

Assurance Argument
Central Michigan University - Mount
Pleasant, MI

Review date: 04-13-2026

2 - Integrity: Ethical and Responsible Conduct

In fulfilling its mission, the institution acts with integrity; its conduct is ethical and responsible.

2.A. Integrity

Actions taken by the institution's governing board, administration, faculty and staff demonstrate adherence to established policies and procedures.

Argument

Governing Board

Governance and Policy Framework

Central Michigan University (CMU) is governed by its Board of Trustees (the board), established under Article VIII, Sections 4 and 6 of the Michigan Constitution of 1963. The board governs the institution in accordance with Michigan laws, its own Bylaws, the Board Policy Manual, and CMU's Administrative Policies, Procedures, and Guidelines. Integrity is one of CMU's core values. The university's Leadership Standards define integrity as acting proactively, responsibly, and with accountability, setting expectations that leaders are accountable for their actions and hold others accountable as well.

The board meets five times annually, and all formal sessions are open to the public. The Governor of Michigan appoints a total of eight members to staggered eight-year terms, with two members rotating off every two years. The board elects its chairperson and adheres to a formal and published agenda in all meetings, as stipulated by its Bylaws. Board meetings and most committee sessions are open to the public. CMU records meeting minutes and makes them publicly available on the board website, with records dating back to 1964 accessible through the CMU Clarke Historical Library. In February of this year, the board added five new committees to better address the changing landscape of higher education, placing a more pointed strategic focus on areas such as enrollment, advancement, workforce development, and campus climate. The board dissolved the Enterprise Risk Committee; however, the board expects work in this area to continue through CMU administrative offices. The new committees include the Enrollment, Retention and Student Success Committee, the University Advancement Committee, the Innovation and Workforce Partnerships Committee, the Access, Belonging and Community Impact Committee, and the Athletics Affairs Committee. Continuing committees include the Academic and Student Affairs Committee, the Audit Committee, the Finance and Facilities Committee the Policy and Bylaws Committee, the Trustees-Faculty Liaison Committee, and the Trustees-Student Liaison Committee.

Among its primary responsibilities, the board selects the university president; approves the mission, vision, strategic plan, and institutional budget; establishes tuition and room and

board rates; oversees capital improvements and endowments; and conducts self-assessment. In alignment with CMU's commitment to shared governance, the board also maintains the Constitution of the Academic Senate, which governs matters related to curriculum and academic policy.

Administration

Oversight and Compliance Structures

Multiple university offices are responsible for developing, updating, and enforcing CMU policies. These offices provide training for students and employees to promote understanding of university expectations and ensure compliance. While all colleges and departments are accountable to CMU policies, oversight is primarily maintained by the following offices: Office of General Counsel, Office of Internal Audit, Office of Research Compliance, Office of Civil Rights and Institutional Equity (OCRIE), Office of HIPAA Compliance, Financial Services and Reporting, Contracting and Purchasing Services, Athletics Compliance, Human Resources, Faculty Personnel Services, Student Disability Services (SDS), CMU Police Department (CMUPD), Office of Student Conduct, and Environmental Health and Safety (EH&S).

OCRIE oversees CMU's non-discrimination and equal opportunity and affirmative action policies and handles reports related to discrimination, harassment, and Title IX compliance. The office investigates complaints and develops educational resources for students and employees. Another office, SDS, ensures students with disabilities receive necessary accommodations and equal access to academic programs and services.

Integrity in Core Functional Areas

Financial Integrity

CMU consistently receives unqualified (clean) external audit opinions on its financial statements over the past decade. Except for two minor and promptly corrected findings in FY2016 and FY2018, CMU has not had any material weaknesses or questioned costs related to financial aid processing since its 2015 comprehensive evaluation. Financial records and audit reports are publicly accessible on the CMU website.

The university maintains a Fraud and Fraudulent Activities Policy, approved by the board in 2004, which applies to all employees. The CMU Ethics Hotline supports confidential reporting of financial and other misconduct. Internal Audit plays a key role in supporting the integrity, efficiency, and effectiveness of financial and operational controls. To further demonstrate its commitment to integrity and ethics, CMU also engaged an independent third-party service to manage the CMU Ethics Hotline. By establishing this confidential reporting tool, CMU strengthened its commitment to maintaining a safe, secure, and ethical workplace.

