

# University Handbook 2018 - 2019

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## Section 1 - Institutional Purpose and Organization

Designated by the Board of Regents of the University System of Georgia as a comprehensive university, Kennesaw State is committed to becoming a world-class academic institution positioned to broaden its academic and research missions and expand its scope on a local, regional, and national level.

### 1.1 - Institutional Strategic Plan

#### Kennesaw State University Vision

Kennesaw State University will be a world-class comprehensive university recognized for its excellence in education, discovery, innovation, technology, and community engagement at all levels from local to global. The KSU experience will empower the members and graduates of the university community to have the vision, ability, and courage to transform the future.

#### Kennesaw State University Mission

Kennesaw State University offers high-quality and productive undergraduate, graduate, continuing education, and co-curricular programs. These include learning opportunities in architecture, the arts, business, computing, education, engineering and engineering technology, health and human services, honors experiences, humanities and social sciences, interdisciplinary studies, leadership development, the natural and physical sciences, study abroad, and other related disciplines. The University's research, scholarship, creative activities, and public service initiatives expand and apply knowledge, contribute to economic development, and improve the quality of life in local communities, Georgia, the nation, and the world.

The KSU community values open, honest, and thoughtful intellectual inquiry, innovative and creative problem solving, professionalism, expertise, collaboration, integrity and ethical behavior, engaged citizenship, global understanding, sustainability, mutual respect, and appreciation of human and cultural diversity. The University community strives continually to enhance student success, improve institutional quality, and respond to public demand for higher education.

#### Kennesaw State University Strategic Priorities

Please see <http://planning.kennesaw.edu> for additional information and current updates to the strategic plan.

### 1.2 - University System of Georgia

The University System of Georgia includes research universities, regional universities, state universities, state colleges, and two-year colleges. A list of USG institutions can be found at <http://www.usg.edu/inst/>.

## **The Board of Regents**

The Board of Regents oversees the University System of Georgia, Skidaway Institute of Oceanography and The Georgia Public Library System. The website address for the Board of Regents is <http://www.usg.edu/regents/>.

## **Chancellor**

The Chancellor is the chief executive officer of the Board of Regents and chief administrative officer of the University System. The website address for the Chancellor is <http://www.usg.edu/chancellor/>.

# **1.3 - Kennesaw State University's Administrative Officers and Organization**

## **President**

The President is the chief executive officer of the university and is responsible for all aspects of the institution's operations and affairs. Appointed annually by the Board of Regents, the President reports to the Chancellor of the University System of Georgia and recommends to the Board of Regents, through the Chancellor's Office, all institutional matters requiring Regents' approval. The website address for the President's Office is <http://president.kennesaw.edu/>. The President's leadership team is comprised of the President's Cabinet and the President's Advisory Council, as listed below.

## **President's Cabinet**

The President's cabinet meets regularly to review and discuss matters of institutional planning and operations, coordination and priority, and serves as the principal advisory body to the President. The cabinet is comprised of the following:

The Provost and Vice President for Academic Affairs serves as the chief academic officer of the university, represents the President when called upon, and performs other duties as assigned by the President. In the absence of the President, the Provost and Vice President for Academic Affairs acts as chief executive officer of the university.

The Vice President for External Affairs and Chief of Staff oversees the areas of university marketing and branding, community and public relations, and government relations. The Chief of Staff represents the President when called upon, provides leadership, counsel and strategic direction to the President, and performs other duties as assigned.

The Vice President and Chief Business Officer has primary oversight for all financial services, human resources, facilities and infrastructure, and auxiliary operations.

The Vice President for Student Affairs is responsible for a variety of programs, services, and activities that enhance student success, including student life and development, residential life, career services, club sports and recreation, Greek life, veteran's affairs, and counseling and psychological services.

The Vice President and Chief Legal Affairs Officer provides legal counsel and advice to the President's Cabinet and Deans, and ensures that the University complies with the laws, policies and procedures of the university, the Board of Regents of the University System of Georgia, and the state of Georgia. Additionally, the Department of Public Safety and University Police reports to the Chief Legal Affairs Officer.

The Vice President for University Development and CEO of the KSU Foundation is the university's chief development and fund-raising officer, and responsible for managing, coordinating, and integrating the university's fundraising and capital development projects, including corporate and foundation relations through the Kennesaw State University Foundation, annual giving and planned giving, major gifts, and alumni affairs.

The Vice President and Chief Information Officer has primary oversight for all university information and technology activities, both academic and administrative. This office ensures that all technology services are current and operating from a secure platform to maximize learning and delivery of services for all students, faculty and staff of the university.

The Executive Administrator to the President and Chief of Protocol manages the administrative affairs of the Office of the President, as well as events sponsored by the President and/or Foundation, oversees commencements and ceremonial events, and serves as the presidential liaison to Staff Senate. The Chief Protocol Officer serves as a campus-wide resource for all matters of protocol, particularly as it relates to the university.

The Associate Vice President for Business and Finance and Special Assistant to the President works closely with the Chief Business Officer, Chief Legal Affairs Officer, the Chief Institutional Auditor and the President to ensure institutional compliance and adherence to the Policies and Procedures of the University System of Georgia.

## President's Advisory Council

The President's Advisory Council meets regularly and includes those Cabinet members listed above, as well as the following positions:

The Vice President for Research provides executive oversight for research, service and creative activities of the faculty and staff (investigators) of the university. Working directly with investigators from project inception to completion, this office assists with identification of funding opportunities, proposal development and submission, and award management.

The Chief Diversity Officer oversees the work of the Office of Diversity and Inclusion and its efforts to create a welcoming, inclusive, and equitable learning and work community at Kennesaw State University. To that end the office uses climate assessment, action planning, academic support services, and curricular and co-curricular programming that is aligned with the university's strategic plan.

The Associate Vice President for Marketing and Communication is responsible for coordinating, directing, and implementing the University's marketing programs while promoting the university's brand identity and providing access to information for the campus community.

The Assistant Vice President for Communication is responsible for coordinating, directing, and implementing the University's community relations and public relations activities. This includes developing strategic messaging for dissemination to both internal and external constituents.

The Associate Vice President for Government Relations is responsible for coordinating, directing, and implementing the university's government relations activities, at the local, state and federal level. Outreach also includes identifying and securing external funding sources through Federal grants and programming.

The Athletic Director is responsible for the development and implementation of the university's intercollegiate athletics program. As an NCAA Division I institution, the director is responsible for ensuring that all athletic

teams train and compete and adhere to the governance and compliance guidelines established by the NCAA and the University System of Georgia.

The Chief Institutional Auditor is responsible for performing internal audits of financial and operational practices of the university on a regular basis to ensure compliance with the laws and requirements of the University System of Georgia and the State of Georgia.

The Title IX Officer oversees university efforts to educate and ensure that no student, employee or person is the subject of discrimination under any educational program or activity of Kennesaw State University.

The Special Assistant to the President for Marietta campus provides an on-campus presence and resource for day-to-day operations and makes recommendations based on observations to improve the student experience.

The Interim Vice President for Institutional Effectiveness oversees efforts to support quality enhancement and continuous improvement of the University as leaders and stewards of accreditation, assessment, planning, and policy.

## **Administrative Divisions**

In addition to the Office of the President, there are eight major administrative divisions of the university; 1) the Academic Affairs Division, 2) the Athletics Division, 3) the Business and Finance Division, 4) the University Information Technology Division, 5) the Division of Student Affairs, 6) the University Advancement Division, 7) the External Affairs Division, and 8) the Division of Legal Affairs.

## **Academic Affairs Division**

The Academic Affairs Division, headed by the Provost and Vice President for Academic Affairs, is the largest and most complex of the university's divisions. Over two-thirds of the university's annual operating budget is committed to the teaching, research, public service, enrollment services, and academic support functions of this division. The academic departments and offices are divided into colleges and academic support divisions, each of which is headed by an academic dean, aided by one or more associate deans and/or assistant deans. Each academic department is headed by an academic department chair and may be aided by an assistant department chair. The website address for Academic Affairs is <http://academicaffairs.kennesaw.edu/>.

## **Athletics Division**

KSU Athletics, an NCAA Division I program, is committed to providing the best possible student-athlete experience in an environment that supports academic excellence and the wellbeing of student athletes, while allowing them to compete successfully at the highest levels of intercollegiate athletics. The Athletics Division strives to bring value to the University, community and state, while ensuring that all teams and departmental operations are consistent with the mission of Kennesaw State University. We are committed to providing fair and equitable treatment for all student-athletes and personnel, as we foster citizenship, leadership, and social responsibility. The website address for the Athletics Division is <http://ksuowls.com>.

## **Business and Finance Division**

The Chief Business Officer has primary oversight for all financial services, human resources, facilities and infrastructure, housing and residence life, event and venue management, and campus services (formerly auxiliary services). The website address for the office of the Chief Business Officer is <http://cbo.kennesaw.edu/>.

## **University Information Technology Division**

The Chief Information Officer and Vice President of Information Technology has primary oversight of all information technology activities throughout the university. University Information Technology Services (UITS) is responsible for the infrastructure of all computing and telecommunication resources spanning the entire range of administrative and academic computing. See Section 4.4 (Services and Facilities - University Information Technology Services) in the University Handbook for specific services offered. The website address for University Information Technology Services is <http://uits.kennesaw.edu/>.

## **Student Affairs Division**

The Division of Student Affairs offers programs, services and activities that compliment learning while assisting and enhancing student success. The areas included in this division include: Career Planning and Development, Center for Student Leadership, Dean of Students, Fraternity and Sorority Life, Global Learning Scholarship, Parent and Family Programs, Residence Life, Sports and Recreation, Student Advocacy, Student Conduct and Academic Integrity, Student Engagement, Student Life, Student Success Services, and Strategic Planning and Assessment. Professional advising support is provided to the Student Government Association through the Division of Student Affairs. The website address for the Division of Student Affairs is <http://studentaffairs.kennesaw.edu/>.

## **University Advancement Division**

The Division of Advancement, headed by the Vice President for University Advancement and Development, is charged with advancing Kennesaw State University through strategic interface with its key constituencies. The division houses the Office of Development and the Office of Alumni Relations and Advancement Communications. The website address for the Office of Development is <http://giving.kennesaw.edu>.

## **External Affairs Division**

The External Affairs Division is comprised of two key entities - the Office of Strategic Communications and Marketing and the Office of Government Relations. Strategic Communications and Marketing promotes the University's brand identity and provides professional communications and marketing support to the KSU community while working strategically to increase awareness about the University to its many internal and external audiences. The Office of Government Relations serves as the primary point of contact between the University and local, state and federal government offices, and legislative bodies. They work with elected officials at all levels, as well as executive branch leaders and other universities, to develop and implement strategies and programs to achieve public funding goals. The website address for each division is <http://stratcomm.kennesaw.edu> and <http://gr.kennesaw.edu>.

## **Legal Affairs Division**

The Legal Affairs Division, headed by the Chief Legal Affairs Officer, handles legal matters related to the University's operation, including providing legal guidance and support to KSU's administration, reviewing, drafting, and negotiating contracts, and responding to open records requests and other legal claims on behalf of the University. The Division's staff works closely with other campus departments, such as the President's Cabinet and Deans, to ensure the University's compliance with laws, policies, and procedures of Kennesaw State University and the Board of Regents. The Department of Public Safety and University Police report to the Office of Legal Affairs. The website address for the Division of Legal Affairs is <http://legal.kennesaw.edu/>.

## **Section 2 - Advising and Registration**

## **2.1 - Policy Statement on Advising**

### **Mission**

The mission of academic advising at Kennesaw State University is to facilitate student success, development, and retention by supporting the design and implementation of educational and career plans.

## **2.2 - Advisor Responsibilities**

### **General Description**

The University's advising program consists of both professional and faculty advisors in each college.

### **Administrative Responsibility**

Administrative responsibility for the advising program at Kennesaw State University resides with the Provost and Vice President of Academic Affairs.

The academic deans are directly responsible for administering the advising program in their respective colleges. The Undergraduate Advising Council, consisting of representatives from each of the colleges, the Office of the Registrar, and chaired by the AVP for Academic Advising, works to improve the advising process and system.

### **Selection and Responsibilities of Advisors**

Although faculty advising is considered to be a contractual obligation, the extent of that obligation varies by unit. Some departments expect all faculty members to be responsible for a certain number of assigned advisees; other departments assign advising responsibilities to one individual or a small cadre of advisors; still others contribute faculty members to a college-wide advising team. Faculty members should consult their respective department chairs to determine their specific advising obligations. In most colleges, advising is a primary responsibility for professional staff, and faculty advisors serve as mentors to the students in the discipline.

Recognizing that effective advising is a partnership between advisors and advisees and that each has its own role and responsibility, it is expected that, regardless of where the advising occurs, the academic advisor's roles is to:

- Help the advisee understand the academic and administrative processes of the university.
- Help the advisee understand the expected standards of achievement and likelihood of success in certain areas of study.
- Discuss the educational and career objectives suited to the advisee's demonstrated abilities and expressed interests. Advisors help the advisee to understand the relationships among the courses, programs, research opportunities, internships, study abroad programs, other academic and personal development experiences provided by the university.
- Help the advisee plan a course of study and give advice about courses and the adjustment of course loads. The advisor will inform the advisee about the prerequisites for subsequent courses in the advisee's program and evaluate their progress.
- Familiarize advisees with, and direct advisees to, appropriate campus resources.
- Participate in the advisor training sessions provided by the university and each college and department to keep informed and current.

- Encourage students to utilize available resources in the development of effective study skills.
- Provide necessary mentorship and career development support.

## Suggestions for Effective Advising

- Care about students as people by showing empathy, understanding and respect.
- Establish a warm, genuine, and open relationship.
- Evidence interest, helpful intent, and involvement.
- Be available; keep office hours and appointments.
- Provide accurate information.
- When in doubt, refer to catalog, advisor's handbook, etc. Questions? Email [advising@kennesaw.edu](mailto:advising@kennesaw.edu).
- Know how and when to make referrals and be familiar with referral sources.
- Don't refer too hastily; on the other hand, don't attempt to handle situations for which you are not qualified.
- Have students contact referral sources in your presence.
- Keep in frequent contact with students. Take the initiative; don't always wait for students to come to you.
- Monitor students' progress toward educational goals.
- Determine reasons for poor academic performance and direct students to appropriate support services.
- Be realistic with students.
- Use all available information sources.
- Clearly outline students' responsibilities.
- Encourage students to consider and develop career alternatives when appropriate.
- Keep a record of significant conversations for future reference. Share these records via a common platform.
- Evaluate the effectiveness of your advising.
- Don't be critical of other faculty or staff to students.
- Be knowledgeable about career opportunities and job outlook for various majors.

In addition to the American College Testing Service (ACT) suggestions, a few additional suggestions specific to Kennesaw State University are:

- Bookmark the online catalog and Schedule of Credit Courses for immediate availability when advising. Be sure to check prerequisites. Students depend on you to help them get in the right class. If students wind up "over their heads," both the students and the professors teaching the courses suffer.
- Check course numbers carefully. Numbers change periodically and you want to get students in the correct class.
- Students should register only for what they want to take. Do not tell students to register for just any course and change during drop/add. Often the course students really want is not available during drop/add.
- Students will receive no refund for dropping one or more courses after drop/add ends unless they withdraw from all classes for the semester.
- Many faculty advisors and all professional advisors are utilizing the same platform (EAB's SSC-Campus) to document advising interactions. Use of a common repository for all advising notes gives advisors and students greater transparency and accountability.

## Section 3 - Shared Governance and Committees

Shared governance is at the heart of American public higher education and is also a critical component of the accreditation process. The most widely recognized model of shared governance functions with an emphasis on academic freedom and transparent processes (Trakman, 2008)<sup>1</sup>. In recent years, several other shared governance models have emerged in response to increasing pressure from a variety of stakeholders including students, parents,

legislators, and federal regulation. Nevertheless, the traditional model of shared governance is the primary framework used in institutions of higher education.

#### Rationale

The Higher Education Program and Policy Council outlined six principles of shared governance (American Federation of Teachers, 2006)<sup>2</sup>. The Council emphasizes the role of faculty in setting academic standards, requiring academic freedom, owning academic personnel status, establishing faculty senates, providing accreditation support, and participating in shared governance. Although the composition of shared governance bodies differs between institutions, the principle of involvement remains central to the shared governance process. Indeed, the AFT suggests that all levels of faculty and staff should be involved in committees, task forces, and decision-making bodies that directly affect the work of the constituents.

Similarly, the AAUP (1966)<sup>3</sup> recognizes the interdependence of multiple constituents that comprise a university. While policy may be initiated by either faculty or the institutional leadership, a primary goal should be to ensure that all voices contribute to the discussion. Weighting of representative constituents will differ based on the content of the policy. For example, curriculum is the primary responsibility of faculty, so policy related to curriculum and instruction should emanate from the corps of instruction while allowing relevant parties an opportunity to voice ideas on the matter. On matters related to internal operations, the widest possible input should be obtained from all constituents. In all instances, input from the shared governance constituents is advisory to the President of the university.

## 3.1 - Constituencies Involved in Shared Governance

The Constitution of the State of Georgia and Georgia law authorize the Board of Regents to serve as the governing board for the University System of Georgia and its member institutions, including Kennesaw State University. The Board of Regents has authorized the President of KSU to administer all aspects of the institution's operations in accordance with Board policies.

To accomplish that task, the President and the other administrative officers of the university engage the major constituencies of the university community through a prescribed structure and process of shared governance for the institution's operations.

The governance model for KSU upholds the basic principles of shared governance. Three elected Advisory Governance Bodies will comprise the primary constituents of shared governance and provide adequate representation for each of the constituents of the university - the faculty senate, the staff senate, and the student government association. Each of the elected shared governance bodies will be comprised of elected members as specified by the individual body.

Staff Senate is primarily responsible for matters related to self-governance including nonacademic policies and procedures and for matters of concern to the university as a whole. The Student Government Association is responsible for matters related to student life and student organizations.

The Faculty Senate is primarily responsible for academic matters, academic personnel criteria, and governance related to academic units. The Faculty Senate is also responsible for reviewing all recommendations on matters related to faculty as a whole, along with university-wide matters when applicable.

In addition to the three elected bodies, three administrative bodies primarily responsible for implementation of shared governance decisions will be constituted. These bodies will be comprised of the Deans Council, the Chairs and Directors Assembly, and the Administrators Council. Each of these councils will be comprised of members who serve as a function of their position. Each of the councils may elect leadership from among the members and maintain an executive council. The bodies will operate independently.



The elected shared governance bodies will serve a primary role for initiating policies and procedures germane to their unit and the administrative bodies will be primarily responsible for implementation of policies. However, the administrative bodies will provide feedback on matters that are directly relevant to their areas of responsibility. For example, although tenure and promotion policies are the primary domain of the faculty senate, the Deans Council and Chairs and Directors Assembly may provide input into policies initiated through the faculty senate.

Two strategies will be employed to promote the widest form of shared governance. First, a representative (liaison) from each of the shared governance bodies will be assigned to meet with each shared governance body. Second, the university will hold at least one open forum each semester during which the respective shared governance bodies will report on all shared governance initiatives currently operating in the respective bodies as illustrated in the following diagram.

To facilitate communication among the Senates and Councils, each of those representative bodies elects a liaison to the other and each liaison participates in the meetings of the other senate as a non-voting member. Senators on the Faculty and Staff Senates are elected for three-year terms in order to have sufficient time to learn their roles, understand the issues before them, and contribute to constructive recommendations for change and improvement. The President and Vice President/President-elect of each of these senates will be elected by the senate's voting membership from the pool of eligible senators. The membership and elections of the Student Government Association are described elsewhere in the Constitution for Student Government at KSU. [http://kennesawstate.wix.com/html\\_sga](http://kennesawstate.wix.com/html_sga).

The University Standing Committees are also vital components of KSU's shared governance system. Their work is defined in greater detail below and they have advisory roles to particular university administrators. Each standing committee is also assigned either to the University Council or the Faculty Senate for general direction and support as needed. Those two bodies will periodically review the activity and productivity of their assigned standing committees and take appropriate action to reactivate or abolish unnecessary standing committees.

