

2 - Integrity: Ethical and Responsible Conduct

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

2.A. The institution establishes and follows policies and processes to ensure fair and ethical behavior on the part of its governing board, administration, faculty and staff.

2.A.1. The institution develops and the governing board adopts the mission.

As noted in 1.A.1, UWGB developed its mission, and the UW Board of Regents approved it. Extensive input, support, and approval was collected from shared governance within the institution as well as community members [UWGB_Mission Change_Public Hearing Notice_2019-03-14], including Faculty Senate [UWGB_Faculty Senate_Mission Approval_Minutes_2018-10-10], Student Government Association [SGA_Minutes_Mission Approval_2018-10-29], University Staff [UWGB_USC_Mission Approval_Minutes_2018-10-18 10.18.18], Academic Staff [UWGB_ASC_Mission Approval_Minutes_2018-10-24], the Council of Trustees [UWGB_Mission Change_CoT Support_Letter to UWS President Cross_2018-10-05], Green Bay Area Public Schools [UWGB_Mission Change_GBAPS Support_Letter to UWS Regent Atwell_2019-03-13], and the UW System Board of Regents [UWGB_Mission Change_BOR Approval Memo_2019-04-25]. The Higher Learning Commission approved the new Mission on May 14, 2019 [UWGB_Mission Change_HLC Approval Memo_2019-05-14].

2.A.2. The institution operates with integrity in its financial, academic, human resources and auxiliary functions.

Integrity within the UW System and at UWGB is ensured by adherence to the Wisconsin Administrative Code, Wisconsin Statutes, policies of the Board of Regents, UW System Personnel Policies and Policies of UWGB. The additional locations in Manitowoc, Marinette, and Sheboygan adhere to the University's policies. Chapter 36 of the Wisconsin Statutes defines the mission of the UW System, responsibilities, and standards of conduct. Contained within [Chapter 36](#) [WISSTATS_36] are the Powers and Duties of the Board, Antidiscrimination policies, Conflict of Interests, Accommodation of Religious Beliefs, and Auxiliary operations.

Several policies exist through the UW System that uphold proper standards of conduct, including [UWSA Policy 1292: Workplace Conduct Expectations](#) [UWSA_Policy 1292_Workplace Conduct Expectations] and [UPS Operational Policy WE1: Code of Ethics](#) [UWS-CODEOFETHICSOP] that outline the use of university resources, conflicts of interest, and acceptance of gifts. Contained within this policy is information on [State Statute Chapter 8: Unclassified Ethics](#) [WISSTATS_8_Ethics], providing guidance on competition with the private sector and guidance that university resources may be used only to further the mission of the University. It further states that employees of the University and their immediate families may not accept items of value from outside vendors or prospective vendors. These guidelines ensure that the University conducts its business in an ethical manner and its stance as a state agency demands that it may not be used to compete unfairly with the private sector, as evidenced by [Regent Policy 12-1](#) [BOR_Policy 12-1_Compensation with the Private Sector]. Contained within this policy is

information on the required [Outside Activities Report](#) [UWS_Conflicts of Interests and Outside Activities], which all faculty, academic staff, and limited employees submit annually. In addition, certain positions are required to submit a Statement of Economic Interest to ensure that conflicts of interest are avoided. These requirements are outlined in Chapter 19 of the Wisconsin Statutes [Subchapter III: Code of Ethics for Public Officials and Employees](#) [WISSTATS-19-PublicOfficials-2015-2016 WISSTATS].

Transparency is emphasized with UWGB's compliance with Ch. 19 of the WI within Chapter 19 of the Wisconsin Statutes is [guidance on open records requests and open meeting requirements](#) [WISSTATS-19-PublicOfficials-2015-2016 WISSTATS]. UW System provides [guidance on records maintenance](#) [UWS_Records Management] and responding to records requests [UWS_Public Records_Requests]. UWGB also maintains a [website for Records Management](#) [LIBRARY_Archives_Records Management]. Governance committee meetings are listed on the [University Master Calendar](#), which also includes annual reviews of faculty, notices for University committee meetings, and various other governing bodies of the university. The Assistant Vice Chancellor of Policy & Compliance serves as the point of contact for all public record and Freedom of Information Requests.

UWGB is committed to providing an environment free from discrimination based on sex, gender, and gender identification and provides a number of resources and services to assist students, faculty, and staff in addressing issues involving sex discrimination, including sexual violence. UWGB abides by [Title IX of the Education Amendments of 1972](#) [UWGB_Title IX & Clery Act], which states that "no person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any educational program or activity receiving federal financial assistance." UWGB does not tolerate any violation of Title IX. In addition, UWGB complies with the [Clery Act](#) [UWGB_Title IX & Clery Act], which requires institutions of higher education to comply with campus safety- and security-related requirements as a condition of their participation in Title IX programs.