The Office of Research Compliance oversees research protocols and provides support for faculty and student researchers through institutional boards and committees. CMU investigates research integrity concerns under the Research Integrity and Misconduct Policy.

The HIPAA Privacy Office educates faculty, staff, and students on the protection of personal health information and ensures compliance with HIPAA and related CMU policies.

Integrity in Academic Functions.

The Division of University Engagement and Student Affairs with the integral collaboration of the Academic Division publishes and maintains policies on Academic Integrity and the Code of Student Rights, Responsibilities, and Disciplinary Procedures. The College of Medicine, through its accreditation by the Liaison Committee on Medical Education (LCME), operates its own Office of Student Affairs to address grade grievances and disciplinary matters for medical students. Additional information on academic and research integrity is provided later in this document, in Criterion 2.E.

Personnel Integrity

Human Resources, Faculty Personnel Services, and Student Employment Services recommend, draft, and implement personnel policies that guide faculty, staff, and student employment interactions. CMU adheres to fair and ethical employment practices, including through collective bargaining agreements with eleven represented employee groups and handbooks for three non-union groups. Faculty in the College of Medicine follow a distinct Medical Faculty Employment Handbook. CMU ensures that all instructional faculty and faculty responsible for developing curriculum possess the academic preparation, training, and experience to teach in an academic setting, meet or exceed the minimum requirements of accrediting bodies, and accomplish the mission of the institution by way of its Teaching Faculty Qualifications Policy and Procedures policy. Another important office, Faculty Resources/Licensure, responsible for the recruitment, facilitation of approvals, and course assignments for online courses and courses at additional locations, supports academic department in the training of new hires and with the requirements of this Teaching Faculty Qualifications policy. Faculty Resources/Licensure intermittently audits records to ensure compliance. Human Resources facilitates the hire of well qualified staff while following the Hiring Handbook/Staff Hiring Process document. Human Resources provides hiring supervisors with this document, and they must adhere to all requirements.

The CMUPD, Risk Management, and EH&S offices ensure the physical safety and well-being of campus constituents. CMU maintains a comprehensive set of emergency management and workplace safety policies to support a safe campus environment.

Integrity in Auxiliary Functions

Auxiliary units, Parking Services, CMU Connect, and Residences and Auxiliary Services, as well as Subsidized Auxiliary Centers, e.g. Intercollegiate Athletics, WCMU Public Media, and University Recreation, adhere to all university policies and ethical standards. Athletics and WCMU Public Broadcasting also report to external agencies.

The Athletics Compliance Office in CMU Athletics, a Division I (FBS) program, oversees compliance with NCAA and Mid-American Conference regulations. Public Broadcasting files annual financial reports with the Corporation for Public Broadcasting.

Board and Administrative Accountability

The board operates in accordance with its Bylaws, holding all decision-making in public, formal sessions with advance-posted agendas. Public access is ensured for all board and identified committee meetings. The board website provides meeting agendas and minutes from the past six years, while the Clarke Historical Library maintains records from 1964 to

the present.

As previously mentioned, one of the board's key policies is the university's Nondiscrimination Policy, which exceeds statutory mandates by prohibiting discrimination or harassment based on a broad set of characteristics. OCRIE handles complaints under the Equal Opportunity and Affirmative Action Protocol and the Sexual and Gender-Based Misconduct Policy, both of which are regularly updated in compliance with federal laws including the Violence Against Women Reauthorization Act and the Campus Sexual Violence Elimination Act.

CMU provides comprehensive education to all new students and employees on non-discrimination and misconduct policies. The board receives quarterly compliance updates from university leadership and adopted a Substantial Events Policy to ensure timely notification and engagement on significant incidents, including those involving sexual misconduct. CMU follows federal- and state-mandated Title IX reporting procedures.