## University Committees

**Definitions** A standing committee may be either *permanent* or *temporary* (ad hoc). An ad hoc standing committee is formed on an as-needed basis by the Faculty Senate Executive Committee, by the Faculty Senate, or by the university President. If the university President forms a standing committee, the Faculty Senate shall be notified of its title, purpose, membership makeup, names of members, and status as either ad hoc or permanent. The Staff Senate, the Student Government Association, or any administrator may request the Faculty Senate to form a standing committee. If the proposed committee impacts primarily the staff or the students or both, the administrator shall first go to those shared governance bodies with the proposal before going to the Faculty Senate.

An **ad hoc standing committee** has an end-date and studies and/or addresses a temporary issue, need, or project. The term "taskforce" may also be used to refer to an ad hoc standing committee, particularly when the committee contains external members selected from outside the campus community.

A **permanent standing committee** addresses a long-standing need. These standing committees meet at least once by the end of September, unless the committee is "called as needed". The make-up of these committees consists of Teaching Faculty (TF), Research Faculty (RF), Administrators (AD), Staff (SF), and Students (SD), as appropriate to the purpose of the body.

- Elections for standing committees will be held in the spring term, and service will start immediately or in the fall term, as appropriate. Elections will take place consistent with department, college, or university guidelines.
- After elections, the new members will immediately choose a chair from their group.
- The chair of a standing committee sets the dates and times of the standing committee meetings.

## Committee Operations

All standing committees (permanent and ad hoc) report annually to the Faculty Senate or to a designee of the university President, as appropriate.

- Every standing committee chair shall present a list of its members to the Faculty Senate Vice President/President-elect at the beginning of the fall term no later than 31st October.
- Every standing committee chair shall present the information on the Standing Committee Annual Report Form to the Faculty Senate Vice President/President-elect by the 1st May. This form is available on the Faculty Senate website.
- Every standing committee chair shall monitor its website with the minutes of meetings and other relevant information.
- Every standing committee chair shall provide the Faculty Senate Vice President/President-elect the name of a liaison from the standing committee to the Faculty Senate and/or the Staff Senate, as appropriate.
- Every standing committee shall meet not less than once each academic year.

### **3.1.1 - University Bodies**

#### **Faculty Senate (advisory to the Provost/VPAA or other vice presidents as appropriate for the issue being discussed)**

- a. Membership: The membership of the Faculty Senate can be altered by the senate's elected membership in consultation with the university President and the administrator designated by the university President. The composition of the Faculty Senate is determined as follows:
  1. Each instructional department elects one senator.
  2. Eligibility to participate in elections of the department's senator is restricted to the full-time tenure-track, non tenure-track and temporary faculty of the department, excluding the department chair.
  3. Eligibility to serve as the department's senator is restricted to the full-time tenure-track, non tenure-track, and temporary faculty of the department, excluding the department chair. The department's senator is elected for a three-year term.
- b. Operating Procedures: Faculty who have an item that they would like to be considered in Faculty Senate should contact their senate representative. The senate representative will submit the item to the Faculty Senate Executive Committee (FSEC) to be considered as a potential item for the Faculty Senate agenda. Those not represented by a faculty senator should contact the President or Vice-President of Faculty Senate with proposals to be considered by the FSEC.
- c. Information Routing: Routing procedures have been established to ensure that the business of the senates are approved at all appropriate levels. The flow chart for approval can be found at the end of this section.

#### **General Faculty Council, GFC (ad hoc, called as needed) - assigned to the Faculty Senate and advisory to the Faculty Senate, the Provost, and the university President.**

- a. Purpose: The General Faculty Council is comprised of all the teaching faculty of KSU and meets when necessary, e.g., in the unusual event of an appeal of a decision by the Faculty Senate.
- b. Membership: The General Faculty Council is comprised exclusively of full-time tenure-track, non-tenure-track and temporary faculty who are not considered to have "exofficio" faculty status in the Board of Regents Policy Manual (3.2.1.2-3) or who have not accepted an administrative position. The Part-Time Faculty Council department representatives are considered individual members of the General Faculty Council; otherwise, part-time faculty are ex-officio members of the General Faculty Council.

- c. Meetings: The Faculty Senate President as an individual or a majority of the FSEC may call a meeting of the General Faculty Council; alternatively, 33% of the Faculty Senate may call for a meeting of the General Faculty Council up to twice per year. The Faculty Senate President presides over a General Faculty Council meeting according to Robert's Rules of Order.

## **Part-Time Faculty Council, PTFC (permanent) - assigned to the Faculty Senate and advisory to the Faculty Senate.**

- a. Purpose: The Part-Time Faculty Council is comprised of part-time faculty representatives elected by departments with 10 or more part-time faculty, subject to the approval of the respective chair. Departments with less than 10 part-time faculty may offer the same opportunity to their part-time faculty, but they are not required to do so. The Part-Time Faculty Council advises the Faculty Senate Executive Committee and the Provost. The President of the Part-Time Faculty Council will represent that body in the Faculty Senate as a full voting member with the same rights of participation as a Senator representing an academic department.
- b. Membership: Elected representatives of participating departments who are employed by KSU as part-time instructors. If a member elected in the fall is not employed in the spring semester, the department will offer its current part-time faculty an opportunity to elect a new representative during the first four weeks of the spring semester, or by the time of the first meeting of the Part-Time Faculty Council, whichever comes first.
- c. Meetings: The Part-Time Faculty Council will meet at least twice each semester.

## **Chairs & Directors Assembly, CDA (permanent) - advisory to the VPAA/Provost**

- a. Purpose: This committee serves as a think-tank for chairs and directors to meet as a group and discuss concerns relevant to chairs and directors and to advise (give feedback) to the Faculty Senate and/or the VPAA/Provost on shared governance policy proposals.
- b. Membership: all Chairs of Departments and Directors of Schools.
- c. Meetings: To be determined by the Assembly.

## **Staff Senate, SS (permanent) - Advisory to the Office of the President**

- a. Purpose: This senate serves as a think-tank for staff to meet as a group and discuss staff concerns and opportunities and give advice (feedback) to the president on shared governance policy proposals.
- b. Membership: The Staff Senate members are elected from full-time, permanent employees excluding deans, vice-presidents/members of the President's expanded Cabinet and employees holding the ranks of Executive Administrator and faculty. Upon recommendation of the Staff Senate, the University President may appoint two nonvoting advisory members. Staff Senate Members are elected for three-year terms and must allow for a one-year absence from Staff Senate before running for another term. The Membership shall have representation from both the Kennesaw and Marietta campuses to include a staff member per college or division. Meetings: To be determined by Staff Senate.

## **Administrators Council, AC (permanent) - Advisory to the Provost**

- a. Purpose: The Administrators Council is a collaborative and representative body reporting to the Provost that advises and shares information with University Council and other administrative councils (the Deans Council and Chairs and Directors Assembly) and shared governance bodies (Faculty Senate, Staff Senate, Student Council), and is responsible for the implementation of shared governance decisions and policies among its constituents. In addition, the Administrators Council is also responsible for providing feedback on issues affecting administrators and their reports.
- b. Membership: eight Administrative Representatives; three elected at large (President, Vice President/President-elect, and Secretary) and one each from Academic Affairs, Student Affairs, UITS, Operations, and University Advancements & President's Reports divisions. Only full-time employees with an exempt professional status and midmanagement level responsibilities and have director status or below may vote on the eight Administrative Representatives or serve as an Administrative Representative. The term of service is for three years.
- c. Meetings: To be determined by Administrators Council.

### **3.1.2 - University Standing Committees**

**University Standing Committees** - standing committees are assigned to a governance body and the committees also provide feedback to administrative units on campus.

#### **Academic Standing Committee, ASC (permanent) - assigned to the Faculty Senate and advisory to the Registrar**

- a. Purpose: This committee will evaluate petitions for exemptions to academic regulations in the area of admissions, withdrawals, retention, dismissals, grade changes, graduation requirements and other matters of academic standing. The results of this work will be sent to the Provost/VPAA and Registrar.
- b. Membership:
  - 1. TF 10: One elected representative from each degree granting college
  - 2. AD 5: Registrar, Assistant Registrar, Director of Financial Aid, Director of Undergraduate Admissions, Representative from the Chairs and Directors Assembly
- c. Term: 2 years

#### **Adult Learning Committee (advisory and submits proposals to the Office of the Provost and VPAA)**

- a. Purpose: The Adult Learning Committee serves as an advocate for and facilitator of adult learning programs and prior learning assessment on the KSU campus. The Committee reports to the Provost and Vice President of Academic Affairs. Kennesaw State University is a member of the University System of Georgia's Adult Learning Consortium and provides representation on the Regents' Academic Committee on Adult Learning. As such, the Adult Learning Committee shares the responsibility to join a strong, proactive Consortium of institutions to establish policies, test innovative practices, share adult learning resources, and lead System directions, sustain the Consortium's efforts through integration of adult-focused policies and practices at the institutional and System level, and increase momentum by selectively adding member institutions to the Consortium. Each Participating Institution shall commit to active participation as evidenced by funding for attendance at ALC meetings and other support, such as professional development and institutional leadership. Item #1 on the USG Adult Learning Consortium Working Principles and Agreements is the establishment of a campus-wide adult learning committee. The KSU ALC is the voice that speaks for Adult Learning programs, much as the academic departments speak for their majors. Its goal is to develop and maintain a unified, integrated, and effective adult learning and prior learning assessment program. The committee is advisory and submits proposals to the Office of the Provost and VPAA.

- b. Membership: The committee is chaired by KSU's representative to the Regents Academic Committee on Adult Learning and co-chaired by the remaining members of KSU's Adult Learning Consortium's executive committee. Membership is comprised of a representative from each of the degree granting colleges, graduate college, shared governance bodies, as well as representatives from functional area units in Student Affairs and Enrollment Services. College representatives are those faculty/administrators who coordinate adult learning and prior learning assessment in their respective colleges and function as liaisons between those colleges and the committee.
  - 1. Voting members include college representatives (10) selected as follows:
    - i. Architecture and Construction Management (volunteer), Arts (appointed), Business (appointed), Computing and Software Engineering (volunteer), Education (volunteer), Engineering and Engineering Technology (volunteer), Health and Human services (elected), Humanities and Social Sciences (elected), Science and Mathematics (volunteer), and University College (volunteer); as well as a representative of the Graduate Policy Curriculum Committee (elected).
  - 2. Non-voting members include representatives from functional area units (4) selected as indicated:
    - 1. Student Affairs (appointed), Enrollment Services (volunteer), Registrar (appointed), and the University Prior Learning Assessment Coordinator; and
    - 2. Shared Governance representatives (2): faculty senate (elected) and chairs and directors assembly (elected)
- b. Meetings: Committee meetings will be held during the Fall and Spring semesters of each Academic Year and organized monthly as needed d. Term: 2 years (renewable)

## **Centers and Institutes Standing Committee**

- a. Purpose: The purpose of the Centers and Institutes (C&I) Standing Committee is to serve as an advisory review body to the office of the Senior Vice Provost of Academic Affairs on the following matters related to Centers and Institutes:
  - 1. Review proposals for the formation of C&I;
  - 2. Evaluation of existing C&I;
  - 3. Serve as initial respondents to policy and procedural questions; and,
  - 4. Establishing methods and means for the above actions in a cyclical review process.

Recommendations will be made to the Office of the Senior Vice Provost who will review potential implementation, make further referrals, and provide feedback to the Standing Committee.

- b. Membership: Committee membership will include one (1) tenured faculty representative from each of the following degree granting academic colleges (grouped alphabetically):
  - 1. GROUP A:
    - i. College of Architecture and Construction Management
    - ii. College of the Arts
    - iii. Bagwell College of Education
  - 2. GROUP B:
    - i. Coles College of Business,
    - ii. College of Computing and Software Engineering
    - iii. College of Humanities and Social Sciences
  - 3. GROUP C:
    - i. College of Science and Mathematics
    - ii. Southern Polytechnic College of Engineering and Engineering Technology
    - iii. Senior Staff Representative (non-college / degree granting)
  - 4. GROUP D:
    - i. University College
    - ii. WellStar College of Health and Human Services
      - A. Non-voting membership: Sr. Vice Provost, one (1) liaison from the Deans Council, and one (1) liaison from the Chairs and Directors Assembly. Non-

voting membership will serve a term of two (2) years on the Committee with the exception of standing membership by the Sr. Vice Provost.

- B. In the foundational year GROUP A representatives will be selected from faculty who are active within an existing Center or Institute and all other groups will be elected from faculty non-affiliated with Centers or Institutes. In the foundational year of the committee, GROUP B and D representatives will be elected for a one (1) year term in order to establish staggered rotations. At the completion of the term of membership for the Group with Centers and Institute representatives, the C&I representation will rotate to the next GROUP.

- c. Term: 2 years

## **Committee on Committees, (permanent) - assigned to the Faculty Senate and advisory to the Faculty Senate, the Staff Senate, the Student Government Association, and the University President**

- a. Purpose: This body is a non-policy making entity that serves to ensure an efficient procedure for routing policy deliberation through the shared governance process and the cabinet level. This body will also serve as a recorded-keeping body and a resource for individuals seeking to propose a policy change. This body also serves as a committee on committee to ensure up-to-date records of membership on the shared governance bodies and standing committees are kept and to facilitate the filling of vacancies on standing committees as they arise. The chairs of standing committees are responsible for communicating committee vacancies to the chair of the Policy Process Council & Committee on Committees.
- b. Membership: one representative from each of the following:
  - 1. Faculty Senate
  - 2. Staff Senate
  - 3. SGA
- c. Meetings: Once each semester
- d. Term: 2 years

## **Community Engagement Committee, CEC (permanent) - assigned to the Faculty Senate and advisory to the Executive Director for Community Engagement**

- a. Purpose: The purpose of this committee is:
  - 1. to identify ways in which Kennesaw State University (KSU) may work collaboratively to build strong university-community partnerships that strengthen the educational experience and help build community capacity.
  - 2. to serve as a think-tank for the Executive Director for Community Engagement and provide recommendations on policies and practices that impact the connection between KSU and the larger community.
  - 3. to support and provide guidance for others at KSU seeking to develop and/or manage relationships with the larger community that support the learning experience.
- b. Membership: One teaching faculty from each degree-granting college
- c. Meetings: At least once a semester
- d. Term: 2 years

# **Compliance: Human and Animal Research, Biosafety (permanent) - assigned to the Faculty Senate and the Vice President for Research**

## **A. Institutional Review Board (IRB) for Research with Human Participants**

- a. Purpose: This committee is charged with the prior review and approval of all research involving human participants that is conducted under the auspices of Kennesaw State University. The committee will be responsible for ensuring that all research involving human participants complies with the Department of Health and Human Services for the protection of human participants (<http://www.hhs.gov/ohrp/>).

A complete description of the policies and procedures of the committee is found in the Kennesaw State University Assurance of Compliance document with the Department of Health and Human Services Regulations for Protection of Human Research Participants (on file in the Office of Research and the University library).

### b. Membership:

1. AD 2: The Vice President for Research and the Director of Grants and Contracts in the Office of Research.
2. TF 10: appointed by the VPR in consultation with college deans, for staggered three-year terms. Faculty will have diverse backgrounds as required to promote complete and adequate review of research activities covered by this assurance. Faculty will have the professional competence necessary to review the specific research activities that will be assigned to it. At least one faculty member appointed will have scientific research experience.
3. Community 2: volunteer appointments to be recommended by the President, Provost/VPAA, Vice President for Research, Dean of The Graduate College, or college deans, for staggered three-year terms. Neither this person nor the members of his/her immediate family should be affiliated with Kennesaw State University.
4. Appointment of WellStar Medical Staff to the KSU IRB

To allow for added expertise in review of biomedical studies, four members of the WellStar medical staff will be appointed to the KSU IRB by the Vice President for Research through consultation with the WellStar SVP & COO WMG Officer or designee and the Sr. Vice President Chief Nurse Executive. One physician will be appointed as a regular voting member and one will be appointed as an alternate, and one nurse will serve as a regular voting member while one will be appointed as an alternate. Regular members have full membership responsibilities with the KSU IRB. Alternate members are encouraged to attend board meetings, provide expertise on protocols being reviewed, and assist the IRB Chair in conducting expedited reviews of protocols, but alternates are not allowed to vote at meetings unless the regular member is absent.

- c. Each member of the IRB (except for the Vice President for Research, which is a permanent appointment to the IRB) will serve for a term of three-years, renewable, staggered terms, with terms running 1st August to 31st July. Should an IRB member resign prior to the end of his/her term, a replacement will be appointed for the balance of the term.
- d. The chair of the IRB is appointed by the Vice President for Research and serves a threeyear, renewable term as chair. The IRB Chairperson shall ordinarily serve as the communications channel between researchers and the IRB, requesting further information when necessary, notifying researchers of IRB decisions, and generally serving as support for all review activities. The Chairperson will arrange space and arrange for minutes to be kept for IRB meetings. The Chairperson will maintain files of IRB activities and arrange secretarial assistance for IRB correspondence. When IRB members visit research projects in progress, as part of their continuing oversight responsibilities, the IRB Chairperson will coordinate these visits. The IRB Chairperson will notify researchers officially and in writing of all actions involving their submitted proposals,

including approvals, requirements of modifications, extension of time, suspensions and disapprovals, and will provide all necessary certifications of these actions. The IRB Chairperson will maintain communication with the KSU Office of Research regarding approval of projects that are to be submitted for external funding, any changes in the approval status of ongoing projects, and changes in the IRB membership. The IRB Chairperson shall maintain appropriate records for three years following the completion of a research project, and in accordance with 45 CFR 46.115(b), copies of statements of significant new findings provided to participants, as required by 45, a list of all IRB members and a written description of IRB procedures, as required by 45 CFR 46.103. The Vice President for Research, the IRB Chairperson, or the HPA shall be responsible for notifying OPRR (Office for Protection from Research Risks) or other relevant federal agencies of any injuries to participants in federally funded research, for complying with FDA investigational new drug or device certification requirements, and for informing OPRR of the membership, or of any changes in membership, of the IRB

- e. Term: 3 years renewable

**B. Institutional Animal Care and Use Committee (IACUC) for Research Using Animals**

- a. Purpose: Kennesaw State University complies with all applicable provisions of the Federal Animal Welfare Act managed by the US Department of Agriculture, and other state and federal statutes and regulations related to animals. In meeting these obligations Kennesaw State University is guided by the "U.S. Government Principles for the Utilization and Care of Vertebrate Animals Used in Testing, Research, and Training." These guidelines apply to everyone who participates in research, instruction, or work with animals at KSU.
- b. Membership: The Vice President for Research will appoint IACUC members, qualified through their work experience with animals and professional research expertise, to oversee the institution's animal program, facilities, and standard operating procedures related to animal care and use. The Vice President of Research appoints the Chair from within the membership of the IACUC for a term of three years. The Chair has the responsibility for prescreening submitted animal use protocols as necessary; approving protocols or recommending review by the full committee; review and approve amendments to protocols, and protocol updates as necessary; ensure member training (this task may be designated to another qualified individual); set meeting agendas and establish meeting dates; and conducting/managing meetings and keeping formal records of all meeting decisions for future review by the APHIS inspector.

The Federal Animal Care and Use Assurance must include the names, position titles, and credentials of the IACUC chairperson and the members. The committee will consist of no fewer than five members, to include at least:

- i. One Doctor of Veterinary Medicine, with training or experience in laboratory animal science and medicine, who has direct or delegated program authority and responsibility for activities involving animals at the institution (see IV.A.1.c.);
- ii. One practicing scientist experienced in research involving animals;
- iii. One member whose primary concerns are in a nonscientific area (e.g., ethicist, lawyer, and member of the clergy); and
- iv. One individual who is not affiliated with the institution in any way other than as a member of the IACUC and is not a member of the immediate family of a person who is affiliated with the institution.
- v. An individual who meets the requirements of more than one of the categories detailed in IV.A.3.b.(1)-(4) of this policy may fulfill more than one requirement. However, no committee may consist of fewer than five members.

- c. Term: 3 years renewable

**C. Institutional Biosafety Committee (IBC)**

- a. Purpose: Kennesaw State University (KSU) is committed to the highest standards of safe and ethical research and complies with all federal, state, local laws and regulations and University System of Georgia policies related to biosafety. For this purpose and to comply with the National



Institutes of Health (NIH) Guidelines for Research Involving Recombinant DNA Molecules (NIH Guidelines), KSU has established an Institutional Biosafety Committee (IBC). The NIH Guidelines apply to all recombinant DNA research that is conducted at or sponsored by any institution that receives support from the NIH. These guidelines apply to everyone who participates in research, instruction, or work at KSU.