Employees and students are also afforded fair and ethical treatment at UWGB. UWGB abides by the guidelines established by the UW System on [Equal Employment Opportunity](#) [UWS-EQUALEMPLOYMENTOPPORTUNITYOP-2015] and [Accommodations for Individuals with Disabilities](#) [UWS-ACCOMDFORDISABILITIES-2015]. UW System also outlines policies related to [Discrimination, Harassment and Retaliation](#) [UWS-DISCRIMINATIONHARASSMENTRETALIATIONOP-2015], [Consensual Relationships](#) [UWS-CONSENSUALRELATIONSHIPSOP-2015], and [Sexual Misconduct](#) [UWS-SEXUALMISCONDUCTOP-2015]. These policies provide a high-level framework for more campus-specific policies. Additionally, UWGB's Human Resources website is a resource for current employees on [Policies and Procedures](#), including [Affirmative Action and Equal Employment Opportunity](#) [UWGBHR-AFFIRMATIVEACTIONEQUALEMPLOYMENT-2015], [Procedures for Determining Reasonable Accommodations in Employment](#) [UWGBHR-PROCEDURESFORADAACCOM-2015], [Consensual Relations Statement](#) [UWGB-CONSENSUALREALTIONSSSTATEMENT-1995], [Policies and Procedures Prohibiting Harassment and Discrimination](#) [HR_Harassment-Discrimination-GB-50-17-1_1], and [Policy on Violence and Threats](#) [UWGB-POLICYONVIOLENCEANDTHREATS-2016]. UWGB has designated the Secretary of the Faculty and Staff as [University Ombudsperson](#) [SOFAS-OMBUDSPERSON-2009-10-14], to serve as a neutral and confidential resource for work-related complaints and mediation. In addition, the [Committee on Rights and Responsibilities](#) [SOFAS-CMTE-ON-RIGHTS-AND-RESPONSIBILITIES-CHG] serves as the faculty hearing and appeals body on matters of nonrenewal, dismissal, grievances, and complaints and further acts as the faculty's ethics committee.

UWGB maintains a variety of employment rules and policies in relation to employment status. All employment policies are developed in accordance with Regent and UW System policy and provide

resources for all employees on complaints, grievances, dismissal, and layoffs. UWGB operates with [faculty and staff governance](#) [SOFAS_Committees] by code and tradition. Shared governance allows for employees to participate in the development of the policies that impact their employment. The Secretary of Faculty and Staff website lists the institution's governance committees.

UWGB operates ethically in all areas of research. UWGB's [Institutional Review Board \(IRB\)](#) [SOFAS_Institutional Review Board] reviews all research projects to ensure they uphold ethical treatment of human participants. The [IRB Manual](#) [SOFAS_IRB-Manual_Updated-November-2019] contains information on federal, state, and UW System regulations and provides guidelines to assist those performing research on preparing for IRB review. The Office of Grants and Research maintains documents on the [humane care and use of animals](#) [UWGB_Institutional Animal Care & Use Committee] involved in research to ensure a high level of care. UWGB also maintains an [Institutional Animal Care and Use Committee \(IACUC\)](#) [SOFAS_IACUC_Charge] that reviews and assures all research involving animals meets the requirements for ethical care.

2.B. The Institution presents itself clearly and completely to its students and to the public.

2.B.1 The institution ensures the accuracy of any representations it makes regarding academic offerings, requirements, faculty and staff, costs to students, governance structure and accreditation relationships.

2.B.2. The institution ensures evidence is available to support any claims it makes regarding its contributions to the educational experience through research, community engagement, experiential learning, religious or spiritual purpose and economic development.

UWGB communicates in multiple forms to make information accessible to its constituents. The [course catalog](#) [Link: UWGB-Catalog-19-20] includes information pertaining to accreditation, admission requirements, specific program expectations, transferability, and other policies and requirements. Expectations for prospective students and parents are readily available on the main [UWGB website and also on the websites for each of its additional locations in Manitowoc, Marinette, and Sheboygan](#) [UWGB_About], which offer easy access to costs, programs, and financial aid information. [Program guides](#) [UWGB-ProgramGuide-Dietetics-5-2020] describe specific areas of academic interest.