Together, these structures, policies, and practices reflect CMU's strong institutional commitment to integrity. Should a breach occur, the university acts promptly to investigate, resolve, and improve upon its procedures, ensuring continued trust in its operations across financial, academic, personnel, and auxiliary domains. CMU demonstrates this commitment to responsible and ethical behavior by sharing an isolated incident that happened in 2022. When testing a new admissions messaging technology, a "test" email not clearly marked as such, disseminated to 58 students informing them of their qualification for a Centralis (full-tuition) scholarship for that year. When discovered, CMU offered these 58 students an award equivalent to a full-tuition scholarship. CMU also provided involved personnel with additional training and dedicated additional technology resources to resolving this testing anomaly. CMU is proud of its unwavering commitment to integrity, a core value.

Sources

- Academic Division Organizational Chart
- Academic Integrity Policy
- Administrative Policies Procedures and Guidelines
- Athletic Compliance
- Board of Trustees Agendas and Minutes
- Board of Trustees Bylaws
- Board of Trustees Members
- Board Policy Manual
- CMU Clarke Historical Library
- CMU Ethics Hotline
- CMU Police Department
- Code of Student Rights Responsibilities and Disciplinary Procedures
- Contracting and Purchasing Services
- Contracts and Handbooks
- Corporation for Public Broadcasting
- Division of University Engagement and Student Affairs
- Emergency Management Resources
- Environmental Health and Safety
- Faculty Personnel Services
- Faculty Resources - Licensure

- Financial Reports
- Financial Services and Reporting
- Fraud and Fraudulent Activities Policy
- General Counsel
- Hiring Handbook - Staff Hiring Process
- Human Resources
- Internal Audit
- Leadership Standards Initiative
- Medical Faculty Employment Handbook
- OCRIE Education and Training
- Office of Civil Rights and Institutional Equity
- Office of Student Conduct
- Office of Student Disability Services
- Research Compliance
- Research Integrity and Misconduct Policy
- Risk Management
- Sexual and Gender-Based Misconduct Policy
- Student Accommodations
- Student Affairs
- Student Employees Rights and Responsibilities Handbook
- Student Policies and Procedures
- Substantial Events Policy
- Teaching Faculty Qualifications Policy and Procedures
- Title IX Sexual and Gender-Based Misconduct
- Workplace Safety Policies
- HIPAA Compliance

2.B. Transparency

The institution presents itself accurately and completely to students and the public with respect to its educational programs and any claims it makes related to the educational experience.

Argument

Commitment to Transparent Communication

Transparency is a core value at Central Michigan University, reflected in the university's adherence to principles of honesty, trustworthiness, reliability, and accountability. These values guide how CMU communicates with students and the public regarding its academic programs and the educational experience.

As a Carnegie R2: Doctoral Universities - High Research Activity institution, CMU is committed to presenting its teaching, research, and student support services accurately and comprehensively. CMU's overarching mission—to provide accessible, high-quality education—underscores its dedication to transparency and fostering community trust.

Public-Facing Information Infrastructure

CMU significantly invested in modernizing its primary digital platform, www.cmich.edu, which serves as a comprehensive gateway to information for prospective and current students, families, and the public. Relaunched in 2021 with a new design and information architecture, the site encompasses more than 10,000 pages managed by over 200 contributors and coordinated by the digital strategy team within [University Communications](#). This team ensures the site remains accessible, functional, and aligned with [ADA standards](#).

Since the relaunch, CMU redesigned the [Admissions and Aid](#) site, updated in July 2024, and the [Housing](#) site, updated in January 2025 to offer clearer, more intuitive access to essential information. The digital strategy team continues to support usability, accessibility, and consistency across all pages.

Academic Program Information.

Information about academic programs is publicly available in the [Undergraduate and Graduate Bulletins](#), which have all academic program requirements, scholarships and financial aid, tuition and fees, grading, admissions, refund policies, and other requirements and information. The undergraduate academic bulletin also contains university senior officers, faculty, staff, and emeriti listings. The seven most recent annual bulletins are available on the main [bulletin](#) site and [older bulletins](#) dating back to 1896 are available through CMU's Clarke Historical Library. College and department websites also present detailed program requirements, including accreditation information if applicable. The CMU [Academics](#) website houses information on the [academic colleges](#), [CMU Online](#) offerings, the [Honors Program](#) and [Study Abroad](#). The Office of Academic and Curricular Affairs also publishes a list of programs with [specialized accreditation](#) along with the respective

accreditor.