- b. Membership: The IBC size and composition shall be large enough to represent the range of personnel who perform activities listed in Section IIB across Kennesaw State University (KSU) and will include scientists and administrators from KSU and community representatives. Based on NIH Guidelines (section IV-B-2-a-(1)), the minimum number of IBC members is five. An effort is made to represent all major units served, to have a mix of technical expertise characteristic of the research protocols being reviewed, and to epitomize the diversity of the University community. Committee configuration will be kept in accordance with NIH Guidelines (section IV-B-2-a).

1. Full Members: The committee shall consist of no fewer than five full members, of whom;

- i. At least one member with appropriate infectious disease and recombinant DNA expertise;
- ii. At least two faculty members with experience in rDNA technology and/or biological safety and containment;
- iii. At least two community members (not affiliated with the university) who represent the interests of the surrounding community with respect to health and protection of the environment;
- iv. Biological Safety Officer, Environmental Health & Safety Office;
- v. A Research Compliance Officer (NIH/OBA contact person), University Office of Research; and
- vi. A Research administrator, University Office of Research
- vii. At least one scientist with expertise in plant containment principles when experiments utilizing Appendix P, Physical and Biological Containment for Recombinant DNA Research Involving Plants, require IBC approval.
- viii. At least one scientist with expertise in animal containment principles when experiments utilizing Appendix Q, Physical and Biological Containment for Recombinant DNA Research Involving Animals, require IBC approval.

2. Ex Officio Voting Members - In addition, the following are designated as voting members:

- i. Vice President of Research, institutional authorized signing official

Subject Matter Expertise

If a protocol registration is outside the area of expertise of IBC members, the IBC Chair is authorized to seek counsel from an individual knowledgeable in the subject matter to allow for appropriate review and approval or disapproval.

Appointment to the IBC

The Vice President of Research appoints members for a renewable term of three years. Terms of appointment are staggered in a manner such that one-third of the committee is appointed or renewed each year.

The IBC Chair

The Vice President of Research appoints the Chair from within the membership of the IBC for a term of three years. The Chair has the responsibility for prescreening submitted registrations as necessary; approving registrations or recommending review by the full committee; review and approve amendments and updates as necessary; ensure member training (this task may be designated to another qualified individual); set meeting agendas and establish meeting dates; and conducting/managing meetings.

- c. Term: 3 years renewable

## **Distance Learning Advisory Committee, DLAC (permanent) - assigned to the Faculty Senate and advisory to the Faculty Senate and the Provost/VPAA**

- a. Purpose: This committee serves as a think-tank for and oversight body of the Assistant Vice President for Technology Enhanced Education. This committee serves as a thinktank for and oversight body of all university policies and practices concerning recruitment, retention, progression, and graduation of students. The committee exists to ensure the academic rigor of and faculty autonomy over the curriculum delivered to the students. The committee also exists to serve specific groups of students that require individualized service, e.g., transfer students, first-year students, commuting students, residential students, adult-learners, non-traditional students, etc.
- b. Membership:
  1. TF 20: Two representatives each from all degree granting colleges.
  2. Representative from Distance Learning Center (non-voting).
- c. Meetings: Meets at least once per semester.
- d. Term: 2 years

## **Diversity & International Faculty/Students Committee, DIFSC (permanent) - assigned to the Faculty Senate and advisory to the Faculty Senate and the Chief Diversity Officer**

- a. Purpose: This committee functions as a think-tank for and oversight body of the Chief Diversity Officer. This committee also serves as a social and policy space for international faculty and students to plan events and policy proposals that enhance the international visitors' experience at Kennesaw State University.
- b. Membership:
  1. TF: One from each degree granting college
  2. One library faculty
  3. One representative from the Deans' Council
  4. One representative from the Chairs' and Directors' Assembly
  5. One representative from the SGA
- c. Meetings: Once per semester
- d. Term: 2 years

## **Education Abroad Advisory Committee, EAAC (permanent) - assigned to the Faculty Senate and Advisory to the Director of Education Abroad and Exchange Programs**

- a. Purpose: The Education Abroad Advisory Committee of the Faculty Senate (EAAC) collaborates with the Education Abroad Office and the Division of Global Affairs as an advisory and decision-making committee to review education abroad program proposals and to make policy recommendations for Education Abroad campus-wide. The EAAC works collaboratively with the university's academic colleges and departments, and the Education Abroad Office to support programmatic development and program quality through the review of program proposals and associated policies.
- b. Membership:
  1. Voting Members

- i. TF 10: tenured, tenure track or full-time permanent faculty, one elected from each degree granting academic college. Faculty elected to serve on this committee should have demonstrated previous involvement and commitment to Education Abroad and/or Global Learning. Membership is based on the following guidelines:
          - a. Faculty will serve staggered two-year terms based on Academic Years so that the composition of the committee will have a mix of experienced and new members.
          - b. Two-year committee membership cannot be renewed for a second consecutive term.
2. Ex Officio Members:
  - i. TF 1: A faculty member from the Department for Foreign Languages. This is a non-voting role and does not replace the CHSS voting faculty member. This person is elected by the Department of Foreign Languages.
  - ii. AD 7: The Director of Education Abroad and Exchange Programs
  - iii. The Assistant Director of Education Abroad and Exchange Programs
  - iv. A representative from the Education Abroad Advising Team
  - v. A representative from the Division of Global Affairs
  - vi. An Administrator from the Division of Student Affairs
  - vii. An Administrator from Enrollment Services
  - viii. An Administrator from the Office of Diversity and Inclusion
  - ix. Campus administrators as recommended by the Director of Education Abroad and Exchange Programs.
  - x. Additional study abroad advisors from the Education Abroad Office or other ex-officio.

These roles are all non-voting and are either selected by the Education Abroad Office based on their involvement in education abroad programs, or they are appointed by their respective departments, with the exception of the ex-officio faculty member, who is elected
- c. Term: 2 years; membership cannot be renewed for a second consecutive term
- d. Procedures:
  - 1. The Director of Education Abroad Exchange Programs leads and chairs this committee in an ex officio capacity
  - 2. This committee will routinely meet in August to review education abroad program proposals, and to review policies and procedures as well as new initiatives on the following schedule:
    - October - General Meeting
    - December - General Meeting • February - General Meeting
    - April - General Meeting Additional meetings may be called as necessary but are not anticipated.
  - 3. It is recommended that each academic college have a global affairs committee that will approve programs within their colleges based on academic/disciplinary requirements (academic rigor and contact hours), and ensuring the proposal meets any other criteria established by the respective college.
  - 4. Program proposals approved by the colleges are submitted to the EAAC by the committee's deadline and evaluated primarily on completeness of proposal, risk management, financial planning/budgeting, and safety. Additional considerations are program innovation and design, diversity, and previous program success. Final course approvals are subject to the normal policies and procedures of the university.
  - 5. Elected faculty representatives will serve as the primary reviewers and policy decision-makers leading discussion of proposals from their College. Faculty will not review their own programs.
  - 6. Following review, the committee's recommendations based upon the above criteria will be reported to submitting faculty, on behalf of the committee. The proposal notification categories are as follows:
    - Approved
    - Approved with Revisions
    - Revise and Resubmit

7. Proposals designated for revision still need to receive final committee approval and meet all necessary criteria prior to program promotion or enrollment
8. The committee will review the criteria each year in order to make recommendations for any revisions to the program proposal process. All criteria and internal policies will be posted on DGA's website and will be updated as needed. All meeting minutes will be posted to the DGA website
9. The committee will discuss and vote on policies and procedures on a rolling basis as needed based on new institutional initiatives, best practices in international education, and topics introduced as a result of previous program area of opportunity.

## **Faculty & Staff Evaluation Process Review Committee, FSEPRC (permanent) - assigned to the Faculty Senate and advisory the Provost/VPAA**

- a. Purpose: The FSE Process Review Committee (FSE-PRC) shall serve as an advisory body to the Provost/Senior Vice-President for Academic Affairs in the regular implementation of the Faculty and Staff Evaluation of the Managerial Effectiveness of Academic Administrators (FSE). Additionally, the FSE-PRC shall solicit input from stakeholders and review the entire FSE process no less than once every five years.
- b. Membership:
  1. Provost,
  2. The Faculty Senate Executive Committee (FSEC),
  3. 1 representative from the Staff Senate,
  4. 1 representative from the Administrators Council,
  5. 2 representatives from the Dean's Council,
  6. 2 representatives from the Chairs' & Directors' Assembly,
  7. A member selected by the Faculty Senate (but not necessarily a Senator) who is well informed about the evaluation process and can provide "institutional memory" regarding the evolution of the review process (two year term),
  8. the Faculty Executive Assistant to the President,
  9. the FSE-PRC chair

Representatives from the Staff Senate and Administrators Council should hold positions in Academic Affairs. The FSE-PRC shall be chaired by a tenured member selected by the FSEC. That individual may be a member of the FSEC but need not be. The Chair will be responsible for notifying FSE-PRC members of their responsibilities and for managing meetings and FSE reviews. In addition to these tasks the Chair will partner with the assigned administrator in Academic Affairs to facilitate the overall Administrative Evaluation process. In particular, the Chair will work with College and Department FSE Review Committees to ensure that committee members have been identified and reported to college election officers as well as Academic Affairs. In concert with the assigned administrator, the Chair will also see to it that current FSE procedures are made available to the review committees and will answer questions from them regarding such procedures and processes.
- c. Procedure: All changes made in Administrative Evaluation Process since its initiation shall be reviewed by all the two Senates in light of the experience of the reviews to date, and all future changes in the administrative review process recommended by the FSEPRC (or by any other body) shall be vetted by the Staff and Faculty Senates before submission to the Provost/VPAA for implementation.
- d. Term: 2 years

## **Faculty Awards Committee, FAC (permanent) - assigned to the Faculty Senate and advisory to the Provost/VPAA**

- a. Purpose: This committee functions as the think-tank for and oversight body of the university awards process.
- b. Membership: TF 10: One teaching faculty from each degree-granting college elected by the college's representatives in the Senate.
- c. Meetings: Will meet at least once each year.
- d. Term: 2 years

## **Faculty Development Committee, FDC (permanent) - assigned to the Faculty Senate and advisory to the Provost/VPAA**

- a. Purpose: This committee functions as the think-tank for and oversight body for all faculty development programs.
- b. Membership:
- c. TF 10: One teaching or research faculty from each degree-granting college elected by the college's representatives in the Senate.
- d. Meetings: Will meet at least once each semester. e. Term: 2 years

## **Faculty Foundation Award Committees (permanent) - assigned to the Senior Associate Vice President for Faculty**

- a. Purpose: Members of these committees evaluate applications and select recipient of the following Faculty Awards funded through the generosity of the KSU Foundation. There are six committees:
  1. University Distinguished Professor Award and Early Career Award,
  2. Outstanding Teaching,
  3. Outstanding Professional Service and Outstanding Community Engagement Award;
  4. Outstanding Research/Creative Activity Award and Outstanding Book Award;
  5. Outstanding Diversity Faculty Advocate Award; and
  6. Madhuri and Jagdish N. Sheth Distinguished Faculty Award for Global Achievement Award (evaluated by the University Faculty Committee on Global Engagement)
- b. Membership:
  1. TF: 10, One teaching faculty representative from each degree granting college elected by the college; only faculty with the rank of professor may serve on the Distinguished Professor/Early Career Awards committee.
  2. AD: Ex officio, non-voting, permanent
    - i. AVP Faculty: Distinguished Professor and Early Career Awards
    - ii. Director of CETL: Outstanding Teaching Award
    - iii. VP for Research: Outstanding Research and Creative Activity and Outstanding Book Awards
    - iv. Executive Director of Community Engagement: Outstanding Professional Service and Community Engagement Awards
    - v. VP for Global Affairs: Madhuri and Jagdish N. Sheth Distinguished Faculty Award for Global Achievement
    - vi. Chief Diversity Officer: Outstanding Diversity Advocate Award
- c. Term: 2 years

## **Faculty Handbook Committee, FHC (permanent) - assigned to Faculty Senate and advisory to the Provost/VPAA**

- a. Purpose: Maintain the most recent/up-to-date and approved version of the Faculty Handbook and incorporate any future approved changes to the handbook that went through the shared governance process.
- b. Membership:
  - 1. TF 1: One member of the Faculty Senate Executive Committee
  - 2. AD 1: The Senior Associate Vice President for Faculty
- c. Meetings: As needed to ensure an up-to-date and correct Faculty Handbook; this body will meet at least once every academic year.
- d. Term: 2 years

## **Faculty Senate Diversity Committee (permanent) - assigned to the Faculty Senate and advisory to the Chief Diversity Officer and the Senior Associate Vice President for Faculty.**

- a. Purpose: This committee functions as a think-tank focused on hiring and retention, leadership and governance, salary equity, and promotion and tenure for faculty of color. This committee serves as a social and policy space for faculty to plan events and policy proposals to ensure that Kennesaw State University is an equitable and diverse workplace.
- b. Membership: TF: 5. Members serve two year terms and elected by nominations or selfnominations.
- c. Meetings: determined by Diversity Committee.
- d. Term: 2 years

## **General Education Council, GEC (permanent) - assigned to the Faculty Senate and advisory to the Associate Vice President for Curriculum**

- a. Purpose: The General Education Council serves as an advocate for and facilitator of the general education program on the KSU campus. It is the voice that speaks for the general education program, much as the academic departments speak for their majors. Its goal is to develop and maintain a unified, integrated, and effective general education program. The council is advisory and submits proposals to the UPCC.
- b. Membership: The council is chaired by the Faculty Director of General Education. General education coordinators are those faculty/administrators who coordinate general education activities in their respective departments and function as liaisons between those departments and the council.
  - i. TF 25: one general education coordinator from each discipline represented in the core: anthropology; art and design; molecular and cellular biology; ecology, evolution, and organismal biology; chemistry; communication; composition; criminal justice; dance; economics; foreign languages; geography; history; interdisciplinary studies; leadership and integrative studies; literature; mathematics; music; philosophy; physics; political science; psychology; sociology; statistics; and theatre and performance studies.
  - ii. The coordinator of WELL 1000.
  - iii. A director from the Department of First-Year Programs (either the Director of the First-Year Seminar or the Director for Learning Communities).
  - iv. One representative from the Bagwell College of Education.
  - v. One representative from the Southern Polytechnic College of Engineering and Engineering Technology.
  - vi. One representative from the College of Architecture and Construction Management.
  - vii. One representative from the College of Computing and Software Engineering.
  - viii. One representative from the Honors College.
- c. Term: 2 years

## **Graduate Policies and Curriculum Committee, GPCC (permanent) - assigned to the Faculty Senate and advisory to the Dean of the Graduate College.**

- a. Purpose: The GPCC receives graduate course and program proposals from colleges and departments and ensures their compliance with University policies and goals for graduate education. This committee also approves changes in post-baccalaureate curriculum, including the addition or deletion of courses, approval of new programs or concentrations, and changes in program requirements. The committee recommends or reviews changes in graduate policies and procedures, and monitors assessment of graduate programs. Its recommendations will be directed to the Dean of The Graduate College, the Provost/VPAA, and the President for their action, and to the Executive Committee of the Faculty Senate for its use in monitoring the activities of this committee. The committee also makes recommendations regarding the curriculum development and review process to the Faculty Senate.
- b. Membership:
  1. Voting:
    - i. TF 18: two members of the Graduate Faculty (Full or Provisional status) within each college housing a graduate program. No more than one member from the Graduate Faculty within a college may be a graduate program director or coordinator.
  2. Ex-officio (non-voting):
    - i. All graduate program directors or coordinators;
    - ii. The Associate and Assistant Deans of The Graduate College;
    - iii. The Office of Graduate Admissions;
    - iv. A representative from Academic Publications;
    - v. A representative from the Office of Institutional Effectiveness;
    - vi. An elected librarian;
    - vii. AD 3: the Dean of Graduate College;
    - viii. The Registrar or his/her appointed designee;
    - ix. SD 1: one graduate student elected by the Graduate Student Association;
    - x. Two faculty from any academic college without a graduate program.
- c. Term: 2 years

## **Grievance Oversight Committee (ad hoc, called as needed) - assigned to the Faculty Senate and advisory to the Faculty Senate and the Provost/VPAA**

- a. Purpose: The committee, in collaboration with the Provost/VPAA and the Ombuds, has the responsibility of evaluating the effectiveness of the Conflict Resolution Policy and recommending changes in the policy to the Faculty Senate and other shared governance bodies.
- b. Membership:
  1. TF 3: three faculty senate representatives, elected by the Faculty Senate
  2. AD -2: one chair elected by the Chairs and Directors Assembly; one dean or assistant/associate dean, elected by the Deans Council
  3. Legal Affairs: one representative
  4. EEO: one representative
- c. Term: 1 year

## **Information Technology Advisory Committee, ITAC (permanent) - assigned to the Faculty Senate and advisory to the Faculty Senate and the Vice President for Operations**

- a. Purpose: The purpose of the ITAC Committee is to advise the chief information officer on planning and policy issues concerning use of information technology, increase/facilitate communication between the CIO and IT users and provide support for the teaching mission at KSU through appropriate use of technology to improve learning. All members of the faculty, staff, students, and administration of KSU who have an interest in information technology are invited to join one of the three subcommittees (i.e., Academic Subcommittee, Administrative Subcommittee, and Student Subcommittee). The three subcommittees will meet four times a year, twice during fall semester, and twice during spring semester.
- b. Membership of the Executive Committee:
  1. TF 10: one representative from each degree-granting college, with IT background/interest;
  2. CETL Fellow;
  3. AD/SF 4: one administrator or staff member elected from each of the following units: business and finance, student affairs, advancement and development, and academic affairs;
  4. SD 4: four students elected by the Student Government Association.
  5. Ex officio (nonvoting):
    - i. CIO;
    - ii. any other members of University Information Technology Services
- c. Meetings: The executive committee of ITAC will meet monthly from August through May (with the exception of December).
- d. Term: 2 years

## **Library Advisory Committee, LAC (permanent) - assigned to the Faculty Senate and advisory to the Faculty Senate and the Provost/VPAA**

- a. Purpose: This committee will serve as an advisory group to the director of the library and liaison with each college and group represented regarding library needs and issues. It will make recommendations and advise the director in the development and refinement of library policies. The results of this committee's work will be reported to the library director, Provost/VPAA, and President.
- b. Membership:
  1. TF 10: One undergraduate faculty representative elected from each degreegranting college;
  2. One graduate faculty representative elected from each college with graduate programs.
  3. AD 2: one librarian appointed by the library director;
  4. One representative appointed by the Vice President for Operations.
  5. SF 1: one library staff representative elected by the library staff members.
  6. SD 2: one undergraduate student appointed by the President of Student Government Association;  
one graduate student appointed by the President of Student Government Association.
- c. Term: 2 years

## **Policy Process Council**

- a. Purpose: The Policy Process Council is a collaborative and representative body that manages, monitors, and maintains institutional policies and KSU's policy portal. While the Council has no policy making authority, its purpose is to assure the policy approval process is followed and that only policies approved through KSU's shared governance process are made available via the policy portal.