Program requirements are clearly outlined through various sources. Descriptions of all [undergraduate](#) [link] and [graduate](#) [link] degree programs are available in the Catalog. Program and degree requirements are the same for all four of its locations. UW-Green Bay is accredited by the Higher Learning Commission and offers both [Undergraduate](#) and [Graduate](#) degrees with some holding their own special accreditations [UWGB-UndergraduateDegreesAndAccreditations-4-2020]. Students can view the [Schedule of Classes](#) [GBOSS-ScheduleOfClasses-ClassSearch-4-2020] to see what courses are offered in a given semester.

When students utilize a university computer on campus or a kiosk station, the browser opens to the UWGB current students page [UWGB_Students]. This page provides information about life on campus and resources for current and future students at each of our locations. Students have a variety of options with which to be involved, ranging from [Student Organizations](#) [UWGB-StudentOrgs-4-2020], [Student Government](#) [UWGB-StudentGovernment-4-2020], [Intramurals](#) [UWGB-Intramurals-4-2020], [University Recreation](#) [UWGB-UnivRecreation-4-2020], [Volunteering and Service Opportunities](#) [STUDENTLIFE-ServiceOpps-4-2020], Research and Academic Symposia, multi-cultural events through the [Pride Center](#) [UWGB-PrideCenter-4-2020] and [Multi-Ethnic Student Affairs](#) [UWGB-MESA-4-2020], and

[Study Abroad](#) [UWGB-StudyAbroad-4-2020] opportunities.

Transferability is a critical issue for many students, with around 1,000 students transferring to UWGB each year over the past ten years. Access to tools such as [Transferology](#) [Transferology] which replaced the Transfer Information System in 2020, [UW College and Wisconsin Technical College Transfer Guides](#) [ADMISSIONS_TransferGuides-04-2020], as well as access to transfer advisors and an [Open House](#) [ADMISSIONS-TransferOpenHouse-4-2020] program help students prepare to attend UWGB. The Office of Admissions publishes additional content on its website, including a snapshot of university facts as well as detailed information on areas of study, how to apply, related costs, and a link to the [Net Price Calculator \(NPC\)](#) [FINANCIALAID-NETPRICECALCULATOR-4-2020]. [Marketing and University Communication](#) [MARKETINGANDUNIVERSITYCOMMUNICATIONS-Website-42020] is involved with publications such as the [Inside Magazine](#) [MARKETING_Inside Magazine_Fall-Winter2019-2020]. Additional publications are available and distributed both online and in hard copy for prospective students.

Information on faculty and staff is made available to students and the public. The Secretary of the Faculty and Staff maintains a [Faculty & Staff Governance Directory](#) [UWGB-FacStaffDirectory-4-2020] and individual departments maintain directories about their faculty, including contact information, qualifications, research interests, and/or individual biographies. UW System Administration annually publishes enrollment, degrees granted, budget, and staffing information on its Accountability Dashboard [UWS_Accountability Dashboard], which replaced the [UW System Fact Book in 2018-2019](#) [UWS-FactBook2017-2018-4-2020]. UWGB's governance is overseen by the [Secretary of the Faculty and Staff \(SOFAS\)](#) [SOFAS Website-4-2020], whose website includes information for the Faculty Senate, Academic Staff Committee, and University Staff Committee. The Human Resources Office and SOFAS maintain employee handbooks for faculty, academic staff, and university staff as well as student employees. These handbooks contain resources for a variety of topics, including general campus information, policies, procedures, and campus resources.

The First-Year Opportunities and Connections for UWGB Students (FOCUS) program was initiated in 2001 to help students new to UWGB connect to its resources. In 2019 it was re-envisioned and renamed [GB Orientation](#) [UWGB-GreenBayOrientation-4-2020] and GB Welcome [UWGB-GreenBayWelcome-4-2020]. The program provides access to the resources for students and helps them to feel confident in their choice of higher education institution. The GB Orientation and GB Welcome websites provide information for students and their families. In response to COVID-19, the GB Orientation and GB Welcome experience moved online in 2020. Student Affairs, Enrollment Services, Student Success and Engagement and other offices collaborated to offer a dynamic program that allowed students to meet personally with academic advisors, register for classes, meet with UWGB Ambassadors about the college experience, meet with their First-year Seminar instructors and mentors, and connect with their peers in the class of 2024.

