

Day 14: Did you know how CMU has demonstrated commitment to operating with integrity in its various functions?

[HLC Criterion 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 areas:

- **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](#) 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. Additionally, CMU participates in the State's [Transparency Online Project](#), a system "intended to reduce the time and cost . . . for state citizens in accessing state financial information." The institution also follows [University Fiscal Rules](#) for processing contracts, while the Purchasing Department's [Procurement Code of Ethics](#) must be followed by all CMU employees when purchasing goods or services on behalf of the institution. Finally, 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.
- **Integrity in Academic Functions:** The *Professional Personnel Employment Handbook* (PPEH) 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 and its consequences.
- **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. 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.

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. 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.

- **Integrity in Auxiliary Enterprises:** Three examples of auxiliary enterprises' policies and procedures **describe** 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. The [Rocky Mountain Athletic Conference Operations Manual](#) specifies annual certification of student athletes according to NCAA policies and procedures.
 - 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.
 - The Maverick Store is a member of the National Association of College Stores, which serves as a resource for best practices in operations. 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.
- **Integrity in the Use of Technologies and Software:** The University strictly adheres to licensing **agreements** and quickly stopping any abuse of technology systems or violations against University policies when identified or reported. 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.

To learn more, log into MAVzone and click on the document link found in the CMU Assurance Argument for HLC channel (top left on the Home tab) for the full text of CMU's Assurance Argument. Links to supporting evidence are identified by underlined words but are not available through the PDF version.

HLC Assurance Review Steering Committee

Morgan, Bridge, Professor of Business, Chair

Jeremy Brown, Vice President for Information Technology

Carol Futhey, Provost

Jeremy Hawkins, Associate Professor of Kinesiology; Chair, Criterion 2 Committee

John Marshall, Vice President for Student Services

Heather McKim, Senior Research Analyst

Randy Phillis, Professor of English; Chair, Criterion 1 Committee

Joe Richards, Professor of Chemistry; Chair, Criterion 5 Committee

Bryan Rooks, Co-Director of Athletics

Bette Schans, Professor of Radiologic Technology and Director of Assessment of Student Learning; Chair, Criterion 4 Committee

Steve Werman, Professor of Biology; Chair, Criterion 3 Committee