing along with student and community health services to ensure better safety, quality, accountability, and efficiency.
- Established a new position of assistant provost for human health, wellness, and safety/ and MSU HealthTeam chief medical officer, hiring Dr. Anthony Avellino.
- Created the Relationship Violence and Sexual Misconduct Expert Advisory Workgroup.
- Increased staffing for sexual assault response programs and student mental health services.
- Established the new Office of Civil Rights and Title IX Education and Compliance, with plans to hire 12 MSU employees who’ll focus on sexual assault prevention, education, and outreach.
- Prepared the groundwork for the future search to identify a new permanent MSU president.

SOBERING STATISTICS ABOUT MOLESTATION OF MINORS

CHILDREN ARE MOST
VULNERABLE TO CRIMINAL
SEXUAL ASSAULT
BETWEEN THE AGES OF

7 & 13

1 IN 5
GIRLS
& 1 IN 20
BOYS
ARE A VICTIM OF
CHILD SEXUAL ABUSE

DURING A ONE-YEAR
PERIOD IN THE U.S.,

16 %
OF YOUTH AGES
14 TO 17
HAD BEEN SEXUALLY VICTIMIZED

David Finkelhor,
Director of the Crimes Against
Children Research Center

Who’s Who

A guide to the new members of MSU’s administration:

Carol Viventi, '73

Vice president and special counsel to the president
Previously served as deputy director of the MI Department of Civil Rights and was the first woman and ethnic minority to serve as secretary of the MI Senate.

William “Bill” Beekman, '89

VP and Secretary of the Board of Trustees
Interim Athletic Director

Norman Beauchamp, '86, '90

Associate Provost and Assistant Vice President for Health Affairs
Still holds his original position as MSU’s dean of the College of Medicine.

Jim Blanchard, '64, '65

Will represent MSU before various federal departments and agencies of the Executive Branch before Congress with his firm, DLA Piper.
Michigan’s 45th governor, spent 8 years in the MI House of Representatives, and was the United States Ambassador to Canada under the Clinton administration.

Andrea Amalfitano, '90, '95 PhD

Interim Dean of the College of Osteopathic Medicine
Served as MSU’s director of the Clinical and Translational Sciences Institute.

Anthony Avellino

Assistant Provost for Student Health, Wellness and Safety
MSU Health Team Chief Medical Officer
Until his appointment at MSU, Avellino was the CEO of OSF Healthcare Illinois Neurological Institute.

Kristine Zayko (year)

Acting Vice President for Legal Affairs and General Counsel
Worked as MSU’s general counsel since 2008.

Robert Young

Former MI Supreme Court Chief Justice will oversee outside legal firms assisting MSU.

Kroll

A leading global provider of investigative services hired by MSU’s Office of Institutional Equity to assist in reviewing complaints filed under the Title IX Relationship Violence and Sexual Misconduct Policy.

Kathleen Wilbur, '12, '17 PhD

Executive Vice President for Governmental and External Relations
Worked as the Vice President for Governmental Relations and Public Affairs at Central Michigan University until becoming the school’s 13th president in 2009 in an interim role. After serving as president, she returned to her original position and was promoted to Vice President for Development and External Affairs.

Emily Gerkin Guerrant (year)

Vice President and University Spokesperson
Most recently served as the Senior VP of Communications, Marketing and Public Relations at the MI Economic Development Corporation.

Jessica Norris

Associate Vice President of Office of Civil Rights and Title IS Education and Compliance
Newly promoted after serving as MSU’s Title IS Director

Six Steps to Support a Survivor

It takes courage for a survivor of sexual assault or domestic violence to share their story with anyone. Never underestimate your power to affect the course of a survivor’s healing journey. Here are some tools—words, actions, and resources—that can help you support someone who shares personal experiences with you.

You don’t have to be an expert—you just have to be yourself. If someone shares their experience with you, you’re probably a person they look to for support, compassion, and guidance. Although you can’t take away what happened to someone, you can be a source of comfort.

1. LISTEN

Sometimes you don’t even need words (or at least not a lot of words), to be there for someone. Many people share that being able to tell their story to someone else lessens the weight of isolation, secrecy, and self-blame. Listening is in and of itself an act of love.

2. VALIDATE

Think about a time when you felt vulnerable or faced a crisis, and think of what helped you the most. Chances are it was not a specific conversation you had, but it was the knowledge and comfort that the person or people you told were there for you, believed in you, were on your side, and were committed to supporting you through a hard time. There are some helpful phrases you can use to show you care.

- “I’m so sorry this happened to you.”
- “I believe you.”
- “This is not your fault.”
- “You’re not alone. I’m here for you and I’m glad you told me.”
- Often times, a survivor may feel like what happened to them is their fault. We are bombarded with victim-blaming myths and attitudes in our society, and they can sink in...deeply. But no action excuses a person hurting someone else. Violence and abuse is never the victim’s fault. That responsibility and shame lies with the perpetrator. It can be helpful to communicate that gently and repeatedly.
- “Nothing you did or could’ve done differently makes this your fault.”
- “The responsibility is on the person who hurt you.”
- “No one ever has the right to hurt you.”
- “I promise, you didn’t ask for this.”
- “I know that it can feel like you did something wrong, but you didn’t.”

“It doesn’t matter if you did or didn’t _____. No one asks to be hurt in this way.”

3. ASK WHAT MORE YOU CAN DO TO HELP

Violence and abuse is about power and control. It is vital for survivors to regain their sense of personal power. Instead of pushing someone into taking actions for which they are not ready, ask how you can support them.