Cost is a factor that affects all students and their families. To provide transparency, we offer the [Net Price Calculator \(NPC\)](#) [FINANCIALAID-NETPRICECALCULATOR-4-2020] estimates federal and state aid eligibility for undergraduate students who plan to attend UWGB. Information is available also through the [Financial Aid website](#) [FINANCIALAID-Website-4-2020]. Based on [Office of Institutional Strategy and Effectiveness](#) [OISE-FinancialAidThrough2019-20] data, approximately 71% of UWGB's student population received some type of financial aid in 2019-20, a figure that has remained at or over 70% since 2006-07. The Financial Aid Office describes the steps involved in filing for aid, receiving an award, and receiving aid dollars on its website.

The [Bursar's website also makes cost information](#) [BURSAR-TuitionAndFees-4-2020] available for each of its four locations. Different tuition rates are applied depending on which location a student

enrolls at. Tuition for 100- and 200-level courses is cheaper for students at the additional locations as mandated by UW System in effort to reduce cost for students [UWGB_Tuition Plan for 2020-2021]. In addition, we have instituted a single plateau across all four locations, allowing students to take courses at any location [BURSAR_Tuition Plateau]. [General information](#) [BURSAR-GeneralInfoWebsite-4-2020] on cost differences based on student residency status can be found there, as well as payment options and links to financial aid. Specific policies related to fee information and refunds for dropped credits is readily accessible. Student-specific charges are available to students via the Student Information System (SIS). SIS allows students to see their charges, pending aid, and numerous other items. Student financial aid refunds for eligible students may be electronically deposited to students' chosen bank account(s).

The central office of the Student Services building is the [Green Bay One Stop Shop or GBOSS](#) [UWGB-GBOSS-4-2020]. GBOSS makes information easily accessible while creating efficiencies and maintaining accuracy for students. Interaction with GBOSS guides students through general University information, programs of study, and questions on admission, registration, cost, and financial aid. This allows the student to enter one suite and see advisors in any of the areas mentioned, as well as general academic advising. During the COVID pandemic, GBOSS (Green Bay One Stop Shop) has taken great pride in being the central point of contact for students, faculty, and staff with questions or concerns ranging from complaints about a course modality, to issues with an instructor, to financial hardships and what options they might have available. GBOSS worked quickly to offer our services remotely (phone, email, chat, or virtual meeting), as well as extending our hours of operation to include staff availability later in the evening. [MARKETING_Inside_Video_GBOSS is here to serve says Jennifer Jones_2020-03-18]

UW-Green Bay has a wide variety of [distance education programs](#) [UWGB-OnlinePrograms-4-2020] for which students can earn a degree. Distance education students receive the same service benefits as on-campus students. For example, online students follow the [admitted student checklist](#) [UWGB-OnlineStudentChecklist-4-2020], which includes a link to an [online orientation](#) [UWGB-OnlineOrientation-4-2020]. Students are assigned an academic advisor to help them navigate the transition to college. The advisor assignment includes a routine set of communication connecting points via email, web, and phone that keep online students connected, on track, and supported. The relationship gives students a direct link to GBOSS and the offices within Enrollment Services. The goal is to provide comparable service for all students no matter the modality of their degree program.

The Office of Graduate Studies administers graduate programs and information on degrees offered, expectations, accreditation, and similar policies and requirements. This information is available in the Graduate Catalog. The [Graduate Studies website](#) [GRADUATESTUDIES-Website-4-2020] provides key information to prospective and current students. References to cost and financial aid are accessible through the sources noted above. During the COVID pandemic the Office of Graduate Studies created and conducted both a synchronous and asynchronous and easily accessible orientation for graduate students to clarify degree requirements, identify campus resources, and answer general and specific questions about the University and the graduate programs housed therein. This orientation continues to be accessible to students and graduate program chairs as a resource through their continued enrollment at UWGB.

[Marketing and University Communication](#) [MARKETINGANDUNIVERSITYCOMMUNICATIONS-Website-42020] is the primary source for official communication for the university. The office prepares and distributes news releases and university publications, and oversees the University's [web and social media presence](#) [MARKETINGANDUNIVERSITYCOMMUNICATIONS-SocialMedia -4-2020], which includes Facebook, Instagram, Twitter, YouTube, and more. As noted in 2.A.2, public record requests are managed by the Assistant Vice Chancellor for Policy & Compliance.

2.C The governing board of the institution is autonomous to make decisions in the best interest of the institution in compliance with board policies and to ensure the institution's integrity.

2. C. 1. The governing board is trained and knowledgeable so that it makes informed decisions with respect to the institution's financial and academic policies and practices; the board meets its legal and fiduciary responsibilities.

