

**STANDARD 11: INTEGRITY**

The data tables supporting this standard contain all the website URLs required in the Data First form plus additional citations that are meant to be helpful to reviewers in understanding how UNH meets the elements of this standard. Thus, the tables take the place of the Excel version of the Data First form. Each table entry contains the policy URL, parties responsible for the policy and its implementation, and a description of what is in the policy or a quotation from the policy. The Chart numbers are the same as the elements in Standard 11. Below is a sample from Chart 11.1 that cites policies pertinent to element 11.1 of Standard 11.

Policy URL	Protocol/ Persons or Offices Responsible	Policy Information and Date (latest update)
<a href="http://www.usnh.edu/about/vision.shtml">http://www.usnh.edu/about/vision.shtml</a>	Board of Trustees/ Mission and Vision	Through its institutions, the University System engages in research which contributes to the welfare of humanity and provides educational resources and professional expertise which benefit the state and its people, the region and the nation. (2014)

Deliberately, the narrative does not link to the charts because of the sheer numbers of links that would be required. The tables are found in the Appendix under the heading, “Supporting Documents” (Standard Eleven). There are no projections per se in Standard 11 because relevant projections are captured in other standards that project plans for policy review and updating. A “streamlined,” consolidated listing of all projections in the Self Study appears in the appendix.

**Description**

The University of New Hampshire takes pride in the high ethical standards to which it holds members of the university community. As a public land grant institution, UNH expects its constituents to work in a prudent, effective, honest, and ethical manner, both within and beyond the campus. Institutions develop a culture and a way of acting and responding to challenges based on the values adopted and consistently enacted by their members. Institutions, as with individuals and particularly with leaders, build their reputation, in large part, on the integrity of their actions. The university is not only mindful of the importance of integrity, it acts deliberately to ground its practices in integrity, honesty, and fairness to all through mechanisms of support and codified policies and practices that provide clear expectations and a the pathway for action. As noted above, documents that support our assertions are appended as tables.

UNH shows its commitment to acting on the value of integrity as a mainstay of its activities through transparent, easily located policy statements, procedures, and actions. From academic expectations to guidelines for promotion and tenure, the university exercises control and oversight through a series of interlocking policies. Conferences & Catering, University Events and Programs, and Editorial and Creative Services are examples of diverse offices that combine to protect the imprimatur and integrity of the University.

UNH *expects* its students, employees, and agents to act with integrity. Individual responsibilities (student and employees) are grounded in descriptors meant to foster an environment that supports the dignity inherent in individuals. Core institutional documents such as student senate constitutions, affirmative action, the collective bargaining agreement with faculty, and Promotion and Tenure Standards affirm the institution's expectations for all constituents, including those in leadership positions. This year's *Student Rights, Rules, and Responsibilities*, for example, outlines those expectations that the university has established to foster an environment conducive to learning on—and beyond—the university campus: “One crucial aspect of this environment is our collective commitment to respecting the rights, dignity, and worth of all community members.” (Table 11.1) Documents are clear and openly available on the university's website. They are discussed, when appropriate, in open fora or constituent meetings. For example, academic freedom, intellectual property rights, research policies regarding human subjects, conflicts of interest, and the declaration of the rights of students support the institution's integrity of actions for internal and external constituents. Policies are posted on the UNH website within appropriate units, and faculty are encouraged to include the statement of Academic Honesty on their syllabi. (Table 11.2) Scholarship, a major activity of the university, is conducted within the accepted practices of academic rigor, in pursuit of knowledge within the various disciplines and in a space of academic freedom: “A core value of the University of New Hampshire... is the open exchange of research and scholarly information both within the University and between the University and the public.” (Table 11.2) In order to support scholarly integrity, the Senior Vice Provost for Research (SVPR) offers training in intellectual property rights, conflict of interest, working with human subjects, and other topics. Approval of proposals employing human subjects, for example, requires principal investigators to complete an online, research training module that addresses these topics. Student researchers must also complete this training. UNH's policy statements and supports are inclusive of the members of the university, identifying a community of scholars who commit responsibly to the free pursuit and dissemination of knowledge. Furthermore, the university applies high-level standards for student research, as it does for faculty research. Privacy rights are assured for all members of our community. In particular, university attorneys and the office of Institutional Research and Assessment are well schooled in FERPA regulations and consulted when there is any question of releasing information to any party, including accreditors.