Budget and Performance Transparency Reporting

CMU's Transparency and Reporting webpage includes financial data, collective bargaining agreements, benefit plans, and student outcome metrics. The "Persistence and Graduation Rates" section provides disaggregated data by gender and ethnicity. CMU prominently displays the Higher Learning Commission Mark of Affiliation on the home page of Academic and Curricular Affairs. The Accreditation and Licensure webpages prominently and transparently display other important accreditation and authorization information.

Admissions, Costs, and Financial Aid

Admissions requirements are clearly published as is cost and financial aid information. These important information items are publicly accessible on the university's admissions and aid webpage, university's Cost of Attendance webpage and within the academic bulletins. The Admissions and Financial Aid websites provide detailed information on scholarships, Title IV eligibility, and aid packages to help families plan financially.

Campus Life

CMU communicates clearly about student life through the Division of University Engagement and Student Affairs website, which offers information on engagement and well-being resources. The "Discover Community" section connects students with student organizations, programs, and Fraternity and Sorority Life. Links within the Health and Well-Being site direct students to health, counseling, and financial wellness services. Online students also benefit from student services coordinated by CMU Innovation and Online.

Cultural and Academic Programming

CMU publicizes information about a range of academic symposia, talks, and visits from artists and speakers throughout the year. Several campus publications and broadcasters update the community about such events as School of Music and the University Theater and Dance performances, art exhibitions, fashion shows, literary events, and an annual film festival, all delivering rich artistic expressions that reverberate far beyond the immediate university community.

CMU's commitment to cultural engagement is further reflected in programming led by the Multicultural Academic Student Services office, including events for Black History Month and Hispanic Heritage Month. An annual highlight is the "Celebrating Life" Pow wow, co-hosted with the Saginaw Chippewa Indian Tribe, which honors Indigenous traditions and strengthens university-community ties.

Given that CMU's mission statement defines itself through the success of its students, a variety of events throughout the year highlight faculty and student research. The campuswide Student Creative and Research Endeavors Exhibition is a major annual event showcasing the scholarly work of undergraduate and graduate students. The Colleges of Medicine and Health Professions also host academic symposia highlighting faculty and student research. CMU provides additional opportunities for gaining intercultural skills while making progress toward the student's degree by participating in a Study Abroad program. Additionally, CMU is proud of its student athletes, and by way of support from dedicated

athletic advisors and comprehensive information on webpages, ensures these students are aware of the availability of various athletic academic services to contribute to their success.

Through these efforts and more, CMU ensures students, and the public have accurate, comprehensive, and timely access to information that reflects the full scope of the university's educational mission and experience.

Sources

- Academic Bulletins Information
- Academic Colleges
- Academics
- Accreditation and Licensure
- Admissions and Aid
- Annual Pow Wow
- CMED Student Research Symposiums and Forums
- CMU Bulletins
- CMU Film Festival
- CMU Online Programs
- CMU Online Student Resources
- CMU Online
- Cost of Attendance
- Cultural Celebrations
- Discover Community
- English Readings and Events
- Financial Wellbeing Resources
- Health and Well-Being
- Health Professions Annual Research Symposium
- Higher Learning Commission Accreditation
- Historical CMU Bulletins
- Honors Program
- Housing
- Mental Health Resources
- Multicultural Academic Student Services
- Office of Scholarships and Financial Aid
- Specialized Accreditation
- Student Creative and Research Endeavors Exhibition
- Student Health Resources
- Student Organizations
- Study Abroad
- Threads Fashion Show
- Transparency and Reporting
- University Communications
- Website Aecessibility

2.C. Board Governance

In discharging its fiduciary duties, the institution's governing board is free from undue external influence and empowered to act in the best interests of the institution, including the students it serves.

