

2 - Integrity: Ethical and Responsible Conduct

The institution acts with integrity; its conduct is ethical and responsible.

2.A - Core Component 2.A

The institution operates with integrity in its financial, academic, personnel, and auxiliary functions; it establishes and follows policies and processes for fair and ethical behavior on the part of its governing board, administration, faculty, and staff.

Argument

[2.A.] A commitment to operate with integrity in financial, academic, personnel, and auxiliary functions and follow established policies and processes for fair and ethical behavior.

CMU operates with integrity in its financial, academic, personnel, and auxiliary enterprises by following well-established policies and processes for overall governance and in each of its functional area. Many of the requirements stem from policies and processes of the State of Colorado's Fiscal Rules and the State's Code of Ethics. As detailed below, CMU also has institutional policies and processes that outline expectations related to ethical behavior by members of its governing board, administration, faculty, and staff.

Integrity in Financial Functions

All CMU accounting functions comply with federal Generally Accepted Accounting Principles (GAAP) and the [State of Colorado's Fiscal Rules](#). [Annual audits](#) are [conducted](#) in accordance with these recognized standards and show that the institution follows ethical guidelines and engages in responsible financial behavior. A review of audits for the past five years showed only one discrepancy, in 2012, which was subsequently found to be incorrect. A correction regarding the discrepancy was included in the audit for the following year.

CMU participates in the State's [Transparency Online Project](#), a system established in 2009 that is "intended to reduce the time and cost associated with open records requests and to maximize convenience for state citizens in accessing state financial information." The institution also follows [University Fiscal Rules](#) for processing contracts which provide appropriate safeguards and direction through the contract process. The Purchasing Department's [Policies & Procedures](#) includes the [Procurement Code of Ethics](#) that must be followed by all CMU employees when purchasing goods or services on behalf of the institution:

All parties involved in the negotiation, performance, or administration of University Contracts are bound to act in good faith. Any person employed by the University who purchases Goods and Services, or is involved in the Procurement process for the University,

shall be held to the highest degree of trust and shall be bound to the Colorado Mesa University Procurement Code of Ethics included with these Rules as Appendix A.

The Office of Financial Aid adheres to the [Financial Aid Professional Statement of Ethical Principles](#) in its dealings with students and parents and is in compliance with state and federal laws. The statement covers not only student advocacy but also student access, transparency, and education and privacy protection of financial aid applicants. [Personnel training](#) to insure adherence to the above statement is based upon materials provided by the National Association of Student Financial Aid Administrators.

Integrity in Academic Functions

All personnel policies and procedures applicable to faculty, administrators, and staff who are exempt from the State's classified personnel system are outlined in the *Professional Personnel Employment Handbook* (PPEH; also referred to as *The Handbook*), posted on the websites of the Human Resources and Academic Affairs Offices. [Section XII](#) (beginning line 14) of *The Handbook* states that the primary academic responsibility of faculty “is to seek and to state the truth as they understand it.” To fulfill this obligation, “professional personnel strive to develop and improve their competence as teachers and scholars, exercise critical self-discipline and judgment in using, extending and transmitting knowledge, and practice intellectual honesty.”

The students' [Maverick Guide](#) clearly describes academic dishonesty, outlines the expectations of students to adhere to CMU's academic policies prohibiting intentional misrepresentation or fabrication and defining academic dishonesty as "forgery/fabrication/falsification/plagiarism of academic documents." Consequences of academic dishonesty, including potential penalties, are described in the Guide.

Since early 2014, 34 instances of academic dishonesty were reported to the Assistant Vice President for Academic Affairs. One instance was eventually overturned through the Academic Dishonesty appeals process. One multiple offender was reported through the process and suspended from the student's academic program for one semester as a result. Sanctions in the remainder of the cases were handled at the instructor level, as described in the academic dishonesty section of the *Maverick Guide*. Further discussion of integrity in academic-related processes is found in Section 2.E.2.