A critical component of trustworthy action is compliance with applicable laws, rules, and regulations that govern institutional and individual behavior. All degree programs and their requirements are consistent with the legal authority accorded the university by charter through the University System of New Hampshire to “...grant and confer in the name of the University of New Hampshire all such degrees, literary titles, honors and distinctions as other universities may of right do including associate, baccalaureate, master's and doctor's degrees. The trustees of said university are further authorized to define and prescribe the standard, scope and nature of the instruction and attainments necessary in order to qualify for such degrees, titles, honors and distinctions and to issue such bulletins, announcements and reports as may be found necessary or desirable in publishing and defining the standard, scope, quality and nature of the educational work of the corporation...” (Table 11.1 USNH) The institution also complies

with all legal non-discriminatory rules and statutes. Compliance is not its goal; fostering and maintaining a culture that covets and actualizes the meaning and goals of this element of the standard *is* its goal. The institution secures a community of non-discrimination through its Affirmative Action Office, Sexual Harassment and Rape Prevention Program (SHARPP), Human Resources, and Disability Services for Students, as well as through the commitment of its faculty at the class and department levels. The Admissions Office, Office of Human Resources, and Vice Provost's Office of Faculty Development and Inclusive Excellence oversee equitable admissions and hiring practices. UNH highly values the importance of a diverse student body, faculty, and staff. (See standards 5 and 6.) The university's affirmative action plan is both robust and accountable. One organization, the Office of Multicultural Student Affairs (OMSA), has a specific goal to "create opportunities for people to participate in an inclusive community and to explore and understand diversity, social justice, inclusion, and equity via educational presentations, workshops, professional development and leadership opportunities, retreats, brown-bag discussions, etc."

UNH manages its academic and service programs, operations, and responsibilities for students and prospective students with the same degree of integrity afforded research and hiring practices. Prospective students, for example, are offered an array of web-based information to help them determine whether or not UNH is their "school of choice." This includes academic expectations, costs, average debt, financial assistance, support services and others. Prior to and following admission students typically visit the campus and interact with members of the community through a series of planned tours and orientation activities. (See Standard 6.) Various units sponsor enrichment workshops for the UNH community and for the community at large. The Agricultural Extension Service, for example, sponsors Risk Management Workshops in a variety of content areas. The Faculty Senate has recently drafted a policy requiring additional expectations for those who are working with minors: "... (UNH) is committed to providing a safe environment for all persons, including but not limited to minors who participate in university programs. This commitment includes responding appropriately to instances or suspected instances of abuse of minors that arise while the minors participate in university programs. Response by university personnel to alleged or suspected abuse shall conform applicable requirements of New Hampshire Child Abuse reporting requirements under New Hampshire RSA § 169-C:29; RSA § 169-C:30; and RSA § 169-C:31." Other considerations for the draft policy are criminal checks and specialized training in working with youth.

UNH's pursuit of institutional integrity is reflected in its scheduled reviews and ad hoc reviews of its policies and practices, which support the institution's commitment to integrity as embodied in Standard 11. Examples of the ongoing review of policies that support integrity are found in the yearly review of the standards for student behavior. The integrity policies that are contained in that document are reviewed each year by the VPSSR's office as a prelude to publication. Both the institution and the AAUP review the grievances and issues associated with the collective bargaining agreement and make needed adjustments through a Memorandum of Understanding and bargaining proposals. All grievance policies and procedures are clearly spelled out. (Chart 11.8)

UNH values our relationship with the Commission, has good communication with Commission officers, appreciates the Commission's focus on integrity, and adheres to

Commission policies and requirements that are related to institutional integrity and to the other standards addressed in this Self Study.

## **Appraisal**

UNH highly values integrity and honesty. We hold our community members accountable for their actions through creating an environment of education, support, and open communication while, at the same time, establishing and enforcing policies that reflect high standards of integrity. Policy infractions are dealt with swiftly and fairly by appropriate, named personnel (e.g., Faculty Senate Grievance Committee, Senior Vice Provost for Research, Student Senate committee) who follow procedures, including recommendation of punitive measures when warranted, as outlined or directed within the policy itself. As in all institutions, policy infractions have occurred, but internal adjudication has been satisfactory. In all cases, including appeals, actions are well documented and in compliance with articulated procedures as reviewed by UNH, USNH, and by the Commission and professional accrediting bodies over the years.

## **Projections** (Embodied in other standards, particularly 5 and 6.)

### Institutional Effectiveness

Effectiveness of institutional integrity is strengthened when policies and procedures are assessed so that findings can inform improvements when warranted. UNH's means of updating policies takes two forms. The first form is ad hoc responses to events. The second form is planned, in some cases cyclical, reviews.

An example of ad hoc assessment is the response to issues raised concerning the Bias Response Protocol. A faculty committee with members from the UNH School of Law, the College of Health and Human Services, and the College of Liberal Arts studied the concern and issued a report. A second example of an ad hoc review that was externally driven is our response to changes in the federal Financial Conflict of Interest Research policy requirements, resulting in a clear definition posting by the SVPR and inclusion in the ethical training modules.

The second approach to updating integrity policies is planned review. Inspection of the policies cited in the supporting documents for Standard 11 indicate currency. The yearly review of the *Students' Rights and Responsibilities Handbook* offers an example of planned updates. Another example is the Responsible Conduct of Research Committee, which reviews its annual graduate seminar on integrity in research. A third example is collective bargaining. Collective bargaining is a bi-lateral process of deciding the terms and conditions of employment for tenure-track faculty. In the last negotiated agreement, the university and faculty union reviewed and changed the standard for faculty moral conduct. Substantiation of review and subsequent action indicates that the tenets embodied in policies related to integrity and honesty are upheld by the UNH community.

## **[STANDARD ELEVEN DATA FIRST FORMS](#)**