

Faculty Handbook



Table of Contents

Welcome to Converse	4	Grievance Committee Guidelines	43
Introduction	4	Guidelines for Grievance Committee Hearings Involving Tenure and Promotion Decisions	45
The Mission of the University	4	Key Control Policy	46
The Founder's Ideal	5	Solicitation and Distribution	48
Section I. The Academic Administration	6	Solicitation Policy: Sponsorships, Promotional Items, Door Prizes, and Auction Items	48
Administrative Officers	6	Non-Profit Organizations' Events at Converse University Policy	49
President of the University	6	Parking and Transportation	50
Provost and Vice President for Student Success	6	Smoking/Tobacco Policy	56
Dean, Converse College for Women	7	Zero Tolerance for Workplace Violence, Firearms, other Weapons, and Fireworks	57
Dean, The Graduate School	7	Section IV. Faculty Evaluation and Compensation	59
Dean, School of Liberal Arts & Sciences	8	Introduction and Criteria	59
Dean, School of Business and Data Science	8	Evaluation Procedure	62
Dean, School of the Arts	9	Section V. Professional Development	64
Director, Carroll McDaniel Petrie School of Music	9	Faculty Salaries from Grants and Contracts	64
Director of Institutional Research and Effectiveness	10	Professional Development Activities and Funding	64
Director, Mickel Library	11	Sabbatical Leaves	64
University Registrar	11	Funds for Faculty Research and Development	65
Department Chairs	12	Funds for the NEH Visiting Scholars Program	67
Organizational Chart of Academic Programs	12	Section VI. Regulations Governing Tenure and Promotion (Effective May 2002)	69
Section II. The Faculty of the University	14	Process of Faculty Evaluation	69
Responsibilities of the University Faculty & University Board of Trustees	14	Faculty Definitions by Rank	74
The Faculty of the University (Personnel Definition)	14	Procedures for TAP: Roles & Responsibilities	76
Method of Appointment and Employment	15	Peer Evaluations	79
Background Investigations	15	Section VII. Termination of Employment	81
Recruiting Faculty and Staff: Guidelines for Procedure (R-7/19)	18	Termination of Employment	81
Outside Employment of Members of the Faculty	19	Dismissal Procedures	81
Academic Freedom	20	Section VIII. Compensation and Benefits	84
Responsibilities of the Faculty Member: Absences and Teaching Loads	20	Guidelines Concerning Benefits	84
Responsibilities of the Faculty Member: Online Courses, Grades and Class Attendance	21	Worker's Compensation	85
Responsibilities of the Faculty Member: Course Syllabi	22	Faculty Salary Payments and Social Security	85
Responsibilities of the Faculty Member: Student Complaints	23	Medical Insurance and Health/Wellness Programs	86
Responsibilities of the Faculty Member: Exams and Exam Procedures	24	Family Medical Leave Act (FMLA)	88
Responsibilities of the Faculty Member: Office Hours, Honor Tradition, Faculty Meetings and Military Duty	26	Benefits for Librarians	93
Freedom of Expression Policy	27	Retirement Fund	93
Control of Institutional Review Board for Research	27	Medical Insurance Surcharge for the use of Tobacco Products Policy	93
Section III. Conduct	28	Parental Leave Policy	94
Americans with Disabilities Act (and Related State and Local Laws)	28	Short-Term Disability (STD) Policy	97
Sexual and Non - Sexual Harassment Policy (Title VII)	31	Section IX. Academic Regulations, Guidelines and Procedures	101
Conflicts of Interest	33	Curricular Proposals: Procedure for Approval (Undergraduate and Graduate)	101
Converse University Sex & Gender Discrimination and Harassment Policy (Title IX)	34	Undergraduate Curricular Programs Committee	103
Drug-Free Workplace	36	Courses and Academic Work	104
Family Medical Leave Act (FMLA)	37	Directed Independent Study	106
Grievance Procedures	42		

Degrees and Requirements	107
Requirements for Graduation	108
Reports and Transcripts	110
Academic Policies for Study Travel	111
Cooperation with Wofford	111
Student Honors at Graduation	111
Awards, Prizes, Recognitions	114
Family Educational Rights and Privacy Act (FERPA)	117
Policy on Updating Catalog — Graduate and Undergraduate	118
Section X. Governance	119
Faculty Senate	119
Section XI. Campus Technology	126
Accidental Damage and Theft or Loss of Company-owned Devices	126
Electronic Communications	128
Computer Systems Security	128
Password Policy	129
Use of Software, Voicemail, and Electronic Courses	130
Allocation and Use of Campus Technology Resources	131
User Account and Eligibility	131
XII. Miscellaneous Information	135

Textbooks	135
Calendar & Events	135
Dining Room	135
Field Trip Policies	135
Library	136
Injury	136
Notary Public	136
Parking and Transportation	136
Personal Property	143
Recreational Facilities	143
Rental and/or Use of Campus Facilities	143

Appendix A Converse University Research Misconduct Policy (March 2019)

Converse University Research Misconduct Policy (March 2019)	144
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Appendix B Tuition Remission Program

Tuition Remission Program	147
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Appendix C Tuition Exchange Program

Tuition Exchange Program (TEP)	154
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Appendix D Charter of the Faculty Senate ...

Charter of the Faculty Senate	158
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Welcome to Converse

Welcome to Converse University. You are an important part of our team. Your work is integral to our mission to serve the State of South Carolina through education, research, and service. **Watch the welcome message from President Boone Hopkins**, and let's work together to make a difference.

Introduction

The Mission of the University

On July 1, 2021, Converse formally acknowledged its long-held university status with a name change to Converse University. Converse University encompasses the School of Liberal Arts and Sciences, The School of Business and Data Science, The School of the Arts; and The Graduate School. And while Converse is co-educational across all programs, through the programming of the Converse College for Women, we reaffirm the founder's conviction that a small undergraduate residential liberal arts University is a uniquely powerful environment for developing women's talents.

Our Mission

Converse empowers students to become transformative leaders who see clearly, decide wisely, and act justly.

Our Vision

Converse advances a culture of belonging and collaboration that ignites creativity, innovation, and transformation.

Our Core Values

Converse prides itself on a culture of belonging and collaboration that ignites creativity, innovation, and transformation. Supporting our mission are seven core values that guide Converse's commitment to creativity and the development of wise leaders.

These enduring beliefs serve as the compass for Converse. They transcend time, extend across the institution, and guide our actions and decisions.

EXCELLENCE drives us to achieve the best in all that we pursue; to develop competence, confidence and courage to realize full potential in mind, body and spirit.

INTEGRITY calls us to cultivate and exercise honor, character and vision in daily decisions and actions; to act honestly and justly when confronted with ethical dilemmas and life's challenges.

EXPLORATION compels us to think critically and creatively in the acquisition of knowledge and skills; to discover and enrich scholarship and research, disciplines, methods and vocations through hands-on learning and leadership and through discovery, discourse and debate.

DIVERSITY inspires us to embrace the different perspectives, experiences, cultures, backgrounds, talents and contributions that comprise a global society; to enhance and expand inclusivity as we build a stronger multi-dimensional community.

RESPECT leads us to value self and others, recognizing the legitimacy of individuality in belief, expression and perspective; to exercise civility, mindfulness and responsibility in words and actions.

COMMUNITY motivates us to develop a dynamic network of relationships through a balance of work and play that nurtures the abilities of each member in order to establish a better whole; to mentor, collaborate and communicate as engaged citizens who effect positive change.

PROGRESS challenges us to think strategically toward the future by employing creativity, adaptability, ingenuity and innovation; to advance and transform the world around us.

The Founder's Ideal

"It is my conviction that the well-being of any country depends much upon the culture of her women, and I have done what I could to found a University that would provide for women a thorough and liberal education, so that for them, the highest motives may become clear purposes and fixed habits of life; and I desire that the instruction and influence of Converse University be always such that the students may be enabled to see clearly, to decide wisely, to act justly; and that they may learn to love God and humanity, and be faithful to truth and duty, so that their influence may be characterized by purity and power.

"It is also my desire and hope that Converse University will always be truly religious but never denominational. I believe that religion is essential to all that is purest and best in life and after. I wish the University to be really, but liberally and tolerantly, Christian; for I believe that the revelation of God in Christ is for salvation; and I commend and commit the University to the love and guidance of God, and to the care, sympathy, and fidelity of my fellowmen."

- Attributed to Dexter Edgar Converse

Section I. The Academic Administration

Administrative Officers

For the purposes of personnel procedure, employees with Administrative and Faculty duties are considered Administrators when at least 50 percent of the workload is Administrative. The *Administrative and Staff Handbook* outlines policies and is a guideline of employment for Administrators. A faculty member with tenure may return to teaching should the Administrative position cease.

President of the University

The President is the administrative and chief executive officer of the University. The President exercises complete executive authority, subject to the direction of the Board of Trustees, and is responsible for carrying out the policies of the Board of Trustees. Similarly, the President is the leader and official spokesperson for the University and promotes the educational excellence, general development, and welfare of the University. The President defines the authority of faculties, councils, committees, and officers of the institution. All projects, programs, and institutional reports undertaken on behalf of the institution are subject to the President's authorization and approval.

Provost and Vice President for Student Success

The Provost & Vice President for Student Success is the chief academic and student life officer of the University, overseeing all educational and student life programs. This officer focuses on strategic planning and implementation, especially for curricular development, faculty resource planning, student development and success, and enrollment and resource growth. In addition, this officer oversees compliance with federal and state regulations and with general and specialized accreditations, working with the Director of Institutional Research and Effectiveness. The Provost and Vice President for Student Success recommends to the President the appointment of the academic and student development and success deans and supervises their work, including the hiring, annual review, and promotion of staff; and the hiring, annual review, and tenure and promotion review of faculty.

The Provost and Vice President for Student Success works closely with other administrators to provide a broad and challenging curriculum, extensive student support, and an enriching campus life experience that is consistent with the Mission of the University and all policies that have been developed and approved to guide the development of the educational and student life programs. This officer reports to the President, performing the duties which he/she delegates. Essential duties and responsibilities:

- Oversee all academic policies and practices at the University.
- Oversee accreditation under Southern Association of Colleges and Schools Commission on Colleges (SACSCOC), including serving as or overseeing the work of the Institutional Accreditation Liaison (IAL) by reviewing and ensuring completion of the assessment activities of the University.
- Oversee the operations of the Division of Student Development and Success.
- Encourage collaboration between the administration and the faculty in the fulfillment of the Mission of the University.
- Develop strategies, structures, and staff that ensure cooperation and collaboration between curricular and co-curricular divisions of the University, with the goal of providing a comprehensive, collaborative, and integrated educational experience for students.
- Coordinate curriculum development, evaluation, and revision.
- Review and develop budget recommendations from the academic, student development and success areas and advise the President appropriately. In doing so, review recommendations from the academic Deans, the Dean of the Converse College for Women, the Associate Provost for Student Success and the Associate Provost for Research & Engagement with regard to budgetary matters in each Dean's or Associate Provost's respective area.
- Oversee the performance (i.e., annual goals and outcomes) of the Dean of the Converse College for Women, the Dean of The Graduate School, the Dean of the School of Liberal Arts and Sciences, the

Dean of the School of Business and Data Science, the Dean of the School of the Arts, and the Director of the Mickel Library. Working in conjunction with the Associate Vice President for Enrollment Management, the Provost and the Vice President for Student Success also directs the performance of the Registrar and the Director of Institutional Research and Effectiveness.

- Serve as chair of the Curricular Programs Committee.
- Receive recommendations from deans, and directors, evaluate, and then recommend to the President all appointments, promotions, salaries, and changes or terminations among the faculty of all academic Schools, the staff within the Schools and related academic programs, and the staff of the Division of Student Development and Success.
- Collaborate with the Director of Institutional Research and Effectiveness to review and ensure the completion of the assessment activities in the University.
- Serve as champion for the faculty while balancing the pragmatic realities of operating the University in a fiscally prudent manner.
- Maintain regular communications and working relationship with other areas of the University, keeping them informed of current activities and working with them to achieve institutional priorities.
- Represent the faculty and appropriate staff to all constituencies, including the Board of Trustees, administration, students, alumni and the public; promote the University to all constituencies, both internal and external; and represent the University in any discussions of academic collaboration with other colleges, universities or academic organizations.

Dean, Converse College for Women

The Dean of the Converse College for Women is a member of the Leadership Council and reports to the Provost. In the role as Dean of the Converse College for Women, the CCW Dean leads the programmatic planning for the Women's College along with recommendations from the Student Experience Transition Committee and develops the signature experiences and possible courses that distinguish the Women's College within Converse University. This role also builds on the historic and important tradition of the Women's College and continues the invaluable connection between the strong alumnae network and current students of Converse.

Dean, The Graduate School

The Dean of the Graduate School reports to the Provost. The Dean represents the School on the Leadership Council. Duties shall include the following responsibilities:

- Serve as Chair of the Graduate Admissions Committee, Graduate Faculty, and Graduate Council;
- Develop and approving all off-campus Graduate work, including contract courses;
- Work with the Education department at Converse to process certificate renewals with the State Department of Education;
- Work directly with the Provost and the Director of Institutional Research and Effectiveness to ensure program quality and compliance with all accreditation and other regulatory requirements;
- Maintain familiarity with the standards of SACSCOC and all teacher education and Graduate program specialized accreditors, including the South Carolina State Department of Education and CAEP for teacher education;
- Recruit appropriate and qualified adjunct faculty members for Graduate courses.
- Review the annual evaluations of all Graduate faculty, including adjunct faculty, and ensure that written reviews of adjunct faculty are completed and sent to the Director of Institutional Research and Effectiveness;
- Assist the Office of Enrollment Management in the recruitment of new students;
- Assist the Offices of Enrollment Management and Communications in developing and implementing marketing and advertising for teacher education and Graduate programs.
- Assist Graduate program faculty in advising students and prospective students;
- Teach courses as needed and appropriate;
- Write and submit reports as needed;
- Write, submit, and monitor all grant proposals and reports for teacher education and Graduate programs;
- Attend professional meetings as needed and appropriate; and

- Complete other duties as assigned by the Provost.

Dean, School of Liberal Arts & Sciences

The Dean of the School of Liberal Arts and Sciences is appointed by the President upon the recommendation of the Provost, who provides leadership to the School of Liberal Arts and Sciences and its component departments. The Dean of the School of Liberal Arts and Sciences focuses on supervision of department chairs, the professional development of the faculty within the School of Liberal Arts and Sciences and, working with the Provost, on hiring, annual review, and tenure and promotion review of faculty. In addition, the Dean focuses on support of students in the School's academic program, including supervising resolution of student complaints beyond the department chair level. The Dean of the School of Liberal Arts and Sciences reports to the Provost, performing the duties they delegate and, in general, is responsible for all academic affairs within the School of Liberal Arts and Sciences. The Dean represents the School on the Leadership Council. Duties shall include:

- Provide administrative oversight of and responsibility for each unit within the School of Liberal Arts and Sciences;
- Enforce the policies of the faculty, including determining the disqualification or placement on probation of students majoring in programs of the School of Liberal Arts and Sciences and appointing students within the School to the Dean's List or conferring other honors in recognition of academic excellence;
- Recommend to the Provost all appointments, promotions, salaries, and changes or terminations of employment among the faculty and staff of the School of Liberal Arts and Sciences;
- Exercise oversight of and responsibility for all budgets within the School;
- Assist the Provost in providing vision and leadership in promoting curriculum development in and between the units of the School and other areas of the University;
- Encourage and promote faculty development in every unit of the School;
- Assist with all School of Liberal Arts and Sciences assessment and accreditation activities;
- Assist the Provost in working with the Office of Enrollment Management to promote the recruitment of students;
- Assist in retention efforts in all units of the School; and
- Other duties as assigned by the Provost.

Dean, School of Business and Data Science

The Dean of the School of Business and Data Science is appointed by the President upon the recommendation of the Provost, who provides leadership to the School of Liberal Arts and Sciences and its component departments. The Dean of the School of Business and Data Science focuses on supervision of department chairs, the professional development of the faculty within the School of Business and Data Science and, working with the Provost, on hiring, annual review, and tenure and promotion review of faculty. In addition, the Dean focuses on support of students in the School's academic program, including supervising resolution of student complaints beyond the department chair level. The Dean of the School of Business and Data Science reports to the Provost, performing the duties they delegate and, in general, is responsible for all academic affairs within the School of Business and Data Science. The Dean represents the School on the Leadership Council. Duties shall include:

- Provide administrative oversight of and responsibility for each unit within the School of Business and Data Science;
- Enforce the policies of the faculty, including determining the disqualification or placement on probation of students majoring in programs of the School of Business and Data Science and appointing students within the School to the Dean's List or conferring other honors in recognition of academic excellence;
- Recommend to the Provost all appointments, promotions, salaries, and changes or terminations of employment among the faculty and staff of the School of Business and Data Science;
- Exercise oversight of and responsibility for all budgets within the School;
- Assist the Provost in providing vision and leadership in promoting curriculum development in and between the units of the School and other areas of the University;
- Encourage and promote faculty development in every unit of the School;

- Assist with all School of Business and Data Science assessment and accreditation activities;
- Assist the Provost in working with the Office of Enrollment Management to promote the recruitment of students;
- Assist in retention efforts in all units of the School; and
- Other duties as assigned by the Provost.

Dean, School of the Arts

The Dean of the School of the Arts is appointed by the President upon the recommendation of the Provost, who provides leadership to the School of the Arts and its component units: the Petrie School of Music, the Department of Theater and Dance, and the Department of Art and Design.

The Dean of the School of the Arts focuses on supervision of department chairs, the professional development of the faculty within the School and, working with the Provost, on hiring, annual review, and tenure and promotion review of faculty. In addition, the Dean focuses on support of students in the academic program, including supervising resolution of student complaints beyond the department chair level. The Dean of the School of the Arts reports to the Provost, performing the duties they delegate and, in general, is responsible for all academic affairs within the School of the Arts. The Dean of the School of the Arts represents the School on the Leadership Council. Duties shall include:

- Provide administrative oversight of and responsibility for each unit within the School of the Arts;
- Enforce the policies of the faculty, including determining the disqualification or placement on probation of students majoring in programs of the School of the Arts and appointing students within the School to the Dean's List or conferring other honors in recognition of academic excellence;
- Recommend to the Provost all appointments, promotions, salaries, and changes or terminations of employment among the faculty and staff of the School of the Arts;
- Exercise oversight of and responsibility for all budgets within the School of the Arts;
- Assist the Provost in providing vision and leadership in promoting curriculum development in and between the units of the institution;
- Encourage and promote faculty development in every unit of the School of the Arts;
- Assist with all School of the Arts assessment and accreditation activities;
- Assist the Provost in working with the Office of Enrollment Management to promote the recruitment of students;
- Assist in retention efforts in all units of the School; and
- Other duties as assigned by the Provost.

Director, Carroll McDaniel Petrie School of Music

The Director of the Petrie School of Music assists the Dean of the School of the Arts in the administration of the School of Music. The Director of the Petrie School of Music reports to the Dean of the School of the Arts, performing the duties they delegate. Duties shall include the following responsibilities:

- Oversee the operation of the Petrie School of Music's academic and music performance programs, including operational responsibility for education and performance standards (including academic standards, examinations and student juries, advisory review of transfer transcripts, and class attendance);
- Oversee the performance of the faculty and staff within the Petrie School of Music, including recommending to the Dean appointments, promotions, and salary levels among the faculty and staff of the Petrie School of Music;
- Assist the Dean, the Provost, and the Petrie School of Music faculty in curriculum development and implementation, including the implementation of new curricular frameworks;
- Chair all music faculty meetings;
- Consult with the Petrie School of Music faculty in developing annual budget recommendations for the School and deliver the recommendations to the Dean;
- Oversee the implementation of approved budgets, except those of the Lawson Academy and the Carlos Moseley Series;

- Be actively involved in the recruitment of students, including (in cooperation with the Dean and Enrollment Management) in the development and implementation of recruiting plans for the Petrie School of Music;
- Develop and implement the Petrie School of Music course schedule;
- Oversee the functioning of the academic advisory system within the Petrie School of Music;
- Assist the Dean and the Vice President of Institutional Advancement in planning communications and fostering alumni relations;
- Under the direction of the Dean, foster the relationship between the Petrie School of Music and all applicable accrediting agencies; ensure compliance with accreditation requirements;
- Oversee the assignment of faculty offices, studios, and classrooms and the maintenance of all instructional equipment within the Petrie School of Music; and
- Other duties as assigned by the Dean of the School of the Arts.