Argument

Constitutional Authority and Institutional Autonomy

The business and affairs of CMU are governed by its board in accordance with its Bylaws, which are regularly reviewed and updated. The board derives its authority from the Michigan Constitution of 1963 (MCL 390.551 et seq.), which grants constitutionally autonomous status to the governing boards of Michigan's public universities. This autonomy empowers the board to govern CMU in alignment with its mission and in the best interests of its students, faculty, staff, and alumni.

While CMU provides a comprehensive overview of the board's composition and operations in Criterion 2.A., an important summary of the more salient features is presented here. These salient features include that the board consists of eight members appointed by the Governor of Michigan and confirmed by the state legislature. The board meets regularly, with formal meetings and most committee sessions open to the public. The board has two public comment periods per meeting—one for agenda items and one for other topics. CMU publishes contact information for the members of the board prominently on its webpage.

Commitment to Fiduciary Responsibility and Independent Governance

Upon appointment, all board members take an Oath of Public Office, pledging to uphold the Constitutions of the United States and Michigan and to faithfully discharge the responsibilities of their office. The board's governing documents clearly affirm the importance of independent, ethical decision-making. For example, Article X, Section 4 of the Bylaws states: "Board members shall avoid participating in decision-making processes involving conflict or apparent conflict of interest. Board members shall not vote on any issue involving conflict of interest and may participate in the discussion on such matters only at the request of other members of the Board."

Additionally, the university's Conflict of Interest Policy applies to all employees and trustees and reinforces high ethical standards by requiring decisions be made in the best interest of the university. Each trustee and senior officer must complete an annual conflict of interest disclosure, which CMU reviews to proactively identify and address potential conflicts. Trustees are expected to abstain from votes due to real or perceived conflicts of interest.

Board Engagement and Information Access

Board members participate in professional development activities through CMU's membership in the Association of Governing Boards (AGB). Trustees regularly attend national workshops, including the AGB National Conference on Trusteeship, and receive the

Trusteeship magazine and other publications that provide insight into emerging trends and responsibilities in higher education governance. New trustees also receive institutional orientation from CMU's major divisions.

During academic-year meetings, trustees engage directly with faculty and students through the Trustees-Faculty Liaison and Trustees-Student Liaison Committees. These interactions facilitate dialogue on campus priorities, including updates from the Academic Senate and elected student leadership. Through its Finance and Facilities Committee, the board receives updates on financial and budget planning and annually approves the institutional budget and major capital projects. The Academic and Student Affairs Committee keeps the board informed on curricular and strategic initiatives, including receiving presentations from college deans and updates from the Academic Division, as well as from Student Recruitment and Retention and University Engagement and Student Affairs Divisions related to student success, persistence, and career readiness.

Presidential Oversight and Delegated Authority

The board has a clear framework for administrative delegation, outlined in its Bylaws. Article IV affirms that the president is the university's chief executive officer and is responsible for the general administration of university operations. Article V outlines the board's retained responsibilities, while Article VI delegates authority to the president for all matters not specifically reserved to the board. The board also maintains responsibility for hiring and evaluating the president. A comprehensive presidential evaluation occurs every three years and includes input from a range of university stakeholders.

Shared Governance with the Academic Senate

CMU's commitment to shared governance is reflected in the board's longstanding support for faculty participation in academic policy and curriculum development. On April 27, 1964, the board approved the Constitution of the Academic Senate, creating a representative legislative body including faculty, students, and academic administrators. This constitution, last amended and approved on April 29, 2016, defines the scope and process of academic governance and remains subject to the approval of the university president and board.

The Academic Senate has enjoyed a 50-year history as the university's primary policy-making body for a wide range of academic issues at CMU. The Academic Senate has a long tradition of productive and open debate and is committed to enhancing the academic experiences of students and faculty. The Academic Senate is the final faculty curricular authority for graduate and undergraduate programs, both on-campus and off-campus at CMU.

As a shared decision-making body, the Academic Senate's membership consists of representatives elected by each academic department, six fixed-term faculty elected by each of the seven applicable colleges, six student representatives chosen by the Student Government Association, the deans, the chief diversity/engagement officer, the provost, and the president. Academic Senate meetings are open to the public and are live-streamed for users with appropriate log-in information.