The governing board of the [UW System is the Board of Regents](#) [WISSTATS_36]. It is composed of 18 members, 16 of whom are appointed by the governor, and subject to confirmation by the State's Senate. Of these 16 members, 14 serve staggered, seven-year terms. The Superintendent of Public Instruction and the President or designee of the Wisconsin Technical College System Board serve on the Board as ex-officio members. Two UW System students are appointed to the Board for two-year terms each; one of the two is a non-traditional student. The Regents serve without pay. New board members participate in a half-day orientation, during which they are informed of their fiduciary responsibilities. [Board members are expected to be well-informed, be active and contributing participants, to adhere to high standards of ethical conduct, and to act responsibly for effective and efficient governing](#) [BOR-BYLAWS].

2. C. 2. The governing board's deliberations reflect priorities to preserve and enhance the institution.

The Board of Regents sets priorities to preserve and enhance each UW System institution. The Regents Bylaws were created pursuant to [Chapter 36 of the Wisconsin Statutes](#) [WISSTATS_36]. The Board is responsible for establishing regulatory policies for the UW System in a manner that allows for a degree of autonomy for each individual UW institution. The work of the Board is completed by [eight standing committees](#) [BOR-BYLAWS]: Education; Business and Finance; Capital Planning and Budget; Executive; Personnel Matters Review; Student Discipline and Other Student Appeals; Research, Economic Development, and Innovation; and the Audit Committee. Additionally, special committees are created as necessary to meet additional needs not met by the established standing committees.

2. C. 3. The governing board reviews the reasonable and relevant interests of the institution's internal and external constituencies during its decision-making deliberations.

The Board of Regents is tasked with establishing policies for governing the UW System and establishing a framework in which individual institutions are able to operate with as much autonomy as possible in order to meet the State's changing educational needs. The Board accomplishes this by considering the needs and feedback of internal and external constituents during its decision-making deliberations.

Regulated by the [UW System Board of Regents Bylaws](#) [BOR-BYLAWS], the Board holds at least eight regular meetings per year. Special meetings may be called at any time by the Board president or by at least five members of the Board. All Board of Regents meetings and records are subject to Wisconsin's open records and open meetings laws, [Wisconsin State Statute 19.81-19.98](#) [WISSTATS-19-PublicOfficials-2015-2016], and as outlined in [Wisconsin State Statute 36.07 \(6\)](#) [WISSTATS_36]. Constituents internal and external to the UW System are invited to present or participate in meetings

regularly, and meetings are open to the public. The schedule and meeting materials are published on the [Board of Regents website](#) [BOR_Meeting Schedule]. Audio and video of meetings are streamed and archived via the web to allow for wider access.

The UW System institutions have [shared governance groups representing students, faculty, academic staff, and university staff](#) to advise the Board of Regents and other UW System administrators [UWSA_Shared Governance. For example, one member of UWGB's Faculty Senate acts as the University's Faculty Representative to the Board of Regents. This individual attends Board of Regents meetings as well as meetings with fellow Faculty Representatives from other UW institutions. The Faculty Representative reports to both the University Committee and the Faculty Senate on the activities of the Board of Regents.

2. C. 4. The governing board preserves its independence from undue influence on the part of donors, elected officials, ownership interests, or other external parties.

As the governing board of UWGB, the Board of Regents remains independent from undue influence, as detailed in the [Board of Regents Bylaws](#) [BOR-BYLAWS]. For example, the members of the Research, Economic Development, and Innovation Committee encourage policies and strategies that strengthen the UW System's overall contribution to the state's economic development. However, committee members are required to disclose annually any financial or other conflicts of interest as noted in (c) of the Regent Policy Document 2-2 [BOR_Policy 2-2_Statement of Expectations for Board Members] and [Wisconsin State Statutes, Chapter 19.43 \(Financial disclosure\) through 19.46 \(Conflict of interest prohibited\)](#) [WISSTATS-19-PublicOfficials-2015-2016].

In addition, the Chancellor's Council of Trustees [UWGB_COT] and the UWGB Foundation [UWGB_Foundation] Board of Directors exist to advance the mission of UWGB. As described in its mission statement, the Council of Trustees and Foundation's Board of Directors provide counsel and advice on innovative ideas and initiatives which UWGB may wish to pursue, assists with the acquisition of philanthropic support essential for creating a margin of excellence for all of its activities, and communicates institutional objectives and goals to the community at large.

2. C. 5. The governing board delegates day-to-day management of the institution to the institution's administration and expects the institution's faculty to oversee academic matters.