Director of Institutional Research and Effectiveness

The Director of Institutional Research and Effectiveness, this position serves as the central source for institutional data and reporting. The Director of Institutional Research and Effectiveness supports the overall Converse mission by working directly with key stakeholders to enhance their understanding of data, drive fact-based strategic decisions, and ensure that data complies with higher education standards and norms for both internal and external use. The Director of Institutional Research and Effectiveness serves a critical role in the preparation, maintenance, and integrity of information needed for accreditation (including but not limited to the Southern Association of Colleges and Schools Commission on Colleges, SACSCOC) and other compliance reporting needs.

Essential Duties and Responsibilities(Director of IR&E)

- Accreditation Process Support
 - Supports the SACSCOC process in collaboration with Converse's accreditation Institutional Accreditation Liaison (IAL).
 - Supports the timely and accurate completion of all reports and supporting documentation for University accreditation efforts, working collaboratively with faculty and staff as well as departments in the ongoing collection of data and information.
 - Supports other Accreditation efforts as assigned.
- Decision and Data Support
 - Ensures appropriate data are available for institutional decision-making at various levels across the University. Maintains central repository for institutional data and provides necessary communication with teams across campus that utilize this data for various reporting processes.
 - Works with individual offices, programs, and division heads to plan and implement regular, systematic assessment of operational effectiveness. Provides ad hoc reporting as needed.
 - Analyzes strategic alignment and effectiveness loops within campus operations. Offers suggestions for strategic planning and resource allocation decisions.
 - Conducts in-depth research projects on topics related to institutional priorities such as retention, institutional space, grant and foundation reporting, faculty credit hour production and other strategic priorities.
 - Produces enrollment projections for budgeting and planning.
 - Provides leadership as the primary liaison to Campus Technology and other offices related to institutional data and reporting. May help oversee student workers, graduate assistants and/or data analytics interns.
- External Reporting and Regulation Compliance
 - Strictly monitors all required external reporting and regulation mandates which include, but are not limited to U.S. Dept. of Education (IPEDS), South Carolina Department of Education, accreditation, professional organizations, and university guide publications.
 - Ensures the accuracy, quality, and timely completion and delivery of all external reports.
- Other Responsibilities
 - Collaborates with Provost and administrative units to track continuous and systematic processes for institutional assessment and improvement; also responsible for tracking and reporting on key performance indicators that develop out of planning processes.

- Provides oversight of the department budget.
- Serves on designated University committees and councils.

Director, Mickel Library

The Director of the Mickel Library reports to the Provost, performing the duties they delegate. Duties shall include the following responsibilities:

- Provide administrative oversight of and responsibility for all areas of the Mickel Library;
- Recommend to the Provost all appointments, promotions, salaries, and changes or terminations of employment among the personnel of the Mickel Library;
- Supervise all library personnel, including the establishment of work schedules, job descriptions, and performance evaluations;
- Oversee and hold responsibility for all budgets within the Mickel Library;
- Encourage and support opportunities for the development of professional librarians and support staff;
- Coordinate planning, development, and maintenance of an appropriate environment for the utilization of library resources and services;
- Oversee development of library collections (including gifts to the library) and new information technologies;
- Lead major projects;
- Maintain an institutional awareness of the resources and services provided by the library;
- Make recommendations to the Provost for new or revised library policies and establish appropriate procedures for the efficient and effective operation of the library;
- Establish and maintain regular channels of communication and participation in library decision-making with members of the library faculty and staff, as well as with the constituencies on campus that the library serves; schedule and chair regular library departmental meetings;
- Participate in appropriate faculty, administrative, network, professional, and community activities; and
- Other duties as assigned by the Provost.

University Registrar

The Registrar is responsible for the accurate, timely, and secure management of students' academic records, attendance, class enrollments, schedules, and catalogs in accordance with federal and state laws, as well as University rules and policies. Reporting to the Provost, the Registrar is charged with the overall operations for the Office of the Registrar, including but not limited to the entire registration process, transfer credit process, transcripts, and graduation. The Registrar offers strong leadership, technical, and interpersonal skills and acts as a central resource for academic and policy information related to student records management.

Essential Duties and Responsibilities(Registrar):

- Oversees and manages the operation of the Registrar's Office, including the direction of office staff, the development and implementation of the office budget, and the completion of all office tasks and functions (30%).
- Oversees the efficient and effective management of academic records, registration procedures, policies, and practices, enrollment information, academic transcripts, instructional space, and academic calendars (30%).
- Coordinates undergraduate and graduate course information for the creation and management of course schedules.
- Oversees the maintenance and updating of all College Catalogs and Handbooks (10%)

Additional Responsibilities(Registrar):

- Oversees student admissions and graduation information management processes.
- Serves on appropriate University committees;

- Oversees the institution's conformity with education record use and privacy of student information to policies and legal requirements, including FERPA, NCAA, and other applicable laws and regulations, and regulatory agencies;
- Ensures the integrity, security, and accuracy of student records;
- Oversees the implementation and effective use of student information systems, degree audit, and other systems of record. Provide strategic input and recommendations for improving applications to enhance service to students, faculty, and staff;
- Oversees training, development, and maintenance of procedure manuals, regulations, and systems within the Registrar's office for the university community;
- Supervises, trains, manages, evaluates, and develops staff within the office;
- Oversees NCAA certification of incoming student-athletes entering the University's various Division 2 interscholastic sports programs; ensures the ongoing management of NCAA eligibility for existing student-athlete participants in these programs.
- Provides leadership as the primary liaison to Campus Technology and other offices related to student services for issues pertaining to all services provided by the Registrar's Office, to include, but not limited to, development and implementation of digital records and registration systems; and
- Maintains and upgrades the University's academic information infrastructures, including academic records archives, student databases, internal and external websites ,and other electronic information systems.

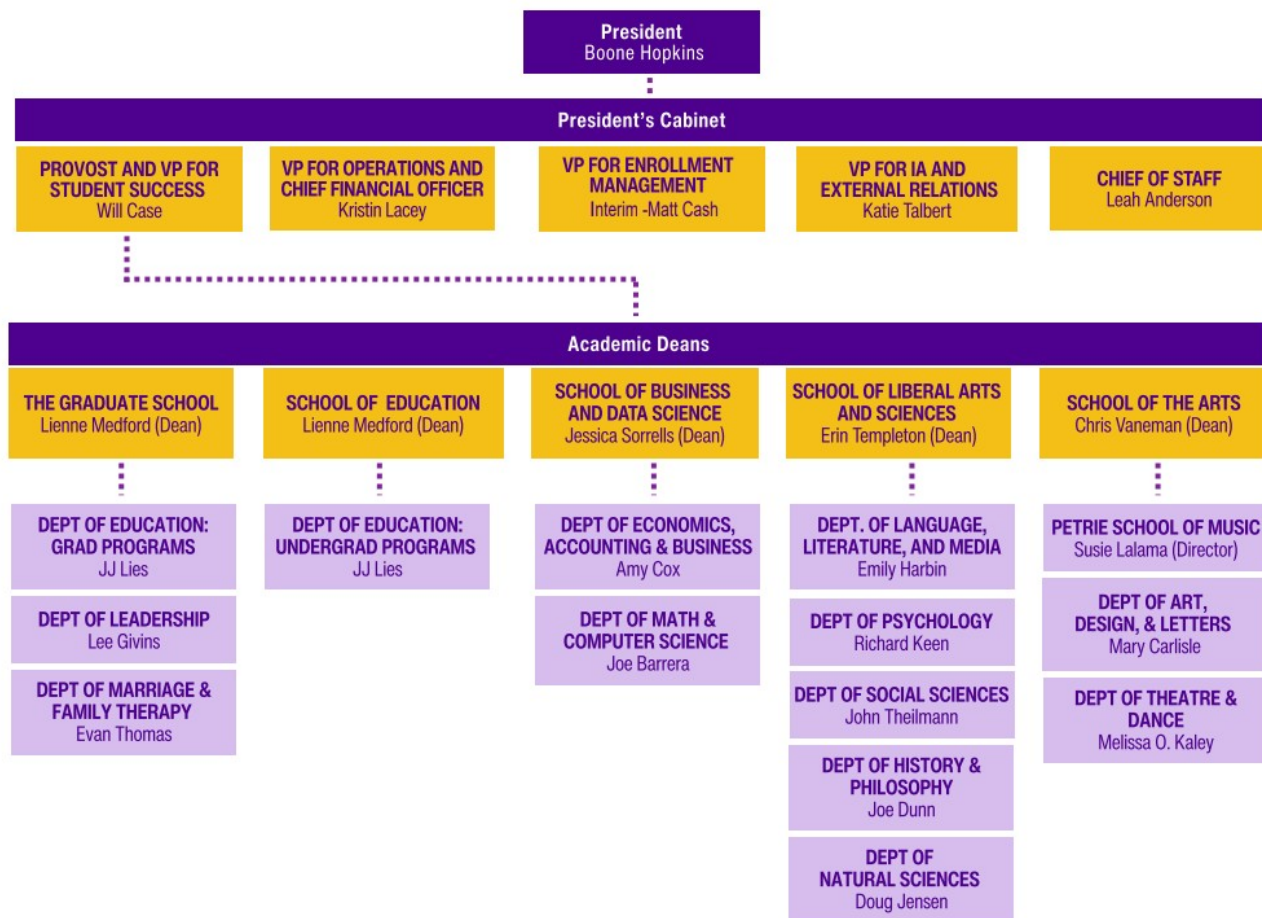
Department Chairs

Academic Deans appoint department chairs; department chairs report to the appropriate academic Dean. Chairs are normally chosen from the associate professors and professors of the various departments, although seniority is not required. Wishes of the department are considered in appointments of chairs, but these preferences are not determinative. The term/duration of the chair position is not indefinite; changes may be made without prejudice. The position of department chair requires professional leadership, excellent management skills, and substantial responsibility. Although salary and academic rank are not directly related to this position, performance in the position is taken into account in faculty evaluation. Department chairs lead departmental faculty in academic planning and in curriculum development. Chairs are expected to assume full responsibility for the results of their leadership insofar as these results affect the efficiency and the morale of their departments. Chairs are responsible for the effective teaching and faithful performance of other duties of the faculty in the department, including the teaching performance of part-time and adjunct faculty. Their duties include the following responsibilities:

- Attend to department curriculum, course quality, and academic standards;
- Advise and supervise the programs of departmental majors, minors and concentrations;
- Manage the departmental budget and the preparation of annual budget requests;
- Evaluate faculty performance and recommend tenure and changes in salary and rank;
- Recruit departmental faculty in cooperation with the appropriate Dean;
- Prepare and submit to the Registrar course schedule requests for each academic term, appropriately distributed over the available schedule periods (note that the appropriate Dean and the Registrar set the final course schedule and that classes may not be canceled by faculty without the permission of the Dean);
- Prepare announcements, such as bulletin materials;
- Ensure departmental representation in Admissions recruiting activities;
- Represent the department in meeting needs related to the academic program; and
- Attend meetings necessary to fulfill the obligations of the department chair.

Organizational Chart of Academic Programs

The following organizational chart reflects the structure of the Schools and Departments, including their academic leaders, within Academic Affairs. The Converse College for Women, Mickel Library and other areas within Academic Affairs are not included in this chart. It represents only our academic programs.



Section II. The Faculty of the University

Responsibilities of the University Faculty & University Board of Trustees

Subject to the general control of the Academic Affairs Committee of the Board of Trustees and in cooperation with the administrative officers, the faculty should be particularly concerned with the following matters:

- The establishment and maintenance of academic standards;
- The requirements for degrees;
- The curriculum; and
- Advising in matters affecting the general welfare of the University.

Note: As an expression of University policy, the curriculum is the principal means for the realization of the University's purpose. Since it determines to a large extent the size of the annual budget, it is therefore the joint responsibility of the Board of Trustees, the administration, and the faculty.

In general, control over the undergraduate curriculum is vested in the Curricular Programs Committee, while control over the Curriculum for Graduate Programs is within the Graduate Council. The Board of Trustees may vote to alter the University's curricular offerings in times of curricular or financial exigency. Approval by the Board of Trustees is necessary for any curricular change that involves an alteration of University policy or an important financial consideration.

The Faculty of the University (Personnel Definition)

For personnel procedures, employees with Administrative and Faculty duties are considered full-time faculty when at least 50% of the workload is faculty-related, and the teaching load is at least 12 credit hours per academic year. This *Faculty Handbook* outlines policies and is a guideline for employment for the faculty.

MEMBERSHIP

The faculty shall consist of, and the full-time employment provisions of this *Faculty Handbook* shall apply only to, those persons named as members of the faculty in the following provision of the *By-Laws of Converse University*: Art. III, Sect. 1.

Provisions of this *Faculty Handbook* other than full-time employment provisions apply to all instructional faculty of the University. In addition, non-full-time faculty members (adjunct faculty) are governed by the provisions of the *Converse University Adjunct Faculty Handbook*. Part-time faculty members may attend faculty meetings and participate in the discussions but are not empowered to vote.

At the discretion of the President, members of the Board of Trustees or other members of the University community may be invited as visitors to attend meetings of the faculty. The President of the Faculty Senate is an Advisor to the Converse University Board of Trustees, with a "seat and voice in plenary sessions but no vote therein." (Article V, Section 1, *By-Laws of Converse University*)

RESPONSIBILITIES OF ALL THE FACULTY

Subject to the general control of the Academic Affairs Committee of the Board of Trustees and in cooperation with the administrative officers, the faculty should be particularly concerned with the following matters:

- The establishment and maintenance of academic standards;
- The requirements for degrees;
- The curriculum; and

- Advising in matters affecting the general welfare of the University.

Note: As an expression of University policy, the curriculum is the principal means for the realization of the University's purpose. Since it determines to a large extent the size of the annual budget, it is therefore the joint responsibility of the Board of Trustees, the administration, and the faculty.

Control over the undergraduate curriculum is vested in the Curricular Programs Committee. Control over the Curriculum for Graduate Programs is within the Graduate Council. Approval by the Board of Trustees is necessary for any curricular change that involves an alteration of University policy or an important financial consideration.

Method of Appointment and Employment

Appointments of all teaching faculty and professional librarians are made on the nomination of the Provost and with approval by the President.

Candidates for employment must meet with Human Resources prior to the first day of classes. In order for the employment process to be completed, faculty must have an official transcript of all graduate work sent to the Provost. They must submit their curriculum vitae to the Provost. In addition, all new faculty must complete an Employment Eligibility Verification Form (I-9) and a W-4 Form via HRIS (iSolved).

New faculty must complete electronic onboarding and schedule an appointment with the Department of Human Resources to complete new hire orientation.

Converse establishes the qualifications of faculty members to teach specific courses by means of the Faculty Roster form and its supplemental documentation. Updates should be made annually and submitted to the Director of Institutional Research and Effectiveness. The form is available online under faculty forms and resources.

Background Investigations

Policy Owner Human Resources

Responsible Office(s) Human Resources

Policy

THE LANGUAGE USED IN THIS DOCUMENT DOES NOT CREATE AN EMPLOYMENT CONTRACT BETWEEN THE EMPLOYEE AND CONVERSE UNIVERSITY. THE DOCUMENT DOES NOT CREATE ANY CONTRACTUAL RIGHTS OR ENTITLEMENTS. CONVERSE UNIVERSITY RESERVES THE RIGHT TO REVISE THE CONTENT OF THIS DOCUMENT IN WHOLE OR IN PART AT ANY TIME WITH NO PRIOR NOTICE. NO PROMISES OR ASSURANCES, WHETHER WRITTEN OR ORAL, WHICH ARE CONTRARY TO OR INCONSISTENT WITH THE TERMS OF THIS DOCUMENT CREATE ANY CONTRACT OF EMPLOYMENT.

Criminal Background Investigation

Policy

Converse University is committed to hiring qualified employees and providing a safe and secure environment for our students and employees. To that end, criminal background checks will be conducted for all faculty, staff, and student employees to whom job offers are made, and new and current volunteers providing services on behalf of the University who meet the criteria outlined below.

Converse will also verify a candidate's educational qualifications and maintain these verifications as part of the employee record during the background check process. Additionally, a motor vehicle report may

be required for any employee who will operate a Converse University vehicle or who will operate a vehicle regularly in the course and scope of his/her employment with Converse. Reviewing MVR data is an annual requirement.

All employees may be subject to background checks at least every five years as a condition of continued employment in accordance with the procedure listed below for candidates. The failure to consent to the background check, including the execution of all documents necessary to allow the check, is grounds for termination of employment.

A criminal background investigation will be performed for any individual who meets any one of the following descriptions:

- Candidates selected to fill a position.
- Individuals who are being considered for reemployment.
- Individuals who have a lapse of employment for one year (rolling calendar year) or greater from the last day worked.
- Student employees working with or having access to minors or children who are less than 16 years of age.
- Employees working with or having access to minors who are not enrolled as students of the University must have a criminal background check at least once every two years.
- Internal employees changing positions at the University due to a promotion, lateral transfer, demotion, or who have been assigned Sensitive Duties.
- Individuals who volunteer as part of a University-sponsored summer camp or program offered to minors. At a minimum, University-sponsored summer camps or programs must comply with criminal background checks every two years for returning volunteers. The Coordinator of such camps or programs will work with the Payroll Administrator and Director of Human Resources to ensure proper communication of new/returning personnel.
- For any employee or volunteer who has been convicted of a misdemeanor, felony, or other offense of moral turpitude or for any crime as listed below.
- Any current employee who reports a criminal charge or conviction as listed below.
- In addition, the University may perform background checks every three years or less as circumstances dictate for employees assigned Sensitive Duties.

Exception:

- Faculty members under consideration for reappointment, promotion to a new professional rank, departmental chair position, or the conferral of permanent tenure.

In accordance with the procedure listed below and EEOC Enforcement guidance, any employee (including faculty, staff, and student-employees) charged or convicted of an unlawful offense (excluding minor traffic violations) must report such charge or conviction to Human Resources within three days of such charge or conviction, regardless of when or where such a conviction occurs. The charges or convictions which must be reported include, but are not limited to:

- DUI/DWI,
- Any drug or alcohol-related offenses,
- Offenses related to child molestation, child pornography, indecency with a minor, or other sexual offenses,
- Crimes of violence as defined in the United States Code, [Title 18, Part 1, Chapter 1, Section 16](#), including domestic abuse, or any crime of violence as defined by the [South Carolina Statutes](#),
- Fraud, theft, burglary, robbery, or any misuse of money, funds, credit, or government property and/or,
- Invasion of privacy, identity theft, or stalking, or
- Contempt of court that results in incarceration.

Failure to report any charges or convictions could lead to disciplinary consequences up to and including termination. If a charge or conviction is properly reported, a review of the occurrence will determine if further actions are necessary.

Confidentiality and Retention of Background Check Records

Employment-related background checks are considered part of the personnel file and are not subject to public release except as required or allowed under applicable provisions of state law. Background check records generated under this policy will be maintained in accordance with the Retention of Documents Policy- *Administrative and Staff Handbook*.

Definitions

For the purpose of this Policy, the following definitions apply:

1. "**Charge**" means an accusation of a crime by a formal complaint, information, or indictment.
2. "**Conviction**" means guilty verdict, guilty plea, and Alford or Kennedy plea, a plea of 'no contest,' or any other resolution that is the functional equivalent of a judgment, including probation before judgment and deferred prosecution.
3. "**Employee**" means any individual regardless of whether they are employed by the University in a permanent, temporary, contract, or consulting position.
4. "**Sensitive Duties**" are identified by Risk Management, Safety and Security, VP for Finance & Business/CFO/Controller, Facilities Management, VP Institutional Advancement, CIO, Vice President for Operations and Strategic Planning, and Human Resources. Sensitive Duties include:
 - a. Direct responsibility for the care, safety, and security of non-student minors.
 - b. Direct access to or responsibility for cash, cash equivalents, or credit card information. University property disbursements or receipts, or extensive authority for committing the financial resources of the University.
 - c. Direct access to or responsibility for the safety, security, intellectual property, information technology, or areas designed by the University as safety or security sensitive.
 - d. Master key access to a building, residence halls, or other secure facilities. Electronic access and areas requiring a high level of security, such as those that store money, research facilities, etc.