Integrity in Personnel Functions

The CMU Board of Trustees must follow the [Colorado State Code of Ethics](#) for board members of educational institutions. The code addresses conflicts of interest in handling of confidential information, significantly limits the receiving of gifts and honoraria, and requires the Board to follow legal standards. The requirement is also included in the [Trustees Policy Manual](#) (beginning line 391). Ethical guidelines help to ensure public confidence in the integrity of the educational processes and accomplishments. Evidence of [policy compliance](#) is found in Board members' recusal from voting on an issue where there could be a perceived conflict of interest.

CMU does not discriminate on the basis of sex in its education programs and activities, as required by Title IX of the Education Amendments of 1972 and Colorado's anti-discrimination laws, including, but not limited to, [C.R.S. 24-34-401](#). It is the policy of CMU to maintain an academic and work environment free of discrimination, harassment, sexual harassment, sexual misconduct, domestic violence, dating violence, stalking and retaliation for students, faculty, and employees. Such conduct is not tolerated at the University, and inquiries concerning the application of Title IX are handled by CMU's Title IX Coordinator or the U.S. Department of Education's Office of Civil Rights. [Section III](#) of the *PPEH* (beginning line 3) states that CMU's policies will be created "to comply with all applicable federal and state antidiscrimination laws."

Further, when advertising employment opportunities, members of the campus community are prohibited from engaging in unlawful discrimination as described above and articulated in the federal [compliance statement](#) posted on the University's website. Specific, written expectations for CMU faculty, administrators and staff include requirements for ethical and responsible behavior, as evidenced in the responsibilities listed in the *PPEH* ([Section XII](#), beginning line 1). Administrators, faculty, and/or staff not meeting the published standard "may be subject to disciplinary action up to and including termination for cause."

When hiring personnel, search committees and hiring authorities are expected to follow the [Faculty and Administrative Search Procedures Manual](#), maintained by the Human Resources Office. The *Manual* outlines the procedures for conducting a search so as to ensure search processes are consistent across candidates, that an affirmative action representative is involved throughout any search, and the progress and outcomes of each search is appropriately documented.

[Section VI](#) of *The Handbook* (beginning line 1) also addresses policies and procedures on the annual performance review, tenure, and promotion of faculty. The Office of Academic Affairs distributes a [calendar](#) of dates corresponding to the tenure and promotion process, giving notification for applicants to prepare and submit their portfolio in a timely manner. [Guidelines and expectations](#) pertaining to documentation and formatting of applications for tenure and promotion are also provided by the Office of Academic Affairs. The *PPEH*'s [Section VI](#) (beginning line 872) sets out the procedures for faculty promotion, while an earlier part of the same [section](#) (beginning line 546) addresses policies and procedures related to faculty tenure.

Policies in the *PPEH* and oversight of the evaluation process by the Office of Academic Affairs provide structure for the institution for evaluating faculty in equitable ways and specify the priorities of each responsibility, with [Section VI](#) (beginning line 3) clearly communicating that teaching is "the most important responsibility." An overview of the purpose, process, basic responsibilities, and weightings of faculty evaluation criteria are also included. The exempt staff evaluation process is similar to that for faculty, though the [evaluation criteria](#) differ from those used for faculty review.

Policies and procedures applicable to classified staff, including the hiring, evaluation, and handling of complaints and appeals, are outlined in the [Colorado Classified Employee Handbook](#) as set out by the State Department of Personnel (Chapter 6 of the Personnel Board Rules) and adopted by the State Personnel Board in 2005. Handling of personnel complaints and

appeals at CMU is also governed by the State Department of Personnel, 4 CCR 801 Personnel Board Rules and Personnel Director's Administrative Procedures under Section 8. The State provides a consolidated appeal/dispute form that is available for classified staff members. Additionally, CMU has adopted a [grievance process](#) for classified staff.