- b. Membership:
  - 1. One representative from each of the senates, councils, or offices serves on the Council as shown below. Service begins in August and is based on a renewable (or as appropriate) one-year term, in a manner determined by each senate, council, or office. A representative from the Legal Affairs Office serves as the chair.
    - 1. Office of the Provost and Vice President for Academic Affairs;
    - 2. Office of the Vice President for Operations and Chief Information Officer and Chief Business Officer;
    - 3. Office of the Vice President for Student Affairs;
    - 4. Office of the Vice President for External Affairs;
    - 5. Office of the Vice President for Advancement and Development;
    - 6. Division of Legal Affairs;
    - 7. Athletic Department;
    - 8. Faculty Senate;
    - 9. Staff Senate;
    - 10. Student Government Association;
    - 11. Deans' Council;
    - 12. Chairs' and Directors' Assembly;
    - 13. Administrators Council;
    - 14. University Information Technology Services Representative, Ex officio
    - 15. Director of Institutional Quality & Accreditation.
- c. Responsibilities:
  - 1. Communicate and document the flow of proposed policy through the shared governance process for review and recommendation prior to presentation to the Cabinet and president;
  - 2. Manage, monitor, and maintain institutional policies to ensure that KSU's Policy Portal is accurate;
  - 3. Provide quarterly updates informing the campus community of new policy, revised policy, and deactivated policy;
  - 4. Inform owners of KSU handbooks and catalogs of additions to or modifications of policy for inclusion in official publications and websites as appropriate.
- d. Policy Routing
  - 1. Policies approved by shared governance bodies and reviewed by the University Council are forwarded to the Policy Process Council.
  - 2. Council members will communicate recommended policy and solicit feedback on possible implications/impacts within their respective divisions. Consideration of recommended policy also includes implications with regard to existing regulations, Board of Regents of the University System of Georgia policy, regional accreditation requirements, and those of other accrediting or certifying bodies.
  - 3. The Policy Council provides the recommended policy to the president, who in turn will discuss it with the Cabinet, and as appropriate, the President's Planning and Budget Advisory Committee.
  - 4. The president approves or declines to approve recommended policy based on review and comment provided throughout this process. Should a policy not be approved by the president, the director of Institutional Effectiveness notifies the policy sponsor as to why the policy was not approved so the sponsor may decide how to proceed.
- e. Term: 1 year (renewable)

## **President's Athletics Oversight Council, PAOC (permanent) - assigned to the University Council and advisory to the President**

- a. Purpose: The primary role of the KSU President's Athletics Oversight Council is to serve as an advisory group to the President of the University concerning the intercollegiate athletics program, including reviewing

- strategic and budget planning and implementation, reviewing policies and practices of the department, and sustaining the academic integrity of the university. PAOC also reports, at least annually, to the University Council and to other university shared governance bodies as requested and as schedules permit.
- b. Membership (27): Teaching faculty and administrators must constitute at least a majority of this body and a majority of the PAOC Executive Committee.
    1. TF (15):
      - (1) one appointed by the university President, serves as chair of the board;
      - (1) Faculty Athletics Representative to the NCAA;
      - (10) faculty representatives from each degree-granting college, elected by the faculty senators of the college;
      - (3) representatives from the College of Continuing Education & Professional Development, the Graduate College, and the Honors College, appointed by the Dean;
    2. AD (4):
      - (1) President;
      - (1) Director of Athletics;
      - (1) Chief Business Officer or designee;
      - (1) Vice President for Student Affairs or designee;
    3. SF (2): one representative each from Staff Senate and Administrators Council
    4. SD (3): two student athletes appointed by the Student-Athlete Advisory Committee, preferably one from a spring sport and one from a winter sport and one student representative from the Student Government Association;
    5. Alumni (1);
    6. Trustee (1);
  - c. Meetings: This board must meet at least once each regular academic semester.
  - d. Term: 3 years

## **Presidential Commission on Disability Strategies and Resources (permanent) - Assigned to the Office of Diversity and Inclusion and advisory to the President of the University**

- a. Purpose: The purpose of the Presidential Commission on Disability Strategies and Resources is to address issues and challenges faced by persons with disabilities. The group's charge is to recommend programs, strategies, initiatives, and resources to ensure that persons with disabilities are not confronted with barriers to full participation in all aspects related to University life and to ensure that the University's programs and services are inclusive to constituents with disabilities. The commission is tasked with:
  1. Assisting University officials in developing a vision and proactive strategies for addressing issues and concerns of persons with disabilities on campus;
  2. Fashioning a proactive set of conversations, programs and training initiatives to guide the University's strategic emphases surrounding disability strategies and resources;
  3. Providing advice on approaches that can contribute to KSU's goals of becoming a national leader in the higher education community with regard to how it embarks on issues and concerns related to persons with disabilities and other underrepresented groups; and
  4. Identifying and suggesting other activities, actions, and policies that will lead to an increased understanding and acceptance of diverse viewpoints and perspectives between and among different members and groups of KSU's diverse community.
- b. Membership: Open/voluntary
- c. Meetings: Once a month during fall and spring semesters
- d. Term: 1 year, unlimited renewals

## **Presidential Commission on Gender and Work Life Issues (permanent) - Assigned to the Office of Diversity and Inclusion and advisory to the President of the University**

- a. Purpose: The purpose of the Presidential Commission on Gender and Work Life Issues is to address issues and challenges that pertain to gender and work life issues by recommending programs, strategies, initiatives, and resources to ensure appropriate gender and work life services/functions are being implemented throughout the campus community. The commission is tasked with:
  1. Assisting University officials in developing a vision and proactive strategies for addressing issues and concerns on gender and work life;
  2. Fashioning a proactive set of conversations, programs and training initiatives to guide the University's strategic emphases surrounding gender and work life issues;
  3. Providing advice on approaches that can contribute to KSU' s goals of becoming a national leader in the higher education community with regard to how it engages in issues and concerns related to gender and work life issues; and
  4. Identifying and suggesting other activities, actions, and policies that will lead to an increased understanding and acceptance of diverse viewpoints and perspectives between and among different members and groups of KSU's diverse community.
- b. Membership: Open/voluntary
- c. Meetings: Once a month during fall and spring semesters
- d. Term: 1 year, unlimited renewals

## **Presidential Commission on GLBTIQ Initiatives (permanent) - Assigned to the Office of Diversity and Inclusion and advisory to the President of the University**

- a. Purpose: The purpose of the Presidential Commission on GLBTIQ Initiatives is to serve as an advisory body to the President and other University officials for matters of concern to gay, lesbian, bisexual, transgender, intersex, and questioning persons across the University. The GLBTIQ initiative will provide welcoming, visible, and tangible support to ensure that the University's programs and services are inclusive. The Commission will assist the University in developing a vision and perform its charge by recommending, developing, and/or initiating plans, programs, strategies, and resources pertaining to the GLBTIQ community. More specifically, the commission is tasked with:
  1. Assisting University officials in developing a vision and proactive strategies for addressing issues and concerns of GLBTIQ persons on campus;
  2. Fashioning a proactive set of conversations, programs, and initiatives to guide the university's strategic emphases;
  3. Providing advice on approaches that will contribute to KSU's goals of becoming a national leader in the higher education community with regard to how the University deals with issues and concerns related to GLBTIQ persons and other underrepresented groups; and
  4. Identifying and suggesting other activities, actions, and policies that will lead to an increased understanding and acceptance of diverse viewpoints and perspectives between and among different members and groups of KSU's diverse community.
- b. Membership: Open/voluntary
- c. Meetings: Once a month during fall and spring semesters
- d. Term: 1 year, unlimited renewals

## **Presidential Commission on Racial and Ethnic Dialogue (permanent) - Assigned to the Office of Diversity and Inclusion and advisory to the President of the University**

- a. Purpose: The purpose of the Presidential Commission on Racial and Ethnic Dialogue is to shape appropriate plans, mechanisms, forums, and/or events for a continuing dialogue on issues of race and ethnicity on the KSU campus. With KSU's changing demography, and our increasing focus on diversity, internationalism, and multiculturalism, the commission is tasked with:
  1. Addressing sensitive racial, religious, and linguistic concerns that exist on campus;
  2. Fashioning a proactive set of conversations and initiatives to guide the university's strategic emphases;
  3. Advising the President and the Chief Diversity Officer on approaches that can contribute to KSU's goals of becoming a national leader in the higher education community with regard to how it tackles dialogue and issues; and
  4. Identifying and suggesting other activities, actions, and policies that will lead to an increased understanding and acceptance of diverse viewpoints and perspectives between and among different members and groups of KSU's diverse community.
- b. Membership: Open/voluntary
- c. Meetings: Once a month during fall and spring semesters
- d. Term: 1-year, unlimited renewals

## **Presidential Commission on Sustainability (permanent) - Assigned to the Office of Diversity and Inclusion and advisory to the President of the University**

- a. Purpose: The purpose of the Presidential Commission on Sustainability is to serve as an advisory body on matters of environmental sustainability at KSU. The commission is tasked with:
  1. Assisting University faculty, staff, and students in developing and delivering sustainability education through its curricular, co-curricular, and extra-curricular activities;
  2. Promoting the principles of environmental sustainability and preservation in our community by fostering social equity in access to, and the fiscally responsible use of, natural resources;
  3. Assisting the administration, faculty, and staff in monitoring the University's greenhouse gas emissions, as a signatory institution of the American College and University Presidents' Climate Commitment, and in determining and meeting the goals of the University's Climate Action Plan.
- b. Membership: Open/voluntary
- c. Meetings: Once a month during fall and spring semesters
- d. Term: 1-year, unlimited renewals

## **Presidential Commission on Veterans Affairs (permanent) - Assigned to the Office of Diversity and Inclusion and advisory to the President of the University**

- a. Purpose: The primary mission of KSU's Presidential Commission on Veterans Affairs is ensuring that KSU provides an inclusive and active campus environment for all members of the veteran community (Students, Faculty, Staff, and Alumni) as well as community members who identify as veterans, service members, spouses, dependents, or survivors. The university will accomplish this mission by:

1. Providing advice and consultation on how to maintain and enhance KSU as a "veteran and military friendly" institution;
  2. Raising awareness on veteran specific topics;
  3. Providing guidance on how to incorporate the local community to participate and support Kennesaw State veteran events and community veteran events;
  4. Establishing community partners in efforts to reach out to the local and state-wide military organizations. This focus will provide enriched opportunities for active involvement in the university and the surrounding community, culminating in a creative and supportive campus atmosphere affirming that veterans have a successful academic and professional experience at KSU.
- b. Membership: Open/voluntary
  - c. Meetings: Once a month during fall and spring semesters
  - d. Term: 1-year, unlimited renewals

## **Parking and Transportation Advisory Committee, PTAC (permanent) - assigned to the University Council and the Chief Business Officer (CBO)**

- a. Purpose: Purpose: This committee will serve to advise the CBO, make recommendations for improvements and fee increases, and reflect campus opinion regarding parking and transportation at KSU, including but not limited to:
  - Parking Facility State of Good Repair;
  - Pedestrian and Bicycle Safety;
  - Parking Enforcement and Regulations;
  - Big Owl Bus Transit Operations;
  - Bikeshare Operations;
  - Alternative Transportation Programs; and
  - Other concerns, as directed by the CBO. The committee is also charged with reviewing and making recommendations to improve operations all constituents to include; Students, Faculty, Staff, Guests, and Long-term Visitors. The results of this committee's work will be reported to the AVP of Campus Services, the CBO, University Council, and the President.
- b. Membership:
  1. TF 2: Elected from full time faculty at large.
  2. AD 2: elected by Administrators' Council.
  3. SF 2: Elected by Staff Senate.
  4. SD 2: Appointed by SGA. The SGA representatives will serve a one-year term.
  5. Ex-officio members as needed.
  6. Other members who are not ex-officio will be elected to serve two-year, staggered terms, beginning Fall Semester, and may be elected to one additional two-year term.
- b. Meetings: The committee will meet at least twice during each fall and spring semester. Additional meetings will be held at the discretion of the chair.
- c. Process: Members will elect a Chair at the first meeting of each year. With the exception of emergency meetings, all meeting dates will be announced electronically to the KSU community at least one week in advance, and regular meetings will be open all in the KSU community. Persons who may have information or interest in an issue under consideration by the committee may be particularly invited to attend one or more meetings.
- d. Term: 2 years

## **SoTL Funding Committee - assigned to the faculty senate and advisory to CETL**

- a. Purpose: The SoTL Funding Committee reviews proposals and makes recommendations to the CETL director for recipients of the SoTL-related CETL funding programs. Currently these programs include Faculty Learning Communities, SoTL Retreat, and Teaching Conference Travel Funds but this list is subject to change. CETL managers of individual programs also review applicants and submit their recommendations to the committee for discussion.
- b. Membership:
  - 1. TF10: tenured, tenure track or full-time permanent faculty, one elected from each degree granting academic college. Faculty elected to serve on this committee should have demonstrated previous experience in SoTL. When elections are run, candidates who self-nominate will have to write a brief statement outlining their SoTL experience. These statements will be posted on the CETL website. Faculty will be installed on the committee only after providing their statements.
  - 2. Any member of the Committee who wishes to submit a funding proposal to the Committee will not participate in any Committee activities that involve the consideration of that funding program.
  - 3. AD1: CETL Associate Director for SoTL
- c. Meetings: The committee meets at least 3 times a year.
- d. Terms: Terms are for three (3) years commencing at the beginning of the academic year and may be renewed. Terms are staggered so that in any given year there are normally no more than four new members.

## **Teacher Education Council, TEC (permanent) - assigned to the Faculty Senate and advisory to the Faculty Senate and the Dean of the College of Education**

- a. a. Purpose: The Teacher Education Council (TEC) is the equivalent of a college curriculum committee for all professional teacher education degrees and endorsement programs at KSU. The TEC is a standing university-wide governance committee, established to represent the entire Educator Preparation Provider (EPP) in curricular and policy matters affecting these programs. Recommendations are forwarded to the UPCC or GPCC as appropriate. The EPP includes any faculty member at KSU who identifies with or wants to contribute to teacher preparation and formally joins one or more of the professional teacher education program groups (e.g., elementary, middle grades, secondary, P-12).
- b. b. Membership: Membership on the TEC is representative of all degree programs, several significant academic support functions, students at the basic and advanced levels, and the world of practice:
  - 1. TF 14: elected from those Degree Programs with a primary affiliation to EPP graduate and undergraduate degree programs by program faculty.
  - 2. Academic Support 6: Representatives from;
    - i. Center for Field Experiences,
    - ii. Impey Teacher Education Advisement Center,
    - iii. Educational Technology Center;
    - iv. Bagwell College of Education Dean's appointees to represent multicultural perspectives, technology, and teacher education assessment.
  - 3. SD 6: four undergraduate and two graduate students selected by the program faculty.
  - 4. Alumni/Practicing Professionals:
    - i. Elementary teacher,
    - ii. iMiddle grades teacher,
    - iii. Secondary teacher,
    - iv. P-12 teacher,
    - v. P-12 administrator selected by program faculty.
  - 5. 5. Ex-officio (nonvoting):
    - i. EPP deans;
    - ii. EPP department chairs.
- c. . Term: 2 years

## **Undergraduate Policies and Curriculum Committee (UPCC) - assigned to the Faculty Senate and advisory to the Faculty Senate and the Provost/VPAA**

- a. Purpose: This committee evaluates proposed changes to the undergraduate curriculum for consistency with university policies and goals and forwards approved proposals to the Provost. This body provides periodic reports of its actions to the Faculty Senate Executive Committee. As needed, this body makes policy recommendations to the Faculty Senate regarding the undergraduate curriculum development and review process.
- b. Membership:
  1. TF 21: two elected from each degree granting college and one elected from the General Education Council;
  2. AD 3 a member of the Provost/VPAA office, a librarian, registrar;
  3. SD 2: two undergraduate students appointed by the President of Student Government in consultation with the Vice President for Student Affairs.
- c. Term: 2 years

## **Undergraduate Research and Creative Activity Committee - assigned to the faculty senate and advisory to CETL**

- a. Purpose: The Undergraduate Research and Creative Activity (URCA) reviews proposals and makes recommendations to the CETL director for recipients of the following URCA-related funding programs offered by the CETL: Undergraduate Research and Creative Activity student travel funds, and Creative Activities and Research Experiences for Teams (CARET) funds.
- b. Members:
  1. TF10: tenured, tenure track or full-time permanent faculty, one elected from each degree granting academic college. Faculty elected to serve on this committee should have demonstrated previous experience in URCA. When elections are run, candidates who self-nominate will have to write a brief statement outlining their URCA experience. These statements will be posted on the CETL website. Faculty will be installed on the committee only after providing their statements.
  2. Any member of the Committee who wishes to submit a funding proposal to the Committee will not participate in any Committee activities that involve the consideration of that funding program.
  3. AD1: CETL Associate Director for GTA Training and Undergraduate Research/Creative Activity.
- c. Meetings: The committee meets at least 6 times a year.
- d. Terms: Terms are for three (3) years commencing at the beginning of the academic year and may be renewed. Terms are staggered so that in any given year there are normally no more than four new members.

## **University Faculty Committee on Global Engagement, UFCGE (permanent) - assigned to the Faculty Senate and advisory to the Vice Provost for Global Affairs and Chief International Officer**

- a. Purpose: This committee will serve as an advisory group to the Vice Provost for Global Affairs & Chief International Officer and will represent their respective college/ unit concerning global interests and issues. It will make recommendations and advise the Vice Provost in the area of global engagement and strategic planning, among other duties as designated. The committee will review, measure and evaluate strategic initiatives for global engagement programming, including the Global Engagement Certification. They will also

- serve as the awards committee for the Madhuri and Jagdish N. Sheth Distinguished Faculty Award for Global Achievement. The results of this committee's work will be reported to the Provost/VPAA and President.
- b. Membership: Each member shall possess a genuine interest and passion for global engagement. The representative must be ready, willing and able to represent the entire faculty of the college or unit that he/she is representing and assist in coordinating international activities within their college on behalf of the committee:
    1. Voting Members (10)
      - i. TF 10: One faculty elected or appointed from each of KSU's 10 colleges to serve as that college's representative and global affairs coordinator. It is recommended that each college have a global affairs committee and the chair or an active member of that committee serve as that college's representative and coordinator on the University unit that he/she is representing and assist in coordinating international activities within their college on behalf of the committee. Faculty representatives should serve terms of three-years with the possibility of consecutive renewal.
    2. Ex Officio Members (3+)
      - i. A representative from the Division of Global Affairs
      - ii. A representative from the Office of Diversity & Inclusion
      - iii. Other ex officio members as recommended by the Vice Provost for Global Affairs & Chief International Officer.
  - c. Term: 3 years

## 3.2 - General Faculty Meeting

The President and the Provost/VPAA are responsible for calling general faculty meetings when appropriate and as necessary.

## Reconsideration of Senate Recommendation

1. Any individual or group of individuals from any constituency who objects to a recommendation of the senate may submit that objection, and the reasons for it, to the President in writing.
2. The President will call a meeting of the appropriate constituents for reconsideration if:
  - a. A petition signed by 20% of the faculty or more is submitted to the President's office, or
  - b. A petition signed by 20% of the staff or more is submitted to the President's office, or
  - c. A petition signed by 5% of the student body is submitted to the President's office, and
  - d. Said petition(s) is (are) received by the President's office within 14 days of the publication of the recommendations as noted in the senate minutes.
3. A senate recommendation will be overridden by a 2/3 vote of the faculty present at the general faculty meeting.

## 3.3 - University System Committees

The academic and administrative committees of the University System can be found at: [http://www.usg.edu/academic\\_partnerships\\_accreditation//committees](http://www.usg.edu/academic_partnerships_accreditation//committees). These committees assist the Advisory Council of the University System.

## 3.4 - Atlanta Regional Council for Higher Education (ARCHE)



The Atlanta Regional Council for Higher Education is an association of public and private colleges and universities in the Atlanta-Athens area. The Council is involved in cooperative academic endeavors, such as interlibrary lending, cross-registration, and visiting scholar programs. The ARCHE website is: <http://www.atlantahighered.org/>.

## **3.5 - Departmental Bylaws and Department Faculty Council**

### **A. Departmental Bylaws**

The department bylaws, and revisions to the bylaws, must be approved by the Department Faculty Council, the department chair, the College Faculty Council, the college dean, and the Provost (or his/her designee).

Each department will, have written bylaws that will describe the roles, procedures, and membership of all college standing committees. The bylaws will provide a procedure for the approval and amendment of such bylaws by a majority vote of the permanent, fulltime faculty of the department taken by a secret ballot.

An up-to-date version of the bylaws will be posted on the department website and linked to the department homepage, in a conspicuous way.

The bylaws will provide for a Department Faculty Council (or like body\*\*) and will be constituted in a way consistent with the parameters outlined below. The bylaws will provide a procedure for the approval and amendment of such bylaws by a majority vote of the permanent, fulltime faculty of the department taken by a secret ballot. The Department Faculty Council will operate as an ad hoc body until the bylaws have been developed and approved.