4. KNOW WHERE TO POINT SOMEONE TO FOR MORE HELP

You can best help a survivor by offering options and leaving space for them to decide where to go from there. Here are some national resources—services that can point someone to local

5. KEEP AN OPEN HEART

Remind a survivor you are available should they like to talk about their experiences further. The healing journey can be a long one. It can be full of many challenging—but sometimes joyful and liberating—conversations. It can make a big difference for a survivor to know you are there to support them along the way.

6. FINALLY, CARE FOR YOURSELF

There is a limit to what we are able to take in and process. The stories of someone else’s hardships related to a traumatic event can impact or become a part of us. This experience of second-hand trauma—often called vicarious trauma—is a human response to coming face-to-face with the reality of trauma and the difficulties of the human experience.

Courtesy of Joyfulheartfoundation.com

“There are paths forward that can help bring truth, healing, wholeness, and restoration for the survivors, first and foremost, as well as the MSU community. May we have the wisdom and courage to choose wisely.”

Cynthia Jackson-Elmoore,
Dean Honors College

Financial support is appreciated

Should you wish to provide financial assistance, there are three MSU-related organizations supporting survivors of sexual assault and relationship violence:

The Sexual Assault Program

at MSU collaborates with on-campus counseling and psychiatric services to help students through counseling and support groups. **Online link below.**

MSU Safe Place

offers emergency shelter, counseling, support groups, safety planning, information, and referrals to survivors of violence and their minor children. **givingto.msu.edu/survivors**

The Minnesota Coalition Against Sexual Assault is overseeing **MSU’s \$10 million Healing Assistance Fund**. It provides counseling and mental health services to those molested by Larry Nassar. **mncasa.org**

RELATIONSHIP VIOLENCE RESOURCES

MSU Safe Place

- Business office (517) 355-1100 ext. 2
- Shelter or immediate support (517) 355-1100
- Advocacy and follow-up (517) 432-9570 or (517) 353-9999
- Community education, volunteer opportunities, counseling, support group, temporary emergency shelter, and advocacy.
- All services are free and confidential.

End Violent Encounters, Inc. [EVE, Inc.] (517) 372-5572

- Shelter, support & community education programs for the Greater Lansing area.
- All services are free and confidential.

SEXUAL ASSAULT RESOURCES

MSU Sexual Assault 24-Hour Hotline (517) 372-6666

- Support, advocacy, and information for all members of the campus community.
- All services are free and confidential.

MSU Sexual Assault Program (517) 355-3551

- Individual and group counseling, consultation regarding sexual assault trauma, and educational programs offered.
- All services are free and confidential.

Office of Institutional Equity (517) 353-3922

Where to report sexual assault on campus; sexual assault investigations.

Olin Health Center (517) 353-1733

- The Center for Sexual Health Promotion at Olin aims to provide accurate information about sexual wellness.
- Confidential HIV and STI testing.

Sparrow Hospital Sexual Assault Clinic (517) 364-3641 or (517) 285-2203

Emergency (517) 364-3729
Sexual Assault Nurse Examiner (SANE) on staff. Go to Sparrow ER

and ask for a SANE nurse if assault is less than 72 hours old.

CRISIS HELP LINES & COUNSELING SERVICES

MSU Sexual Assault 24-Hour Hotline (517) 372-6666

MSU Safe Place (517) 355-1100

LBGT Hotline (517) 332-3200

MSU Counseling Center (517) 355-8270

EVE, Inc. (517) 372-5572

LEGAL SERVICES

Legal Services of South Central Michigan (517) 394-3121

Provides custody and divorce assistance.

Personal Protection Order Office (517) 483-6545

- For Ingham County residents, free-support on obtaining a personal protection order through the courts and signed by a judge.
- Assists victims in filling out orders at no charge, only open during business hours.

EVE, Inc. (517) 372-5572 or MSU Safe Place (517) 355-1100

Can accompany victims to court hearings or explain the legal process.

ASMSU Legal Services (517) 355-8266

Provides MSU students with completely free legal consultation. Lawyers can give advice and represent you in court.

POLICE SERVICES EMERGENCY: 911

MSU Department of Police and Public Safety (517) 355-2221

East Lansing Police Department (517) 351-4220

MENTAL HEALTH RESOURCES

Ingham County Emergency Services (517) 372-8460 or (800) 372-8460

Sparrow Hospital Mental Health Center (517) 482-6570

SEXUAL HARASSMENT RESOURCES

Office of Institutional Equity (517) 353-3922

MSU Sexual Assault Program (517) 355-3551

ADDITIONAL RESOURCES

Night Owl (517) 432-8888

Provides late night/early morning campus service at times when other CATA bus services are not running.

Self Defense (517) 355-5250

Free self-defense workshop provides common sense and practical information regarding sexual assault prevention.

MSU Alcohol, Tobacco, and Other Drugs Office (517) 353-3903

The ATOD Program is committed to reducing the negative impact associated with substance abuse, while cultivating a health-affirming environment at MSU.

MSU Student Conduct and Conflict Resolution (517) 432-2471

File a formal complaint or seek conflict resolution.

National Sexual Assault Hotline 800-656-HOPE

Operated by RAINN, serves people affected by sexual violence, automatically routes the caller to their nearest sexual assault service provider.

National Suicide Prevention Lifeline 800-273-TALK (8255);

Spanish line call 888-628-9454; TTY: 800-799-4TTY (4889)
Provides crisis suicide intervention, self-harm counseling and assistance, and local mental health referrals. Calls are routed to local centers