Procedure for Background Checks

The State Law Enforcement Division (SLED) and/or an outside vendor with whom the University has contracted, hereafter referred to as the Background Investigator, will conduct the criminal background checks with a Human Resources staff member. The University will ensure that all background checks are conducted in compliance with applicable federal and state statutes, including but not limited to the Fair Credit Reporting Act (FCRA), Title VII of the Civil Rights Act, and Converse University's Equal Employment Selection Procedures –Section I-A of Employee Handbook.

Prior to conducting a criminal background check, a consent form to conduct the check must be obtained from the candidate. Additionally, candidates will be asked to disclose any convictions other than minor traffic violations. The form will be kept in strict confidence in the Human Resources Office. The Background Investigator will conduct an investigation in the state(s) in which the applicant has lived and/or worked for at least seven (7) years to determine whether there is any criminal conviction that could affect the hiring decision, as well as other key criminal background checks and will perform a national sex offender list background check.

An offer letter may be extended with a conditional offer "contingent on favorable results from the criminal background check." If a candidate did not disclose a criminal record, finding, or judgment on the application or during the search process and the candidate is later found to have such a record, finding, or judgment, then an offer of employment may be rescinded, or the employment may be terminated without any additional due process or hearing considerations, regardless of tenure status. Additionally, the employee may be disqualified from future employment by Converse.

If a conviction is detected during the background check process, the hiring official and the hiring official's supervisor, in consultation with the Human Resources Director or designee, will make the determination of fitness for employment. A conviction itself does not constitute an automatic bar to employment. Factors to be considered in determining fitness for employment include, but are not limited to, the relevance of the conviction to the position sought, the time that has elapsed since the problem occurred, and evidence of rehabilitation.

If an adverse hiring decision is made based in whole or part due to the information contained in the criminal background report, a notification letter and a summary of the applicant's rights under the Fair Credit Reporting Act will be mailed to the applicant.

An applicant's criminal conviction report is confidential personnel information, and all parties having knowledge of any of the content therein will maintain it as confidential.

Version History

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Recruiting Faculty and Staff: Guidelines for Procedure (R-7/19)

Converse University is an Equal Opportunity Employer. The University adheres to a policy of making all employment decisions without regard to race, color, religion, genetic information, sex, sexual orientation, pregnancy, national origin, citizenship, disability, veteran status, age, or any other characteristic protected by law. To this end, the University policy is to recruit, employ, and promote the best possible talent in all positions without regard to any of the protected categories listed above. The guidelines are as follows:

Positions will be advertised in appropriate print or online publications and on the Converse website. Applicants will be given a reasonable time in which to submit letters, resumes and letters of recommendation. In most cases, the advertisement will request that all credentials, including letters of recommendation, be sent by the application deadline to the Director of Human Resources. The advertisement must include the following: *"Converse University's mission commits us to seek academic excellence in all that we do. We believe that a diverse faculty (staff) is essential to achieving excellence; thus, we strongly encourage applications from candidates from all racial, ethnic, and cultural backgrounds. Converse University is an equal opportunity employer."*

Human Resources, in coordination with the Chair of the Search Committee, must acknowledge, by letter/email, receipt of application letters. The Search Committee advises the applicant of the next step in the process.

Applicants invited for interviews will be told that the University pays their travel expenses, will be given some choice as to the date of the interview, and will receive prior to the interview as much information as possible concerning the process and the people whom they will meet.

In addition to appointments with all members of the department and with the President, Provost, and the Dean, each candidate for a faculty position will meet with some of the department's majors and with at least a few faculty from other departments. The Chair of the Search Committee will solicit evaluations of each candidate from these students and faculty.

When considering a candidate for appointment to the faculty at one of the senior ranks (associate professor or professor), the administration will submit the candidate's qualifications to the Senate Committee on Tenure and Promotions, or, if the full Committee cannot be convened, to such members as are available, and seek the Committee's recommendation before making the appointment.

When a candidate visits the University, the Chair of the Search Committee will remind them to submit their travel expenses as soon as possible.

The Chair of the Search Committee will tell each candidate who is interviewed approximately when the decision will be made concerning an appointment.

As soon as a person has accepted a position, the Chair of the Search Committee must notify all applicants. Candidates who are interviewed will receive a notification different from other applicants.

The Committee will notify applicants immediately should the decision be made not to fill the position after it has been advertised, and the candidates should be notified of any unexpected delay in the final decision.

Reasonable expenses incurred by the Search Committee in the search for faculty and academic staff may be charged to the Provost's budget for faculty recruitment.

Conducting a search is a very important process which must include certain things. The procedures are as follows:

- The Search Committee should be interdisciplinary with at least one person from outside the department.
- The Search Committee must meet with the Director of Human Resources before they convene their first meeting. It is absolutely necessary that a search be conducted in a legally appropriate manner.
- All applications, letters of reference, and official correspondence from candidates should be directed to Human Resources. Human Resources will keep a record of applications. The Chair of the Search Committee will also be responsible for keeping a record of any application materials that are sent to the Chair from Human Resources. Files that are developed for each applicant should be kept in a secure location that can be made accessible to all members of the Search Committee.
- Minutes of Search Committee meetings should be recorded.
- The Search Committee should recommend to the appropriate Dean up to three applicants they wish to interview. After consultation with the Dean, the Chair of the Search Committee will arrange for video interviews for candidates whose travel would be costly for the College, and for candidates who will visit campus for their interview.
- When arranging for the candidates' visit to campus, please keep in mind they should be brought to campus in a timely manner with limited time between interviews.
- The candidates' itinerary should be arranged to allow interviews with the following: the Search Committee, the Provost, the respective academic dean, and when possible, the President.
- The Chair of the Search Committee is responsible for providing the Dean and the Provost's Office a copy of each candidate's curriculum vitae prior to their interview.
- Candidates should prepare to teach a class as part of their interview process.
- Students majoring in the respective discipline should be invited to eat lunch with the candidate in the dining hall. Lunch for the candidate may be charged to the Office of the Provost. Lunch for Converse II, Commuter, and Graduate Students may be charged to the Office of the Provost.
- If the search is conducted during the academic year and not during a holiday time, a reception inviting all faculty, administration, and staff should be arranged for by the Chair of the Search Committee for members to meet the candidate.
- Expenses involved in the search process must be approved by the Dean. Reimbursements require itemized receipts. Please work to minimize expenses. If extraordinary circumstances require additional support, approval of the relevant academic Dean is necessary.
- Off-campus meals with each candidate should involve no more than two members of the Search Committee. Spouses or other parties are not included in these dinners. Modest restaurants should be used; if you are uncertain about the choice of restaurant, please consult your Dean.
- Once the search process is complete, all materials relating to the search process should be sent to Human Resources.

Outside Employment of Members of the Faculty

Full-time members of the faculty must not engage in outside employment that interferes with their University duties or that could in any way reflect discredit on the University. Furthermore, they are not ordinarily permitted to teach at another university, college or institution during the academic year, except by special arrangements between Converse and another institution. Before accepting any outside position or ongoing work, such as professional consulting, artistic performance or projects, or counseling, an individual must obtain the permission of the appropriate dean. The request should be in writing, should explain the nature of the work and hours involved, and should be approved by the department chair. Requests must be renewed at the beginning of each academic year.

Academic Freedom

- Faculty members are entitled to full freedom in research and in the publication of results, subject to the adequate performance of other academic duties. Faculty are entitled to complete academic freedom in the classroom, but they are encouraged to remember to teach their subject matter rather than deal unduly with matters which have little or no relationship to their subject.
- The university instructor is a citizen, a member of a learned profession, and a member of an educational institution. When speaking or writing as a citizen, the instructor should be free from institutional censorship or discipline, but the special position that a faculty member holds in the community imposes special obligations. As learned persons, faculty members should remember that the public may judge the profession and the institution by their utterances and by their actions. When speaking, writing, or acting as citizens, faculty should at all times be accurate, exercise appropriate restraint, show respect for the opinion of others, and make every effort to indicate that they are not speaking for the institution.
- Mickel Library's display cases exist to exhibit academic materials and published works relevant to the curriculum of the University or forms of recognition of the United States. Student organizations that are officially recognized by the University are permitted to put up informational displays as openings on the schedule become available provided they meet the criteria outlined above. However, displays by Converse librarians and faculty take precedence because the display cases exist to promote the academic mission of the University. No display may contain materials that violate either the law or the rules of the University. Since the library's display cases are in a prominent location not reasonably avoidable by students completing required academic work, no display likely to cause serious and widespread offense in the Converse community will be permitted. Moreover, unlike the editorial page of a newspaper, the library's display cases are not a forum for advocacy.

Responsibilities of the Faculty Member: Absences and Teaching Loads

Faculty Absences

Faculty are expected to meet all assigned classes and laboratories on a regular basis for the required time. Faculty who miss classes must arrange for a colleague or other professional to fulfill the assignment and should report the absence from class to the department chair. In some cases, students may be given out-of-class assignments during the absence of the professor. In no case should students be left unsupervised in studios or laboratories. An illness that may result in absence beyond two class meetings requires notification of the appropriate dean.

Teaching Loads

As part of the University's transition to the revised academic calendar, the standard teaching assignment beginning in the 2026-2027 academic year will reflect the University's required 24-credit-hour annual teaching load for all faculty. However, three credit hours of the annual teaching load will be reassigned to support faculty service responsibilities, including institutional service, student mentorship and advising, and the supervision of student internships and undergraduate research. This reassignment recognizes these activities as integral components of a full-time faculty appointment and does not otherwise modify the expectations associated with full-time faculty responsibilities. Thus, the standard classroom teaching assignment for most full-time faculty will be 21 credit hours per academic year, with teaching responsibilities distributed throughout the academic year in consultation with the Department Chair or Dean and in accordance with University policies and academic needs.

Under normal circumstances, no faculty member should teach more than ten regular classes or 30 semester hours per year. **Course overloads must be approved by the appropriate dean and department chair and must be made at the time the department submits its recommended schedule for the next term unless there is a genuine emergency in added enrollment.** No overloads will be funded unless and until the faculty member in question has met the required, regular faculty load for the year, with courses enrolling at least seven students each or as specified by the appropriate academic Dean. Courses taught with enrollment below seven are at the discretion of the Dean. In these

situations, prorated pay will be offered when the course is associated with an overload or adjunct assignment. The prorated pay will be based on actual enrollment and will be aligned with the University's Directed Independent Study (DIS) pay scale.

Faculty or administration may initiate discussions of this matter at any time. Course releases for special faculty assignments or service positions are determined by the appropriate dean and may be suspended by the administration at any time.

A faculty member should limit Directed Independent Study (DIS) courses to two per regular semester and to one during the May or summer terms, in addition to the regular teaching load. A faculty member should not carry more than a total of four DIS students in any term. Exceptions to this load must be approved by the appropriate dean.

The Dean of the School of the Arts determines overall workloads in the Petrie School of Music, in consultation with the Director of the Petrie School of Music.

In addition to teaching and advising responsibilities, each faculty member is expected to be active in professional activities appropriate to their discipline or interdisciplinary areas and service each year.

Responsibilities of the Faculty Member: Online Courses, Grades and Class Attendance

Online Courses

The teaching of a course, either partially (hybrid) or fully online, carries the same consideration for faculty teaching load purposes as a traditional face-to-face course in accordance with the credit hours assigned to the specific course as per the Credit Hour Policy (approved by faculty). Faculty are expected to apply the same high academic rigor to teaching online as they do for traditional course delivery.

Online Course Development Compensation

Faculty who undertake the writing and developing of a course intended for online delivery will be compensated according to the policies of the University at the time the course is developed.

Compensation for developing online courses may vary by program.

Grades

All deadlines for the submission of grades must be met. Faculty should deliver grades online (not by mail or email) to the Office of the Registrar.

All faculty-initiated changes of final course grades except for recommendations of the Honor Board must be approved by the academic Dean of the school in which the course was taken. Final course grades entered online by the instructor of record in each course or accepted by the Registrar's Office may be changed only when (1) the professor demonstrates that an error has been made in reporting the grade or in determining the basis of the grade assigned, or (2) the Honor Board (in the case of currently enrolled students) or the dean (in the case of formerly enrolled students) determines that there is clear evidence that the grade was assigned on the basis of fraud or deception on the part of the student.

Class Attendance and Absence Policy

- Course attendance requirements are set by each instructor, within the limits of this policy and applicable laws, regulations, and accreditor requirements. Faculty requirements, chiefly with regard to the effect (if any) of unexcused absences on assignment or course grades will be included on the syllabus for each course.
- Students cannot be withdrawn from courses by faculty because of absences.
- Faculty may require students to make up work missed during or due to excused absences but may not impose any grade penalty in any form for work missed during or due to excused absences.

- In the event of documented medical conditions, including but not limited to those established by academic accommodations plans, absences will be considered to be excused.
- Absences due to participation in intercollegiate athletic competition (but not practices) will be considered to be excused.
- Absences due to participation in official University functions will be considered to be excused. Approval of absences due to official University functions and thus excused will be made by and communicated through the offices of the academic Deans.
- If for any student in a course the total number of absences due to medical conditions, participation in intercollegiate athletic competition, official University functions, or other excused absences reaches a point that compromises the integrity or essential learning outcomes of the course, the instructor will consult with the Director of Student Development and Success to develop a plan of action for that student. In determining course policies regarding when student absences would compromise the integrity or essential learning outcomes of a course, faculty should consider the following (adapted from the findings of an Office for Civil Rights letter in a case involving the question of when attendance is an essential part of a class and thus not open to accommodation):
 - What attendance policies are included in the course syllabus?
 - Is attendance used to calculate any part of the final course grade and so specified in the syllabus?
 - Does the fundamental nature of the course rely on student participation as an essential method for learning?
 - Does the course design include significant classroom interaction between the instructor and students and among students?
 - Do in-class student contributions constitute a significant component of the learning process in the course?
 - To what degree does a student's failure to attend constitute a significant loss to the educational experience of other students in the class?
- For absences due to participation in intercollegiate athletics and curricular or co-curricular events:
 - Student athletes are responsible for notifying faculty of individual competition schedules in advance of any absence. Competition rosters and schedules will be provided by the Director of Athletics to the Director of Student Development and Success in advance of advising periods. The Director of Student Development and Success will provide these schedules and rosters to all faculty advisors prior to each advising period. Faculty advisors are encouraged to help student athletes avoid course/competition conflicts whenever possible when creating future course schedules.
 - Faculty should accommodate to the extent possible the competition schedules of their students. Such accommodation can include arranging for make-up work, creating substitute experiences for students, and virtual participation in classroom activities through electronic means (when possible).
 - Faculty are strongly encouraged to communicate with the student, the Associate Provost for Student Success, and the Director of Athletics in any case in which the competition schedule appears to create a pattern of absences that will compromise the integrity or essential learning outcomes of the course. In those cases, both coaches and faculty are encouraged to seek specific compromises and solutions. In any case where compromise has not been able to be reached, the Provost will determine the course of action.

Responsibilities of the Faculty Member: Course Syllabi

Course Syllabi

Instructors are required to prepare syllabi for all courses, including Directed Independent Studies and Internships, for both undergraduate and graduate students. Syllabi should be made available to students electronically via Canvas or email. All courses have "shell" information for Canvas delivery.

Syllabi should not be distributed in hard copy. Questions regarding Canvas setup should be addressed to the Director of Distance Education.

Faculty are encouraged to post their syllabi in advance of the first day of class. Faculty must submit their syllabi electronically to the Course Management page found on the Faculty section of

my.converse.edu. The appropriate naming structure is acronym, course number, and section with term and year (an example, THR120.01-FA12). Abbreviations for the terms are FA=Fall, SP=Spring, MA = Maymester, S1=Summer 1, S2=Summer 2.

While instructors have some flexibility in how they set up the syllabus, the following information must be included:

- Course number and name of course;
- Semester course is taught;
- Professor's name, office location, telephone number, e-mail address, and office hours;
- A statement about the importance of the Honor Code and any specific directions regarding the Honor Code that you wish to call to the attention of the students;
- The following statement: "Students with documented disabilities who would like to request academic accommodations should review and complete the form on my.converse.edu under Students > Student Life > Student Accessibility Services. Questions can be directed to Karen Medlin, Case Manager for Student Accessibility Services, at karen.medlin@converse.edu or by calling (864) 596-9027."
- Course description;
- Course objectives;
- Required books and other instructional materials;
- The course grading policy, to include a scale describing the criteria for a method of calculating the mid-term grade and final course grade. Faculty should clearly identify the quantitative or qualitative scale for determining each letter grade, including the weights (if any) given to assignment grades and any weight given to attendance;
- The course attendance policy, which must be in compliance with the University's attendance policy;
- Information regarding course assignments and, where appropriate, due dates for assignments;
- Required means of submitting coursework (hard copy, online) and policy regarding late work;
- The University's Title IX statement (or the substitute statement created by the Faculty Senate):
In accordance with Title IX of the Education Amendments of 1972, Converse prohibits discrimination and harassment on the basis of sex. Converse strongly encourages the prompt reporting of, and is committed to a timely and fair resolution of, complaints of sex discrimination and harassment by students, faculty, staff, and third-party contractors. Sexual harassment includes quid pro quo harassment, sexual assault, dating violence, domestic violence, and stalking. Incidents of sex discrimination should be reported to the Converse Title IX Coordinator, as outlined in the Sex Discrimination and Harassment Policy and the Title IX Sexual Harassment Grievance Procedures. The policy and grievance procedures can be found on the Title IX page on my.converse.edu. Reports may be filed anonymously at https://my.converse.edu/ICS/Offices/Human_Resources/Title_IX.jnz.
- Special directions that are relevant for a particular course; and
- Graduate requirements for dual-listed courses.

Any revisions or changes in assignments or requirements from the original syllabus (submitted to students at the beginning of the term) that affect the last three days of fall or spring term must be announced at least two weeks before the last day of class in fall and spring terms.

Responsibilities of the Faculty Member: Student Complaints

Student Complaints against Faculty Members

Note: This policy does not include student complaints against faculty members regarding claims of discrimination on the basis of race, color, and national origin; sex (including pregnancy, parental status, or sex stereotypes); disability; or age. Students who believe they have been discriminated against on the basis of any of these four conditions should follow the Title IX and/or grievance policy as outlined in the student handbook.

- Students are encouraged to contact professors to discuss any concerns students have about grades, faculty performance in the classroom, or faculty behavior toward students not included in the four categories (race, etc.) immediately above. Professors have office hours that are published on the door to their office and are on the syllabus for the class. Students wanting to talk with

professors should speak with the professor before or after class, call the professor on the phone, or communicate via email to set up an appointment. Students who are not comfortable raising an issue or complaint with the faculty member should communicate with the department chair.

- If the student and the professor cannot resolve the issue, the student should make an appointment to talk with the department chair. The department chair will work with the student and the faculty member to attempt to resolve the issue.
- If the student and the department chair cannot resolve the issue, or if the student's professor is the department chair, the student should go to the appropriate academic Dean. The Dean will attempt to resolve the issue and may consult with the Provost in doing so. The Dean's decision is final.

Responsibilities of the Faculty Member: Exams and Exam Procedures

Exams

A final examination period concludes the work of each term. All final examinations must be given during the examination period and within the hours designated. Examinations may not be given before the regular examination period. In some cases, an early examination may be approved by the instructor and the appropriate dean for exceptional reasons, such as for an academically oriented activity clearly related to the student's curriculum. For students enrolled in late afternoon or evening classes who cannot attend one of the scheduled examination sessions, instructors may schedule a specific examination session during the examination period. Faculty may elect to schedule final exams or to allow students to self-schedule their exams. All syllabi must state which of the two exam formats will be used in the course.

If for legitimate reasons a student must miss an examination during the examination period, they may, with permission of the instructor, be allowed to take it at a later date. If the instructor does not agree to a special examination, the student may appeal to the appropriate dean. Special examination times are set by the examiner concerned.

Examination Procedures for Self-Scheduled Exams

During the last week of the term, the instructor distributes examination envelopes to the students. On this occasion, each student indicates in the space provided on the envelope their name and the desired day and period for the examination and returns the envelope to the instructor. Any instructions necessary for the taking of the examination should be supplied in writing.

The time limit for the final examination is three hours. A student may take a maximum of one examination per session. All students are advised to spread their examinations over the entire examination period. Freshmen should spread their examinations over at least three days at the end of the fall and spring terms if they are taking the normal load of four regular courses. If they are taking more than four regular courses, they should use all four examination days.