### **B. The Department Faculty Council (DFC)**

#### **The Role and Purpose of the DFC**

The DFC is advisory to the Chair, who holds decision-making authority at the department level. The purpose of the DFC is to promote collegiality and effective shared governance of the department by increasing the transparency and two-way communication between the faculty and the Chair with regard to the development of policy and to increase communication about the implementation of policy.

#### **Implementation and Membership of the DFC**

Each department that does not have a DFC will establish an Implementation Committee to coordinate and oversee the establishment of its DFC. That same committee will also initiate the establishment of written bylaws in cases where such bylaws do not already exist. Membership of the Implementation Committee will be the department's Faculty Senator plus the chairs of the department's Curriculum Committee and its Tenure and Promotion Committee.

The Implementation Committee should work with the Faculty Senate Executive Committee to address problems arising in its work that may require external assistance.

A DFC will consist of at least three members, all elected by vote of the department faculty.

A majority of the DFC should be tenured or tenure-track faculty if possible.

The exact method by which the department elects its representatives to the DFC will be determined by vote of permanent full-time faculty of the department (i.e. instructors, lecturers, tenure-track, and tenured faculty). A department may recall any DFC member by a 2/3 vote.

The Chair is an ex officio, non-voting member of the DFC. Chairs will respect their DFC's desire, on occasion, to meet without the Chair present.

Department Chairs are not eligible to vote for or to serve as representatives to the DFC.

### **Alternatives to the DFC**

The body performing the functions hereby outlined for the DFC may be constituted differently if the faculty so desire, but any such alternative body must:

- Be composed of a majority of voting members who are elected by the permanent full-time faculty of the departments they represent.
- Be chaired by a tenured, elected faculty member who is elected by vote of the elected members of the body.
- Clearly acknowledge in its bylaws the prerogative of the elected members, when those members wish, to meet without the Chair.
- Be clearly identified in the department's bylaws as performing the functions of the DFC.
- Be initially approved and then reaffirmed annually by a majority vote of the permanent full-time faculty members of the department by secret ballot as their preferred alternative to a DFC as outlined elsewhere in this document.

**Similarly, departments may substitute a Committee of the Whole for a DFC, but such a Committee of the Whole must:**

- Be composed of a two-thirds majority of full-time permanent faculty members.
- Be chaired by a tenured, elected faculty member who is elected by vote of the body.
- Clearly acknowledge in its bylaws the prerogative of the Committee of the Whole and its sub-committees to meet without the Chair.
- Be clearly identified in the department's bylaws as performing the purpose of the DFC.
- Be initially approved and then reaffirmed annually by a majority vote of the permanent full-time faculty members of the department by secret ballot as their preferred alternative to a DFC as outlined elsewhere in this document.

### **DFC Leadership**

The chair must be elected by the elected members of the DFC from among their numbers.

### **Operation**

Consistent with its purpose of providing greater transparency and two-way communication between the faculty and the Chair, the DFC will have the right to prompt access to department information relating to the planning and implementation of departmental policies.

Once the DFC is established in a particular department, the DFC should work with the Dean and/or the Ombuds office to address problems arising in its work that may require external assistance and should notify the Faculty Senate Executive Committee for information purposes.

### **Frequency of Meeting and Summer DFCs**

The DFC should meet as often as deemed appropriate by the council membership with a minimum of two meetings per semester. Each meeting will be called by the chair of the DFC. The Department Chair or any other member of the DFC can request a meeting by contacting the chair of the DFC.

Each DFC will take necessary measures to assure continuing functioning of the DFC during the summer months. These may include, but are not limited to, establishing a reduced quorum requirement, allowing members to name, or elect, proxies from among the faculty of their department, and electing an acting DFC chair. Determining the best mix of such necessary measures will be the decision of the DFC itself, based on immediate circumstances and without outside

intervention. Such a "Summer DFC" will be recognized by the administration as the legitimate representative of faculty interests in the shared governance of the department during the summer months and consulted accordingly.

## **3.6 - College Bylaws and College Faculty Councils**

### **A. College Bylaws**

The college bylaws, and revisions to the bylaws, must be approved by the College Faculty Council, the college dean, and the Provost (or his/her designee).

Each college will have written bylaws that will describe the roles, procedures, and membership of all college standing committees. The bylaws will provide a procedure for the approval and amendment of such bylaws by a majority vote of the permanent, fulltime faculty of the college to be taken by a secret ballot.

An up-to-date version of the bylaws will be posted on the college website and linked to the college homepage in a conspicuous way.

The bylaws will provide for College Faculty Council to be constituted in a way consistent with the parameters outlined below. The College Faculty Council will operate as an ad hoc body until the bylaws have been developed and approved.

### **B. The College Faculty Council (CFC)**

#### **The Role and Purpose of the CFC**

The CFC is advisory to the Dean, who holds decision-making authority at the college level.

The purpose of the CFC is to promote collegiality and effective shared governance of the college by increasing the transparency and two-way communication between the faculty and the Dean with regard to the development of policy and to increase communication about the implementation of policy. The following areas are examples of issues upon which the CFC may advise the Dean. Additional areas may be determined in each college on a yearly basis through discussion between the Dean and the CFC.

- Strategic planning
- Annual budgeting
- Hiring
- Space and resource allocation
- Reassign-time
- Salaries and raises
- Appointment and reports of ad hoc committees

#### **Implementation and Membership of the CFC**

Each college will establish an Implementation Committee to coordinate and oversee the establishment of its CFC. That same committee will also initiate the establishment of written bylaws in cases where such bylaws do not already exist. Membership of the Implementation Committee will be the members of the college's delegation to the Faculty Senate plus the chairs of the college's Curriculum Committee and its Tenure and Promotion Committee.

The Implementation Committee should work with the Faculty Senate Executive Committee to address problems arising in its work that may require external assistance.

#### **Composition of the CFC**

A CFC will consist of at least four members. Each department in each college will have at least one representative on its CFC elected by the permanent, full-time faculty of that department. The college bylaws may specify additional members (for example: at large members or additional members for large departments).

CFC members must be tenured members of the department they represent, if the department has tenured members who are willing to serve. If not, they should be tenure-track members.

Representatives will serve three-year terms (after the first cohort, which will be elected to staggered terms). A department may recall any representative by a 2/3 vote.

The method by which the department will select its representative(s) to the CFC will be determined by vote of permanent full-time faculty of the department (i.e., instructors, lecturers, tenure-track, and tenured faculty).

Deans will be ex-officio, non-voting members of their CFC. Deans will respect their council's desire, on occasion, to meet without the Dean, or members of the Dean's staff.

Department chairs are not eligible to vote for or to serve as representatives to the CFC.

### **Alternatives to the CFC**

The body performing the functions here outlined for the CFC may be constituted differently if the faculty so desire, but any such alternative body must:

- Be composed of a majority of the faculty who are elected by the permanent fulltime faculty of the departments they represent.
- Be chaired by a tenured, elected faculty member who is selected by vote of the elected members of the body.
- Clearly acknowledge in its bylaws the prerogative of the elected members, when those members wish to meet without the Dean, Deans' staff, or appointed members.
- Be clearly identified in the college's bylaws as performing the functions of the CFC.
- Be initially approved and then reaffirmed annually by a majority vote of the permanent full-time faculty members of the college by secret ballot as their preferred alternative to a CFC as outlined elsewhere in this document.

### **CFC Leadership**

The chair of the CFC must be an elected department representative who has served on the council the previous year (this year-of-service requirement does not apply to the first cohort).

### **Operation**

Consistent with its purpose of providing greater transparency and two-way communication between the faculty and the Dean, the CFC will have the right to reasonable access to college information, consistent with privacy rights, in the areas identified in item 2.A above.

Once the CFC is established in a particular college, the CFC should work with the Provost/VPAA and/or the Ombuds to address problems arising in its work that may require external assistance and should notify the Faculty Senate Executive Committee for information purposes.

All CFCs will open their meetings to the public except as required by law or written KSU policy, publish agenda and meeting times in advance, and publish minutes or a meeting summary that, at a minimum, records attendance and all actions, decisions, or recommendations of the CFC within one week of the end of the relevant meeting.

### **Frequency of Meeting and Summer CFCs**

The CFC should meet as often as deemed appropriate by the council membership with a minimum of two meetings per semester. Each meeting will be called by the chair of CFC. The Dean or any other member of the CFC can request a meeting by contacting the chair of the CFC.

Each CFC will take necessary measures to assure continuing functioning of the CFC during the summer months. These may include, but are not limited to, establishing a reduced quorum requirement, allowing members to name proxies from among the tenured faculty of their department, and the election of an acting CFC chair. Determining the best mix of such necessary measures will be the decision of the CFC itself, based on immediate circumstances and without outside intervention. Such a "Summer CFC" will be recognized by the administration as the legitimate representative of faculty interests in the shared governance of the college during the summer months and consulted accordingly.

## **3.7 - Undergraduate and Graduate Curriculum Review and Approval Process**

Curriculum is the collective responsibility of the faculty. The curriculum development and review process will be guided by the policies and goals of the university, colleges, and departments. Proposed changes and reactions to those proposals should be communicated to all interested parties and multiple viewpoints should be considered.

Faculty may initiate proposals by completing and submitting the appropriate course/program proposal forms. These forms are available online at <http://upcc.kennesaw.edu/> (for all undergraduate proposals forms) and <http://gpcc.kennesaw.edu/> (for all graduate proposal forms).

### **3.7.1 - Academic Program Coordination**

Kennesaw State University (KSU) assigns responsibility for program coordination to an academically qualified professional for each major in a degree program and, for some degrees where a major is not identified, each concentration or curriculum area for a degree program.

The academic program coordinator assures that the assigned degree program, concentration, or curricular area:

- contains essential curricular components, and
- has appropriate content and pedagogy.

To that end, the academic program coordinator:

- must be academically qualified to teach in and coordinate the assigned program,
- advises the department faculty and administrators about modifications to the program, and
- must ensure that approved curriculum changes are communicated to the academic unit that houses the program and to the relevant academic advisors.

Each academic program coordinator is appointed by the applicable supervisor (i.e., department chair, school director, or dean).

The bylaws of the hosting academic unit must list the curricular area(s) for which an academic program coordinator is assigned. The bylaws may enumerate additional responsibilities for an academic program coordinator based on the level and/or complexity of the academic program, and/or on duties assigned by the supervisor(s). The Graduate College, in consultation with the Graduate Policy and Curriculum Committee (GPCC) and the Graduate Council, defines the qualifications and expectations of the University's Graduate Program Coordinators.

Each supervisor ensures that the academic program coordinator name and qualifications for each applicable program in the unit is up-to-date in the appropriate electronic system.

### **3.7.2 - Curriculum Review Process**

There are two categories of proposals, each with a different set of reviewing levels. (In the description below, UPCC denotes the university-wide Undergraduate Policies and Curriculum Committee, and GPCC denotes the university-wide Graduate Policies and Curriculum Committee).

**Category 1.** Proposals for Directed Study and Special Topics courses require approval by the:

1. Department chair
2. Department curriculum committee (if special topics course)
3. Education Abroad Director (if study abroad course)
4. Honors Program Director (if honors course)
5. Registrar

**Category 2.** All other course and program proposals require approval by the:

1. Department curriculum committee
2. Department chair
3. College curriculum committee
4. College dean
5. Education preparation council (if education courses and programs)
6. Education dean (if education courses and programs)
7. General education council (if general education course)
8. UPCC or GPCC
9. Dean of graduate college (if graduate courses or programs)
10. Technology enhanced learning administrator (if online or hybrid curricula)
11. Provost/VPAA and President

Rejection of a proposal at any of its designated levels of review precludes adoption of the proposal in its present form and must be accompanied by a written explanation of the rationale behind the rejection. This explanation is to be distributed by the rejecting level of review to all earlier levels of review and to the initiator of the proposal.

The UPCC or GPCC will receive course and program proposals from colleges and departments and insure their compliance with university policies and goals. These committees will maintain in writing and make available upon request a list of major criteria used in evaluating proposals. Initiators of proposals under review will be invited to discuss those proposals at scheduled meetings. Committee recommendations will be directed to the Provost/VPAA and President for their action and to the Executive Committee of the Senate for its use in monitoring the activities of these committees. The UPCC and GPCC will also make policy recommendations regarding the curriculum development and review process to the senate. The General Education Council will assign one of its own members to serve concurrently as a voting member of the UPCC.

Each college curriculum committee will include representatives from all the departments in the college. It will maintain in writing and make available upon request a list of major criteria used in evaluating proposals. Initiators of proposals under review will be invited to discuss those proposals at scheduled meetings. Input will be solicited from departments within the college that may be affected by substantive proposals under review. Each college curriculum committee chair should attend (or send a designee to attend) meetings of the UPCC and/or GPCC as applicable to relay input from departments within the college that may be affected by substantive proposals under review from other colleges.

Each department curriculum committee will maintain in writing and make available upon request a list of major criteria used in evaluating proposals. It will discuss substantive proposals with the department before passing those proposals on to the chair. It will share with the department the written explanation of the rejection provided by any level of review.

## **3.8 - Workflow for Changes to University and Faculty Handbooks and Catalogs**

Changes to the University Handbook (Shared Governance section), Faculty Handbook, and Catalogs (Academic Policies section) will be routed as outlined here:

\* Faculty Senate > \* Chairs and Directors Assembly > \*Deans Council > Associate VP for Faculty (Handbooks) or Associate VP for Curriculum (Catalogs) > Provost/VPAA > President > President notifies Associate VPAA of decision > Associate VPAA forwards change to Publication Coordinator for inclusion in next publication.

(\*) denotes that the ordering of routing is not sequential.

## Section 4 - Services and Facilities

### 4.1 - Library

The Kennesaw State Library System is composed of the Sturgis Library and the Library Repository located on the Kennesaw campus and the Johnson Library on the Marietta campus. The Library System is designed to meet the teaching, learning, and research needs of the greater university community. In this endeavor, the Library System has acquired in excess of 1,021,343 print and electronic books. The KSU Library System also supports 408 databases. The Library System uses a discovery service and vendor supplied AI service that enables students and faculty to search across these multiple databases, the library system catalog, and the Digital Commons-all in one search effort. These discovery layers' increase searching effectiveness and makes it easier to find content in different formats (print or digital).

Other collections that are fully online-or approaching fully online-format in full text/image/sound types are available to faculty and enrolled students at all times via secure login with their KSU network identification and password, regardless of their locations. These collections include:

- 13,557 Federal Serial Sets (approximately 9.7 million pages);
- 56,000 federal maps;
- 45,000 music scores;
- 1,000,000 tracks of music;
- 15,500 video titles;
- 1,000,000 art images;
- 90 collections of data-sets representing over 12,000,000 data points

The website address for the KSU Library System is: <http://library.kennesaw.edu/>.

### 4.2 - Writing Center

The KSU Writing Center provides free writing support in all subject areas for undergraduate and graduate students as well as faculty and staff. Welcoming locations on both campuses (English 242 and Johnson 121) provide comfortable settings where writers can receive one-on-one help in developing a topic, organizing an argument, integrating and citing sources, learning to edit and proofread successfully, and much more. Additionally, the Center hosts weekly workshops, clubs, and events that explore specific aspects of writing in fun, small group settings. Many resources and services are available online through the Writing Center's website, and collections of current writing handbooks, including style guides for MLA, APA, AP and CMS, etc., are available for use in the Center. The Center's Writing Across the Curriculum Program sponsors faculty development opportunities to expand and enhance the use of writing as a tool for learning and teaching in all disciplines.

To learn more about the KSU Writing Center's programs, services, locations, and hours, as well as how to schedule an appointment, please visit <http://writingcenter.kennesaw.edu/>.

## 4.3 - University Information Technology Services (UITS)

University Information Technology Services provides campus infrastructure in terms of networking, telephones, and wireless connectivity in addition to supporting all desktop and mobile device computing on campus, including computer labs and virtual labs. Additional services provided include:

- Academic and administrative software applications
- Audiovisual equipment checkout
- Campus websites
- Classroom audiovisual infrastructure
- Event broadcasting and video production services
- Student, faculty, and staff web pages
- High Performance Computing
- Identity management
- IT purchases
- Network file storage
- Technology training and documentation
- University email

The KSU Service Desk is the portal to getting assistance or access to University IT Services. They can be reached at 470-578-6999 or [service@kennesaw.edu](mailto:service@kennesaw.edu). For more information, see <http://uits.kennesaw.edu/>.

## 4.4 - Campus Services

Campus Services' departments work together to make the university experience successful for students, faculty, staff and visiting guests. Campus Services includes the departments listed below, which serve KSU by providing the essentials of campus life along with exceptional customer service.

- Campus Postal Services
- Card Services at the Talon One Service Center
- Central Receiving and Distribution
- Copy/Print Services
- Door Access
- Housing and Residence Life
- KCash
- Parking and Transportation
- Student Health Services
- University Dining
- University Stores
- Vending Services

For more information on the services offered to campus, please visit the Campus Services website at: <http://campusservices.kennesaw.edu/>.

## 4.5 - Computer Labs

Information on Open Computer Labs is available at: <http://uits.kennesaw.edu/support/labhours.php>.



## 4.6 - Indoor and Outdoor Campus Facilities

The use of indoor and outdoor physical education facilities and fields of Kennesaw State University for recreational purposes is limited to students, faculty, staff, and alumni at prescribed times set aside for this purpose. Rules and regulations governing the indoor and outdoor facilities are administered by the Department of Sports and Recreation. <http://sportsrec.kennesaw.edu/>.

## 4.7 - Health Promotion and Wellness

The mission of Health Promotion and Wellness is to improve the balance of the intellectual, emotional, physical, social, environmental, and spiritual development of students through awareness and education. Health Promotion and Wellness strives to provide an environment that is supportive of positive health practices.

Health Promotion and Wellness promotes student health through three signature program areas:

**Nutrition Services:** Students can meet with a registered and licensed dietitian to get an assessment of their current eating habits and discuss nutrition for their current lifestyle, medical conditions, or other needs. Students will receive expert advice to encourage a healthy relationship with food, which may include intuitive eating education, nutrition for medical conditions, getting help with an eating disorder, sports nutrition, or other topics regarding nutrition. Cooking demonstrations are available for students to learn how to prepare easy, nutritious, and budget-friendly meals on their own. Students will not only learn new recipes, but also basic culinary skills, healthy eating, and food safety tips.

**Peer Health Outreach and Wellness Leaders (OWLs):** Student volunteers who are trained and have obtained a national certification in developing, implementing, and evaluating fun interactive wellness programs for fellow students. The Peer Health OWLs make the campus healthier, safer, and more enjoyable.

**Health Promotion Programs:** Health promotion programs are provided to meet the health needs of students. Program focus areas are identified based on the results of the National College Health Assessment and may include but are not limited to stress management, alcohol awareness, healthy relationships, sexual health, nutrition, cooking demonstrations, body image, CPR/AED/first aid, physical activity, and general wellness.

Phone: 470-578-6394

Email: [wellctr@kennesaw.edu](mailto:wellctr@kennesaw.edu)

Website: <http://wellness.kennesaw.edu/>

Mailing address: 290 Kennesaw State University Road, MD 0301, Kennesaw, GA 30144

## 4.8 - Emergency and After-hours Assistance

### The Office of Emergency Management

The Office of Emergency Management, a division of the Department of Public Safety, has the primary responsibility of the emergency management function at Kennesaw State. Emergency management is broken up into four core functions or phases: Mitigation, Preparedness, Response, and Recovery. Each phase makes up an integral aspect of the overall Emergency Management System. The four phases are generally identified as a cycle. The vast majority of the emergency management function at an Institute of Higher Education (IHE) are spent on mitigation and preparedness.

For additional information about KSU's campus emergency procedures, FAQs, training opportunities and other emergency preparedness resources, visit <http://oem.kennesaw.edu/> or call OEM at 470.578.6985 or email

oem@kennesaw.edu. The campus community are encouraged to follow OEM on Facebook and Twitter, and it's important to make sure updated cell phone numbers and phone carriers are updated on the OneUSG system.

## **Public Safety/Police**

Located in the Public Safety Building (building 351) adjacent to the West Parking Deck, KSU's Department of Public Safety is on duty twenty-four hours a day to protect lives and property at Kennesaw State University. The building's lobby is open 24/7 and has a telephone providing allhours access to the KSU Police Communications Center, which located on the ground level in Norton Hall on the Marietta Campus. The customer service windows are open during normal business hours (Monday-Friday, 8:00 a.m.-5:00 p.m.). Contact KSU Police at 470-578-6666 for emergencies.