Integrity in Auxiliary Enterprises

Auxiliary enterprises are revenue-generating operations that provide the campus community with a broad scope of functions and services aimed at enhancing the overall educational experience of students and the work environment of its faculty and staff. CMU strives to provide these services with integrity, honesty, and professionalism. The following are three examples of auxiliary enterprises' policies and procedures describing how each functions with integrity and follows ethical practices:

- CMU Intercollegiate Athletics complies with a series of policies and procedures designed to promote integrity within their operations. Purchases and travel must adhere to the University's policies and procedures with regard to procurement and travel. The [Rocky Mountain Athletic Conference Operations Manual](#) specifies annual certification of student athletes according to NCAA policies and procedures. Coaching staff members have supervisory authority over their individual programs with additional program oversight by associate athletic directors and co-athletic directors. The Department of Athletics reports directly to the CMU President.
- CMU Residence Life is a member of the Association of College and University Housing Officers-International, a professional organization that creates performance and [ethical standards](#) for housing programs. Policies and procedures are internally reviewed annually, with proposed updates and changes reviewed by the Vice President for Student Services.
- The Maverick Store is a member of the National Association of College Stores, which serves as a resource for best practices in operations, management, benchmarking, collegiate retail issues, and current trends. The bookstore manager is a Certified Collegiate Retailer, a designation that documents a high level of achievement in professionalism, integrity and ethical standards to colleagues and the campus community. The bookstore's website includes a [fair and equitable return policy](#), exemplifying customer service integrity.

Integrity in the Use of Technologies and Software

The University manages its technology systems and services with integrity, strictly adhering to licensing agreements and quickly stopping any abuse of technology systems or violations against University policies when identified or reported. The *Trustee Policy Manual* ([Section 3.8](#)) requires that CMU develop policies pertaining to the use of electronic communications. These policies, found in the computer usage [Section I-C](#) of *The PPEH* and on the [University's website](#), describe the purpose of electronic communications, employee privacy expectations, and prohibit offensive or obscene usage or otherwise unethical use of computer systems and electronic communications.

The University has established [Computer Use and Electronic Communications Policies](#), as well as a [Policy and Plan to Combat Unauthorized Distribution of Copyrighted Material and Peer-to-Peer File Sharing](#). These policies provide employees with guidance on protecting privacy, software compliance, prohibited uses, and ethical uses of computers and electronic communications. Explicitly prohibited are unethical actions involving computers such as electronic harassment, pirating software or files, and negatively impacting computer network use of other users. Depending on the severity of the infraction, violations result in such actions as disabled network accounts or prohibiting personal devices from connecting to the University's networks or loss of employment. Since January 2015, the University has blocked 72 users from connecting a computer to the University's network for inappropriate sharing and/or distribution of copyrighted material per policy. Students blocked from connecting their devices are allowed to log into the University's web-based applications from home and use computer lab stations to complete assignments.

Computer and network policies are communicated to each individual during the employee's onboarding process after hire. Employees must acknowledge and agree online to the University's [Computer End-user Agreement and Notice of Computer Policies](#) when their network credentials are created and are provided information regarding these policies in paper form. The [policies](#) also are published on the institution's website. Employees also must agree to the [Network Use Agreement](#) when registering personal computing devices to access the University's wireless and local area network. The institution also requires employees to complete mandatory [Information Security Awareness Training](#) annually that reinforces information security best practices, the importance of protecting private information, and campus policies.

2.B - Core Component 2.B

The institution presents itself clearly and completely to its students and to the public with regard to its programs, requirements, faculty and staff, costs to students, control, and accreditation relationships.

Argument

[2.B.] Clear and complete information on programs, requirements, faculty and staff, costs to students, control, and accreditation relationships.

The University's website and printed materials clearly and accurately communicate academic expectations and financial obligations to students. The materials are updated annually to ensure that students and the public have access to current information. In addition to the [Catalog](#), the Academic Affairs Office maintains a website with details on program requirements, described on [program sheets](#), as well as [academic program overviews](#). Academic departments and programs, illustrated by [Psychology](#), link to the same documents from their websites, in addition to a list of faculty members and their contact information.