The self-scheduled examination questions are to be distributed from the instructor's office, or from any other designated place, between 8:45 a.m. and 9:15 a.m. for the morning examination and between 1:45 p.m. and 2:15 p.m. for the afternoon examination. If a student does not pick up their examination during the scheduled time, they will need to reschedule it for another examination session. All students shall be entitled to the entire examination session for the completion of their examinations.

Examinations may only be taken in a classroom within the building in which the examination is being administered or in another place designated by the instructor. Students may not take an examination in a lobby, hall, or restroom. Adequate classroom space is reserved in each building for test takers. All students must have free access to the classrooms: "occupied" signs or locked doors are not permitted. They should take seats in such a way as to secure maximum privacy.

Students must take nothing with them into the examination room except the implements of the examination. In those cases where the instructors allow the use of additional materials, those materials must be specified on the examination.

The examination materials, questions, answers, and all scratch paper should be returned in the envelope to the instructor no later than 12:15 p.m. for morning examinations and 5:15 p.m. for afternoon examinations. This deadline must be observed.

It violates the Honor System for students to discuss examinations they have seen with other students during the examination period.

Faculty should be available to the students during the examination period. A schedule change can be made only with the permission of the instructor.

Examinations in certain courses employing audiovisual aids are specially scheduled. The student must take any of these at the time and place specified. A list of these courses is supplied by the Registrar. No manila envelope is supplied for these examinations.

The Faculty Senate has requested (4/22/76) that no committee meeting (except on the most urgent business) be scheduled during final examination periods.

Examination Procedures for Scheduled Exams

Faculty who are using scheduled exams must use the exam times allocated by the Registrar.

Students who have three or more scheduled exams during one day may petition the Associate Provost for Student Success to self-schedule any of the exams.

Any instructions necessary for the taking of the examination should be supplied in writing.

Closed Study Period

Closed Study Period will begin the day following the last class day of each term and continue through the end of the final examination period. During Closed Study Period, no campus events may be scheduled, and no coursework—that is, papers, tests, projects—may be required. Study or help sessions may be held during this time as long as they are completely optional and tutorial (with no new information presented).

Exemption of Seniors from Final Examinations

With the instructor's permission, Seniors in the last term of residence may be exempted from final examinations under the following conditions: the course must have adequate instruments, in the judgment of the instructor, for evaluation of the student's performance without a final examination. The student must have:

- A cumulative grade point average of at least 3.25; and
- An accrued evaluation of B or better in the course.

Such exemption does not relieve the student of any of the other academic or attendance requirements of the course.

Disposition of Examination Papers and Term Papers

Instructors must retain in their campus offices the final examinations and term papers not returned to the students through one full term succeeding the term in which these materials were submitted. If the instructor's employment is terminated, or if the instructor is absent or on leave, these papers should be turned over to the department chair prior to departure.

Responsibilities of the Faculty Member: Office Hours, Honor Tradition, Faculty Meetings and Military Duty

Office Hours

Faculty must provide time each week during terms in which they are teaching for appointments with students. Office hours must be posted on the faculty member's door and listed on all syllabi. Faculty member office hours must be emailed by each faculty member to the appropriate academic Dean within one week of the start of each academic term.

Honor Tradition

Each student of Converse, by virtue of enrolling, is bound by, commits to abide by, and strives to actively support the Honor Tradition.

Reporting a Violation of the Honor Tradition

In order to preserve the effectiveness of the Honor Tradition, reporting a violation of the system is of utmost importance. Faculty, instructors, staff and students must report probable violations, within a reasonable timeframe, to the appropriate individual(s). If an instructor suspects an honor violation, they should document the concerns and confront the student as soon as possible. The accusing person should request a private meeting with the accused student where the specific charge should be discussed. The accusing person will note the charge and ask the accused student to make contact with the Honor Board Chair. The accusing person will then notify the Honor Board Chair of the meeting and the charge. Documentation of the incident in question should be made by all parties on the Honor Violation Incident Report form available on the Student Life/Student Government web page or through email to honorboard@converse.edu.

Additional documents or evidence should be given directly to the Chair of the Honor Board. The Honor Board Chair and/or Vice Chair, in collaboration with the Honor Board Advisor, will review submitted documents and conduct an initial investigation to determine if there is sufficient evidence to move forward with a case. For details concerning the hearing process, sanctions, appeals, rights of the accused and responsibilities of the accused, please reference the *Student Handbook*, available online.

Faculty Meetings

Regular meetings of the general faculty are held once a month during the academic session. Attendance is the responsibility of each faculty member. A quorum of eligible voting faculty members must be present in order for a Faculty Meeting to commence. Once the quorum is lost, the meeting must adjourn. A quorum will consist of one half plus one of the eligible voting faculty members of the general faculty as defined Article III, Section I in the *By-Laws of the University*. At the beginning of the academic year, the President of the Faculty Senate in consultation with the appropriate deans will determine the number of faculty members eligible to vote.

Military Duty Leave

Employees who are members of the military are eligible for unpaid leaves of absence on those days when they are required to be away from any regularly assigned duty at the University in order to fulfill required military service. An individual who expects to be absent for military service is to submit to their immediate supervisor a copy of their orders as soon as possible before the scheduled absence.

The University complies with all applicable state and federal laws with respect to military leaves of absence and employment rights of rehire upon conclusion of military service.

Weather-Related Attendance

Closure Due to Inclement Weather

When Converse University is closed due to inclement weather, the primary communication methods include campus email, the www.converse.edu homepage, the Rave Mobile Safety Notification System (sign up at www.converse.edu/alerts), and local TV stations WSPA Channel 7, WYFF Channel 4, and FOX Carolina Channel 21. A recording with information will also be available on the Converse Weather Line at 864-583-4448.

Freedom of Expression Policy

Converse University employees, students, and student organizations are free to examine and debate all questions or issues of importance to them and to express opinions publicly and privately. At all times, Converse University students and employees are expected to speak and act responsibly.

Students and employees are also obligated to make it clear that when they speak, they do so for themselves and not for the University.

Converse University recognizes the right of any employee or student to demonstrate peacefully. However, any group that wishes to assemble for such purposes must first register and review all activities with the Office of the Dean of Students in order to ensure that the University can provide adequate security and safety measures.

The right to assemble peacefully for the purpose of public expression or opinion is restricted to those students or employees who are currently enrolled or employed at Converse University.

Converse is a private institution and will not allow outside individuals or groups to demonstrate on the Converse campus for any reason. Trespassers are subject to prosecution by the law.

Although Converse students enjoy freedom of speech and assembly, no one shall obstruct the free movement of other individuals on campus, interfere with academic instruction, or interfere with the use of University facilities, including by use of amplified sound.

Control of Institutional Review Board for Research

All faculty and staff members are required to present to the Institutional Review Board for Research an appropriately detailed description of proposed investigations involving human subjects, including clinical research. Either the entire committee or, in cases of expedited review, those members with competence related to the specific proposal, review each proposal, and (1) approve, (2) require changes if necessary, or (3) disapprove the proposed investigation. The decisions of the committee give special attention to the [“adequacy of provisions for protecting the rights and welfare of the subjects, the appropriateness of the methods used to secure the informed consent of the subjects, and the risks and potential ... benefits of the investigation.”](#)

All proposed changes in investigative protocol must be brought to the attention of the committee prior to making the changes effective. Proposed changes referred to the committee are evaluated on the same basis as for initial review.

The advice of the committee is conveyed to the principal investigator in writing over the signatures of those members involved in the specific review. When modifications in protocol are required, effort is made to reach an agreement between the committee and the investigator prior to the formal notification of the investigator. Each investigator, with the advice of the committee, reports to the committee concerning appropriate procedures; these reports become part of the committee's permanent file.

Section III. Conduct

Americans with Disabilities Act (and Related State and Local Laws)

Policy Owner Human Resources

Responsible Office(s) Human Resources

Policy Statement

The university acknowledges disability as a component of an inclusive environment and is committed to promoting a culture of accessibility and respect. It is the policy of Converse University to:

- Ensure that no qualified individual is denied the benefits of, or excluded from participation in, any program or activity because of a disability;
- Provide reasonable accommodations, academic adjustments, and/or auxiliary aids and services to qualified employees with disabilities, unless doing so would result in undue hardship or fundamentally alter the nature of a service, program, or activity;
- Promote accessibility in physical spaces, technologies, communications, and services; and
- Protect against retaliation for individuals who request accommodations, file grievances, or otherwise exercise their rights under disability law.
- The university is committed to ongoing efforts to remove barriers, improve accessibility, and support a welcoming environment for all members of the campus community.

Purpose

Converse University is committed to equal opportunity and full inclusion for individuals with disabilities in accordance with the federal laws, Americans with Disabilities Act of 1990 (ADA), the ADA Amendments Act of 2008 (ADAAA), and applicable provisions of South Carolina Human Affairs Law (Title 1, Chapter 13 of the South Carolina Code of Laws). Discrimination against qualified individuals with disabilities is prohibited in all aspects of employment and educational programs.

Scope

This policy applies to all members of the Converse University community, including but not limited to:

- **Faculty and staff** (full-time, part-time, and adjunct)

Policy

Converse University complies with the Americans with Disabilities Act (ADA) and similar state and local laws by not discriminating against qualified individuals with disabilities. Converse also limits the instances in which it seeks medical information from employees and keeps that medical information confidential (on a need-to-know basis). Finally, where appropriate, the University offers reasonable accommodations to qualified individuals with disabilities, provided the employee is able to perform the essential functions of the position, and those accommodations do not create an undue hardship for Converse or pose a threat to health or safety. Accommodations are those changes, modifications, or alterations that allow an otherwise qualified employee to enjoy the benefits of working and perform all essential functions of his or her position, notwithstanding a physical or mental impairment. Accommodations may be in the form of changes in the workplace, leave, or reassignment to vacant positions. Individuals seeking accommodations will be required to provide documentation of their disability status and any associated abilities or restrictions. Failure to cooperate with the University's efforts to reach a reasonable accommodation will result in the denial of protection under the applicable law. If two or more accommodations are reasonable and effective, the University reserves the right to decide which accommodation to implement.

Accommodation Leave under the ADA (and similar laws)

Accommodation leave applies only to employees who: (1) do not meet the eligibility requirements under FMLA or who have exhausted FMLA leave; (2) are under the care of a licensed healthcare provider (practicing within the terms of his or her license); and, (3) are currently unable to perform one or more essential functions of their position, with or without accommodations. If Converse crafts an accommodation for the employee that would allow him or her to perform the position's essential functions even with the current medical restrictions, then leave under this policy will be unavailable.

To obtain leave under this policy, the employee must cooperate with Converse to obtain medical information substantiating: (1) the nature of impairment; (2) the functions the employee cannot perform; (3) the amount of time the employee will have the restrictions; (4) an estimated return-to-work date; (5) the level of confidence of the physician; and (6) estimated restrictions that will still exist after the employee is released to return to work.

Leave under this policy is discretionary. Converse will attempt to balance the employee's need for leave, the effectiveness of granting the leave, the reasonableness of the length of time requested, and the level of confidence of the physician on the one hand, with the needs of the organization and the hardship, posed to the University in granting the leave on the other hand. If the leave is granted, it will be job-protected.

Employees must concurrently exhaust any available paid time off (such as vacation, sick pay, or personal time off), Converse Leave benefits, Family Medical Leave, short-term disability benefits, workers' compensation benefits, or any other form of applicable paid leave during ADA leave. If no such paid time off is available, leave under this policy is unpaid and runs concurrently with any other Converse Leave and/or Family Medical Leave benefits.

If the employee requests an extension of leave, if the circumstances described by the original certification have changed significantly, or if the University receives information that casts doubt upon the continuing validity of the original certification, the University may require immediate recertification of the employee's medical condition.

If the employee recovers sooner than anticipated, the employee must communicate with Converse and make arrangements to return to work.

Leaves under this policy must be used for their intended purpose. If Converse determines that the employee provided false information in order to obtain the leave or is using leave when such leave is not medically necessary or otherwise unnecessary, the employee may be subject to discipline, up to and including termination.

Reasonable Accommodation

Converse University will provide reasonable accommodations to qualified individuals with known disabilities, enabling them to perform the essential functions of their job or access educational programs and services, unless doing so would impose an undue hardship or pose a direct threat.

Examples of reasonable accommodations include, but are not limited to the following:

- Modified work schedules or job duties
- Accessible facilities
- Auxiliary aids and services
- Assistive technology
- Interpreters or readers

The examples provided in the above terms are not meant to be all-inclusive and should not be construed as such. They are not the only conditions that are considered to be disabilities, impairments, or reasonable accommodations covered by the ADA/ADAAA policy. South Carolina law prohibits

discrimination based on disability and requires public and private entities to make reasonable accommodations, unless doing so would impose a significant difficulty or expense. The **South Carolina Human Affairs Commission (SCHAC)** is the agency responsible for enforcing South Carolina's anti-discrimination laws.

Retaliation Prohibited

Retaliation against individuals who request accommodations, file complaints, or participate in investigations is strictly prohibited under both federal and South Carolina law.

Grievances and Complaints

Individuals who believe they have been discriminated against based on a disability may file a complaint with:

- Converse University Human Resources Department
hr@converse.edu
Director of Human Resources
- The **South Carolina Human Affairs Commission (SCHAC)**
Website: <https://www.schac.sc.gov>
Phone: 1-800-521-0725
- The **U.S. Equal Employment Opportunity Commission (EEOC)**
Website: <https://www.eeoc.gov>
Phone: 1-800-669-4000

Policy Review and Updates

This policy is reviewed periodically to ensure compliance with evolving federal and state regulations and to maintain an inclusive campus environment.

Related Resources

[EEOC Fact Sheet Disability Discrimination](#)

[Introduction to the Americans with Disabilities Act](#)

[Notice Concerning The Americans With Disabilities Act \(ADA\) Amendments Act of 2...](#)

Definitions and Acronyms

- **Disability:** A physical or mental impairment that substantially limits one or more major life activities of the individual, a record of such an impairment, or being regarded as having such an impairment.
- **Major life activities (but not limited to):** These include caring for oneself, performing manual tasks, seeing, hearing, eating, sleeping, walking, standing, lifting, bending, speaking, breathing, learning, reading, concentrating, thinking, communicating, and working.
- **Major bodily functions (but are not limited to):** Body systems such as neurological, musculoskeletal, special sense organs, respiratory (including speech organs), cardiovascular, reproductive, digestive, genitourinary, immune, circulatory, hemic, lymphatic, skin and endocrine that could be affected by a physical or mental impairment such as any physiological disorder or condition, cosmetic disfigurement or anatomical loss affecting one or more.
- **Other impairments:** Also covered are any mental or psychological disorders, such as intellectual disability, organic brain syndrome, emotional or mental illness, and specific learning disabilities.
- **Substantially limiting:** In accordance with the ADAAA final regulations, determining whether an impairment substantially limits a major life activity requires an individualized assessment, and an

impairment that is episodic or in remission may also meet the definition of disability if it would substantially limit a major life activity when active. These types of impairments may include asthma, diabetes, epilepsy, hypertension, major depressive disorder, bipolar disorder, and schizophrenia. An impairment, such as cancer that is in remission but that may possibly return in a substantially limiting form, is also considered a disability under the final ADAAA regulations.

- **Direct threat:** A significant risk to the health, safety, or well-being of other individuals.
- **Qualified individual:** An individual who, with or without reasonable accommodation, can perform the essential functions of the employment position that such individual holds or desires.
- **Reasonable accommodation:** Includes any changes to the work environment and may include making existing facilities readily accessible to and usable by individuals with disabilities; job restructuring; offering part-time or modified work schedules; working remotely; reassignment to a position; acquiring or modifying equipment or devices; appropriate adjustment or modifications of examinations, training materials or policies; providing qualified readers or interpreters; and other similar accommodations for individuals with disabilities. vacant
- **Undue hardship:** Significant difficulty or expense that would be incurred by the employer if an accommodation were implemented. In determining whether an accommodation would impose an undue hardship on a covered entity, factors to consider include: The nature and cost of the accommodation.
 - The overall financial resources of the facility or facilities involved in providing the reasonable accommodation, the number of persons employed at such facility, the effect on expenses and resources, or the impact of such accommodation on the operation of the facility.
 - The overall financial resources of the employer, the size, number, type, and location of facilities.
 - The type of operations of the company, including the composition, structure and functions of the workforce; administrative or fiscal relationship of the particular facility involved in making the accommodation to the employee.
- **Essential functions of the job:** Job activities that the employer determines are essential or core to performing the job; these functions cannot be modified.

Version History

Tue, 09/05/2023 - 21:33

Definitions added, Clarification regarding reasonable accommodation, policy review, prohibition of retaliation, and grievances/complaints guidance.

Sexual and Non - Sexual Harassment Policy (Title VII)

Policy Owner Human Resourcees

Responsible Office(s) Human Resources

Policy

Harassment disrupts the environment the University seeks to maintain. The University is committed to maintaining a working and learning environment that is free from harassment. The University does not approve of harassment of any type within the workplace and will not tolerate the harassment of its employees or students by anyone, including faculty, staff, managers, administrators, customers, vendors, or students. Harassment consists of unwelcome conduct that is based upon an individual's protected status such as race, color, religion, genetic information, sex, pregnancy, national origin, citizenship, disability, veteran status, age, sexual orientation, or any other characteristic protected by law. While all forms of unlawful harassment are prohibited, sexual harassment deserves special mention.

Definition of Sexual Harassment

The Equal Employment Opportunity Commission (EEOC) has issued guidelines regarding sexual harassment in the workplace. Under these guidelines, sexual harassment will be treated as unlawful sex discrimination in violation of Title VII of the Civil Rights Act of 1964, as amended.

“Sexual Harassment” is defined by the EEOC guidelines as follows:

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when: (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment; (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or (3) such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment.

Sexual harassment includes threats or insinuations, either explicitly or implicitly, that an employee's refusal to submit to sexual advances will adversely affect the employee's employment, evaluation, wages, advancement, assigned duties, shifts, or any other conditions of employment.

Sexually harassing conduct at the University, whether committed by faculty, staff, managers, administrators, co-employees, customers, vendors, or students, is prohibited. Such conduct may include, but is not limited to, unwanted sexual flirtations, advances, or propositions; verbal abuse of a sexual nature; unwanted graphic verbal comments about an individual's body; the display in the workplace of inappropriate and sexually suggestive objects, pictures, writing, language or drawings; or unwelcome touching or physical contact. Such conduct, whether committed by persons of the same or opposite sex, is prohibited whether or not it rises to a level that might legally constitute unlawful harassment.

Definition of Non-Sexual Harassment:

Harassment for purposes of this policy is verbal or physical conduct that is derogatory or that shows hostility toward an individual because of his or her race, color, religion, genetic information, sex, pregnancy, national origin, citizenship, disability, veteran status, age, sexual orientation, or any other characteristic protected by law, and that creates an intimidating, hostile, or offensive working environment. Harassment may include but is not limited to epithets, abusive language, slurs, jokes, or other verbal or physical conduct relating to an individual's race, color, religion, genetic information, sex, pregnancy, national origin, citizenship, disability, veteran status, age, sexual orientation or any other characteristic protected by law.

Commitment to Academic Freedom:

As an academic institution, teaching, doing research, and learning are subject to the protection of "academic freedom." Actions or words used in the context of the academic curriculum and teaching environments that serve legitimate and reasonable educational purposes will not be evaluated as sexual harassment or other unlawful discrimination because of the principles underlying academic freedom.

Responsibility and Complaint Procedure:

Each department head, manager, and supervisor should maintain his or her workplace free from harassment, sexual harassment, and intimidation. In addition, department heads, managers, and supervisors should discuss this policy with their department members and employees and assure them that they are not required to endure insulting, degrading, or exploitative sexual treatment or unlawful harassment of any type. Department heads, managers, and supervisors must immediately report to their Vice President and the Director of Human Resources any complaints received from employees or students concerning harassment, including, but not limited to, sexual harassment. Department heads, managers, and supervisors must also report to their Vice President or the Director of Human Resources any other potentially harassing conduct or incidents of which they might see, hear, or otherwise become aware.

Any employee or student affected by any type of visual, verbal, or physical harassing conduct, whether from faculty, staff, managers, administrators, customers, vendors, or students, should report the matter to his or her supervisor, a Dean, or the Director of Human Resources. It is your responsibility as an employee or student without fear of reprisal to bring any form of harassment, including, but not limited to, sexual harassment, to the attention of the administration or management. An investigation of the complaint will be handled with confidentiality to the fullest extent possible. Any employee who subjects another to harassment or other inappropriate conduct will be subject to disciplinary action up to and including termination. Any student who subjects another to harassment or other inappropriate conduct

will be subject to disciplinary action, including the possibility of suspension or expulsion from the University. It is the responsibility of the University to make the preponderance of evidence determination of whether harassment actually has occurred and determine what, if any, disciplinary or corrective action will be taken.