Visit <http://police.kennesaw.edu/> for more information about KSU's Public Safety/Police Department and to access campus safety resources. Faculty, staff and students are encouraged to download the LiveSafe App -- <http://livesafe.kennesaw.edu/index.php>.

## **Kennesaw State University Student Health Services**

WellStar Medical Group operates on-campus primary care facilities to provide world-class healthcare. The mission of WellStar Medical Group and Student Health Services is to keep KSU healthy. Although our primary focus is to serve students, if you are a KSU faculty or staff member, we will be happy to assist you. Should you find yourself injured or feeling sick while on campus, please call our office 470.578.6644 to schedule an appointment. All faculty and staff visits will be billed to your insurance provider and a co-pay may apply.

Should you require travel immunizations, please schedule an appointment at least thirty days prior to travel as recommended by the CDC. An office visit co-pay may apply and many insurance providers do not cover travel immunizations. Please contact your insurance company for additional information.

WellStar Medical Group encourages you to seek your own primary care group for ongoing routine and acute visits. For information on WellStar Group offices near your home, please visit [wellstar.org](http://wellstar.org).

For more information regarding KSU Student Health Services please visit <http://studenthealth.kennesaw.edu/>.

## **Behavioral Response Team (BRT)**

Kennesaw State University seeks to foster a proactive climate of care that can only be achieved through cooperative input from the entire community. To that end, KSU has created a Behavioral Response Team (BRT) that takes a planned approach to identifying and assisting individuals who are distressed and/or exhibiting abnormal, threatening, or dangerous behavior. Through early identification, the team can connect individuals of concern with the resources they need to succeed and hopefully prevent crises. The BRT is a multidisciplinary team that meets regularly to assess and manage concerns that have been brought to the attention of the team. The team provides consultation to individuals and department, outreach to the community, and coordinates a host of resources, such as the online "At Risk" training, to help better prepare faculty, staff, and students to assess and respond to individuals in crisis. The BRT is chaired by the Dean of Students and includes representatives and consulting members from counseling and psychological services, health services, academic affairs, public safety, residence life, and student conduct and academic integrity, human resources, legal affairs, student disability services, and strategic safety and security. For more information or to submit a Red Flag Report visit <http://brt.kennesaw.edu/>.

## **Section 5 - Personnel, Fiscal, & Institutional Policies**

# 5.1 - Reaffirmation of Equal Employment Opportunity Affirmative Action Policies

Kennesaw State University continues its policy of implementing equal opportunity to all students, employees, and applicants for employment or admission without regard to race, color, sex (including sexual harassment and pregnancy), sexual orientation, gender identity, gender expression, ethnicity or national origin, religion, age, genetic information, disability, or veteran status. The university shall take action, to the extent allowed under state and federal law, to ensure fulfillment of the policy including, but not limited to, the following areas:

- Recruiting and enrollment of students and the conduct of educational activities
- Recruitment, hiring, and promotion
- Rates of pay or other forms of compensation
- Selection for training
- Layoff or termination
- Fringe benefits

The policy of Kennesaw State University is consistent with the requirements and objectives of Executive Orders 11246 and 11375, as amended; the Rehabilitation Act of 1973 (Sections 503 & 504) and the Americans with Disabilities Amendments Act of 2008 (Title II) and their implementing regulations; the Age Discrimination in Employment Act of 1967; and the Vietnam Era Veterans Readjustment Assistance Act of 1974, as it amends 38 U.S.C. 4212, and their implementing regulations. It is the objective of the university to obtain, without discrimination, individuals qualified and/or trainable for positions by virtue of job related standards of education, training experiences or personal qualification.

In keeping with the above listed federal regulations, Kennesaw State University does not and will not unlawfully discriminate against any student, employee, or applicant for employment or admission with regard to any position for which the student or employee qualifies. Kennesaw State University will provide reasonable accommodation for all employees, students, and applicants for employment with physical and mental disabilities as required by law.

The following persons are responsible for ensuring the compliance and continued affirmative implementation of this policy:

Chief Diversity Officer Office of Diversity & Inclusion

440 Bartow Ave., NW

English Building, Suite 202

Kennesaw, GA 30144

470-578-2614

Individuals with disabilities may request reasonable accommodations by contacting:

<b>Students</b>	<b>Students</b>	<b>Employees</b>
<b>Kennesaw Campus</b>	<b>Marietta Campus</b>	<b>Human Resources</b>
Student Disability Services	Student Disability Services	3391 Town Point Drive, Suite 2000
Kennesaw Hall, Rm 1205	1100 South Marietta Parkway	Kennesaw, GA 30144
585 Cobb Ave. NW	Building A, Suite 160G	470-578-6030

Kennesaw, GA 30144	Marietta, GA 30060	
470-578-2666	(470) 578-7361	

Kennesaw State University policy on equal employment opportunity will be reviewed and revised periodically for the purpose of updating and measuring the progress of the university against stated objectives.

## 5.2 - Workplace Policies and Procedures

### 5.2.1 - Intellectual Diversity and Interpersonal Relations Position Statement

Kennesaw State University is an educational community comprised of individuals from different ethnic, racial and religious groups and of different genders, political beliefs, ages, abilities and sexual orientations. In light of this diversity, Kennesaw State University is resolved to contribute to the development of an integrated, pluralistic society in which individuals model and support humaneness and respect for the individual.

Kennesaw State University is committed to a diversity of intellectual viewpoints. We trust in a genuine free marketplace of ideas where faculty and students are encouraged to express their considered opinions openly. We further believe that this intellectual exchange is healthy, democratic, and produces new insights. The exchange of ideas is also a splendid means of encouraging "critical thinking" as long as it is conducted within an atmosphere that respects the dignity of all concerned.

The University is committed to providing quality education, which is enhanced by the perspectives provided by individuals and groups with varying backgrounds and views. Racism, sexism and other discriminatory attitudes and behaviors impede learning and working. Conversely, respect for differences enhances educational and work experiences. Kennesaw State University is dedicated to creating an environment that cherishes and nourishes this diversity.

### 5.2.2 - KSU Intellectual Property Policy

#### Introduction

Kennesaw State University ("University") is dedicated to teaching, research, and the extension of knowledge to the public. Among its primary objectives are the development of new and useful devices, processes, computer software, and artistic and literary works; and the publication and creation of scholarly works. Such activities: • contribute to the professional development of the faculty, staff and students involved;

- enhance the reputation of the University;
- provide additional educational opportunities for participating students; and
- promote the general welfare of the public at large.

In some cases, patentable inventions, copyrightable materials, and other intellectual property may be developed through activities of University faculty, staff, or students who have been aided in their efforts by University resources. In such cases, the University has an interest in insuring and expediting the development, marketing, and utilization of the intellectual property. At the same time, the rights, privileges, and incentives of the inventor(s) or creator(s) must be preserved so that their abilities and those of other University faculty, staff, or students may be further encouraged and stimulated.

The University recognizes and encourages the publication of scholarly works as an integral part of the processes of teaching, research, and service. Frequently through individual effort and initiative, faculty, staff, and students develop articles, pamphlets, books, and other scholarly works which may be subject to copyright and which may generate royalty income for the author. Scholarly works may also result from work supported either partially or primarily by the University. Recent technological advances have increased the complexity of determining ownership interests in Intellectual Property. In some instances, Intellectual Property may become, in whole or in part, the property of the Board of Regents. When this Policy speaks to ownership of Intellectual Property by the University, the Board of Regents shall be the owner, unless the Board of Regents has transferred ownership to an affiliated nonprofit organization of the University.

The foregoing considered, the University does hereby establish the following policy with respect to the development, protection, and transfer of rights to Intellectual Property resulting from the work of its faculty, staff or students. This policy shall be applicable to all full or part-time faculty, staff or students of the University.

## Definitions

**"Intellectual Property" (IP)** shall be deemed to refer to patentable materials, copyrighted materials, trademarks, software, and trade secrets, whether or not formal protection is sought.

**"Faculty Member, Staff Member, and Student":** For purposes of this policy, students are individuals who are enrolled for any course at the University. A faculty or staff member is any person who is employed on a full-time or part-time basis by the University.

**"Patentable Materials"** shall be deemed to refer to items which reasonably appear to qualify for protection under the patent laws of the United States or other protective statutes, including Novel Plant Varieties and Patentable Plants, whether or not patentable thereunder.

**"Copyrighted Materials"** shall include the following: (1) books, journal articles, texts, glossaries, bibliographies, study guides, laboratory manuals, syllabi, tests and proposals; (2) lectures, musical or dramatic compositions, unpublished scripts; (3) films, filmstrips, charts, transparencies, and other visual aids; (4) video and audio tapes or cassettes; (5) live video and audio broadcasts; (6) programmed instructional materials; (7) mask works; and (8) other materials or works other than software which qualify for protection under the copyright laws of the United States (See 17 U.S.C. § 102 et seq.) or other protective statutes whether or not registered thereunder.

**"Software"** shall include one or more computer programs existing in any form, or any associated operational procedures, manuals or other documentation, whether or not protectable or protected by patent or copyright. The term "computer program" shall mean a set of instructions, statements or related data that, in actual or modified form, is capable of causing a computer or computer system to perform specified functions.

**"Trademarks"** shall include all trademarks, service marks, trade names, seals, symbols, designs, slogans, or logotypes developed by or associated with the University. (See 15 U.S.C. § 1127.)

**"Trade Secrets"** means information including, but not limited to, technical or nontechnical data, a formula, a pattern, a compilation, a program, a device, a method, a technique, a drawing, a process, financial data, financial plans, product plans, or a list of actual or potential customers or suppliers which: (i) derives economic value, actual or potential, from not being generally known to, and not being readily ascertainable by proper means by, other persons who can obtain economic value from its disclosure or use; and (ii) is the subject of efforts that are reasonable under the circumstances to maintain its secrecy. (See O.C.G.A. § 10- 1-761.)

**"Patentable Plant"** means an asexually reproduced distinct and new variety of plant. (See 35 U.S.C. § 161.)

**"Mask Work"** means a series of related images, however fixed or encoded: (i) having or representing the predetermined, three-dimensional pattern of metallic, insulating, or semiconductor material present or removed from

the layers of a semiconductor chip product; and (ii) in which series the relation of the images to one another is that each image has the pattern of the surface of one form of the semiconductor chip product. (See 17 U.S.C. § 901.)

"**Novel Plant Variety**" means a novel variety of sexually reproduced plant. (See 7 U.S.C. § 2321 et seq.)

"**Creator**" and "**Originator**," which are used interchangeably in this Intellectual Property Policy, shall mean the creator, author, inventor, or similar person and that person's executor, heirs, successors, and assigns.

## Determination of Rights and Equities in Intellectual Property

### A. Individual Effort

Ownership rights to Intellectual Property developed by faculty, staff or students of the institution shall reside with the inventor or creator of such Intellectual Property provided that:

- there is no use, except in a purely incidental way, of institution resources in the creation of such Intellectual Property (unless such resources are available without charge to the public);
- the Intellectual Property is not prepared in accordance with the terms of an institution contract or grant;
- the Intellectual Property is not developed by faculty, staff or students as a specific institution assignment. The general obligation to produce scholarly and creative works does not constitute a specific assignment for this purpose. The nature and extent of the use of institution re-sources shall be subject to institution regulations and shall be determined by the institution.

### B. Institution-Assigned Efforts

Ownership of Intellectual Property developed as a result of assigned institutional effort shall reside with the institution; however, sharing of royalty income with the inventor or creator is authorized as an incentive to encourage further development of Intellectual Property. The nature and extent of inventor or creator participation in royalty income, however, shall be subject to institution regulations.

### C. Institution-Assisted Individual Effort

Ownership of Intellectual Property developed by faculty, staff or students of the institution where the institution provides support of their efforts or use of institution resources in more than a purely incidental way (unless such resources are available without charge to the public) shall be shared by the inventor or creator and the institution. The nature and extent of inventor or creator participation in royalty income, however, shall be subject to institution regulations.

### D. Sponsor-Supported Efforts

The grant or contract between the sponsor and the University, under which Intellectual Property is produced, may contain specific provisions with respect to disposition of rights or interests in the Intellectual Property. Where the creator(s) or the University retains any portion of these rights or interests, the classification of such portion of the rights or interests in the Intellectual Property may be deemed to be Individual-Effort, University-Assigned Effort, or University-Assisted Effort. This classification shall be determined in accordance with DEFINITIONS, Paragraphs 2 and 3 on or before the date on which the authorized University representative(s) execute the grant agreement or contract.

**TABLE 1**

REVENUE DISTRIBUTION	Originator	Originator's Department	Office of Sponsored Programs	Faculty Development Budget
Individual Effort	100%	-	-	-

University Assigned	50%	30%	10%	10%
University Assigned	75%	10%	5%	10%

## Policy Implementation and Procedures

### A. Composition of the IPC

The IPC will consist of eight members. Six of these members shall be appointed by the President and two are members ex officio. The President shall appoint two (2) faculty members, one (1) staff member, one (1) student, one (1) academic department chair, and one (1) academic dean all based on recommendations from the appropriate constituent groups. IPC members appointed by the President shall serve two-year, staggered terms. The VP of finance or his or her designee shall be an ex officio, voting member. The Vice President for Research/Dean of Graduate Studies shall serve as an ex officio, nonvoting member. The President shall designate, from among the appointed members, one member as chair of the IPC.

### B. Duties of the IPC

The duties of this group will include the following: oversee IPP implementation; recommend changes in the IPP; review IPs that are referred to it through the disclosure process described below in POLICY IMPLEMENTATION AND PROCEDURES, Section D of this IPP; and adjudicate IP-related disputes.

The IPC shall have exclusive jurisdiction of disputes brought by the creator regarding IP classifications made by deans or their equivalents, in accordance with POLICY IMPLEMENTATION AND PROCEDURES, Section D, paragraph 2, below. Such disputes will be heard by a panel of three IPC members appointed by the IPC Chair. Adjudication shall include an oral hearing, a decision rendered within 60 days of the request, and a written explanation of the decision and underlying rationale. Appeals, which may be made by either the creator or the University, shall be heard by the entire IPC plus two ad hoc members, one chosen by the creator and the other chosen by the relevant supervisor. Any further appeals go to the President.

### C. The University has elected, through the IPC and with the approval of the President, to release the management of IP to which the University has title or an interest to the creator thereof for management and development as a private venture after the execution of an agreement providing for a suitable division of royalty income.

### D. Disclosure Policy & Procedure

Property Requiring Disclosure. An IP that is a University-Supported effort that is the subject of an agreement between faculty, staff, or students on one hand, and an external entity on the other, shall be disclosed.

## Disclosure Process & Content

- A. If disclosure is required, the creator must disclose the IP before a contract or agreement is signed or consideration is accepted in exchange for any interest in the IP, before the IP is disclosed to the public, or before any application is made to patent a patentable IP.
- B. Required disclosures shall be submitted on a standard KSU IP Disclosure Form ("Form") (see Appendix) signed by the creator. The Form shall disclose (i) the existence of an intellectual property; (ii) the legal category (such as copyright, patent, trade mark, trade secret, mask work, plant) of the intellectual property created; (iii) a brief description, that need not include confidential or proprietary information the disclosure of which would jeopardize the commercial value of the IP; (iv) the creator's classification of the IP; and (v) supervisory and IPC classifications of the IP, as applicable. The Form shall be signed by reviewing supervisor(s) and the IPC chair, as applicable.
- C. All Forms shall initially be delivered in hardcopy to the department chair or immediate supervisor ("Supervisor"). After initial review the supervisor shall forward the Form, within 10 business days of receipt thereof, to the college dean or next immediate supervisor ("dean") with copy to the creator, indicating the

supervisor's classification. If the creator disagrees with the supervisor's classification, the creator may submit to the dean a memorandum in support of the creator's classification. The dean, within 10 business days of receipt, shall review the Form and the creator's memorandum, if any, and either ratify or alter the supervisor's classification.

- D. In the case of IP classified by the dean as "university assisted" or "university assigned," the disclosure and classification must then be reviewed and filed by the IPC.
- E. If the creator disagrees with the supervisor's or dean's classification of an IP, then the creator may refer the dispute by a signed request copied to the chair, dean, and IPC chair, within 60 days of receipt of the supervisor's classification thereof, to the IPC for adjudication following the dispute resolution procedures set forth at POLICY IMPLEMENTATION AND PROCEDURES, Section B, above.

## **Appeal Procedure**

The University has adopted the following appeal procedure within the University in the event of a disagreement as to the classification, ownership and use of IP subject to this Policy.

Appeals of classification decisions of the IPC shall be made to the President of the University. Appeals shall be submitted in writing within 10 days of the committee's decision.

## **Preemption by Board of Regents' Policy**

In the event of conflict between any provision of this policy and any policy of the Board of Regents, the latter shall prevail.

## **5.2.3 - Allegations of Scholarly Misconduct**

### **Purpose of this Policy**

Kennesaw State University is committed to actions and policies that support the responsible conduct of research, that provide for prompt and fair investigations of alleged misconduct, and that appropriately protect the work and reputations of any faculty, staff, or students involved in such allegations or investigations.

This policy is adopted in compliance with various federal laws, regulations and policies dealing with misconduct in research including the Health Research Extension Act of 1985 (42 U.S.C. 289b) and Public Health Service (PHS) regulations to be promulgated pursuant to that Act. Also applicable is the National Science Foundation (NSF) regulation 45 CFR Part 689. These laws, regulations, and policies require universities receiving federal funds to establish administrative procedures for reviewing allegations of misconduct in connection with research. This policy pertains to all research and creative activity (including federally funded research) conducted at Kennesaw State University. The Vice President for Research and Dean of the Graduate College, acting as the University's Research Integrity Officer, is responsible for implementing this policy and for acting as liaison with external agencies and/or individuals making allegations.

### **Applicability**

This policy shall apply to Kennesaw State University (KSU) staff, instructional, administrative, and research faculty, and other members of the University's community including, without limit, graduate student research assistants, graduate student teaching assistants, graduate student staff, undergraduate students employed in research or other scholarly activity, post-doctoral fellows and post-doctoral research associates, visiting faculty or staff, faculty or staff



on sabbatical leave, adjunct faculty when performing University work, and faculty or staff on leave without pay. This policy applies to students only when acting in the course of their employment with the University.

## Definitions

**"Allegation"** means any written or oral statement or other indication of possible scholarly misconduct made to an institutional official.

**"Complainant"** is an individual filing a written complaint of misconduct.

**"Conflict of Interest"** means the real or apparent interference of one person's interests with the interests of another person, where potential bias may occur due to prior or existing personal or professional relationships.

**"Day"** or **"Days"** shall refer to working days.

**"Evidence"** refers to documents, statements of any type which support or refute allegations and testimony.

**"Good faith allegation"** means an allegation made with the honest belief that scholarly misconduct may have occurred. An allegation is not in good faith if it is made with reckless disregard for or willful ignorance of facts that would disprove the allegation.

**"Initial Inquiry"** is an information-gathering and initial fact finding process to determine whether an allegation or apparent instance of misconduct warrants a formal Investigation. An Inquiry should be conducted with minimum publicity and maximum confidentiality.

**"Investigation"** is a formal examination and evaluation of all relevant facts to determine if an instance of misconduct has taken place, to evaluate its seriousness, and if possible, to determine responsibility and the extent of any adverse effects resulting from the misconduct.

**"Misconduct"** or **"scholarly misconduct"** is the fabrication or falsification of data, plagiarism, or other practices that seriously deviate from those that are commonly accepted within the academic or research community for proposing, conducting or reporting research or scholarly activity. It does not include honest error or honest differences in interpretation or judgments of data. Additionally, this definition includes violations of University policy pertaining to research, including the failure to obtain proper review and approval by the University committees responsible for research involving human subjects; radioactive materials; biohazards, as well as the failure to comply with rules and guidelines set forth by the committees responsible for these areas.