Each student is assigned an academic advisor from their declared major field; undeclared majors are assigned to a staff member in the Advising Center. Both advisors and students also are able to access degree audits electronically through [DegreeWorks](#), a web-based advising tool. Among its features is a current listing of courses completed by an advisee that can be compared with course requirements that remain. DegreeWorks' "what if" capability is particularly useful to students who are considering a change in their major, as the software produces reports to determine their progress toward other majors in which they have an interest.

The institution clearly delineates the academic and technical program delivery between its baccalaureate and community college divisions in its electronic and print materials. The 2013 self-study recommended that “CMU should make clear to potential and current students which programs are delivered by CMU’s four-year division and those that are offered by WCCC in all of its marketing materials, including the CMU and WCCC websites.” Recent improvements include [redesigned webpages](#), a clearly identified logo, and verbiage stating the community college's relationship as a division of CMU delivering programs at the certificate and associate degree levels. The community college division has also developed [learning outcomes](#) for students pursuing majors at that level of programming. Because it offers open enrollment, a student success program - [Greater Opportunity for Academic and Life Success](#) (GOALS) - was implemented to enhance the likelihood of program completion, particularly by those who arrive at college under-prepared for college-level coursework.

Faculty and Staff Credentials

A list of full-time CMU faculty members, administrators, and staff, along with their titles and academic credentials, is available in the [Catalog](#) (column 2) and on the Human Resources [website](#). CMU’s [policy on faculty qualifications](#) requires, in general, that degrees must be earned from an institution whose accreditation is recognized by the U.S. Department of Education. Specific requirements comply with HLC requirements and are described in Section 3.C.2.

Costs to Students

The Financial Aid [website](#) provides clear and complete information about expenses at CMU, including tuition, mandatory fees, matriculation fees, and course-specific fees. Costs can be evaluated using the [net price calculator](#) that enables students to input information and estimate their expenses after financial awards are made. The [Catalog](#) also includes information on expenses, as well as a section on tuition payment plans, scholarships, and other forms of financial aid available to CMU and WCCC students. As part of the registration process, students must [acknowledge](#) that they are responsible for payment for any course in which they enroll in order to ensure they understand the costs associated with attending the University.

Control

The authority of the CMU Board of Trustees is codified in Colorado Revised Statutes 23-53-101 *et seq.*

Accreditation Relationships

CMU's accreditation status is found in the [Catalog](#) (column 2) and on the institution's [website](#). In addition to regional accreditation by the Higher Learning Commission, programs that have accreditation and/or approvals by state and national agencies, or are in candidacy status, are posted on the Academic Affairs [website](#). Colorado Mesa University also is approved as a member institution as part of the National Council-State Authorization Reciprocity Agreement ([NC-SARA](#)) which establishes comparable national standards for interstate offering of postsecondary distance education.

2.C - Core Component 2.C

The governing board of the institution is sufficiently autonomous to make decisions in the best interest of the institution and to assure its integrity.

1. The governing board's deliberations reflect priorities to preserve and enhance the institution.
2. The governing board reviews and considers the reasonable and relevant interests of the institution's internal and external constituencies during its decision-making deliberations.
3. The governing board preserves its independence from undue influence on the part of donors, elected officials, ownership interests or other external parties when such influence would not be in the best interest of the institution.
4. The governing board delegates day-to-day management of the institution to the administration and expects the faculty to oversee academic matters.

Argument

[2.C.1] Governing board deliberations reflect priorities.

Trustee deliberations reflect their commitment to preserving and enhancing the institution through numerous activities. The following illustrate the Board's role in this regard.

- The [process to update the University's strategic plan](#) began in Fall 2015, resulting in goals for CMU's future priorities and improvements for the next five years, that were approved by the Trustees in Spring 2016. This process is detailed in Section 5.B.2.
- Because of its fiduciary responsibilities, considerable attention is given to the University's budget. Reports, in the form of a [financial dashboard](#), are part of the Board's agenda for each regular meeting to apprise the Trustees on key indicators of the

institution's financial health. A report on the results of the annual audit process also is presented.