These governance structures and practices ensure the board is free from undue external influence and empowered to act with integrity, independence, and in the best interests of the institution and its students.

Sources

- Association of Governing Boards
- Board of Trustees Annual Budget Approval
- Board of Trustees Members
- Conflict of Interest Disclosure
- Finance and Facilities Committee

2.D. Academic Freedom and Freedom of Expression

The institution supports academic freedom and freedom of expression in the pursuit of knowledge as integral to high-quality teaching, learning and research.

Argument

Institutional Commitment

CMU upholds academic freedom and freedom of expression as fundamental to its mission and its core values of excellence and innovation. Within the main “About CMU” webpage is the “[Commitment to Free Expression/Free Speech](#)” page that provides a detailed description of CMU commitment to free speech and inquiry as well as links to related resources. The university explicitly encourages the free flow of ideas and affirms that intellectual growth requires exposure to diverse perspectives, rigorous debate, and open discourse on complex and, at times, polarizing topics.

Additionally, the board policy manual contains explicit statements that affirm employees’ rights to freedom of expression: a) under [Political Activity of Staff Members](#): “Employees are afforded constitutional rights and privileges of free speech, association, thought, and action, and are expected to abide by the responsibilities attendant to the exercise of these rights” and b) under the [Nondiscrimination Policy](#) the University “is committed to protecting the constitutional and statutory civil rights of persons connected with the university.”

Academic Freedom and Freedom of Expression

The Academic Senate plays a central role in upholding the university’s academic values and policies. On [February 8, 2005](#), the Senate formally endorsed the [principles of academic freedom](#) outlined by the American Association of University Professors (AAUP). More recently, on [April 2, 2024](#), the Senate endorsed the “Yale Statement on Freedom of Expression”.

The collective bargaining agreement between [CMU and the Faculty Association](#) affirms the academic freedom of faculty members, including the right to teach and conduct research without arbitrary interference. These protections are further supported within the context of tenure and shared governance.

Student Academic Freedom and Freedom of Expression

The [Code of Student Rights, Responsibilities and Disciplinary Procedures](#) states: “Free inquiry and free expression are essential attributes of a community of scholars. The freedom to learn depends upon appropriate opportunities and conditions in the classroom, on the campus generally, and in the community at large.” The Code explicitly grants students the right to editorial freedom in student publications. For example, the university provides financial support to [Central Michigan Life](#), the student-run newspaper, but this newspaper operates with full editorial independence. Its reporting and editorial content frequently engage critical perspectives, including scrutiny of university operations, exemplifying the

university's commitment to freedom of expression in practice.

Support Structures for Academic Freedom and Freedom of Expression

OCRIE plays a vital role in supporting academic freedom and expression by providing education, guidance, and oversight to ensure faculty, staff, and students are not subject to discrimination based on their identities or expressed viewpoints. OCRIE also works to ensure that academic expression and speech activities do not violate CMU's Non-discrimination Policy or harm protected groups.

A Campus of Ideas

Beyond policy, CMU demonstrates its commitment to freedom of expression by emphasizing this commitment within Priority 3 of the current strategic plan and through practice. Hundreds of registered student organizations host speakers, community forums, and debates across campus, fostering a vibrant and diverse "marketplace of ideas." These events reflect the university's commitment that freedom of expression is not only a right but also an essential condition for the pursuit of knowledge, academic excellence, and civic engagement.

Sources

- Academic Freedom Policy
- Academic Senate Minutes of April 2 2024
- Academic Senate Minutes of February 8 2005
- Central Michigan Life
- CMU and CMU Faculty Association 2024-2029 Agreement
- Commitment to Free Expression and Free Speech
- Equal Opportunity and Affirmative Action Protocol
- Political Activity of Staff Members
- Strategic Plan - Priority 3
- The Code of Student Rights

2.E. Knowledge Acquisition, Discovery and Application

The institution adheres to policies and procedures that ensure responsible acquisition, discovery and application of knowledge.

Argument

Institutional Standards and Oversight

CMU's core value of integrity guides its commitment to the responsible acquisition, discovery, and application of knowledge. The university's Leadership Standards expect that researchers demonstrate accountability, integrity, responsibility, and proactive engagement in their scholarly work.