[Chapter 36.09 section \(f\)](#) [WISSTATS_36] states the governing board (UW Board of Regents) delegates each institution's Chancellor the necessary authority to operate and administer the institution according to the board's established policies and guidelines. The [UWGB organizational chart](#) [UWGB_Org Chart] organizes the University under six areas that report to the Chancellor for day-to-day management: Academic Affairs, Advancement, Athletics, Business and Finance, Marketing and University Communication, and Student Affairs.

Academic Affairs, led by the Provost and Vice Chancellor for Academic Affairs, is the most complex area within the University [document], comprising three Colleges, the Austin E. Cofrin School of Business, Graduate Studies, Enrollment Services, the additional locations (Manitowoc, Marinette, and Sheboygan), Continuing Education and Community Engagement, UWGB Libraries, Institutional Strategy and Effectiveness, and the Secretary of the Faculty and Staff, as well as a variety of offices such as Student Success and Engagement, the Center for the Advancement of Teaching and Learning (CATL),

International Education, and the Center for Civic Engagement among other responsibilities.

As noted in the [UWGB Faculty Handbook, section 50.04](#) [SOFAS_Faculty Handbook_2020_50-04], the faculty have the jurisdiction for academic matters and policies, as well as requirements for student admission and graduation. Faculty governance committees, as described in the Faculty Handbook, enable faculty to oversee academic matters. For example, the [University Committee](#) (UC) [SOFAS_UC Charge] is composed of tenured faculty members and functions as the Executive Committee of the faculty and of the Faculty Senate. The UC considers questions related to educational policies on campus. In addition, the [Academic Affairs Council](#) (AAC) [SOFAS_AAC Charge] oversees the development of academic programs at the undergraduate level, while the [Graduate Academic Affairs Council](#) (GAAC) [SOFAS_GAAC Charge] serves a parallel function for graduate programs. Governance groups also exist for [Academic Staff](#) [SOFAS_ASC Charge], [University Staff](#) [SOFAS_USC Charge], and [students](#) [SGA-Constitution-04-2021].

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

The University of Wisconsin Green Bay in all its locations (Green Bay, Manitowoc, Marinette, and Sheboygan) adheres to the guiding principle expressed in the [Wisconsin idea](#) [WISCONISIN IDEA] that the “continual and fearless sifting and winnowing by which alone the truth can be found” is paramount to the improvement of the “human condition.” This guiding principle is embodied in the [UWGB Idea of an Educated Person](#) [CHANCELLOR_IdeaOfAnEducatedPerson_2014-11-14] which assures respect for free inquiry, diversity of thought and experience, and commitment to and engagement in the pursuit of truth:

The University of Wisconsin-Green Bay is dedicated to the idea of an educated person as one who is guided by the love of learning, committed to inquiry, creativity and scholarship through interdisciplinary and disciplinary approaches to defining and solving problems, and who is an active citizen providing service to the community.

UWGB’s dedication to these principles is apparent in its adherence to the practices of critical thinking and problem solving as embodied in its [Select Mission Statement](#) [CHANCELLOR_Mission Statement], endeavors that demand the protection of academic freedom in learning and teaching and that reflect the belief that education should influence people beyond the boundaries of the classroom:

The culture and vision of the University reflect a deep commitment to diversity, inclusion, social justice, civic engagement, and educational opportunity at all levels. Our core values embrace community-based partnerships, collaborative faculty scholarship and innovation.

To achieve these objectives, UWGB offers a core of liberal studies that support degrees in the arts, letters, and sciences, specialized professional and technical degrees at the associate and baccalaureate level, and masters and doctoral degrees in selected fields. Research, scholarship, and creative activities are core components of its academic programs.

Commitment to academic freedom was emphasized in the UW-System’s Board of Regents’ 2017 [Statement Reiterating the Board’s Commitment to Academic Freedom and Affirming its Commitment to Freedom of Expression](#) [BOR_Policy_4-21_Ccommitment to Academic Freedom and Freedom of

Expression], to which UWGB in all its locations is also bound.