- [Oral reports](#) are given at each meeting by representatives of key University stakeholders that include administration, faculty, and students and periodic reports by individuals on behalf of external community groups.
- Actions on proposed academic programs consider, in part, how a program contributes to meeting regional needs and employment opportunities, illustrated by the [Surgical Technology](#) proposal.
- Support for new [community partnerships](#), such as housing of the local school district's Math and Science Center in the Engineering building under construction, is consistent with CMU's outreach commitment to Western Colorado.
- Periodic updates on facility renovations and [capital construction project requests](#) are submitted to the State for funding consideration.

[2.C.2] Governing board deliberations consider input from internal and external constituents.

The Board of Trustees receives input from internal and external constituencies in a variety of ways. The Board's agenda for each meeting is posted on the Trustees' webpage approximately one week before the scheduled meeting. At all Board meetings, the opportunity to offer [public comment](#), share information, and/or raise questions of the Trustees is available by registering on a sign-up sheet prior to convening of the meeting.

A Faculty Trustee, elected every two years by full-time CMU and WCCC faculty members, and a Student Trustee, elected annually by the CMU student body, sit on the Board as non-voting members but participate in all discussions. Reports by the Faculty Senate President and leaders of the Associated Student Government are also often presented. Every year, the Board meets with faculty members who were awarded tenure.

To engage with on- and off-campus constituents, Trustees host luncheons during their meetings that can include invited faculty, staff, and students, as well as representatives of community partners or elected government officials. Additionally, the Board meets off-campus periodically, such as at the [Montrose Campus](#), to engage with community leaders, and it annually holds a meeting in Denver to meet with legislators.

The Board's engagement with the institution's stakeholders is perhaps best illustrated by the development of the *Strategic Plan 2020*. The Strategic Planning Committee was comprised of 12 individuals representing the University's faculty, administration, staff, and Trustees and input was solicited through [focus groups](#) from a wide range of representatives of the University's many stakeholders. After several cycles of reviewing drafts, the Board approved the plan in January 2016.

[2.C.3] Governing board independence preserved from undue influence.

The Board's membership was expanded to 11 voting members in 2012, to give the membership greater depth and breadth, both geographically and functionally. Nominated members go through an extensive vetting process: they are appointed by the governor of Colorado, vetted by the Office of Boards and Commissions which performs background checks, and then confirmed by the State's Senate. They are, by definition, public members. Before they become Board members, they complete an [orientation](#) and are advised of their fiduciary duties to the State of Colorado as well as to the institution. [Trustees](#) are chosen based on numerous factors such as sound financial background, geographical considerations, gender and ethnicity balance, and a requisite political perspectives balance. As described in Section 2.A., Board members must agree to the State's Code of Ethics to avoid conflicts of interest and are subject to any penalties there listed should there be violations.

CMU's [Trustees Policy Manual](#) (beginning line 45) defines the independence of the Board. The *Manual* includes specific statements indicating that the Board is responsible for creating policies that promote institutional well-being, setting high standards for the campus community, and providing pathways for attaining these standards.

To ensure the Board is free from undue influence from donors to the University, the CMU Foundation is a separate and distinct entity whose mission is generating and distributing gifts to support the institution. As a charitable non-profit 501(c)(3) organization, the Foundation has its own governing board and is subject to its own yearly audit.

[2.C.4] Governing board delegates management responsibilities.

In the [Trustees Policy Manual](#) (beginning line 1619), the Board delegates day-to-day duties to the President of the University and identifies the position's duties and responsibilities. [Faculty oversight](#) (beginning line 1090) of academic matters is recognized, with the CMU Faculty Senate serving as the [primary advisory group](#) (beginning line 320) to the administration and the Board regarding academic matters. The Faculty Senate has various [standing committees](#) that make recommendations on curriculum proposals submitted by program faculty to one of three committees (Graduate, Undergraduate, and WCCC). If the appropriate curriculum committee and Faculty Senate approve a recommended proposal, a review by the administration follows before a proposal is made to the Trustees for approval. Faculty members also serve in critical oversight roles on academic matters as members of the Academic Policies and Assessment Committees.