The Office of Research Compliance, within the Office of Research and Graduate Studies (ORGS), oversees research activities involving human and animal subjects and biohazards such as recombinant DNA. A scientist with credentials in both research and compliance directs this office. ORGS oversight over and support of grant-funded research aligns with the university's mission.

Senior faculty and experienced staff chair the oversight committees—including the Institutional Review Board (IRB), Institutional Animal Care and Use Committee (IACUC), and Institutional Biosafety Committee (IBC). Policies and standard operating procedures are accessible online, and committee effectiveness is monitored through process improvements and performance metrics. All individuals involved in research with human subjects, animals, or biohazards must complete mandatory training through the Collaborative Institutional Training Initiative (CITI) to demonstrate understanding of relevant ethical and regulatory principles and requirements.

Laboratory and Field Safety

The Office of Laboratory and Field Safety (OLFS), also within ORGS, oversees chemical, biological, radiological, and laser safety programs, as well as safety in academic shops, vivaria, and field research. A Certified Industrial Hygienist directs the OLFS and also manages committees such as the Laboratory Safety Committee, Radiation Safety Committee, and Laser Safety Committee. Faculty and staff across various disciplines sit on these committees.

OLFS maintains an extensive website with standard operating procedures and training resources. Laboratory and field personnel must complete required training, available both in-person and online. In partnership with Risk Management and Environmental Health and Safety, OLFS offers trainings on topics including bloodborne pathogens, CPR/AED, fire safety, hazard communication, lab safety, lockout/tagout, PPE use, radiation awareness and safety, and respirator use.

Academic Integrity and Student Use of Knowledge Resources

The University Policy on Academic Integrity applies to all undergraduate, graduate, and medical students. It outlines expectations for proper use of information resources and is reinforced through orientation programs, academic advising, and foundational coursework. The CMU Library, supported by the Responsible Use of Computing Policy, provides students with resources and expectations on the responsible use of digital content, and with additional materials to help students understand what constitutes plagiarism, why it is important to understand, and how to avoid plagiarism. The Code of Student Rights, Responsibilities and Disciplinary Procedures explicitly addresses computing and academic misconduct.

Violations of Academic Integrity by Students

CMU informs students of academic integrity expectations during orientations, in the academic bulletins, in syllabi, and by regular communications to students. Despite CMU's robust attempts to ensure knowledge and awareness, a few students still end up violating these clear expectations. CMU informs these students who are accused of academic misconduct of the allegations and these students are provided with the opportunity to respond with supporting evidence to refute the allegation(s). Instructors may then report the incident to the Office of Student Conduct, which records violations and may impose disciplinary sanctions based on the nature and frequency of academic misconduct violations.

The university uses plagiarism detection tools such as SafeAssign and iThenticate. CMU is currently exploring best practices related to AI-generated academic work and is engaged in discussions to align its policies with emerging technology. The Honors Program has a separate Academic Honesty Statement, with processes outlined in the Honors Faculty Handbook.

Responsible Conduct in Research

Violations of Human Research Policy

CMU addresses noncompliance with human subject research policy within the Human Research Protection Program's Policy Manual.

HIPAA Compliance and Violations

The Office of HIPAA Compliance, established in 2018, ensures adherence to federal and state laws governing protected health information (PHI). This office, led by the HIPAA Privacy Officer, partners with CMU's HIPAA Executive Steering Committee to protect electronic PHI (ePHI). CMU requires annual HIPAA training for all members of the HIPAA workforce, including clinical students and faculty. CMU addresses violations through appropriate sanctions as outlined in HIPAA Policy 12-10 (revised June 27, 2025).

Violations of Animal Research Policy

Concerns about animal research are reported to the Office of Research Compliance and reviewed by the IACUC under the Institutional Animal Care and Use Committee Policy on Non-Compliance policy P-1-00001-01. CMU adopted a comprehensive program underpinning animal research integrity and is pleased to share there have been no serious concerns reported. If there were, then serious cases would be escalated to federal agencies

if federally funded research were involved.