**"NSF"** refers to the National Science Foundation.

**"Plagiarism"** is the act of appropriating the literary composition of another, or parts or passages of his or her writings, or the ideas or language of the same, and passing them off as the product of one's own mind. It involves the deliberate use of any outside source without proper acknowledgment. Plagiarism is scholarly misconduct whether it occurs in any published work, or in applications for funding.

**"PHS"** refers to the Public Health Service.

**"President"** is the President of Kennesaw State University.

**"Respondent"** is an individual who is the subject of an inquiry or investigation.

**"University"** is Kennesaw State University.

**"Provost and Vice President"** refers to the Provost and Vice President for Academic Affairs.

# Procedures

## Reporting of Possible Misconduct

All employees or individuals associated with Kennesaw State University shall report observed, suspected, or apparent misconduct to the Research Integrity Officer (Vice President for Research and Dean of the Graduate College). If an individual is unsure as to whether a suspected incident falls within the definition of scholarly misconduct, he/she may call the Research Integrity Officer to discuss the suspected misconduct informally. Such consultation shall be kept confidential to the extent permissible by law.

Ultimately, all allegations of misconduct shall be made in writing, signed by the Complainant, and shall be made in confidence directly to the Research Integrity Officer. Upon receipt of a written complaint, the Research Integrity Officer shall inform the Provost and Vice President for Academic Affairs, the University Legal Advisor, and the Respondent of the allegation. Every effort should be made to resolve the situation at this level. In the event that the person making the allegation considers the Research Integrity Officer and/or the Provost and Vice President to have a conflict of interest, the allegation may be reported directly to the President. Actions constituting misconduct as defined herein shall not be grievable through the Faculty Grievance Process.

Should attempts to resolve the situation be unsuccessful, the Research Integrity Officer shall review the written complaint and consult with the University Legal Advisor to determine whether probable cause exists to conduct an Initial Inquiry, whether PHS or NSF support is involved, and whether the allegation falls under either the PHS or NSF definition of misconduct. There is not always sufficient evidence or information to permit further inquiry into an allegation. If the issue involved is found not to warrant further inquiry, satisfactory resolution through means other than this policy should be sought and to the extent possible, the identity of the complainant(s) shall remain confidential.

## Initial Inquiry

Following the preliminary assessment, if the Research Integrity Officer, in consultation with the Provost and Vice President and the University Legal Counsel, determines that the allegation provides sufficient information to allow specific follow-up, he or she will notify, in writing, with return receipt, the Respondent's College Dean and the Respondent, and immediately begin the Initial Inquiry. At this point, if outside funding is involved, the funding agency should be notified that an investigation has been initiated. The purpose of the Initial Inquiry is to make a preliminary evaluation of the available evidence and testimony of the Complainant, the Respondent, and key witnesses to determine whether there is sufficient evidence of possible scholarly misconduct to warrant an investigation. The purpose of the Inquiry is NOT to reach a final conclusion about whether misconduct definitely occurred or who was responsible. If it is determined that an Initial Inquiry is necessary, every reasonable effort shall be made to protect the identity of the individual(s) involved. (If the process reaches the investigative phase, however, the right of the Respondent to confront the Complainant requires that the identity of the Complainant be revealed).

The Research Integrity Officer is responsible for forming an Inquiry Committee, the membership of which shall be determined by the Research Integrity Officer, the Dean of the Respondent's College, and the Provost and Vice-President.

## Inquiry Committee

If it is determined that the formation of an Inquiry Committee is necessary, the Committee and Committee chair will be appointed within 10 days of the initiation of the Inquiry. The Inquiry Committee shall consist of a minimum of three persons who do not have real or apparent conflicts of interest in the case, are unbiased, and have the necessary and appropriate expertise to carry out a thorough and authoritative evaluation of the relevant evidence, interview the principals and key witnesses, and to conduct the Inquiry. These individuals may be faculty, subject matter experts, administrators, lawyers, or other qualified persons, and they may be from inside or outside the University.

Members of the Committee and experts will agree in writing to observe the confidentiality of the proceeding and any information or documents reviewed as part of the Inquiry. Outside of the official proceedings of the Committee, they

may not discuss the proceedings with the Respondent, Complainant, witnesses, or anyone not authorized by the Research Integrity Officer to have knowledge of the Inquiry.

The Research Integrity Officer will notify the Respondent of the proposed Committee membership within five (5) days of its formation, in writing, with return receipt. If the Respondent submits a written objection to any appointed member of the Inquiry Committee or expert based on bias or conflict of interest, within five (5) days, the Research Integrity Officer will immediately determine whether to replace the challenged member or expert with a qualified substitute.

### **Notification of the Appropriate Parties**

Upon initiation of the Inquiry, the Research Integrity Officer shall notify the Respondent in writing, with return receipt, that a complaint of misconduct has been received and advise the Respondent of the Inquiry. The notification shall identify the research project in question, and the specific allegations, define misconduct, identify PHS or NSF funding, if involved, list the names of the members of the Inquiry Committee (if appointed) and experts (if any), explain the Respondent's opportunity to challenge the appointment of a member of the Committee or expert for bias or conflict of interest, to be assisted by counsel, to be interviewed, to present evidence to the Committee, and to comment on the Inquiry report; address the Respondent's obligation as an employee of the University to cooperate; describe the University's policy on protecting the Complainant against retaliation, and the need to maintain the Complainant's confidentiality during the Inquiry, and any subsequent proceedings.

Simultaneously, the Respondent will be notified that the relevant research records will be located, collected, inventoried, and secured in order to prevent the loss, alteration, or fraudulent creation of records. (Research records produced under federal grants, cooperative agreements, and most contracts are the property of the University, and employees cannot interfere with the University's right of access to them.) The documents and materials to be sequestered shall include all of the original items (or copies, if originals cannot be located) that may be relevant to the allegations. Additionally, records from other individuals, such as co-authors, collaborators, or Complainant(s) may need to be sequestered. The Research Integrity Officer shall obtain the assistance of the Respondent's supervisor and University Legal Counsel in this process, as necessary. If the Respondent is not available, sequestration may begin in the Respondent's absence. The Respondent shall not be notified in advance of the sequestration of research records.

To protect the rights of the Respondent and all other involved individuals, as well as to enable the University and its representatives to meet their institutional, regulatory, and legal responsibilities, documentation of custody must be ensured and maintained, with the originals kept intact and unmodified. Therefore, a copy of a dated receipt should be signed by the sequestering official, and the person from whom an item is collected, and a copy of the receipt should be given to the person from whom the record is taken.

If it is not possible to prepare a complete inventory list at the time of collection, one should be prepared as soon as possible, and then a copy should be given to the person from whom the items were collected within ten working days of the request. If the copy cannot be delivered to the individual within ten working days, a written explanation of the relevant circumstances, along with the anticipated delivery date, shall be transmitted in confidence to that individual. This explanation shall become a part of the Inquiry records. When the requested copy is delivered to the person from whom the original item has been taken, a dated receipt shall be signed by that person and the designated University official, with copies given to both individuals. The Research Integrity Officer shall be responsible for maintaining files of all documents and evidence and for the confidentiality and the security of the files.

The Research Integrity Officer and Vice President, in consultation with appropriate (including legal) advisor(s) shall determine what additional notification(s) is necessary, including if and when external funding agencies should be notified. Any such notification shall include a complete description of the evidence and shall be provided by the Vice President. The Research Integrity Officer, the Provost and Vice President and/or the Inquiry Committee may meet separately with the Respondent and Complainant and shall review all pertinent and reasonable documentation to determine if a formal Investigation should be recommended. Refusal on the part of the Respondent to cooperate shall be grounds for the recommendation for an Investigation.

The Respondent may consult with legal counsel or a non-lawyer personal advisor (who is not a principal or witness in the case) to seek advice and may be accompanied by legal counsel or a non-lawyer personal advisor to any meeting on

this matter. The Respondent's legal counsel's role, as well as the personal advisor's role is limited to advising the Respondent. Neither the legal counsel nor the personal advisor may participate in any administrative proceedings.

### **Charge to the Committee and the First Meeting**

The Research Integrity Officer, or his or her designee will prepare a charge for the Inquiry Committee that states the purpose of the Inquiry, describes the allegations and any related issues, outlines the appropriate procedures for conducting the Inquiry, assists the Committee with organizing plans for the Inquiry, and answers any questions raised by the Committee. The Research Integrity Officer, his or her designee, and the University Legal Counsel will be present or available throughout the Inquiry to advise the Committee as needed.

### **Conducting Interviews**

The purpose of an interview at the Inquiry stage is to allow each Respondent, Complainant, or witness to tell his or her side of the story. Before an interview, the Committee should provide each witness with a summary of the matters or issues intended to be covered at the interview. If the Committee raises additional matters, the witness should be given an opportunity to supplement the record in writing or in another interview. Interviews with the Respondent will be transcribed or tape recorded. Interviews with anyone else will be summarized, tape-recorded, or transcribed. A transcript or summary of the interview will be provided to each witness for review and correction of errors. Witnesses may add comments or information. Changes to the transcript or summary will be made only to correct factual errors.

Witnesses may be accompanied and advised by legal counsel or by a non-legal advisor who is not a principal or witness in the case. However, the counsel or advisor may only advise the witness and may not participate directly in the interview. Witnesses will respond directly to the interview questions.

If the Respondent admits to the misconduct, the Respondent should be asked immediately to sign a statement attesting to the occurrence and extent of the misconduct. Normally, an admission is a sufficient basis to proceed directly to an Investigation. However, the admission may not be a sufficient basis for closing a case. Further investigation may be needed to determine the extent of the misconduct or to explore additional issues. If an admission is made, the Research Integrity Officer, in consultation with University Legal Counsel and other appropriate persons, will determine whether there is a sufficient basis to close a case, after the admission is fully documented and all appropriate procedural steps are taken.

### **Committee Deliberations**

The Inquiry Committee will evaluate the evidence and testimony obtained during the Inquiry. After consultation with the Research Integrity Officer, Vice-President, and University Legal Counsel, the Committee members will decide whether there is sufficient evidence of possible misconduct to recommend further investigation. The scope of the Inquiry does NOT include deciding whether misconduct occurred or conducting exhaustive interviews and analyses.

### **The Inquiry Report**

The Inquiry shall be completed and a written report of the findings shall be prepared and submitted to the Provost and Vice President within 45 days following its first meeting, unless the Research Integrity Officer approves an extension for good cause. If the Inquiry cannot be completed within 60 days, a report shall be made to the Provost and Vice President citing progress to date, the reasons for the delay, and the estimated completion date. The Respondent and any other individual(s) involved shall be informed of the delay.

The final report shall contain the name and title of the committee members and experts, if any; the allegations; whether a PHS or NSF funded project; a summary of the Inquiry process used; a list of the records reviewed; summaries of any interviews; a description of the evidence in sufficient detail to demonstrate whether an Investigation is warranted or not; and the Committee's determination as to whether an Investigation is recommended and whether any other actions should be taken if an Investigation is not recommended. University Legal Counsel will review the Report for legal sufficiency. The Respondent shall be provided a copy of the Inquiry Report, with return receipt. The Complainant will be provided with those portions of the draft report that address the Complainant's role and opinions in the Investigation. The Research Integrity Officer may establish reasonable conditions for review to protect the confidentiality of the draft

report. Within 15 days of the receipt of the draft report, the Respondent and Complainant will provide their comments, if any, to the Inquiry Committee. Any comments that the Respondent or Complainant submits on the draft report will become part of the final report and record. Based on the comments, the Inquiry Committee may revise the report as appropriate.

If the University plans to terminate an Inquiry of an allegation of misconduct on a PHS or NSF funded project, for any reason, without completing all relevant requirements under the applicable subparts or sections (e.g., 50.103 (d) for PHS and 689.3 for NSF), a report of such planned termination, including a description of the reasons for such termination shall be made to the agency's cognizant office, which will then decide whether further Inquiry should be undertaken.

If the Inquiry reveals substantial evidence of misconduct, the Research Integrity Officer will transmit the final report and any comments to the Provost Vice President who will make the determination of whether findings from the Inquiry provide sufficient evidence of possible scholarly misconduct to justify conducting an Investigation. The Inquiry is completed when the Provost and Vice President makes this determination.

The Vice President, in consultation with the Research Integrity Officer, the University Legal Advisor, and other appropriate parties, shall reach his/her determination on a case by case basis, considering all relevant factors, including, but not limited to: (1) the accuracy and reliability of the source of the allegation of misconduct; (2) the seriousness of the alleged misconduct; (3) the scope of the alleged incident, and the context in which it became known; and (4) other information obtained during the Inquiry. If an Investigation is initiated, any outside sponsoring agency that may be involved or have an interest in the alleged misconduct shall be notified. The Vice President, in consultation with the Research Integrity Officer and University Legal Advisor, shall determine what such notification will include and to whom it will be directed. The Complainant and the Respondent shall be notified in writing, with return receipt, when an Investigation will follow.

If the Inquiry does not produce substantial evidence of misconduct, the Provost and Vice President shall so inform the person who made the allegation, the Respondent, the University Legal Advisor and the President, and any other individual(s) involved in the Inquiry to whom the identity of the Respondent was disclosed, and the matter shall be closed. The University shall make diligent efforts to restore the reputation of the Respondent by providing all relevant parties with a factual report of the outcome and the conclusions of the Inquiry. The University shall maintain sufficiently detailed documentation of the Inquiry to enable it to respond to potential requests to review the reasons for determining that an Investigation was not warranted. Such records will be maintained in the Office of the Vice President for Research/Graduate Dean in a secure manner in accordance with University System of Georgia Records Retention Policies.

If the allegation had been made in good faith, the University shall make diligent efforts to protect against retaliation the positions and reputations of the Complainant(s) and other individuals who have cooperated with the University's Inquiry. Any alleged or apparent retaliation will be reported immediately to the Research Integrity Officer or Vice President. If either the Research Integrity Officer or Provost and Vice President is considered to have a conflict of interest, the alleged or apparent retaliation will be reported directly to the President.

### **Interim Administrative Actions**

Upon recommendation of the Research Integrity Officer, the Provost and Vice President and the University Legal Advisor, the Dean of the Respondent's College may meet with the Respondent for the purpose of imposing temporary interim administrative actions prior to the completion of an Inquiry or Investigation if necessary to safeguard the integrity of the research or scholarly activity, prevent inappropriate use of sponsored funding, or otherwise protect the interests of a sponsor, the University or the public. If temporary suspension of duties is imposed, such suspension shall be without loss of pay, pending the conclusion of the process described herein. The Respondent shall be informed of the reasons for such action taken and afforded the opportunity to oppose such action.

### **Formal Investigation**

The purpose of the Investigation is to explore in detail the allegations, to examine the evidence in depth, and to determine specifically whether misconduct has been committed, by whom, and to what extent. The Investigation will also determine whether there are additional instances of possible misconduct that would justify broadening the scope

beyond the initial allegations. This is particularly important where alleged misconduct involves clinical trials or potential harm to human subjects or the general public or if it affects research that forms the basis for public policy, clinical practice, or public health practice.

The Research Integrity Officer will notify the Respondent, in writing, with return receipt, as soon as reasonably possible after the determination is made to open an Investigation. The notification should include a copy of the Inquiry Report; the specific allegations; the sources of funding, if any; the definition of scholarly misconduct; the procedures to be followed in the Investigation, including the appointment of the Investigation Committee and experts; the opportunity of the Respondent to be interviewed, to provide information, to be assisted by counsel, to challenge the membership of the committee and experts based on bias or conflict of interest, and to comment on the draft report. The Research Integrity Officer will immediately sequester any additional pertinent research records that were not previously sequestered during the Inquiry. This sequestration will occur before or at the time the Respondent is notified that an Investigation has begun. The procedures to be followed for sequestration during the Investigation are the same procedures that apply during the Inquiry.

The Research Integrity Officer is responsible for conducting or designating others to conduct the Investigation. In cases where the allegations and apparent evidence are straightforward, such as an allegation of plagiarism or simple falsification or an admission of misconduct by the Respondent, the Research Integrity Officer may choose to conduct the Investigation directly or designate another qualified individual to do so. In such cases, the Investigation official will obtain the necessary expert and technical advice to consider properly all scientific issues.

### **Investigative Committee**

In complex cases, the Research Integrity Officer shall appoint an Investigation Committee (herein the "Investigative Committee") within 10 days of the notification to the Respondent that an investigation is planned. The Research Integrity Officer will be a member of the Committee and will serve as Chairperson. The Investigative Committee should consist of at least three individuals who do not have real or apparent conflicts of interest in the case, are unbiased, and have the necessary expertise to evaluate the evidence and issues related to the allegations, interview the principals and key witnesses, and to conduct the investigation. These individuals may be scientists, administrators, subject matter experts, lawyers, or other qualified persons, and they may be from inside or outside the University. Individuals appointed to the Investigative Committee may also have served on the Inquiry Committee.

Members of the Committee and experts will agree in writing to observe the confidentiality of the proceedings and any information or documents reviewed as part of the Inquiry. Outside of the official proceedings of the Committee, they may not discuss the proceedings with the Respondent, Complainant, witnesses, or anyone not authorized by the Research Integrity Officer to have knowledge of the Inquiry.

The Research Integrity Officer will notify the Respondent of the proposed Committee membership within five (5) days of its formation, in writing, with return receipt. If the Respondent submits a written objection to any appointed member of the Investigative Committee or expert based on bias or conflict of interest within five (5) days, the Research Integrity Officer will immediately determine whether to replace the challenged member or expert with a qualified substitute.

The Respondent may consult with legal counsel or a non-lawyer personal advisor (who is not a principal or witness in the case) to seek advice and may be accompanied by legal counsel or a non-lawyer personal advisor to any meeting on this matter. The Respondent's legal counsel's role, as well as the personal advisor's role is limited to advising the Respondent. Neither the legal counsel nor the personal advisor may participate in any administrative proceedings.

Once formed, the Investigative Committee shall, in consultation with the University Legal Advisor, establish the procedures to be followed in conducting the Investigation. The Complainant and Respondent shall be fully informed of the procedures. The Investigative Committee shall initiate the Investigation within 30 days of the completion of the Inquiry and shall take no more than 60 days to complete the Investigation, prepare a report of its findings, including recommended action(s), and submit the report to Provost and Vice President and President. In undertaking this investigation, the Investigation Committee shall act promptly, ensure fairness to all, secure the necessary and appropriate expertise to carry out a thorough and authoritative evaluation of the relevant evidence, and take precautions against real or apparent conflicts of interest.

## Charge to the Committee and the First Meeting

The Research Integrity Officer, with the assistance of the University Legal Advisor, will convene the first meeting of the Investigation Committee. The Research Integrity Officer will define the subject matter of the Investigation in a written charge to the Committee that describes the allegations and related issues identified during the Inquiry, defines scholarly misconduct, and identifies the name of the Respondent.

The Investigation may consist of a combination of activities including but not limited to: (1) examination of all documentation including, but not necessarily limited to, relevant research records, computer files, proposals, manuscripts, publications, correspondence, memoranda, and notes of telephone calls; (2) review of the report from the Inquiry; (3) interviews of parties and witnesses who may have been involved in or have knowledge about the case. Interviews of the Respondent should be tape recorded or transcribed. All other interviews should be transcribed, tape recorded, or summarized. Summaries or transcripts of all interviews should be prepared, provided to the interviewed party for comment or revision, and included as part of the investigatory file. The Investigative Committee shall provide the Respondent an opportunity to comment on the allegations and shall include his or her comments in its report. Members of the University's community who are involved in, or learn of, an Investigation of the alleged scholarly misconduct will protect, to the maximum extent possible, the confidentiality of information regarding the Complainant, the Respondent, and other affected individuals.

If the Respondent admits to the misconduct, he or she should be asked immediately to sign a statement attesting to the occurrence and extent of the misconduct, acknowledging that the statement was voluntary, and stating that the Respondent was advised of his or her right to seek the advice of counsel. The Committee should consult with the University Legal Advisor on the specific form and procedure for obtaining this statement. The admission may not be used as a basis for closing the Investigation unless the Committee has adequately determined the extent and significance of the misconduct and all procedural steps for completion of the Investigation have been met. The Investigation should not be closed unless the Respondent has been appropriately notified and given an opportunity to comment on the Investigative Report. Completion of the Investigation shall include conducting the Investigation, preparing the Report of the findings, making the draft report available to the Respondent for comment, and submitting the final report to the Provost and Vice President. If the case is considered complete, it should be forwarded to the Provost and Vice President with recommendations for appropriate University actions and to any outside funding agencies, as appropriate.