If it is determined that an individual willfully made a false accusation of harassment, he or she may be subject to appropriate disciplinary action consistent with current University policies and procedures, up to and including termination of employment, or in the case of a false accusation by a student, suspension or expulsion.

Prohibition Against Retaliation:

The University also prohibits retaliation against the person(s) who, in good faith, bring a complaint of harassment to the administration's or management's attention. If you believe you have been retaliated against for reporting discrimination or harassment, or for making such a complaint, or for participating in an investigation related to discrimination or harassment, you should immediately report the alleged retaliatory action to the Director of Human Resources or your Vice President.

Version History

Sun, 08/13/2023 - 21:26

Conflicts of Interest

Responsible Office(s) Human Resources, Provost

Policy Statement

The following sets forth the official policy of Converse University ("the University") with respect to conflicts of interest. All Employees—administrators, faculty members, and all other employees (referred to collectively as "Employees")—and members of the Converse Board of Trustees ("Trustees") are expected to adhere to both the letter and the spirit of this policy.

This policy is subject to modification from time to time as the University determines appropriate in its sole discretion.

Policy

Defining Conflict of Interest

A potential conflict of interest occurs when an Employee's or Trustee's personal or private interests might lead an independent observer reasonably to question whether the Employee's or Trustee's professional actions or decisions are influenced by considerations of significant personal interest, financial or otherwise.

Generally, a conflict of interest occurs when an Employee or Trustee (1) has an existing or potential financial or other interest that impairs or might appear to impair, the Employee's or Trustee's independent judgment in the discharge of responsibilities to the University, or (2) may receive a material benefit, financial or otherwise, from knowledge or information confidential to the University.

An Employee or Trustee shall be considered as having a personal interest in any transaction in which they have any material connection or substantial financial interest. Specifically, a material connection includes the involvement of any Family Member or any household member of a Family Member. For the purpose of this policy, "Family Member" shall be defined as any individual related to the Employee or Trustee through blood or marriage (e.g., spouse, son, daughter, niece, nephew, cousin, grandchild, father, mother, brother, sister, father-in-law, mother-in-law, sister-in-law, brother-in-law, grandfather, grandmother). By extension, close, personal friends also provide the potential of a similar conflict of interest. An Employee or Trustee shall further be considered as having a personal interest if there will

be a benefit to any business enterprise in which the Employee or Trustee has a substantial interest, to any business enterprise in which any Family Member has a substantial interest, or to any business enterprise in which they or a Family Member serves as a director, trustee, or officer.

Employees and Trustees should conduct their affairs so as to avoid or minimize conflicts of interest and must respond appropriately when a conflict of interest arises. Any Employee who has a question as to whether a situation will give rise to a conflict of interest is urged to discuss the matter promptly with the President of the University, the Vice President for Finance and Business, or both. Any Trustee who has a question as to whether a situation will give rise to a conflict of interest is urged to discuss the matter promptly with the Chair of the Board of Trustees or, if the situation relates to the Chair, with the Vice-Chair of the Board of Trustees.

Required Disclosures

Prior to consummating a transaction or acting upon a matter involving the possible existence of a conflict of interest, the Employee or Trustee involved shall make full disclosure of all relevant facts. In the case of the President of the University or a Trustee other than the Chair, such disclosure will be made to the Chair of the Board of Trustees. Conflicts of interest involving the Chair of the Board of Trustees must be disclosed to the Vice-Chair of the Board of Trustees. Conflicts of interest involving all Employees other than the President must be disclosed to the President, the Vice President for Finance and Business, or both. The person to whom the Employee or Trustee reports the potential conflict of interest will determine whether a conflict of interest exists and determine what conditions or restrictions, if any, should be imposed to reduce or eliminate such conflict of interest.

Employees with executive or administrative responsibilities and the Trustees will be asked to report affiliations, positions, and material financial interests held by members of their immediate families annually.

Restraint on Participation

Trustees or officers who have declared or been found to have a conflict of interest shall refrain from participating in consideration of proposed transactions unless, for special reasons, the Board of Trustees or the administration requests information or interpretation. Any Trustee with a conflict of interest shall not vote, attempt to influence any vote, participate in discussions, or be present at the time of any vote concerning the transaction or matter for which the conflict of interest is applicable.

Enforcement of this Policy

A violation of any provision of this policy may subject an Employee to disciplinary action, up to and including termination of employment.

As with all policies, there may be exceptions; however, they should be recognized and treated as exceptions, and any variations from this policy shall require the express written approval of the University.

Version History

Sun, 08/13/2023 - 21:13

Converse University Sex & Gender Discrimination and Harassment Policy (Title IX)

Policy Owner Office of Diversity and Inclusion

Responsible Office(s) Office of Diversity and Inclusion

Policy Statement

Converse University ("Converse"), in compliance with and as required by Title IX of the Education Amendments Act of 1972 and its implementing regulations ("Title IX") and other civil rights laws, as well

as in furtherance of its own values as a higher education institution, does not discriminate on the basis of race, color, national origin, sex, sexual orientation, gender, gender identity, pregnancy, disability, age, religion, veteran status, or any other characteristic or status protected by applicable local, state, or federal law in admission, treatment, or access to, or employment in, its programs and activities.

Purpose

Discrimination and harassment are antithetical to the values and standards of the Converse community; are incompatible with the safe, healthy environment that the Converse community expects and deserves; and will not be tolerated. Converse is committed to providing programs, activities, and an education and work environment free from discrimination and harassment and to fostering a community that provides prompt reporting and fair and timely resolution of those behaviors.

Inquiries concerning discrimination or harassment on the basis of sex or gender may be referred to Converse's Title IX Coordinator. Please see the contact information above.

Inquiries concerning discrimination or harassment based on a protected characteristic or status other than sex or gender may be referred to the Director of Community & Inclusion (for students) or the Director of Human Resources (for employees).

Individuals also may make inquiries regarding discrimination or harassment to the U.S. Department of Education's Office for Civil Rights by contacting the District of Columbia Office, 400 Maryland Avenue, SW, Washington, D.C. 20202-1475; Phone 800-421-3481; email: OCR@ed.gov.

Scope

This policy applies to any allegation of sex or gender discrimination or harassment made by or against a student or an employee of Converse or a third party, regardless of sex, sexual orientation, sexual identity, gender expression, or gender identity.

The Title IX Sexual Harassment Grievance Procedures apply only to allegations of Sexual Harassment in Converse's Education Program or Activity.

Converse will address allegations of other types of sex or gender discrimination or harassment (i.e., that do not meet the definition of Sexual Harassment) (1) using other student and employee conduct disciplinary procedures deemed appropriate by the Title IX Coordinator in consultation with other Converse administrators; and/or (2) with Supportive Measures.

When Converse has actual knowledge of sexual harassment (or allegations of) in its Education Program or Activity and against a person in the United States, Converse is obligated to respond and to follow Title IX's specific requirements, which are addressed and incorporated in these Grievance Procedures.

Promptly upon receiving allegations of Sexual Harassment in Converse's Education Program or Activity and against a person in the United States, the Title IX Coordinator will contact the Complainant to discuss the availability of Supportive Measures with or without the filing of a Formal Complaint and to explain to the Complainant the process for filing a Formal Complaint.

Policy

Note: The full policy can be found on My Converse at https://my.converse.edu/ICS/Offices/Human_Resources/Title_IX.jnz. This excerpt serves to provide basic information to students, faculty, and staff. The full policy should be referenced for further information.

Important information for individuals who may be victims of sexual assault, dating violence, domestic violence, or stalking: If you or someone you know may have been a victim of sexual assault or any other type of sexual misconduct, you are encouraged to seek immediate assistance. Assistance can be obtained 24 hours a day, seven days a week from the Residence Director on call at 864.621.7114 or Campus Safety at 864.596.9026.

For additional information for students about seeking medical assistance and emotional support, as well as important resource information, contact a member of the Wellness Center staff at 864.596.9258 or wellnesscenter@converse.edu.

During business hours (8:30 am to 5:00 pm, Monday through Friday), you are also strongly encouraged to contact one of the following individuals:

Title IX Coordinator:	Karen Medlin, MiM Case Manager for Student Accessibility Services & Title IX Coordinator 864.596.9027 karen.medlin@converse.edu Location: Montgomery 206E Shannon Bishop, MOL Registrar 864.596.9624 shannon.bishop@converse.edu Location: Wilson 253
Title IX Deputy Coordinators:	Kristin Lacey, MBA VP Operations & Strategic Planning 864.596.9031 kristin.lacey@converse.edu Location: Carnegie 201

Duties and responsibilities of the Coordinators are to monitor and oversee implementation of Title IX compliance at the University, including coordination of training, education, communication, and administration of procedures for faculty, staff, students, and other members of the University community, such as contract employees, Board members, and auxiliary staff. Complaints regarding discrimination or harassment on the basis of sex or gender, against Converse students, employees, or third-party contractors should be directed to the Title IX Coordinator or Deputy Coordinators listed above.

Version History

Sun, 08/13/2023 - 21:04
Title change

Drug-Free Workplace

The issue of alcohol and other drug use, misuse, and abuse concerns the entire University community, as it does society at large. The University desires to identify and control problems that influence the health and safety of its employees, including problems related to alcohol and other drug abuse.

Alcohol

Converse University recognizes that the use of alcoholic beverages is ultimately a matter of personal decision and seeks to provide a social atmosphere on campus that develops individual responsibility and mutual respect. At all times, the University encourages responsible decision-making regarding the use of alcohol.

All employees must comply with all applicable laws concerning the purchase, consumption, and possession of alcoholic beverages while on campus or otherwise acting in the course of their employment with Converse University, including without limitation refraining from furnishing alcohol to minors.

No alcoholic beverages may be kept or consumed on the premises of Converse University with the following exceptions:

- Beer and wine may be sold and consumed during special functions with a license to sell from the state of South Carolina.
- During private events, the serving of alcohol is permitted in designated areas with appropriate permits.

Alcoholic beverages will not be served or sold to anyone whose behavior or demeanor suggests that they have had their maximum safe amount of alcohol.

Permission to serve or sell alcoholic beverages on campus must be approved by the Director of Risk Management at least two months prior to the event except in special circumstances. Alcohol must be served by certified and trained employees of Converse's food service staff.

Drugs

In compliance with the Drug-Free Workplace Act of 1988, the University certifies that it will maintain a drug-free workplace by implementing the following guidelines:

The unlawful manufacture, distribution, dispensation, possession, or use of any drug or controlled substance, as defined by state and federal law, is prohibited in the workplace.

- a. Any staff or faculty member found in possession of an unlawful drug or controlled substance, or found guilty of selling or giving an illegal substance to students, staff, faculty, or others will be subject to dismissal.
- b. Any employee found to be under the influence of any unlawful drug or controlled substance on the job or who tests positive for such substances will be subject to dismissal.
- c. For the purposes of this policy, any prescription drug for which the individual in possession or use does not have a lawful prescription shall be considered an unlawful drug.

Prevention and Treatment

Information on drug education and counseling is made available to employees in coordination with community resources and the Employee Assistance Program (EAP) offered to employees enrolled in the University's Long Term Disability Plan.

Family Medical Leave Act (FMLA)

Policy Owner Human Resources

Responsible Office(s) Human Resources

Policy

Under the Family and Medical Leave Act (FMLA), employees may be eligible for a period of job-protected unpaid leave for certain family and medical reasons as described below. This Family Medical Leave Act Policy ("Policy") provides an overview of employees' rights and responsibilities under the FMLA as well as the University's own policies regarding the FMLA. The University has posted notices of the FMLA in University facilities and on the intranet. The information in those posters is incorporated into this policy by reference.

General Eligibility

Employees who: (1) have worked 12 months of prior service at Converse; (2) have worked at Converse at least 1,250 hours during the 12 months immediately preceding the date on which FMLA would commence; and (3) work at a location where at least 50 employees of Converse are employed (or where at least 50 employees are employed within a 75 mile radius) are eligible for unpaid FMLA. Eligibility will be determined as of the date the FMLA leave commences. When a request for FMLA leave is made, the University will inform the employee of their eligibility and the associated rights and responsibilities.

Circumstances of Family and Medical Leave

Parental Leave - Leave needed by the employee in connection with the birth of the employee's child and to bond with the child; or for placement through adoption or foster care and to bond with the newly-placed child. Parental leave must be concluded no later than 12 months after the birth or placement of the child with the employee.

Serious Family Illness Leave – Leave needed by the employee in order to care for a spouse, child (under 18 years old, or 18 and over and incapable of self-care because of a disability), or parent who has a serious health condition (as defined below and/or by law).

Serious Personal Illness Leave – Leave needed by the employee because of a serious health condition that renders the employee unable to perform the essential functions of their job.

Qualifying Military Exigency Leave – Leave needed by the employee because of a qualifying military exigency related to active duty, or a call to active duty status of the employee’s spouse, child, or parent who is or will be deployed to a foreign country.

Service Member Family Leave – Leave needed by the employee to care for a spouse, child, parent or next-of-kin (nearest blood relative of the service member) who is a member or veteran of the Armed Forces (including a member of the National Guard or Reserves and those on the temporary disability or retired list) who has a serious injury or illness or who has a pre-existing condition that was aggravated by service where the conditions was incurred in the line of duty while on active duty for which they are: (1) undergoing medical treatment, recuperation, or therapy; (2) otherwise in outpatient status; or (3) otherwise on the temporary disability retired list. If the spouse, child, parent, or next-of-kin (nearest blood relative of the service member) is a veteran who meets the prior requirements, then leave is allowed if such family member was a member of the Armed Forces (including a member of the National Guard or Reserves) any time during the five-year period preceding the date on which the veteran undergoes such medical treatment, recuperation, or therapy.

Definitions

Serious Health Condition: A serious health condition is an illness, injury, impairment or physical or mental condition which involves either an overnight stay in a medical care facility, or continuing treatment by a health care provider for a condition which either prevents the employee from performing the functions of the employee’s job, or prevents the qualified family member from participating in school or other daily activities. Subject to certain conditions, the continuing treatment requirement may be met by a period of incapacity of more than three (3) consecutive calendar days combined with at least two visits to a health care provider or one visit and a regimen of continuing treatment, or incapacity due to pregnancy, or incapacity due to a chronic condition. Other conditions may meet the definition of a serious health condition.

An employee’s on-the-job injury may also qualify as a serious health condition. In this instance, the University will designate the leave of absence due to an on-the-job injury as FMLA. The leave of absence will begin to run from the beginning of the absence caused by the on-the-job injury and will run simultaneously with any workers’ compensation benefits that may also be provided to the employee. Employees may also qualify for paid leave benefits while on FMLA. Although an employee may receive paid leave benefits, the leave is still considered and counted as FMLA.

Qualifying Exigencies: Qualifying exigencies for FMLA may include: (1) short-notice deployment; (2) military events and related activities; (3) non-routine childcare and school activities; (4) care of the covered service member’s parent if the parent is incapable of self-care; (5) non-routine financial and legal arrangements; (6) related counseling; (7) rest and recuperation; (8) post-deployment activities; and (9) additional qualifying activities.

Covered Service Member: A covered Service Member is a current member of the Armed Forces, including a member of the National Guard or Reserves, who has a serious injury or illness incurred in the line of duty on active duty which may render the service member medically unfit to perform their duties for which they are undergoing medical treatment, recuperation or therapy; or are in outpatient status; or are on the military’s temporary disability retired list.

Duration of Leave

In General – Except in cases of Service Member Family Leave, eligible employees are entitled to a total of 12 weeks of FMLA during any “rolling backward” 12-month period (measured backward from the date the FMLA sought by the employee would begin).

Service Member Family Leave – Eligible employees are entitled to a total of 26 weeks of leave in a single 12-month period. This 12-month period begins on the first day an eligible employee takes FMLA to care for a covered service member and ends 12 months after that date. No employee may take a total of more than 26 weeks of all FMLA types of leave in a single 12-month period. Service Member Family Leave applies on a per-covered service member, per-injury basis, so that an employee may be eligible to take more than one 26-week period of Service Member Family Leave, but no more than 26 weeks of leave may be taken during any one 12-month period.

Married Employee Couples – In cases where both the husband and wife work for the University, they will be eligible for a combined total of 12 weeks of FMLA for the birth or placement of a child, or to care for a parent with a serious health condition (not parent-in-law). Similarly, if both husband and wife work for the University, they will be eligible for a combined total of 26 weeks of leave for Service member Family Leave or for Service member Family Leave combined with any other type of FMLA.

Intermittent Leave or Reduced Work Schedule Leave – Qualifying Military Exigency Leave may be taken intermittently, in separate blocks of time (no less than one hour), or on the basis of a reduced leave schedule under which an employee's usual working hours each day or each week are reduced. When medically necessary, other types of FMLA may also be taken intermittently, in separate blocks of time (no less than one hour), or on the basis of a reduced leave schedule under which an employee's usual working hours each day or each week are reduced. The University does not grant intermittent leave or a reduced leave schedule as FMLA leave for the birth or placement of a child.

In some instances, the University may require employees taking foreseeable intermittent or reduced schedule leaves to transfer temporarily to an alternative position for which the employee is qualified and which better accommodates the employee's leave schedule. Pay and shifts would not be affected by a change to an alternate position. Time worked in the alternate position would not count towards the employee's FMLA leave entitlement.

Requests for and Approval of Leave

Notice and Scheduling of Leave – Employees must provide the Human Resources Department with at least thirty (30) days' notice whenever the need for leave is foreseeable (such as when the leave is for an expected birth, placement for adoption, or planned medical treatment). For planned medical treatment, employees must consult with their Department manager and make reasonable efforts to schedule the treatment so as to minimize the impact of the employee's absence on the University's operations and fellow employees. In cases where the need for leave cannot be anticipated more than thirty (30) days in advance, the employee must provide notice of the need for leave as soon as practicable. Failure to provide proper notice of the need for FMLA may result in a delay in the commencement of leave. It may result in absences being counted against the employee for attendance and/or disciplinary action purposes, up to and including termination of employment.

Employees are also expected to comply with the University's or their department's normal call-in procedures when reporting absences, including, but not limited to, absences that the FMLA covers. Failure to follow normal call-in procedures can result in discipline, just as with any other type of leave.

Employees must also inform the University if the requested leave is for a reason for which FMLA leave has been previously taken or certified.

Employees are also required to contact their managers every 30 days during an approved FMLA leave.

Documentation – The University requires that employees provide documentation to support the need for FMLA leave. Employees may request these documents from the Human Resources Department. FMLA for a serious health condition requires the employee to submit a completed healthcare provider certification within 15 calendar days. For Service Member Family Leave requests, invitational travel orders (ITOs) or invitational travel authorizations (ITAs) issued by the Department of Defense are acceptable.

Failure to provide the required medical certifications may result in the denial of FMLA or other leave, automatic redesignation of the leave as other than FMLA, or treatment of the absence in accordance

with the attendance and disciplinary policy, up to and including termination from employment. Absences counted against the employee for a late certification will not be reversed unless there are exceptional circumstances. If an employee fails to return the completed form, the FMLA will be denied, and the absences will be unprotected. If the certification form is incomplete or insufficient, the employee will be given written notification of the required information and will be given a seven (7) day period to provide the necessary information.

In the case of Qualifying Military Exigency Leave, a copy of the family member's active duty orders and documentation of the qualifying exigency will be required.

Eligibility Notice – The University will generally notify employees of their eligibility to take FMLA Leave. If employees are not eligible, they will be informed of the reason.

Designation Notice – Once the University determines whether an employee's leave qualifies as FMLA, the University will notify the employee of the determination with a Designation Notice.

Recertification – The University may request medical recertification of the condition in accordance with the FMLA statute or regulations. The University may also provide the employee's healthcare provider with information about the employee's attendance and ask the provider to evaluate whether that attendance pattern is consistent with the need to be absent due to the condition in question.

Second and Third Opinions – The University may also require the employee to obtain a second opinion and a third opinion as to the medical condition. The University will inform the employee if such a requirement exists and will provide a reasonable amount of time for the opinion to be obtained.