Biohazardous and Recombinant Research Violations

Violations of guidelines from agencies such as National Institutes of Health and the Centers for Disease Control are addressed through CMU's [Institutional Biosafety Program Policy](#), approved August 28, 2017 and its companion the Institutional Animal Care and Use Committee Policy, approved October 9, 2018.

Export Control Violations

CMU's [Export Controls Policy](#), effective December 17, 2019, outlines responsibilities and procedures for research involving international travel or restricted technologies. CMU requires pre-approval before any university-affiliated international travel may occur.

Research Misconduct by Faculty and Students

The [Research Integrity and Misconduct Policy](#), revised April 9, 2024, addresses research misconduct by faculty and students. The Vice President for Research and Innovation and the Executive Director, Faculty Personnel Services jointly investigate research misconduct involving faculty. This policy also applies to student research misconduct particularly in the following research and creative endeavors:

- Collaborative research with CMU faculty or external partners
- Research supported by internal or external funding
- Projects presented or published outside the classroom
- Theses, dissertations, or Plan B papers with public dissemination.

Intellectual Property and Conflicts of Interest

CMU's [Intellectual Property policy](#), effective March 16, 2020, governs the distribution of royalties for university-owned creations and outlines the rights of creators who retain ownership. The Office of Sponsored Programs within the Office of Research and Graduate Studies provides oversight of this policy and its compliance.

Through these comprehensive policies and procedures, CMU ensures the responsible acquisition, discovery, and application of knowledge, safeguarding the integrity of its academic and research enterprise.

Sources

- Academic Integrity Policy
- CMU Libraries Policies
- Collaborative Institutional Training Initiative
- Encouraging Academic Integrity
- Export Controls Policy
- Generative AI Resources
- HIPAA Compliance
- HIPAA Guidance
- HIPAA Policy 12-10
- HIPAA Training

- Honors Advisor Roles and Responsibilities
- Honors Contract
- Human Biospecimens- IBC Safety Guidelines
- Human Research Protection Program Policy Manual
- IACUC Policy on Non-Compliance
- Institutional Animal Care and Use Committee
- Institutional Biosafety Program Policy
- Institutional Review Board
- Intellectual Property Policy
- Laboratory Safety Committee
- Laser Safety Committee
- Leadership Standards Initiative
- Office of Laboratory and Field Safety Online Safety Training
- Office of Laboratory and Field Safety
- Office of Research and Graduate Studies
- Radiation Safety Committee
- Research Compliance
- Research Integrity and Misconduct Policy
- Responsible Use of Computing Policy
- Sample Statements for Teaching Syllabi
- Student Conduct

Criterion 2 - Summary

In fulfilling its mission, the institution acts with integrity; its conduct is ethical and responsible.

Argument

Summary

CMU's Board of Trustees (the board) governs the business and affairs of the university in the best interest of the institution and its students. The board retains autonomy under the Michigan Constitution, preserving its independence from undue influence. The board adheres to bylaws that guide their actions and define their authority. The university is a member of the Association of Governing Boards (AGB), the leading national association for higher education governing boards and their members. Trustees receive the *Trusteeship* magazine and other AGB publications, information that assists them in staying current with the issues facing institutional governing boards. The board hires and evaluates the CMU President who is given authority over all matters not specifically reserved to the board.

CMU conducts its business openly and transparently by posting information on the public website (www.cmich.edu) and holding its formal sessions of the board open to the public. CMU operates with integrity in its financial, academic, personnel, and auxiliary functions. Should a breach in ethical conduct occur, CMU acts quickly and fairly to remedy the situation, and then if needed, establishes policies and/or procedures and holds all accountable, to prevent subsequent occurrences.

The integrity of research and scholarly practice at CMU is upheld through institutional oversight and policies. The Office of Research and Graduate Studies Leadership oversees research conduct and enforces policies that ensure safe and ethical practice among researchers. Allegations of noncompliance of research involving human and nonhuman are promptly investigated by the Office of Research Compliance. CMU's Policy on Academic Integrity as well as electronic resource policies ensure that information resources are used responsibly by students.

Sources

There are no sources.