2.D - Core Component 2.D

The institution is committed to freedom of expression and the pursuit of truth in teaching and learning.

Argument

[2.D] Commitment to freedom of expression and pursuit of truth in teaching and learning.

As one of its values articulated in the [Strategic Plan 2020](#) (line 235), the University underscores that it is “committed to integrity and academic and intellectual freedom.” The institution affirms its commitment to inclusiveness, as witnessed by a recent [Faculty Senate statement](#) embracing diversity and condemning bigotry. Additionally, the CMU President sent an [email](#) to the faculty and staff in November 2016 encouraging inclusiveness. The Board endorses the principle of academic freedom in its [Trustee Policy Manual](#) (beginning line 1080) and recognizes the freedom of faculty to fully discuss academic subjects, engage in research, and write or speak as citizens without fear of institutional censorship or discipline. The Board further notes that academic freedom is extended to all faculty, regardless of tenure status. The commitment is further underscored in [The Handbook](#) (beginning line 96).

CMU is committed to promoting free and open exchange of ideas and labored to balance the active promotion (not merely passive tolerance) of free speech with our ability to achieve the University’s educational mission. The [Maverick Guide](#) enumerates these values, and a recent [message](#) from CMU's President reaffirms this commitment.

In [Section XII](#) of the *The Handbook* (beginning line 23), the University outlines a series of professional personnel responsibilities to students. Those responsibilities identify specific statements that support and protect academic freedom of CMU students. Students who believe their academic freedoms have been violated may initiate an appeal with the Office of Academic Affairs. Faculty encourage the “free pursuit of learning by students, protect their academic freedom and adhere to a professional’s proper role as an intellectual guide and counselor.”

In 2016, 739 CMU students responded to the [Noel-Levitz Student Satisfaction Inventory](#) (item 67). One of the survey items asked respondents to rate the campus climate on its commitment to free expression. Their perceptions produced an average of 5.86 (with 7 being the highest level of agreement) for the statement “freedom of expression is protected on campus.” This score was statistically significantly higher ($P < 0.001$ level) than the average of 5.55 for the national comparison group.

2.E - Core Component 2.E

The institution's policies and procedures call for responsible acquisition, discovery and application of knowledge by its faculty, students and staff.

1. The institution provides effective oversight and support services to ensure the integrity of research and scholarly practice conducted by its faculty, staff, and students.
2. Students are offered guidance in the ethical use of information resources.
3. The institution has and enforces policies on academic honesty and integrity.

Argument

[2.E.1] Effective oversight and support services to ensure the integrity of research and scholarly practice.

The mission of the [Office of Sponsored Programs and Academic Research](#) (OSPAR) is “to provide support to faculty and other University personnel in obtaining and administering external funds for research and other scholarly activities.” OSPAR offers training on research-related issues and regulations to ensure compliance with all applicable federal, state, local, and University regulations, laws and policies related to research, and external funding of sponsored projects.

Among OSPAR's responsibilities is administrative support and oversight for research projects involving human subjects. The University's Human Subject Committee, referred to at CMU as the [Institution Review Board](#), is charged with reviewing all proposed research involving human subjects by CMU faculty, staff, and students. The Board has outlined [requirements of principal investigators](#), as well as a [review checklist](#), to ensure protections of research subjects as well as compliance with the University's [Human Subjects Policy](#) and federal human subjects regulations. The IRB is comprised of individuals with varying backgrounds, including faculty, staff, and a community member and guided by principles taken from the [Belmont Report](#). CMU also adheres to all federal and state regulations regarding the humane use and care of animals for teaching and research as described on the OSPAR [website](#).