Benefit Participation While On Leave

An employee on approved Family and Medical Leave may continue group health insurance coverage during the leave by paying the employee's normal share of the cost of such coverage during the leave on or before the date when payroll deductions for such expenses would normally be made. If payment is not received on the due date or within the specified timeframe, the University will provide the employee with written notice of non-payment and allow 15 days to make the payment. If the payment is not made within the 15-day window and at least 30 days have passed from the due date, coverage under the benefit plan will lapse, retroactive to the original due date.

Use of Available Paid Time Off

Employees must concurrently exhaust any available paid time off (such as vacation or personal time off), short-term disability benefits, workers' compensation benefits, or any other applicable form of paid leave during FMLA leave. All substituted paid leave that is being concurrently exhausted will be counted against an eligible employee's FMLA leave entitlement.

- ***Faculty - to receive salary continuance for the time period stated on medical certification, employees must be on approved FMLA (Parental Leave, Serious Health Condition Self/Family, Military Exigency), and also use short-term disability***
****** Please note FMLA can be up to 12 weeks; pay is dependent upon medical certification; therefore, some of the time may be unpaid. Please consult with HR.***
- ***Staff - accrued vacation or personal leave, and short-term disability***

Short-term disability (STD) is provided by Hartford Insurance to both Faculty and Staff through the self-filing claim process.

FMLA forms and Short-term disability (STD) information are available through the Human Resources Office.

FMLA isolved (HRIS) Time Reporting

Staff: Staff members on approved block or intermittent FMLA leave must select the FMLA time-off code in isolved for each approved absence. The FMLA code is linked to the employee's available Personal Leave balance, allowing FMLA and paid Personal Leave to run concurrently. Intermittent leave must be

entered based on the actual number of approved FMLA hours used. If Personal Leave has been exhausted, the employee must contact Human Resources/Payroll for instructions. Faculty: Faculty members on approved block or intermittent FMLA leave will not record FMLA through isolated. Faculty must track the actual FMLA time used each month and submit the record to Human Resources/Payroll by the established monthly deadline.

All reported FMLA time must correspond with the frequency, duration, and schedule approved by Human Resources. Employees must continue to follow normal departmental procedures for reporting an absence.

Crediting of Benefits While On Leave

Benefits such as sick pay and vacation do not accrue for employees who are out on unpaid leave. Similarly, employees do not receive holiday pay for holidays that occur while they are on unpaid leave, and holiday time is counted toward their FMLA leave time.

Reinstatement Following Leave

Request for Reinstatement – FMLA leave must be used for its intended purpose. If Converse determines that the employee provided false information in order to obtain the leave, or is using leave when such leave is not or is no longer medically necessary or otherwise unnecessary, the employee may be subject to discipline, up to and including termination. If the qualifying reason for taking leave ends, then the employee must immediately contact the University and make arrangements to return to work. An employee returning from FMLA for their own serious health condition should notify their supervisor of availability immediately upon being released to return to work by the employee's health care provider. Employees returning from FMLA leave must be able to assume all of the essential functions of their jobs upon return. The University will provide time for employees to learn about any changes or new technology implementations. Unless required otherwise by law, an employee granted a leave of absence under these provisions who fails to return to work upon expiration of the leave will no longer have protected absences. Further absences would count against the attendance policy. As a condition of restoring an employee whose leave is based on the employee's own serious health condition, the employee must provide the University with certification from the employee's health care provider confirming the employee's fitness to return to their normal duties or the health care provider must identify any specific limitations placed on the employee related to the performance of their job duties. Failure to provide a requested fitness-for-duty certification may result in the denial of reinstatement until this certification is provided. An employee desiring to return from FMLA leave prior to the date the leave was due to expire, must also give written notice to their supervisor of the desire to return to work at least two (2) working days prior to the desired return date.

Reinstatement – An employee returning from FMLA will normally be reinstated to the position held by the employee at the time the leave commenced or to an equivalent position; however, an employee returning from FMLA leave will have no greater right to employment or reinstatement to a specific position than an employee who had been continuously employed. For example, if an employee's position is eliminated due to a reduction in force, then no reinstatement right exists.

Related Resources

[Your Rights Under FMLA](#)

[Short-term Disability Benefit Eligible Employees](#)

[current/title-29/subtitle-B/chapter-V/subchapter-C/part-825](#)

[/administrative-and-staff-handbook-20262027/shortterm-disability-std-policy](#)

[/parental-leave-policy](#)

[/personal-leave](#)

[/administrative-and-staff-handbook-20262027/voluntary-personal-leave-donation-p...](#)

Version History

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Clarification on the approved FMLA, parental leave, and FMLA leave: FMLA leave allows the use of salary continuation with short-term disability (faculty), accrued available leave (Staff), and short-term disability, isolated entries for FMLA.

Grievance Procedures

Policy

The following procedures provide equitable and prompt response to employee grievances respecting such matters as salary, work assignments, promotion, tenure, conditions of employment, termination, unfair discrimination on the basis of sex, and sexual harassment. The procedures are in compliance with the regulations of Title IX of the Education Amendments of 1972. These procedures are also available to employees grieving promotion, conditions of employment, termination, or discrimination not based on sex or sexual harassment. Employees who have not yet completed the 90-day introductory/probationary period of employment are not eligible to participate in the Grievance Procedure outlined in this policy.

Every effort will be made to achieve an informal settlement of a grievance through consultation at whatever administrative level is appropriate. An employee who has a work-related problem or question is strongly encouraged to bring it to the attention of the immediate supervisor before contacting the supervisor's manager. If the grievance cannot be resolved informally, the following steps will be taken for Converse employees:

1. The employee with a grievance ("Grievant") will present the complaint in writing to the administrative supervisor at the level of the Dean, Vice President, or Senior Vice President within 14 days of the alleged action that is the basis of the grievance. At the time of the complaint, a copy of the grievance must be presented to the Director of Human Resources. Upon receipt of a copy of the grievance complaint, the Director of Human Resources will issue a copy of the Grievance Committee Guidelines to the concerned parties. If the grievance is against the Dean, Vice President, Senior Vice President, or President, the Grievant may present his or her complaint to a Vice President not directly in the line of supervision. The signed, written complaint must sufficiently state the nature and the facts of the alleged incident and must contain the names of all relevant witnesses.
2. The administrator receiving the written complaint will be responsible for establishing a Grievance Committee, to be composed as follows:
 - a. First Member - The Grievant selects the first member (peer level);
 - b. Second Member - The Dean (or administrative supervisor) appoints the second member;
 - c. Chair of Grievance Committee:
 - i. For Administration/Staff: The Vice President for Finance and Business (who is in charge of compliance with Federal regulations), if not subject of the complaint, or the President appoints the third, who will be Chair; or
 - ii. For Faculty: The President of the Faculty Senate (if not subject of the complaint) or President appoints the third, who will be Chair.
3. The Grievant and other parties concerned in the grievance can bring witnesses and freely offer evidence to the Committee. The Grievant, Accused, and witnesses must present their written statements to the minute-taker before offering their testimony. A representative of the Human Resources Office will take written minutes of the hearings and make these available to the Grievant and the Accused. No minutes will be taken during the "closed sessions" deliberations by the Committee as it considers the evidence that has been presented.
4. When the Committee has completed its deliberations, it will report its findings to the President of the University unless the President is subject of the complaint, if so, then to the Chair of the Board of Trustees, who will take final action on the Committee's report. The President of the University or the President's designee will have the final authority to decide all grievances.
5. Time Limits
 - a. The Grievance Committee must be constituted within 15 working days after the submission of a written complaint.
 - b. The Grievance Committee must meet and deliver its written report as described within one month after receiving the case.

- c. The President of the University or the President's designee will take action on the Grievance Committee's report within 15 working days after receiving it.
6. Appeal
If either the Grievant or the Accused has questions regarding the findings of the Committee or the President's decision, that person may meet with the President to discuss his or her concerns (or with the Chair of the Board of Trustees, if the President is involved in the grievance).
7. Confidentiality
The right to the confidentiality of all members of the academic community will be respected in both informal and formal procedures. The University prohibits any kind of retaliation against any person who, in good faith, brings a complaint to the attention of the University. All complaints will be kept confidential to the fullest extent possible.

Version History

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Grievance Committee Guidelines

Policy Owner Human Resources, Provost

Responsible Office(s) Human Resources, Provost

Policy

1. Findings, conclusions, and recommendations of the Committee must be based on a preponderance of the evidence presented and shall be the result of a majority vote of the Committee.
2. In reference to a grievance brought forth which alleges sexual harassment, the Committee will look at the record of the case as a whole and at the totality of the circumstance, such as the nature of the sexual advance and the context in which the alleged incidents occurred. Such determinations shall be made from the facts on a case-by-case basis.
3. If, in a particular instance, a committee member feels that he or she cannot render an objective decision due to personal relationships with any of the parties involved or if a particular committee member is an involved party, said Committee member must withdraw from the Committee for that particular hearing. In such an event, the President shall appoint an appropriate ad hoc member to the Committee for hearing the particular complaint.
4. Any Committee member who cannot attend a particular hearing, for whatever reason, must be replaced for that hearing by an ad hoc member appointed by the President.
5. Upon receipt of a written complaint, the Committee shall, after a reasonable notice, hold a hearing at which the testimony of both the Complainant and the Accused shall be heard. Both parties shall have the right to be accompanied by an advisor of their choice from within the University community. The Committee may also hear testimony from other parties who may have relevant information regarding the case, but only after notifying the Accused and the Complainant. Only written minutes of the hearing will be taken.
6. After hearing all of the evidence, the Committee shall deliver to the President of the University its written findings of the facts and shall recommend a sanction to the President.
7. Determination of Sanctions: The President of the University shall, in consultation with the Committee, determine the sanctions to be imposed on the Accused, if any. In so determining, the President shall accept the findings of fact made by the Committee; however, recommendations as to the imposition of sanctions by the Committee shall not be binding upon the President. The

President will inform the chairman of the Grievance Committee in writing of the final decision regarding the case. The chairman of the Grievance Committee will, in turn, inform the Accused and the Complainant in writing of the Committee's findings and the President's decision.

8. Appeal
9. If either the Complainant or the Accused has questions regarding the findings of the Committee or the President's decision, that person may meet with the President to discuss his or her concerns.
10. If the Accused or Complainant is not satisfied with the findings of the Committee and the decision of the President, she or he may appeal to the President of the University for reconsideration. The President has the option to establish a new committee for further review of the findings. An appeal decision will be reached by the President within 10 working days.
11. Hearing Formats
Individuals thought to have relevant information or testimony, including an accused employee, will be contacted and interviewed by appropriate University officials. If sufficient information is available to conclude that there are "reasonable grounds" to do so, the University will conduct a hearing following one of two possible formats:

*a pre-hearing adjudication in which the charged employee accepts responsibility for the charge(s) and requests to have sanctions determined by the hearing authority without a formal hearing, or

*a hearing before the Grievance Committee, as established under "Grievance Procedures" guidelines in the *Administrative and Staff Handbook* and in the *Faculty Handbook*, to conduct hearings to determine responsibility and recommend appropriate sanctions.

12. Hearing Procedures
Decisions regarding responsibility for charges shall be based upon a "preponderance of evidence" standard, meaning responsibility does not have to be proven beyond a reasonable doubt. The University need only conclude that the conduct with which the employee is charged is more likely than not to have occurred. Regardless of the format chosen, hearing officers will not be restricted by technical rules of evidence. In these informal, non-adversarial hearings, there is no formal cross-examination. Reasonable accommodations may be made in hearing procedures, e.g., indirect questioning or special seating arrangements in the hearing room.
13. Sanctions
Possible sanctions recommended to the President or the President's designee include loss of job, suspension, disciplinary probation, restitution, an official warning, or any combination of these. Conditions, restrictions, or specific prohibitions may be issued with or attached to any of these sanctions. The outcome of the hearing shall be reported in the employee's personnel record maintained in the Human Resources Office.
14. Rights of the Accused Employee
15. I. To an explanation of the charges
 - To an explanation of the campus judiciary process
 - To state a preference as to campus hearing format
 - To be presumed innocent
 - To have a fair, impartial, speedy hearing
 - To have someone accompany him/her through the hearing. All participants will be bound by the rules of confidentiality governing the hearing.
 - To remain present for the entire proceedings and to inspect evidence presented, assuming the accused employee maintains appropriate decorum during the proceedings.
 - To know ahead of time the names of witnesses to be called to the hearing
 - To remain silent
 - To testify on his/her own behalf
 - To be free from a second hearing on the same charge after the employee's actions have been found not in violation, exclusive of the President's option to have the findings reviewed
 - To appeal the decision of the hearing board

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Guidelines for Grievance Committee Hearings Involving Tenure and Promotion Decisions

Guidelines for Grievance Committee Hearings Involving Faculty Tenure/Promotion Decisions

1. These guidelines are established by Converse University in conjunction with and as a supplement to the grievance process established in the *Converse University Faculty Handbook*. They are meant to be used for Grievance Committee hearings involving faculty tenure or promotion decisions.
2. Converse University strives to insure fundamental fairness in its grievance procedures. The grievance hearing is not a legal proceeding; however, and the Chairperson of the Grievance Committee is not bound by legal rules of evidence or procedure.
3. The grievance process is neither a duplication of nor a substitute for the tenure and promotion review process. The grievance process is limited to an examination of the procedural fairness of the application of the tenure and review process to the case in question.
4. The grievance hearing is closed to all persons except the members of the Grievance Committee, the complainant, and all parties subject to the complaint, a representative of the Human Resources Office acting as minute-taker, and witnesses during and only during their testimony.
5. All evidence offered and testimony given during the hearing is confidential to the fullest extent allowed by the law.
6. All parties subject to the complaint must submit their separate lists of witnesses to the Chairperson of the Grievance Committee at least seven (7) working days prior to the hearing.
7. The Chairperson will make the final ruling on all issues of procedure during the hearing.
8. The Chairperson will make the final ruling on all issues of the admissibility of evidence and testimony.
9. The Chairperson will establish an agenda for the hearing. The agenda will be in accordance with the rules established for the grievance process (see *Faculty Handbook*). The agenda will provide for:
 - a. The announcement of the case and the issue(s) being grieved in the case
 - b. Identification of the complainant and all parties subject to the complaint
 - c. Presentation of the complainant, including any evidence to be submitted and any witnesses to be heard:

The Chairperson may limit the number of witnesses and the testimony offered by the witnesses called by the complainant, for reasons of time limitations or relevance, the final judgment of which is the sole purview of the Chairperson.

The members of the Grievance Committee may question any witness, subject to limitations of relevance, the final judgment of which is the sole purview of the Chairperson.
 - d. Presentation by other parties subject to the complaint, including any evidence to be submitted and any witnesses to be heard:

The Chairperson may limit the number of witnesses and the testimony offered by the witnesses for reasons of time limitations or relevance, the final judgment of which is the sole purview of the Chairperson. The complainant may question any witness subject to limitations of relevance, the final judgment of which is the sole purview of the Chairperson. The members of the Grievance Committee may question any witness, subject to limitations of relevance, the final judgment of which is the sole purview of the Chairperson.

10. At the conclusion of the hearing, the Chairperson will adjourn the hearing. The Grievance Committee will retire to deliberate the grievance. The Grievance Committee deliberations are closed and confidential. No record of the deliberations will be kept.
11. The standard of proof to be used by the Grievance Committee is a preponderance of the evidence presented. The Committee's decision shall be by a majority vote of the Committee.
12. At the conclusion of the deliberations, the Chairperson will submit a written report of the Grievance Committee's decision to the President of the University, unless the President is the subject of the grievance. If the President is the subject of the grievance, the Chairperson will submit the Committee's report to the Chairman of the Converse University Board of Trustees. In either case, the Chairperson of the Committee will submit the report within one month after receiving the case.
13. The President and/or the Chairman of the Converse University Board of Trustees, whichever is applicable, will take action on the Grievance Committee's report within fifteen (15) working days after receiving it. This action will be the final authority on all grievances.

Key Control Policy

Policy Owner Campus Safety

Responsible Office(s) Campus Safety, Human Resources

Purpose

The purpose of the Key Control System is to limit the number of keys issued for University facilities, maintain knowledge of personnel with possession of keys, and improve the safety and security of the campus community. The University reserves the right to modify access privileges, key assignments, and related procedures as necessary to protect the safety, security, and operational needs of the institution.

Scope

The Director of Campus Safety or Designee shall be responsible for implementing and maintaining the University's Key Control System. The Director of Campus Safety or Designee shall be responsible for approving or denying requests for keys, authorizing lock changes, issuing replacement keys, maintaining key records, and administering this policy.

Policy

Key Issuance and Approval Process

- Requests for all exterior and interior door keys shall be submitted to Campus Safety. Requests shall be made using the approved Key Request Form (below).
- Keys shall only be issued for areas directly related to an individual's responsibilities.
- Requests outside of an individual's assigned department or area will not be approved.

Key Holder Responsibilities

- All faculty, staff, and contractual employees issued keys must sign for and properly safeguard those keys.
- Lost, stolen, or damaged keys must be reported immediately to Campus Safety.
- Keys remain the property of Converse University and must be returned upon request.

Lost Keys, Lock Changes, and Associated Fees

- The Director of Campus Safety or Designee shall be the sole authority authorized to approve lock changes and the issuance of replacement keys.
- There will be no charge for the replacement of a broken key that is returned.
- If a key is lost, the individual to whom the key was issued will be assessed:

- \$75 lost key fee
- \$50 lock replacement fee
- \$50 for each additional door or lock affected
- Residence Hall Keys
 - Students will be assessed a \$75 fee for lost residence hall room keys.
 - If re-coring is required, the total charge will be \$150.
 - These provisions also apply to camps, renters, contractors, vendors, and other individuals issued University keys.

Door Opening Requests and Charges

- Requests for door openings will be granted only to individuals who hold authorized physical keys or access card credentials, as applicable. For student residential access requests, key and/or card credentials will be verified.
- After one (1) door opening request within a rolling twelve-month period, a charge of \$25 per occurrence will be assessed for students. For faculty, staff, after three (3) door opening requests within a rolling twelve-month period, a charge of \$25 per occurrence will be assessed.
- All fees and charges assessed under this policy are the responsibility of the individual to whom the key was issued or who requested the door opening service and may not be transferred to a departmental budget or University account.

Fee Collection, Appeals, and Waivers

- Unless otherwise specified, payment of fees or charges assessed under this policy is due within thirty (30) days of notification. Notification will generally be provided within forty-eight (48) hours of the incident through University email or another official University communication method.
- For faculty and staff, unpaid balances remaining as of June 30 may be subject to payroll deduction from the first paycheck of the new fiscal year or from the final paycheck upon separation of employment, to the extent permitted by law and University policy. Reasonable notice will be provided where practicable.
- Individuals may appeal a fee or charge assessed under this policy by submitting a written appeal through the [University's designated Door Unlock Fine Appeal Form](#) within ten

(10) business days of notification. Submission of an appeal does not guarantee reduction or waiver of the fee. Appeals will be reviewed on a case-by-case basis by the Director of Campus Safety or Designee, whose decision shall be final.

- The University reserves the right to waive, reduce, or modify fees or charges due to extenuating circumstances, administrative error, safety considerations, or other circumstances deemed appropriate by the Director of Campus Safety or Designee.

Residence Hall Keys

- The Director of Residence Life shall be responsible for issuing and collecting residence hall room keys.
- Director of Residence Life shall also coordinate replacement key and lock requests with the Director of Campus Safety or Designee. Students will be assessed a \$75 fee for lost residence hall room keys. If re-coring of a lock is required, the total charge will be \$150. These provisions also apply to camps, renters, contractors, vendors, and other individuals issued University keys.

Building Access and After-Hours Procedures

- All exterior doors shall be secured and opened by Campus Safety personnel at designated times.
- University faculty and staff not issued keys must notify Campus Safety when entering secured facilities outside normal operating hours.
- Faculty and staff who have been issued keys must notify Campus Safety when entering and exiting secured facilities after hours.

- Personnel entering secured facilities after hours are responsible for ensuring facilities are properly secured upon departure.

Exterior Door Keys and Master Keys

- Only Campus Safety personnel, Residence Life professional staff, and authorized Facilities personnel may be issued exterior door keys.
- Student workers, graduate assistants, and part-time employees shall not be issued exterior door keys unless specifically approved by the Director of Campus Safety or Designee.
- Master keys shall be issued only to authorized Campus Safety and Facilities personnel.