Examples of this commitment to academic freedom and freedom of expression may be found in a variety of documents and statements across the institution. For example, the catalog description of the College of Arts, Humanities, and Social Sciences establishes the college's commitment to develop "[students who are critical and creative thinkers](#)" [REGISTRAR_Catalog_CAHS]. Similarly, the College of Science, Engineering, and Technology declares that "[Faculty in the College are accomplished teachers and scholars providing high quality instruction and hands-on teaching and research experiences to students in laboratory and field settings](#)" [REGISTRAR_Catalog_CSET]. Documents and policies at UWGB specifically addressing the protection of freedom of expression include: the [Harassment and Discrimination Policy](#) [HR_Harassment-Discrimination-GB-50-17-1_1], the [Civility and Inclusivity Statement](#) [UISA_Inclusive Excellence_Civility-and-Inclusion-Statement-17], and the [Workplace Conduct Policy](#) [UWSA_Policy 1292_Workplace Conduct Expectations], and the [Sexual Misconduct Policy](#) [UWS_SEXUALMISCONDUCTOP_2015]. In addition, the Faculty Handbook endorses the American Association of University Professors (AAUP) policy on the grounds that it has legal standing in case law whereas another policy might require a test in court before having legal standing [Faculty Academic Freedom Policy]. The handbook includes the 1940 statement on [Principles on Academic Freedom and Tenure](#) along with the [1970 Interpretative Comments](#) [SOFAS_FacultyHandbook_FacultyAcademicFreedomPolicy_1990-09-19]. In [Chapter 3.12](#) [SOFAS_Faculty_Handbook_2020_3-12_Appeal of Nonrenewal], it states that "conduct, expressions, or beliefs which are constitutionally protected or protected by the principles of academic freedom" are reasons faculty members may give during appeal of a nonrenewal decision. This phrase appears again in [Chapter 5.12](#) [SOFAS_Faculty_Handbook_2020_5-12_Hearing]. In [Chapter 4.01](#) [SOFAS_Faculty_Handbook_2020_4-01_Dismissal], it states, "A faculty member is entitled to enjoy and exercise all the rights and privileges of a United States citizen, and the rights and privileges of academic freedom as they are generally understood in the academic community." Finally, [Chapter 6.01. 1 \(c\)](#) [SOFAS_Faculty_Handbook_2020_6-01], it states, "All faculty members have the right to due process and the rights and privileges of academic freedom. This policy shall be observed in determining if the complaint is substantial and provides sufficient grounds for disciplinary action."

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

2. E. 1. Institutions supporting basic and applied research maintain professional standards and provide oversight ensuring regulatory compliance, ethical behavior and fiscal accountability.

UWGB's administrative, academic, and student affairs units provide oversight and support services to ensure integrity in all areas of research, teaching, and service. Specifically, this involves oversight and support services for all four locations to ensure the integrity of research and scholarly practice conducted by its faculty, staff, and students. In addition, UWGB employees are required to engage in [training on a regular basis](#) [HR_Required Online Training], including Harassment & Discrimination Prevention, Protect Children, Data Security & Privacy, Injury and Illness Prevention, Tools for an Ethical Workplace, FERPA, and Clery CSA. Faculty, staff, and students are expected to adhere to the policies and procedures of UWGB's [Institutional Review Board \(IRB\)](#) [SOFAS_IRB-Manual_Updated-November-2019] as well as the [Institutional Animal Care and Use Committee \(IACUC\)](#) [UWGB_IACUC_Procedures] and the Institutional Biosafety Committee (UWGB_Institutional Biosafety Committee) designed for the protection of human subjects, animal subjects, and the handling

of potentially hazardous biologics, respectively. Specifically, the IRB and accompanying policies are designed to ensure that the health, well-being, and ethical rights of human subjects are protected in accordance with federal law as mandated through the Department of Health and Human Services. The faculty members comprising the IRB establish and maintain guidelines in accordance with federal regulations, ethical considerations, and best practices; review and approve research proposals according to IRB guidelines; and review and approve research proposals as required by external organizations (e.g., funding agencies, hospitals, clinics.). All research conducted on campus or by UWGB faculty, staff, or students must be approved by the IRB. In the review and approval process, the IRB considers if risks to subjects have been minimized, if the selection of subjects is equitable, if informed consent has been obtained, the appropriateness of the research plan, and if there are adequate provisions to protect the privacy of subjects. Research conducted by students that may be outside of the purview of the IRB, i.e., "research" that is not within the federal definition of research, is overseen by faculty who provide instruction regarding ethical standards and procedures for conducting research.

