

Recommendations for Universities and Colleges

1. Recognize this is a national problem that your campus will most likely have to deal with at some point; recognize that it is part of a larger attack on Higher Education coming from the Alt-right, and other sectors of the right ranging from extremist groups to Republican politicians. There are few attacks coming from leftist groups, but these should be treated in the same manner.
2. Be prepared with a protocol in place. Engage in dialogue with other campus administrators about this issue. Be proactive, not reactive.
3. Put safety first.
4. Prioritize protecting academic freedom
5. Publicly condemn the form of the attack itself. Higher education must support civil dialogue, and name abuse and harassment for what it is.
6. Provide faculty member with resources (who to call for help of various kinds) and information about what they may experience next.
7. Some people want to be kept in the loop and know what is going on, others don't-- honor that.
8. Provide someone to review emails (preferably someone in public safety who can recognize threats more easily) so the attacked faculty member does not have to. (Consider providing two different people, because just reading hundreds of emails of this type is disturbing).
9. Have presence of public safety in face to face classrooms where on-line or in-class harassment has occurred, and offer faculty an escort on campus.
10. Ask faculty members what they need. Provide psychological services to faculty under attack.
11. Respect faculty member's desire for modification of future teaching responsibilities.

12. Treat the crises as immediate but also ongoing. The impact on faculty does not end after the fire is put out.

13. Do not individualize the problem. See these attacks as coordinated and planned. This is a systemic and cultural problem. Administrators across the nation should be discussing how to both prevent and deal with these incidents. They are not going to stop.

14. Learn from organizations with more experience in facing these challenges, such as: Southern Poverty Law Center, Planned Parenthood, Institute for Research and Education on Human Rights, etc.

15. Begin having dialogues on campus *now*, and involve faculty governance.

16. Discuss this issue with other administrators across the country. Learn from the mistakes that some have made, and seek models that some Universities may have already implemented to deal with such crises when they occur.

17. On campus, educate and train all administrators (from Deans to the very top), communications and public relations teams, campus security and/or campus police, as well as anyone that monitors social media. An AAUP staff member encourages administrators to ask themselves, if something should “breakout” on a Saturday night, does the person monitoring the University’s twitter and Facebook accounts know what to do? Do Departments know how to support their faculty members facing public on-line targeted harassment?

18. Provide a reporting plan for faculty, so they know who to report to immediately should they come under attack.

19. Support faculty! Part of Planned Parenthood's goal is to respond with "Care and Compassion." This is something universities and colleges can learn from.

20. Engage in dialogue with administrators at other institutions that have dealt with these issues, have policies and practices in place, or to brainstorm.

Ongoing work in progress. I thank the Privilege Institute and Sociologists for Women in Society for inspiring and motivating this work so that they can support faculty and other educators. Send suggestions to aferber@uccs.edu. Copyright Abby L. Ferber