Separation, Transfer, and Return of Keys

- Faculty and staff must return all University keys to Campus Safety or Human Resources prior to resignation, retirement, transfer, or termination of employment.
- Individuals changing offices or buildings must return all issued keys before new keys are issued.
- Individuals who fail to return issued keys may be assessed replacement and re-keying fees in accordance with this policy.

Policy Exceptions

The University reserves the right to approve exceptions to this policy when necessary to address operational, safety, security, or emergency circumstances.

Please fill the below form out carefully. All incorrect forms will be denied and returned.

Version History

Wed, 07/15/2026 - 13:59
TLC

Solicitation and Distribution

Responsible Office(s) Human Resources, Provost

Policy

To eliminate any interference with the work of employees, (unless sanctioned by the University) soliciting and/or distributing literature, including email distribution, on University property is not permitted at any time by persons not employed by the University nor by employees during actual working time.

Version History

Sun, 08/13/2023 - 21:17

Solicitation Policy: Sponsorships, Promotional Items, Door Prizes, and Auction Items

Policy Owner Advancement Services

Responsible Office(s) Institutional Advancement

Policy Statement

To establish policies, procedures, and guidelines for all Converse community requests for Sponsorships, Promotional Items, Door Prizes, and Auction Items.

Purpose

The purpose of this policy is to outline the rules and regulations for requests for external support in the form of sponsorships, promotional items, door prizes and auction items.

Converse University is surrounded by a generous business community that provides sponsorship and donations to various Converse groups, events and causes. Outreach to the business or greater community for sponsorships and donations should be planned and coordinated where reasons for sponsorships, promotional items, door prizes and/or auction items valued at \$250 or greater

should be related to incentivizing giving to the university or university-related causes. This coordination prevents donor fatigue and allows the University to take a more strategic approach to requests.

The Office of Institutional Advancement records and tracks all forms of sponsorships, donations, promotional items and discounts in order to ensure appropriate stewardship and acknowledgement of the support received from the business community. Institutional Advancement also offers guidance for approaching and securing support from external entities.

Scope

This policy applies to all Converse students, faculty and staff, contractors, and any other person who conducts business on Converse's behalf.

Policy

All office/department/group special requests for support by local businesses (sponsorships, door prizes, auction items, etc.) equal to or greater than \$250 must be approved by (1) the academic Dean (for faculty requests), Dean of Students (for student requests), or supervising Vice President (for staff requests) and (2) the Office of Institutional Advancement.

Requests must be submitted through the MyConverse site. To submit a request, navigate to MyConverse>Offices>Advancement>Forms: Sponsorships, Promotional Items, Door Prizes, and Auction Items Request Form. Fill out and submit for review.

Please allow 30 days for approval in your planning process for requests. The Office of Advancement Services will respond to your request and support next steps.

The Office of Advancement Services will also review and determine whether gifts to Converse are tax deductible or not based on whether the donor receives a benefit for their gift.

Contact advancement@converse.edu for questions or more information about this process.

Version History

Wed, 08/07/2024 - 20:15
TLC

Non-Profit Organizations' Events at Converse University Policy

Policy

All outside groups must reserve campus facilities through the Director of Events Services. External organizations are not permitted to fundraise on campus. Student organizations may plan and

implement fundraising activities that benefit external organizations as a part of their service to the community. Such activities may be held on campus, provided they are initiated by a Converse student organization. External organizations wishing to post or distribute publicity materials must receive approval through Campus Life. All materials must be stamped for approval before distribution/posting. It is allowable for fundraising information to be included in materials as long as that information is for a secondary purpose, such as a season events series with donation information included.

Version History

Sun, 08/13/2023 - 21:18

Parking and Transportation

Policy Owner Campus Safety

Responsible Office(s) Campus Safety, Human Resources

Policy Statement

The purpose of this policy is to outline the rules and regulations for the use of motor vehicles, including bicycles and mopeds, on Converse's main campus. These rules and regulations are designed to ensure a fair and enforceable system of access to parking, to maintain orderly and safe traffic flow, and to protect and maintain the university's campus. Converse is a private university; therefore, all parking lots and other areas are private property. Both the operation and parking of vehicles, bicycles, and mopeds is a privilege, and Converse reserves the right to regulate the use of spaces for the welfare and safety of our campus. Cooperation and compliance with these rules and regulations by all members of this community are essential. Failure to comply may result in citations, fines, towing of vehicles at the owner's expense, and even suspension or revocation of parking privileges on campus.

Purpose

To establish policies, procedures, and guidelines for all Converse community parking and transportation on the main campus.

Scope

This policy applies to all Converse students, faculty, staff, contractors, and any other person who conducts business on Converse's behalf, and visitors to Converse's main campus.

Policy

This policy applies to all Converse students, faculty, staff, contractors, and any other person who conducts business on Converse's behalf, and visitors to Converse's main campus.

1. Parking Permits

Students and employees utilizing any Converse parking area must register their vehicles and secure a parking permit. Parking permits are not transferable to another person or vehicle. Parking is controlled through permits and designated parking areas for students, faculty, staff, and visitors. Permits do not guarantee a parking space but provide the driver with the license to park in any vacant and properly designated parking space. Possession of a handicap (disabled) parking placard does not exempt an individual from registering their vehicle with Campus Safety. Disclosure of handicap placard or license plate must be done upon campus registration. If obtained after campus registration, you must update your registration with Campus Safety. Campus Safety may request the placard holder to present the corresponding State-issued identification card or other proof of authorization. The placard and its authorized holder must be traveling in the same vehicle. Pursuant to SC Code 56-3-1960 and 56-3-1965

A. Student Permits

Residential and commuter students must register their vehicles through Campus Safety. Registration must be completed within five (15) days of operating the vehicle on campus and will last throughout their time at Converse. Student parking decals are issued at the Campus Safety office. There are no additional fees for student parking decals. Resident Students are allowed to only register one car at any time, but may update or change their registration information with Campus Safety as needed.

B. Faculty/Staff Permits

Faculty and staff hang tags are issued at the time of employment and remain valid throughout employment. Hang tags are issued at no cost to the employee. Hang Tags must be displayed at all times in the front window, preferably hanging from the rearview mirror.

C. Visitor Passes

Visitors are expected to abide by Converse parking rules and should display a visitor parking pass when parking on Converse's campus. Long term/reoccurring visitors and contract faculty, instructors and staff, a complimentary, temporary visitor parking pass should be displayed in the front windshield and can be obtained from the host department or from Campus Safety during regular business hours. For short term visitors, outside event patrons, and event guests do not require a visitor pass provided the host department or Event Services has made notification to the Campus Safety Dept. Visitor passes must be dated to be valid and are restricted to the designated areas on campus. Parking Fines may still apply if the visitor is found to be in violation of any posted or restricted parking areas, and for other violations, including but not limited to: moving violations; blocking loading zones, fire lanes, or hydrants; parking in spaces designated for faculty, staff, or students without prior permission, and for other violations listed in Section IV of this policy. Event Visitor Parking is in the Fairview lot located across N. Fairview Ave. If a visitor does not resolve their parking citation, the fine will be reassigned to the individual who hosted them. This responsibility applies to the host personally.

D. Bicycle, Moped Permits All bicycles and mopeds must be registered and display a current Converse permit sticker. Permits are issued by Campus Safety after completion of the vehicle registration form on the Campus Safety site. Registration must be completed within five (15) days of operating the bicycle/moped on campus. Any bicycle or moped without a current permit properly displayed is considered unregistered and subject to receiving the appropriate violation or confiscation. Properly displayed permits are located on the handlebar head tube. Campus Safety staff can assist in placing permits. All bicycles and mopeds must be operated according to this policy. Upon completion of the registration, a permit sticker can be picked up at the Campus Safety office. Registration must be completed within five (5) days of operating the vehicle on campus to avoid confiscation.

2. Parking Regulations Faculty/Staff parking will be enforced from 7 am to 5 pm Monday through Friday. All other parking regulations are in force 24 hours a day, 7 days a week, unless otherwise noted or temporary signs are in place.

A. Designated Parking Spaces Converse has designated parking spaces on campus. A list of color-coded line designations can be found below. This site also includes maps of our Spartanburg campus parking areas.

- Purple lined spaces are reserved for Students
- Yellow lined spaces are reserved for Staff and Faculty
- White lined spaces are reserved for general parking and may be used by any authorized campus visitor or community member.

2.A.1. Raffle and Promotional Parking Space

Converse may designate a temporary promotional or raffle parking space. The space will be marked by Campus Safety with appropriate signage and assigned to the designated winner for a defined period.

The winner will be issued a temporary permit indicating the valid dates for use. Use of this space is a privilege and remains subject to all other parking regulations contained in this policy. Unauthorized vehicles parked in the promotional space may be cited or towed at the owner's expense.

B. Restricted Areas Vehicles, bicycles, and mopeds parking in any unauthorized area are considered in violation of this policy and therefore may be subject to fines and potential towing or immobilization. For bicycles and mopeds, parking in unauthorized areas may lead to confiscation. Towing is strictly enforced. Restricted areas include: 1. Fire Lanes Pursuant to the South Carolina Code §56-5-2, vehicles may not be left in any fire lanes on campus. If the vehicle is left unattended for 15 minutes or longer, Campus Safety has the right to tow the vehicle at the owner's expense. This does not apply to emergency vehicles, emergency repair contractors, and Facilities vehicles, official vehicles responding to calls or incidents, or carriers delivering mail, parcels, or packages. **EMERGENCY FLASHERS ARE NOT PERMISSION TO BE IN A FIRE LANE**

Pursuant to South Carolina law, only the Campus Fire Marshal may give permission to park in the fire lanes for very limited times only. **No one else on campus has this authority.**

2. Other Prohibited Spaces

Except when necessary to avoid conflict with other traffic, or in compliance with the directions of a Campus Safety Officer, no person shall stop, stand, or park a vehicle:

- Creating an obstruction of a sidewalk or any other roadway.
- On a crosswalk. On lawns or other cultivated areas.
- Within an intersection;
- Within fifteen (15) feet of a fire hydrant; or
- At any place where an official traffic control device prohibits standing, parking, or stopping.

3. Towing Zones

Certain areas on campus are towing zones. Vehicles parked in these areas will be towed at the owner's expense in cases where they are abandoned, disrupt the normal traffic flow, damage property or landscaping, create a hazard, or are parked in reserved spaces.

3. Enforcement

Campus Safety is responsible for issuing citations, enforcement, and reporting of parking violations to college administration as appropriate.

Vehicles, bicycles, and mopeds may be issued a fine without warning due to a breach of this policy. Repeat offenses or other circumstances, such as blocking fire lanes and emergency access, may result in towing at the driver's expense.

Cooperation and compliance with these rules and regulations by all members of this community are essential. Failure to comply may result in citations, fines, towing of vehicles at the owner's expense, suspension or revocation of parking privileges on campus, and even disciplinary action. Students, Staff, and Faculty are responsible for their guests' parking violations if left unsettled.

4. Parking Fines

Failure to comply with this policy or any parking regulations will result in fines. Converse reserves the right to review and update parking fees at any time.

Parking Violations:

Parking Permit - None or Expired	\$50
Over posted time	\$50

Improper parking	\$50
Parking without valid permit	\$50
Reserved Space	\$50
Blocking Sidewalk	\$50
Blocking Traffic	\$50

Parking in any of the following locations:

On lawn or sidewalk	\$50
Loading area	\$50
No Parking Zone	\$50
Wrong way	\$50
Reserved for Handicap	\$100
Fire Lane/Hydrant	\$100
Other	\$100-\$200

Moving Violations:

Failure to Stop at Stop Sign	\$60
Failure to Yield	\$60
Driving Against Traffic on One-Way Road	\$60
Failure to Obey Lawful Direction of a Campus Safety Officer	\$60
Failure to Report an Accident	\$60
Careless Operation	\$100

For faculty and staff, Converse reserves the right to clear all remaining unpaid parking fines by deduction from wages, annually and/or upon separation of employment. Outstanding fines under this policy that are not paid in full prior to June 30th each year are subject to payroll deduction from the first paycheck in the new fiscal year (July payment) or from the last payment in the event of separation of employment. Notification of deduction will be made at least seven (7) days in advance of the deduction, to the extent possible. Payment of fines may be made in the Student Finance Office. City of Spartanburg authorities and Converse Campus Safety may issue tickets and/or tow a vehicle at the owner's expense for fire lane, visitor space, and "disabled-accessible" violations. Three or more consecutive violations of any kind may result in towing of the vehicle at the expense of the violator/owner. Fines will automatically be charged to the violator/owner account. Converse is not responsible for any damage to vehicles caused by the towing of vehicles.

5. Revocation of Parking Permissions

Converse retains the right to revoke any on-campus parking and driving privileges within its sole discretion. Revocation reasons include, but are not limited to:

- Violations in excess of seven within any rolling 12-month period;
- Use of a campus permit or disabled placard in a fraudulent manner;
- Creating a nuisance or causing property damage while making repairs to vehicles on campus;
- Causing property damage;
- Becoming verbally or physically abusive, threatening, or verbally assaulting any safety officer during the performance of their duties; or
- Inappropriate operation of a motor vehicle, bicycle, or moped that presents a safety concern to the campus community.

Payment of violations does not void a revocation.

6. Prohibition on Sleeping or Residing in Vehicles

Vehicles parked on University property are intended for transportation purposes only. Sleeping, camping, or residing in a vehicle on campus is not permitted unless expressly authorized by Campus Safety.

Campus Safety personnel who encounter an individual sleeping or residing in a vehicle may approach the vehicle and occupant/student to conduct a wellness check and verify the individual's student status. When the individual is a currently enrolled student, Campus Safety may refer the matter to Student Affairs or Residential Life to assess potential housing or student support needs.

Students who continue to use vehicles as sleeping or living accommodations on University property after notice of this policy may be subject to parking citations, vehicle relocation or towing, and/or referral to the student conduct process.

The University reserves the right to take appropriate action to ensure the safety of individuals and the proper use of campus facilities.

7. Appeals

Appeals of parking citations, towing charges, and revocations may be made within ten (10) days from the date of issuance or notification by filling out the parking ticket appeal form. The Director of Campus Safety or designee may consult with other university officials in the determination process and will be responsible for communicating decisions with the appropriate parties.

Violations for which there are no appeals include:

- Parking in fire lanes or impeding a fire hydrant; and
- Unauthorized use of "disabled-accessible" parking spaces.

All appeals after the 10 day window will be denied

8. Motorcycles, Mopeds, Licensed Scooters, Bicycles, and Skateboards

All motorcycles and licensed scooters are subject to the same vehicle registration and parking regulations as any other motor vehicle. They are to be parked only in designated parking spaces and are not to be parked inside or adjacent to any buildings, on sidewalks, or within landscaped areas. Mopeds may be parked in any bike rack on campus, provided that the rack is not under a structure or cover.

Mopeds and bicycles may not be operated on sidewalks, but may be walked to a campus bike rack and properly secured. All bicycles and mopeds must be parked in an outside bicycle rack and secured with a cable and lock; there are NO inside bicycle racks.

Motorcycles, mopeds, licensed scooters, bicycles, in-line skates, skateboards, and other wheeled or similar transportation should not be used in a manner that jeopardizes the safety of other pedestrians or in a manner that could damage campus property. This includes not operating these items on any walls, monuments, gutters, railings, racks, benches, other structures, or fixtures on the Campus; this includes on any ramps or steps on Campus except for the purpose of entering or leaving a building or making normal pedestrian progress along a Campus sidewalk.

None of these devices is permitted in any building.

9. Abandoned and Hazardous Vehicles

Parked vehicles without a current Converse issued parking permit may be deemed abandoned after 7 consecutive days if it is observed unoccupied and abandoned. Prior to towing, Campus Safety will make reasonable efforts to verify with the Spartanburg Police Department that the vehicle has not been reported stolen and it is not wanted by local law enforcement authorities. A notice will be placed on the windshield advising the owner to remove the vehicle within 24 hours. If the vehicle remains on campus after the notification window closes, Converse reserves the right to tow the vehicle at the owner's expense.

Vehicles that appear to be vandalized or damaged and/or present a hazardous condition may be immediately towed without prior notice. Hazards include, but are not limited to, one or more flat tires for multiple days, inoperable vehicles, fluid leaks, vehicles parked in a hazardous location, blocking or obstructing traffic flow, or in any other way that creates a dangerous condition.

Release of vehicles after towing is strictly between the towing company and the owner.

10. Scooters/ Mopeds/Other Battery-Operated Devices Converse University is committed to maintaining a safe and accessible campus environment. To minimize risks associated with the operation, storage, and charging of mopeds, scooters, and other battery-powered devices, the following regulations are in effect:

a. Prohibited Devices:

The following devices are prohibited on all university property:

- Electric scooters (e-scooters)
- Hoverboards
- Electric bicycles (e-bikes)
- Any other battery-powered personal transportation devices not explicitly approved by the university

b. Use and Operation:

The operation of scooters, and other battery-powered devices is not permitted on campus walkways, sidewalks, roads, parking lots, or within any campus buildings. These devices are not allowed to be ridden, stored, or parked on any university property.

c. Storage and Charging: Storage of mopeds, scooters, or any other battery-powered devices within residence halls, academic buildings, or any other university facilities is strictly prohibited. Charging these devices inside any university buildings, including residence halls, is not allowed due to potential fire hazards and safety concerns.

d. Exceptions: Exceptions to this policy may be granted on a case-by-case basis for students or employees with documented mobility disabilities requiring the use of specific battery-powered devices. Such exceptions must be approved by the Office of Accessibility Services or Human Resources. University-owned or operated electric vehicles used for campus maintenance or Campus Safety are exempt from this policy.

e. Enforcement and Penalties: Any violation of this policy will result in disciplinary action, which may include fines, confiscation of the device, and/or other penalties in accordance with university regulations. Confiscated devices will become the property of the University and will not be returned.

f. Reporting and Contact Information: Violations of this policy should be reported using the Student Conduct reporting form located on My.Converse.edu. or to the Campus Fire Marshal

For questions or to request an exception, please contact the Office of Accessibility Services at accessibilityservices@converse.edu.

g. Electric Motor Vehicles Personal electric vehicles are allowed to be on campus, but are NOT allowed to be charged on campus.

A violation could result in confiscation of the charger, cutting of a plug, and parking revocation, and/or other penalties in accordance with university regulations.

Related Resources

<https://www.converse.edu/life-at-converse/campus-services/parking-and-vehicle-i...>
https://my.converse.edu/ICS/Offices/Campus_Safety/Home.jnz?portlet=EX_FormFlow_...
https://my.converse.edu/ICS/Offices/Campus_Safety/

Version History

Tue, 08/13/2024 - 21:43

TLC

Update to the fee structure

Smoking/Tobacco Policy

Policy Owner Campus Safety

Responsible Office(s) Campus Safety, Human Resources, Provost

Policy Statement

Converse University seeks to provide a safe, healthy, and comfortable environment in which all members of our campus community can live and work. Converse University and The American University Health Association support the findings of the Surgeon General and acknowledge that any form of tobacco use, whether active or passive, is a significant health hazard. The Environmental Protection Agency and the National Institute for Occupational Safety and Health have both classified second-hand smoke as a known carcinogen (cancer-causing). The University realizes that a smoke and tobacco-free environment is a goal we can achieve through intentional and positive steps to ensure a healthier environment. In pursuit of this goal, Converse University has been a tobacco-free campus since August 1, 2012.

Policy

- I. The use of any tobacco products is prohibited on all University property. "University property" includes all buildings, facilities, grounds, and spaces leased, owned, or controlled by Converse University, whether or not signs are posted. This includes, but is not limited to: buildings on University-owned land, offices, classrooms, meeting rooms, laboratories, residential rooms and apartments, elevators, stairwells, balconies, decks, restrooms, bridges and walkways, sidewalks, parking structure/areas/lots, hallways, outdoor passageways and entrances, lobbies, common areas and athletic venues, including those with outdoor fixed seating.
- II. No ashtrays, receptacles, or smoking shelters will be permitted.
- III. The use of tobacco products is prohibited in University-owned, operated, or leased vehicles.