UWGB is a safe space where faculty and students may conduct research. The [Environmental Health, Occupational Safety, and Risk Management Specialist](#) [SAFETY_Safety & Environmental Management] facilitates compliance with environmental and occupational safety programs, including [bloodborne pathogen safety](#) [UWGB_Bloodborne Pathogen Safety], [laboratory safety](#) [UWGB_Laboratory Safety], [confined space](#) [UWGB_Confined Space], [hazard communication](#), [UWGB_Hazard Communication] [respiratory protection](#) [UWGB_Respiratory-Protection-Program-2016], and [ergonomics](#) [UWGB_Ergonomics], that meet standards established by federal, state, and local agencies. An [injury and illness prevention course](#) [HR_Required Online Training] is required for all employees (new employees are required to complete all training within 30 days of their start date), and laboratory safety training is required for any person who uses a UWGB laboratory. The training is available as a Canvas course or can be offered in person. Laboratory Safety is also offered as a course, [Chem 207 Laboratory Safety](#) [CSET_CHEM207_Lab Safety_FALL2020], for students. A similar course, [ART 101 Tools, Safety, and Materials](#) [CAHSS_ART101_Tools Safety Materials_FALL2020], provides training to students preparing to work in art studios. In addition, The Institutional BioSafety Committee (IBC) [UWGB_Institutional Biosafety Committee] provides oversight of research involving recombinant or synthetic nucleic acid molecules as well as research involving potentially hazardous biologics, such as infectious agents and pathogens, biological toxins, animal-derived tissues, fluids and cells, xenotransplantation, nanotechnology, and Dual use research of concern (DURC).

2. E. 2. The institution provides effective support services to ensure the integrity of research and scholarly practice conducted by its faculty, staff and students.

The University adheres to [Wisconsin Legislative Code Chapter 14](#) [WISSTAT 14_Academic Disciplinary Procedures], which details policies for student academic misconduct and disciplinary procedures. Plagiarism is considered a form of academic misconduct. This policy also states the University's responsibility to promote academic honesty and integrity as well as the responsibilities of students, including the honest completion and representation of their work, the appropriate citation of sources, and the respect of others' academic endeavors.

The UWGB Libraries provides instruction and support to students at all four locations in the proper methods of [evaluating sources](#) [LIBRARY_Evaluating Sources of Information], [citing sources](#) [LIBRARY_Citation Basics_Cite Your Sources], as well as guidelines for [copyright compliance](#) [LIBRARY_Copyright]. UWGB's [Writing Emphasis \(WE\)](#) [REGISTRAR_Catalog_Writing Emphasis] program requires every associate degree student to take at least two and every baccalaureate student to

take at least four WE courses. To be designated WE, a course must meet a number of criteria as defined by the General Education Council (GEC). The Writing Center employs writing assistants who are available to help students across all four campuses with issues such as appropriate citation and avoiding plagiarism. The UWGB Libraries also assists students with these issues by providing access to [citation and plagiarism guides](#) [LIBRARY_Plagiarism] and guides on [evaluating and identifying research materials](#) [LIBRARY_CAARP_Evaluating Sources of Information]. To reinforce the ethical use of information, faculty may employ Turnitin or other electronic plagiarism tools to [evaluate assignments for plagiarism](#). [LIBRARY_Plagiarism_TurnItIn]. These programs compare the student's paper to a database of web pages, articles, and student papers and highlight content that matches material in the database.

2. E. 3. The institution provides students guidance in the ethics of research and use of information resources.

At UWGB, there is an expectation of ethical conduct by faculty, staff, and students. Ethical expectations include, but are not limited to, matters related to [civility](#) [USA_Inclusive Excellence_Civility-and-Inclusion-Statement-17], [affirmative action](#) [HR_Affirmative Action_Equal Employment Opportunity], academic freedom, academic (mis)conduct, [hiring practices](#) [HR_Policy-for-Recruitment-and-Hiring], [sexual harassment](#) [HR_Sexual-Misconduct-Policy], reporting of abuse ([Clery](#) [UWGB_Title IX & Clery Act] and [Executive Order 54](#)) [HR_SuspectedChildAbuseandNeglectPolicy], and workplace expectations. Ethical conduct by faculty and staff is described in their respective handbooks and in UW System Statutes. Ethical conduct related to students is overseen by the Dean of Students Office. Expectations of students, policies, and procedures in regard to academic misconduct by faculty or students are clearly explained in documents easily accessible on the Dean of Students website, including Academic Misconduct [DOS_Academic Misconduct], Student Confrontation, and [Complaints and Grievances](#) [HR_Grievance & Complaint Procedures].

These policies and procedures are in accordance with state, federal, UW System, and UWGB requirements. Instructors are urged to include statements on syllabi related to academic integrity including those related to instances of plagiarism or academic dishonesty.

The rapid development of new modalities of curricular delivery, accelerated by the COVID-19 pandemic, are necessitating new responses to academic integrity. During the summer and fall 2020 semesters, UWGB experimented with a proctoring service using Proctorio. While this experiment was less than satisfactory, the project revealed gaps where new policies and procedures are necessary.