[2.E.2] Guidance in the ethical use of information resources.

The [Maverick Guide](#) is the primary source for student information on ethical behavior. The *Guide* clearly addresses academic integrity for students through its statement of principle, student responsibilities and expectations, the definition of academic dishonesty, a list of sanctions, and an overview of the appeals process. It also stresses integrity in an over-arching manner:

A value fundamental to the principle of independent learning is the requirement of honesty and integrity in the performance of academic assignments, both inside and outside the classroom. By submitting work which is not your own, you may forfeit the opportunity to continue as a student. Each student accepts the responsibility of maintaining honor in all aspects of academic study and the support of this principle as it applies to others.

In addition to the *Maverick Guide*, faculty members underscore the importance of academic honesty on [course syllabi](#) along with penalties for dishonesty. The *Catalog* (column 3) also describes the University's expectations on acceptable academic conduct and the actions that will be taken for dishonest behaviors. Other guidance on the ethical use of information, including the appropriate citation of sources, comes from [workshops](#) presented by Tomlinson Library staff, and some faculty use [Turnitin](#) software to monitor the use of information from other sources.

Finally, the University's Computer Use Policy and Electronic Communications Policy, referenced in Section 2.A.1 is also included in the *Maverick Guide*, and students must agree online to the institution's Network Use Agreement. Students also receive a semiannual email notice of the University's [Policy and Plan to Combat Unauthorized Distribution of Copyrighted Material and Peer-to-Peer File Sharing](#), which communicates the importance of adhering to copyright law, the dangers of using peer-to-peer network protocols, and the possible penalties of knowingly or unknowingly downloading and distributing copyrighted work illegally. This policy, along with [information regarding copyright law and the Digital Millennium Copyright Act](#), also are published on CMU's website.

The University is discussing the possibility of adding an institution-level student learning outcome on ethical reasoning, although faculty in several programs have already included ethical reasoning as a program-specific outcome. For example, CMU is a recipient of the [Daniels Fund Ethics Initiative](#) to strengthen principle-based ethics education in the Business curriculum and foster a higher standard of ethics at CMU and throughout Western Colorado. Awarded a five-year grant in January 2014, CMU joins nine other business schools and one law school in Colorado, Utah, Wyoming, and New Mexico in "raising the ethical bar" in students, the University, and region.

[2.E.3] Academic honesty and integrity policies are enforced.

As described above, the *Maverick Guide* clearly states expectations and obligations of students regarding academic honesty and integrity. It also describes the procedures for resolving potential violations of academic dishonesty, the format for holding hearings before the Campus Student Conduct Board, the list of potential sanctions, and the steps of the appeal process. The Faculty Senate's Academic Policies Committee developed [a form](#) for faculty members to voluntarily report instances of academic dishonesty to academic department heads and the Office of Academic Affairs.

Academic integrity is most often handled at the faculty or academic department level. Faculty members have the authority to impose sanctions for academic dishonesty that may involve in-depth education about academic integrity and/or failing grades for assignments or courses. If an

issue is not resolved satisfactorily at the department level, the student can appeal the Academic Department Head's decision to the Office of Academic Affairs.

[Section XII](#) of the *PPEH* (starting on line 1) outlines the professional and academic responsibilities of professional personnel as well as their responsibilities to students, colleagues, staff, the University, and as citizens. This section concludes with the statement that “Professional Personnel who violate these or duly adopted and published University standards of professional conduct may be subject to disciplinary action up to and including termination or employment for cause.”

2.S - Criterion 2 - Summary

The institution acts with integrity; its conduct is ethical and responsible.

Summary

Colorado Mesa University is committed to act ethically and with integrity in all situations. The University publicly presents itself clearly and completely through information available to the public in print and electronic formats. Board decisions are made in the institution's best interest for its students, faculty, and staff. The CMU community behaves with integrity, follows fair and ethical practices, enjoys freedom of expression, is committed to an inclusive environment, and supports the responsible acquisition, discovery, and application of knowledge.