## 5.2.4 - Americans with Disabilities Act (ADA)

The Americans with Disabilities Act (ADA) provides civil rights protection to individuals with disabilities. It guarantees equal opportunity for this protected group on the areas of public accommodations, employment, transportation, state and local government services, and telecommunications.

Kennesaw State University, a member of the University System of Georgia, does not discriminate on the basis of race, color, national origin, sex, religion, age or disability in employment or provision of services. Kennesaw State University does not discriminate on the basis of disability in the admission or access to, or treatment or employment in, its programs or activities.

The following individuals have been designated by the President to provide assistance and ensure compliance with the provisions of the Americans with Disabilities Act (ADA):

<u>Assistant Director of Disabled Student</u>	<u>Assistant VP of Human Resources &amp; Services</u>
Support Services	ADA Officer for Faculty & Staff
ADA Officer for Students	Campus Services Building
Room 269C Carmichael Student Center	470.578.6030

470.578.6443

Assistant VP of Facilities Services

ADA Officer for Facilities

107 Chastain Pointe

470.578.3602

## **5.2.5 - KSU Diversity Vision Statement**

It is our vision to create a strong multicultural and diverse educational environment at KSU in order to increase student satisfaction and to promote an understanding and awareness of people from various backgrounds upon graduation. In this way, KSU students will be educated for, and can effectively compete in the global society.

## **5.2.6 - KSU Position Statement on Environmental Awareness**

Kennesaw State University endeavors to encourage in each student, faculty, staff member, and the community, a respect for the worth of the environment and a desire and capacity to recycle, to conserve energy and to take other measures to help conserve limited resources. This institution focuses on developing an environmental ethic that promotes excellence, responsibility and stewardship in environmental affairs and is committed to educating the community about environmental issues

## **5.2.7 - KSU Mission Statement on Occupational Health and Safety**

It is the goal of Kennesaw State University to provide a safe work and health environment for all faculty members, staff, students and University visitors. Toward this end, the Department of Environmental Health, Safety and Risk Management will ensure compliance with federal, state and local codes and regulation; provide technical assistance to other departments; and conduct routine facility audits to recognize, evaluate and control potential hazards. The department also advises University employees on hazard recognition and accident prevention through targeted environmental health and safety trainings.

## **5.2.8 - Human Immunodeficiency Virus (HIV)**

Kennesaw State University shall provide academic programs, support services, and social and/or recreational activities to all eligible individuals. In the event that an employee or a student is (or becomes) HIV positive, that individual shall retain his/her right to these programs, services and activities. All actions taken by Kennesaw State University will comply with the laws pertaining to public health practices and the rights of individuals to privacy and confidentiality. Situations which arise will be handled individually in order to provide maximum support to any faculty member, administrator, classified staff employee, or student who is HIV positive and to protect the welfare of the community.



## 5.2.9 - KSU Alcohol and Other Drug Policy

The Kennesaw State University Alcohol and Other Drug Policy provides guidance to the University community that ensures compliance with federal and state laws and the Board of Regents of the University System of Georgia policies and procedures. KSU is committed to recognizing, upholding, and enforcing the laws of the state of Georgia. As a recipient of federal funds, KSU supports and complies with the provisions of the Drug-Free Schools and Communities Act Amendments of 1989 (DFSCA), as articulated in the Education Department General Administrative Regulations (EDGAR), Part 86 - the Drug Free Schools and Campuses Regulations and the U.S. Department of Labor Drug-Free Workplace Act of 1988. Current KSU AOD policy may be found in its entirety at:  
<https://policy.kennesaw.edu/content/alcohol-and-other-drug-policy>.

## 5.2.10 - Smoke-Free and Tobacco-Free Policy

Kennesaw State University is dedicated to maintaining a healthy working and learning environment for employees, students, and visitors. The former KSU Smoking Policy has been updated to align with the Board of Regents of the University System of Georgia (USG) Tobacco and Smoke-Free Campus Policy, effective October 1, 2014. The purpose of this policy is to create a smoke-free and tobacco-free environment at Kennesaw State University (KSU) and to establish the KSU Smoke/Tobacco-Free Committee with the responsibility for developing, implementing, and overseeing this policy, procedures, best practices, and activities for the University. Go here for the full policy:  
[https://policy.kennesaw.edu/sites/web.kennesaw.edu/policy/files/smokefreeandtobaccofreepolicy\\_11242015.pdf](https://policy.kennesaw.edu/sites/web.kennesaw.edu/policy/files/smokefreeandtobaccofreepolicy_11242015.pdf).

## 5.2.11 - Policy Statement on Sexual Harassment

Kennesaw State University follows the established policy on Sexual Harassment of the Board of Regents of the University System of Georgia. That policy (8.2.16 in the Regents' Policy Manual) is as follows:

Federal law provides that it shall be an unlawful discriminatory practice for any employer, because of the sex of any person, to discharge without cause, to refuse to hire, or otherwise discriminate against any person with respect to any matter directly or indirectly related to employment or academic standing. Harassment of an employee on the basis of sex violates this federal law. Sexual harassment of employees or students in the University System is prohibited and shall subject the offender to dismissal or other sanctions after compliance with procedural due process requirements. Unwelcome sexual advancements, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitutes sexual harassment when:

- Submission to such conduct is made explicitly or implicitly a term or condition of an individual's employment or academic standing; or
- Submission to or rejection of such conduct by an individual is used as a basis for employment or academic decisions affecting an individual;
- Such conduct unreasonably interferes with an individual's work or academic performance or creates an intimidating, hostile or offensive working or academic environment. (BR Minutes, 1980- 81, p. 237-37)

KSU's Sexual Misconduct Policy can be found here:

[https://policy.kennesaw.edu/sites/web.kennesaw.edu/policy/files/sexualmisconductpolicy\\_07012016.pdf](https://policy.kennesaw.edu/sites/web.kennesaw.edu/policy/files/sexualmisconductpolicy_07012016.pdf)

Using the definition contained in the Equal Employment Opportunity Commission guidelines, the 1984 "Policy Statement on Sexual Harassment" defines sexual harassment as follows:

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitutes sexual harassment when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment [or academic advancement], (2) submission to or

rejection of such conduct by an individual is used as the basis for employment decisions [or academic decisions] affecting such individual, (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work [or academic] performance or creating an intimidating, hostile, or offensive working [or academic] environment.

Sexual harassment can occur in situations where one person has power over another, but it can also occur between equals. Both men and women can be sexually harassed, though women are most often victimized.

## **Examples of Sexually Harassing Behavior**

Examples of sexual harassment may be found in campus brochures and other documents. Such examples include sexual innuendoes and comments, intrusive sexually explicit questions, offensive jokes or language, unwanted physical contact, offensive gestures or motions, repeatedly asking a person out for a date, threats, leering or ogling at a person's body, stalking, displaying of sexually suggestive pictures or written materials, etc.

## **Consenting Relationships**

A relationship between a faculty member and a student should be considered one of professional and client in which sexual relationships are inappropriate. The power differential inherent in such relationships, as well as in those between a supervisor and an employee, compromise the subordinate's ability to freely decide.

Although the University does not specifically forbid sexual relationships between individuals where a professional power differential exists, it actively discourages consenting sexual relationships between faculty and student or supervisor and employee. It warns that a faculty member who enters into a sexual relationship with a student (or a supervisor with an employee) where a professional power differential exists, must realize that if a charge of sexual harassment is subsequently lodged, it will be exceedingly difficult to prove immunity on grounds of mutual consent.

## **AAUP Statement on Sexual Harassment**

Kennesaw State University follows the basic principles and procedures recommended by the American Association of University Professors in its "Sexual Harassment: Suggested Policy and Procedures for Handling Complaints" printed in its Policy Documents & Reports (1984).

## **5.2.12 - Processing, Investigation, and Resolution of Discrimination and Harassment Complaints**

Kennesaw State University (KSU) is committed to maintaining a fair and respectful environment for living, work and study. To that end, and in accordance with federal and state law, Board of Regents policy, and University policy, the University prohibits harassment of or discrimination against any person because of race, color, sex (including sexual harassment and pregnancy), sexual orientation, gender identity, gender expression, ethnicity or national origin, religion, age, genetic information, disability, or veteran status by any member of the KSU Community on campus, in connection with a University program or activity, or in a manner that creates a hostile environment for members of the KSU community. Incidents of harassment and discrimination will be met with appropriate disciplinary action, up to and including dismissal, expulsion, or termination from KSU. Every member of the KSU community is expected to uphold this policy as a matter of mutual respect and fundamental fairness in human relations. All members of the faculty, staff, and student body are expected to ensure that nondiscriminatory practices are followed at the University.

The University's complaint process, outlined herein, is the procedure used to investigate complaints or reports of discrimination, end any discrimination and/or harassment found, remedy the effects of discrimination and harassment, and prevent any recurrence or retaliation.

These procedures do not replace the right of the complainant to file complaints or seek remedies available under state or federal law.

University employees identified as witnesses are required to fully cooperate with an investigation. Any member of the University community who willfully disregards, delays, or thwarts an investigation, or makes false statements during an investigation, may be found in violation of KSU policy and subject to disciplinary action.

Information obtained during the course of the complaint process will be shared only to the extent necessary to conduct a thorough, fair, and impartial investigation.

#### 1. Interim Measures

The Executive Director of Institutional Equity & Title IX Coordinator or his/her designee may implement interim protective measures before the final outcome of an investigation if failure to take the interim measures would constitute a threat to the safety and wellbeing of the complainant or other members of the University community. In addition, the Executive Director or his/her designee may implement interim protective measures to ensure equal access to the University's education programs and activities. Such interim measures are not an indication that a violation of the non-discrimination policy has occurred.

#### 2. Initiating an Investigation

As part of the fact-finding process, the investigator will:

- Upon request, provide complainants with information on where to access the nondiscrimination policy or provide a copy of the policy;
- Determine whether complaints fall under the policy and, if they do not, redirect them to the appropriate University or off-campus resources;
- Inform respondents of complaints brought against them and, upon request, provide respondents with information on where to access the policy or provide a copy of the policy; and,
- Inform all parties of the University's non-retaliation policy.

#### 3. Informal Process

The informal process is an opportunity to bring resolution to a complaint through awareness, education, and/or a facilitated discussion. Informal resolution may be appropriate if the complainant, respondent, and Executive Director or his/her designee all agree. The informal process cannot be used to resolve complaints of sexual assault.

During an informal process, fact-finding occurs to the extent necessary to resolve the conflict and protect the interest of the parties and the University community, but the Executive Director or his or her designee does not make a determination of whether the policy has been violated. The complainant or respondent always has the option to end the informal process and request a formal process. Informal resolutions may include, but are not limited to:

- Training;
- Changes to work arrangements;
- Informal discussion with person whose conduct, if not stopped, could rise to the level of discrimination or harassment; and/or
- Advisory discussion with the respondent's supervisor.

#### 4. Formal Process

All complaints that are not resolved through the informal process may be resolved through a formal process involving a full investigation conducted by the Executive Director and/or his/her designees. As part of the formal process, the investigator will:

- Inform complainants and respondents of their right to be interviewed and provide evidence;
- Obtain information and evidence, including the identity of any witnesses, from complainants and the respondents;
- Attempt to obtain information from the identified witnesses;
- Collect and maintain appropriate documentation;
- Only disclose appropriate information to others on a need-to-know basis; and,
- Keep the appropriate supervisors/administrators/faculty informed of the status of investigations.

#### 5. Complaint Resolution

The amount of time needed to conduct investigations depends in part on the nature of the allegation(s) and the evidence to be investigated (e.g., the scope of the allegations, the time period and number of events implicated by or relevant to complaints, the number or availability of witnesses involved and the volume of documents). Within 60 calendar days of receipt of the complaint, the Executive Director or his/her designee will provide notice of the outcome of investigations or will advise the parties of the additional estimated amount of time needed to complete investigations.

Upon conclusion, the Executive Director or his/her designee will notify complainants and respondents, in writing, of the results of the investigation. Written decisions will be disclosed only to complainants, respondents, and University officials, as appropriate, to determine and enforce any remedial actions, discipline or sanctions. The Office of Institutional Equity will follow up as appropriate to ensure that any remedial actions, discipline or sanctions occur.

Complainants are encouraged to report any reoccurrences of conduct that were found to violate the non-discrimination policy, as well as to report any retaliation for complaints or related investigations. Remedial and preventative measures may be implemented by the Office of Institutional Equity, even in the absence of a violation of the policy, if conduct is found to occur that may, if not addressed, rise to the level of a violation. Any unprofessional conduct or inappropriate behavior found during the course of the investigation that is not covered by the policy will be addressed with the respective department or Human Resources.

#### 6. Remedies

Where discrimination or harassment in violation of this Policy is determined to have occurred, the University will take timely action to remedy the effects. Potential remedies for complainants include, but are not limited to:

- Changes to employment arrangements, schedules, or supervision that minimize the burden on complainants;
- Training/re-training on appropriate University policies and other relevant topics for individuals or groups implicated in the discrimination or harassment; and,
- Other measures designed to repair the negative impact of discrimination or harassment.

#### 7. Sanctions

If a violation of the Policy is found, the level of discipline and type or scope of sanctions will depend on the severity and nature of the discrimination or harassment, the weight of the evidence, and the need to maintain a safe and respectful environment. University employees in violation of this policy are subject to a wide range of sanctions that include, but are not limited to, termination from employment.

If you have a complaint to report to the Office of Institutional Equity, please contact us at 470-578-2614 or via email at [ceo@kennesaw.edu](mailto:ceo@kennesaw.edu)

## **5.2.13 - Visits by Children**

The university cannot accommodate children of the faculty, staff, and students on campus during normal operating hours; i.e., 8:00 a.m. - 10:30 p.m., Monday through Thursday, and 8:00 a.m. - 5:00 p.m., Friday. Children are welcome to attend scheduled events and to make brief visits when accompanied by a parent or other adult.

## **5.2.14 - KSU Parking and Traffic Regulations**

### **A. Authority**

Kennesaw State University adopts these regulations pursuant to the authority conferred upon the Board of Regents to regulate the University System of Georgia Campus Traffic, Official Code of Georgia Annotated (OCGA), Title 20. These regulations supersede all previous KSU Parking and Traffic Regulations pertaining to motor vehicle operation and parking on campus.

### **B. Application**

These regulations apply to all persons operating motor vehicles at Kennesaw State University and become part of the terms and conditions accepted by all persons permitted to operate motor vehicles on campus. Students, faculty and staff shall not park any motor vehicle on campus unless qualified to do so under applicable State law and KSU regulations. The Campus includes that property owned or leased by the Board of Regents and designated as Kennesaw State University. Additional information is available at <http://parking.kennesaw.edu/>.

## **5.2.15 - Amorous Relationships**

See Board of Regents Policy on Amorous Relationships here: [http://www.usg.edu/hr/manual/amorous\\_relationships](http://www.usg.edu/hr/manual/amorous_relationships).

## **5.2.16 - The Institutional Review Board (IRB)**

The IRB regulates all research activities involving human participants on the campus of Kennesaw State University, ensuring that people who participate in research are treated ethically and in compliance with all federal and state laws and regulations. KSU requires prior review and approval to be obtained from the IRB for all research involving human participants, including plans to gather data from participants for master's thesis, dissertation, or other student research. The IRB has the authority to approve, require modifications (to secure approval), disapprove research proposals, and to suspend or terminate research that is not conducted in accordance with the IRB's requirements or that has been associated with any possible harm to subjects. The website address for the IRB is <http://research.kennesaw.edu/irb/>.

## **5.2.17 - The Institutional Animal Care and Use Committee (IACUC)**

The IACUC regulates all activities involving the use of live vertebrate animals in research, research training, experimentation, biological testing, and related activities at KSU, ensuring research is performed at the highest ethical manner in compliance with federal and state laws and regulations. The IACUC is responsible for the review of all protocols for consideration of humane animal care and use and review of university facilities housing animals. The

committee advises the Institutional Officer regarding problems or deficiencies and recommends corrective steps. The committee has the authority to approve, require modifications (to secure approval), or disapprove research proposals and to suspend research that is not conducted in accordance with the IACUC's requirements. The website address for the IACUC is <http://research.kennesaw.edu/iacuc/>.

## **5.2.18 - Institutional Biosafety Committee**

The charge of the Institutional Biosafety Committee (IBC) is to assure the safe acquisition, use, and disposal of all biological agents at Kennesaw State University. It is the responsibility of the Committee to establish appropriate health and safety policies in accordance with federal, state, and local regulations and guidelines that cover biological safety, and to evaluate work being conducted at Kennesaw State University for biological safety considerations. The website address for the IBC is <http://research.kennesaw.edu/ibc/>.

## **5.2.19 - Campus Carry**

See Kennesaw State University Department of Public Safety & University Police website for information regarding House Bill 280, commonly known as the "campus carry" legislation. The website address is <http://police.kennesaw.edu/>.

## **5.2.20 - Freedom of Expression**

See Board of Regents policy on Freedom of Expression here: <https://www.usg.edu/policymanual/section6/C2653>.

See KSU's Public Forum information here: <http://publicforum.kennesaw.edu/>.

## **5.3 - Administrative Procedures**

### **5.3.1 - Release of Student Information**

Directory information may be released by the university without the student's written consent. Directory information consists of name, address, telephone number, major, advisor, holds, participation in recognized activities and sports, weight and height of athletic participants, dates of attendance and degrees received. Students may deny the release of directory information by requesting in writing to the registrar that such information not be released each semester they are enrolled. However, requests that directory information be withheld from a written publication must be received in sufficient time to prevent a delay in processing that publication.

## **5.4 - Dispute Resolution**

### **5.4.1 - Handling Disruptive Students at KSU**

Kennesaw State University's Student Code of Conduct, the Department of Student Conduct and Academic Integrity (SCAI) (formerly Judiciary Programs) policies and procedures, and campus police are organized in ways to preserve and protect the health, safety and academic integrity of the campus community. For a complete version of the SCAI policies and procedures, see the SCAI web page. <http://scai.kennesaw.edu/>.

## **5.5 - Awarding Posthumous Degrees**

### **5.5.1 - Posthumous Degrees**

The policy/procedure concerning the awarding of posthumous degrees for undergraduate and graduate students is as follows:

- At the time of his/her death, the student must be enrolled in all courses needed to satisfy the requirements for his/her degree and must have met the GPA requirements for that degree.
- The process for granting the posthumous degree will begin when the Office of the Registrar is informed of the student's death. The registrar will notify the president's Cabinet. The Cabinet, in consultation with the student's family, will then decide upon the appropriate time for the ceremony at which the degree will be presented.
- The student's academic record will reflect that the posthumous degree has been awarded.

### **5.5.2 - Posthumous Certificates of Achievement**

The policy/procedure concerning the awarding of posthumous Certificates of Achievement for undergraduate and graduate students is as follows:

- At the time of his/her death, the student must be enrolled in classes leading to his/her degree, must have at least a 2.0 GPA (3.0 for graduate students), and must have earned at least 90 semester hours of academic credit (21 semester hours of academic credit for graduate students).
- The process of granting the certificate will begin when the Office of the Registrar is notified of the student's death.
- The family will be mailed a copy of the certificate along with a letter of condolence from the president.

Please note that the refund of monies for enrollment in classes is covered by the University System of Georgia Board of Regents "Refund Policy" as outlined in the undergraduate and graduate catalogs.

## **5.6 - Appeals**

Any person in the University System for whom no other appeal is provided in the Bylaws and who is aggrieved by a final decision of the president of an institution, may apply to the Board of Regents, without prejudice to his/ her position, for a review of the decision. The application for review shall be submitted in writing to the Executive Secretary of the Board within a period of twenty days following the decision of the president. It shall state the decision complained of and the redress desired. A review by the Board is not a matter of right but is within the sound discretion of the Board. If the application for review is granted, the Board or a committee of the board or a Hearing Officer appointed by the Board, shall investigate the matter thoroughly and report its findings and recommendations to the Board. The Board shall render its decision thereon within sixty days from the filing date of the application for review or from the date of any hearing which may be held thereon. The decision of the Board shall be final and binding for all purposes.