- IV. The use of tobacco products is prohibited in personal vehicles parked on University property.
- V. "Tobacco and smoking products" include all tobacco-derived or containing products, including, but not limited to, cigarettes (e.g., clove, bidis, kreteks), electronic cigarettes (Juuls, etc.), vaping devices, cigars, and cigarillos, pipes, water pipes, smokeless tobacco products or substitutions (spit and spit-less, chew, pouches, snuff) or any other device intended to simulate smoked tobacco. This does not apply to nicotine replacement therapy, which is designed to assist tobacco users in quitting tobacco.
- VI. The sale or advertisement of tobacco and smoke products is prohibited on campus and in all University publications.
- VII. Enforcement of the policy is the responsibility of all members of the Converse community. Faculty, staff, and students are expected to uphold and enforce the policy for the health and safety of our campus.
- VIII. Campus Safety Officers may issue a smoking citation with a fine of \$25 when a violation is noted.
 - a. Failure on the part of faculty or staff to abide by the policy prohibiting the use of tobacco products may result in administrative action up to and including discharge.
 - b. Failure on the part of students to follow the policy prohibiting the use of tobacco products may result in a violation adjudicated by the appropriate board or administrative sanctioning, which could include but is not limited to community service, monetary fines, and/or suspension from the University.
 - c. Visitors to the campus who repeatedly violate the policy prohibiting the use of tobacco products may be asked to leave University property.
- IX. All campus event organizers should inform and advertise to outside groups that "Converse University is a Tobacco-Free campus."
- X. The provisions of this policy apply 24 hours a day, seven days a week to all students, faculty, staff, visitors, volunteers, contractors and vendors unless otherwise noted.
- XI. Continual violations of the policy may result in disciplinary action. Failure on the part of faculty or staff may result in administrative action up to and including discharge. Failure on the part of students to follow this policy may result in a violation adjudicated by the appropriate board or administrative sanctioning, which could include but is not limited to community service, monetary fines, and/or suspension from the University.

Version History

Sun, 08/13/2023 - 21:44

Zero Tolerance for Workplace Violence, Firearms, other Weapons, and Fireworks

Policy Owner Campus Safety

Responsible Office(s) Campus Safety, Human Resources, Provost

Policy

Workplace violence is unlawful and is against University policy. Violent behavior will not be tolerated. Any employee who instigates or participates in workplace violence may be subject to disciplinary action, up to and including termination, and may also be subject to any applicable criminal charges. In addition, the University does not tolerate abusive or offensive comments, threats, or stalking. Any employee who instigates or participates in abusive or offensive comments, threats, or stalking may be subject to disciplinary action, up to and including termination, as well as any applicable criminal charges.

All employees, except Campus Safety Officers, are prohibited from using, displaying, or carrying firearms or any other lethal weapons on any University property. Employees or visitors carrying or possessing any weapons will be denied access to University premises. Campus Safety Officers shall only be allowed to carry or possess pre-authorized weapons on University property and shall do so in a manner that complies with all applicable laws, regulations, and University policies.

An employee who knows or suspects that an actual or potential violation of this policy should immediately report any such knowledge or suspicion to his or her supervisor or vice-president, to Campus Safety, or to some combination thereof.

All fireworks are prohibited on campus unless sanctioned for a campus event. Employees who violate this prohibition may be disciplined and discharged for such conduct.

Please note that House Bill 3594 was signed by SC Governor McMaster on March 7, 2024. It authorizes individuals who are not otherwise prohibited from possessing a firearm, to legally possess a firearm openly or concealed without training and without a concealed weapons permit issued by SLED. This legislation does not apply on Converse property or any Converse function held off campus.

Converse University remains "No Firearms on Campus" per University policy. The only exception to this policy is licensed Campus Safety Officers on - or off-duty or auxiliary officers. Signage is located at East Main St., Drayton Ave., Fairview entrance to Belk Lot, Twichell Lot at Fairview, and the Weisiger entrance to campus. Firearms are prohibited for students, including vehicles anywhere on campus, as per the student, faculty, administrative and staff handbooks. Anyone seen with, or known to have, a firearm on campus will be asked to leave immediately, regardless of campus status.

Version History

Sun, 08/13/2023 - 21:45

Section IV. Faculty Evaluation and Compensation

Introduction and Criteria

Converse University has a clear, coherent, and substantive system by which faculty performance can be evaluated and compensated. As faculty members who profess a commitment to excellence, we support and embrace a system of evaluation that will recognize and encourage constant improvement and superior performance in our professional lives. All Converse faculty, including full-time tenured, full-time untenured (whether or not they are in a tenure-track position), part-time, or adjunct, are evaluated with regard to their performance. Part-time and adjunct faculty members are evaluated only with regard to their teaching performance and so only the section below entitled “Evaluation of Part-Time and Adjunct Faculty” applies to part-time and adjunct faculty with regard to evaluation. The same information regarding the evaluation of part-time and adjunct faculty is found in the *Converse University Part-Time and Adjunct Faculty Handbook*.

A Beneficial Activity

While there will always be some disagreement over the details of any system, we recognize the importance of an evaluation system that both informs and compensates. We cannot hope to become better teachers and scholars if we do not have a mechanism by which we can measure our performance. Thus, we view a system of evaluation and performance compensation as beneficial to our students, to the University as a whole, and to each faculty member individually.

A Clearly Articulated Approach

Most importantly, our system is clear, relates equally to all, and upholds the fundamental educational values of the University. In addition, it is a system that functions consistently and continuously. Our approach is one in which all faculty members are evaluated according to the following three criteria: Teaching (the most important part of our jobs); Scholarship and Professional Activity; Service to the University Community.

Teaching

1. The Importance of Teaching

One of the most generally held values at Converse University is that teaching is the most important of the three categories (teaching, scholarship and professional activity, and service) used to measure faculty performance.

2. The Evaluation of Teaching

Of the three areas of faculty performance, teaching is the most difficult to measure. Nevertheless, it is possible to evaluate an individual faculty member’s teaching performance. This system evaluates teaching performance using multiple sources of information, described below:

- Faculty members themselves
- Students
- The Provost
- Deans
- Peers
- Chairpersons

Teaching performance will be evaluated using a variety of items and measures from these sources.

a. Professional Self-Report

The Professional Self-Report gives each faculty member the opportunity to reflect on each aspect of their professional performance, including teaching. Each faculty member should give careful consideration to the descriptive and evaluative elements of the self- evaluation. Chairpersons and the Deans will use the Professional Self-Report in evaluating faculty members.

- b. **Course Syllabi**
Department Chairs should review syllabi for every course taught by members of the department. Complete syllabi include (among other things) the *learning objectives* of the course, the *readings and other course materials* to be used, the *number and type of assignments*, *instructor contact information*, *office hours*, and the *method of evaluating student performance*. Chairpersons and the Deans will use the components listed above to evaluate syllabi.
- c. **Classroom Observations**
Every untenured faculty member is required to have their department chairperson (or a tenured peer in the case of chairpersons) observe and evaluate classroom teaching each year. All tenured faculty and those on term contracts are encouraged to arrange for chairperson or peer evaluation each year; the presence or absence of the reports of these observations will have a significant effect on salary decisions. Any faculty member who does not or cannot arrange for an observation and report through the department chairperson may do so through their dean. Faculty members are encouraged to seek observations by other peers as part of the ongoing process of professional development.
- The reports based on any additional observations may be included in the materials supplied for the annual evaluation.
- d. **Student Evaluations**
Previous systems of measuring teaching quality were limited in that they depended too heavily on student evaluations. While our current evaluation system works to correct this problem by using other measures of teaching performance in addition to student evaluations, we will continue to use student evaluations as a key means of judging teaching effectiveness. Evaluations are submitted electronically. Faculty, the appropriate academic dean, and the Provost have access to evaluations through the My.Converse faculty portal.

3. Normal Expectations and Required Materials for All Faculty Members

- Students evaluate all courses every semester
 - Meet all class sessions except under special circumstances approved by the department chairperson and/or Dean
 - Continual revision of course material
 - Integration of available technology and personal scholarship into courses where appropriate.
 - Hold office hours consistently throughout the academic year
 - Active advising and availability for student conferencing as necessary beyond office hours.
 - Department chairperson encouraged to visit at least one class for each member of their department at least once each year, varying from year-to-year the courses visited for each faculty member
4. **Required Supporting Materials**
- Professional Self-Report form
 - Chairperson evaluations
 - Classroom observation reports for untenured faculty members (no specific form)
5. **Forms**
- Professional Self-Report
6. **Evaluation of Part-Time and Adjunct Faculty**
Part-time/adjunct faculty are non-tenure track faculty who do not teach a full teaching load of 24 teaching load hours per year and normally teach no more than 12 teaching load hours per year. Part-time/adjunct are employed on a semester to semester basis only when there is sufficient enrollment for the course as determined by the appropriate academic dean. Part-time/adjunct faculty are not eligible for benefits, tenure, or promotion. Part-time/adjunct faculty must meet the qualifications for teaching the courses assigned to them. These qualifications are determined by the appropriate dean in consultation with the provost.

The evaluation of part-time/adjunct faculty is the responsibility of each department chair supervising courses taught by these faculty. Part-time/adjunct faculty are evaluated with regard to

their teaching performance and not with regard to their professional activity or service to the University. Evaluations occur on a per-term basis. Evaluation consists of the review of the course syllabus. The evaluation of teaching performance specifically references teaching evaluations. The department chair will discuss the written evaluation with the part-time/adjunct faculty member, providing guidance and support when necessary and appropriate.

A copy of the written evaluation will be sent to the appropriate academic dean and will be included in the University's records of faculty evaluation as maintained by the Office of Institutional Research, Assessment, and Effectiveness.

Scholarship and Professional Activity

1. The Importance of Scholarship and Professional Activity

Professional activity is essential to the mission of the University. Scholarship and professional activity are fundamental to meeting our obligations as faculty members at Converse University. The proposed system of faculty evaluation and performance compensation reflects this priority by including scholarship and professional activity as a necessary component of our job and thus as a consideration in evaluation.

Scholarship contributes significantly to our commitment to and satisfaction with our positions as faculty members of Converse University. By engaging in an integrated and well-planned professional program we stay motivated and enthusiastic. We share this enthusiasm with our students, by enhancing our teaching. We discuss our latest scholarly activities with each other, by promoting the sharing of knowledge within our community. Such pursuit of scholarship provides us with a sense of accomplishment and dedication to continue to excel not only as scholars, but also as teachers, as members of the Converse community, and as contributing members of society.

2. What Constitutes Scholarship/Professional Activity?

Given the diversity of disciplines and areas of interests that faculty pursue, no evaluation system can state all activities that constitute scholarship. The activities that do typically constitute scholarship and professional development include:

- Peer reviewed publications, performances, or exhibits, including books, book chapters, journal articles, musical performances, and art exhibitions or performances
- Peer reviewed entries in reference works or reviews
- Major editorial responsibilities or reviewer with a nationally or internationally recognized journal or other publication
- Major role in conference or scholarly event organization
- Offices in professional organizations and elected/nominated memberships
- Reviewer or editorial board member
- Grant writing and acquisition
- Professional conference presentations and invited addresses
- Non-peer-reviewed activities, including musical performances, art exhibitions or performances, reference works, and reviews
- Student involvement in faculty scholarship or supervision of student scholarship
- Work submitted but not yet accepted for publication or showing
- Drafts of work in progress with documentation
- Attendance at conferences or workshops
- New course development or major revision of existing courses
- Maintenance and renewal of certification in areas of expertise

3. Normal Expectations and Required Supporting Materials for All Faculty Members

Although the activities designated as comprising scholarship and professional activity are not presumed to be comprehensive, at a minimum, all professional activity must show some outcomes on a yearly basis. Faculty members are expected to engage in professional activity that aims toward publications, presentations, performances, or exhibits. Also, it is expected that faculty, where applicable, either in their own work or through the supervision of students' independent work, will involve students in scholarship.

4. Required Supporting Materials

- Professional Self-Report form
- Basic documentation of any professional accomplishment. The adequacy of the documentation will be judged by the Dean.

5. Forms

- Professional Self-Report

Service to the University Community

1. **The Importance of Service to the University Community**

The faculty of Converse University is committed to serving the University community. Each individual faculty member is expected to make a positive and constructive contribution to the University by way of service that goes above and beyond teaching and scholarship.

2. **What Constitutes Service to the University Community?**

We recognize that service comes in many shapes and forms. The following description of what constitutes service to the University community is by no means exhaustive. University service provides important benefits to our community and must be encouraged.

Faculty members are encouraged to engage in more than the minimum requirements for service to the University community and are encouraged to represent Converse University in the larger world through service to the broader community. However, faculty should not overemphasize service to the University at the expense of teaching and professional activity, nor should faculty be unduly burdened with service work that impairs their ability to meet the minimal expectations of teaching and scholarship.

The activities that typically constitute service to the University community include:

- Governance and Administration
 - Participating in faculty and departmental meetings
 - Advising and counseling of students
 - Committee membership (including chairing committees)
 - Acting as faculty advisor to student organizations
 - Supporting the Admissions recruiting program, including attending Admissions functions
- Co-curricular Activity and Student Life
 - Sponsoring speakers or other public events that enrich the intellectual life of the campus
 - Participating in formal University ceremonies
 - Speaking to community groups or serving community groups as a recognized representative of the University and by enhancing the public image of the University
 - Hosting informal student gatherings, such as dinners
 - Attendance at student activities

3. **Normal Expectations and Required Supporting Materials for All Faculty Members**

- Serve on at least one Converse University committee, attend committee meetings, and participate actively in the work of committees (*with the exception of faculty in their first year of service*)
- Participate in at least one Admissions function over the course of the academic year
- Participate in departmental and faculty meetings
- Participate in formal University ceremonies
- Be available for departmental, service and committee work throughout the week

4. **Materials**

- Professional Self-Report Any supporting documentation of participation, involvement, or role in any service event

5. **Forms**

- Professional Self-Report

Evaluation Procedure

The following procedures will be used for yearly faculty evaluations, except in special circumstances as determined by the President and the Provost.

1. The Provost announces a deadline for faculty evaluation materials, typically mid-April.
2. Faculty member arranges teaching assessment.
Faculty members and chairpersons are encouraged to observe classroom teaching (required for untenured faculty). Any faculty member who does not or cannot arrange for an observation and report through the department chairperson may do so through their Dean. The lack of teaching observations may affect tenure and promotion decisions.
3. The department chairperson reviews course evaluations.
Completed undergraduate student evaluations are available electronically to the department chairperson and the appropriate Dean.
4. Faculty member completes personal self-report.
All faculty members will submit a completed Personal Self-Report (PSR) and supporting materials to their department chairpersons (or designated other person, should there be no chairperson) at least two weeks prior to the deadline.
5. Department chairperson evaluates faculty member.
The following steps will be taken by the department chairperson:
 - Chairpersons will complete a Chairperson Evaluation Form(CEF), evaluating each faculty member in the department. Chairpersons should review and discuss with department faculty members the important section of the PSR entitled **Personal Goal-Setting**. Chairs and department members should use these goals as a basis for future evaluations of the faculty member's work. Chairpersons will share and discuss the CEF with the faculty member. Both the faculty member and the chairperson will sign the CEF. The faculty member signs the CEF "in agreement" or "in contention," using the latter should they disagree with the chairperson. The CEF and any explanatory letter from the individual faculty member will then be submitted along with the PSR and supporting materials to the appropriate Dean by the deadline.
6. Each academic Dean evaluates materials from chairperson and peer evaluators in the respective schools – CEF and PSR
The Dean evaluates submitted materials. Based on this evaluation, the dean determines a weighted score for each faculty member. The evaluation is implemented using the following levels of importance:
 1. Teaching (primary importance); evaluated using student evaluations, peer observations, chairperson evaluations, Dean's evaluation, and other materials submitted by faculty member
 2. Scholarship and Professional Activity (secondary importance); the dean evaluates scholarship and professional activity
 3. Service (secondary importance; not required for first-year faculty); the dean evaluates University Service
7. Calculation of salary increases
The Provost, working with the Deans and with HR, formulates salary recommendations. Salary determinations are based on two factors: a performance evaluation and any necessary equity adjustments. The performance factor is determined by evaluating the individual performance assessments. Equity adjustments are made in exceptional cases, where salary compaction or other factors require special adjustments.

Section V. Professional Development

Faculty Salaries from Grants and Contracts

Since Converse is an institution that emphasizes teaching, teaching duties must take precedence over research. In those situations where research projects are sufficiently large to require an adjustment to teaching responsibilities, the Provost and the academic Deans shall determine the division of obligations between research and other academic activities. Salary supplements paid from grants during the regular academic year shall be determined by the Provost, the appropriate Dean, and the director of the grant.

Professional Development Activities and Funding

The Faculty Development Committee has funds available for development activities, with a special emphasis on those activities involving peer-reviewed research, presentation, performance, or exhibition. Applications should be sent to the Chair of the Committee.

The Faculty Excellence Fund administered by the Provost is another source for faculty to use in their professional development. While there are no pre-set caps for grants, funding is relatively modest. You may apply for Faculty Excellence funds by sending the pertinent information to the Provost via email well before the event in question. Be sure to describe the nature of your project, the estimated cost, the amount (if any) funded by the Faculty Development Committee, and how your participation will benefit your professional development. The Provost will notify you of the amount (if any) granted from the Excellence Fund. If your request is approved for funding, you will need to submit the Faculty Excellence Form with related, itemized receipts to the Provost's office for processing.

Faculty members are encouraged to maintain membership (at their own expense) and participation in professional organizations. The following policies and procedures apply:

- a. **Standard Rates of Compensation:** The mileage rate by personal car is published by the business office every year (total not to exceed air coach fare). Faculty attending the same meeting are expected to pool transportation unless academic responsibilities cause incompatible travel schedules.

Reimbursements: University personnel seeking reimbursement of less than \$150 must request petty cash rather than a check. Complete the Petty Cash Request Form, attach the appropriate documentation, and submit it to the Billing Office for reimbursement. Petty cash requests must be approved by the appropriate budget manager.

Sabbatical Leaves

Individuals are eligible for sabbatical leaves during their first year of service as tenured faculty members or as faculty members on term contracts in lieu of tenure. Thereafter, a person is eligible for a sabbatical leave during every seventh academic year following the completion of the last leave. Ordinarily, sabbatical leaves are for a single long term, either fall or spring, with full salary. An individual may also apply for a leave of one academic year (fall and spring) at half salary.

Applications for leaves must be made according to the following calendar:

1. Preliminary application with a statement of intent and brief description of the project due to the chair of the Faculty Development Committee by June 1;
2. Completed proposals due by November 1;
3. Screening by the Faculty Development Committee completed by December 1;
4. Approval by the administration and announcement of leaves by February 15. The completed proposal must be accompanied by a statement from the department chair addressing these matters:

1. The effect of the leave on the department's course offerings for the year;
2. Arrangements that can be made within the department or by using replacements that will be required to offer the courses necessary for a full schedule of classes while the applicant is on leave. Ordinarily, these arrangements should not include assigning course overloads to any individual.
3. The chair's evaluation of the proposal, or in the case of a department chair's application, a department member's evaluation.

The Faculty Development Committee evaluates proposals according to several criteria and recommends approval of leaves to the academic deans, the Provost, and the President. The Committee is also obligated to rank worthy proposals when it is obvious that there are more worthy applications than the University can support in a given year or when the number of leaves in single departments or academic areas will adversely affect their programs or course offerings for the year. The President, the Provost, and the academic Deans consider leaves based on the University's ability to support a given number, the needs of programs and curricula, and the merits of the proposals. Sabbatical leaves for humanities faculty are funded by the grant from the National Endowment for the Humanities, which defines humanities faculty as those in the academic disciplines of English, art history, music history, modern languages, history, politics, religion and philosophy. Leave proposals eligible for NEH funds might also come from faculty in other departments who teach courses within the humanities disciplines, such as history or philosophy of education, art history, theatre history, and music history.

The criteria for evaluating a proposal are as follows:

1. Potential for contribution to the University, e.g., curriculum and program development; improvement of research and /or teaching skills; study in new areas; publication, performances, or exhibitions; retraining;
2. Feasibility of the project;
3. Needs of the University;
4. Evidence of prior efforts at professional development; and
5. Application and prospects for outside support.

When there are many more individuals eligible than there are leaves available, years of service at Converse will also be an important criterion. Individuals are obligated to complete one academic year of full-time service at Converse following the year in which the sabbatical leave is taken.

Any person deciding not to return to Converse after completion of a sabbatical leave must repay the University the amount of the salary received during the leave. By the end of the first semester following a sabbatical leave.

- Faculty members must prepare a report describing their sabbatical. Two electronic copies will be prepared. One will be sent to the Provost to be kept in the faculty member's file maintained in the Provost's office, and the second copy will be sent to the Chair of the Faculty Development Committee and will become part of the permanent files of the Committee.
- Faculty members must make a presentation to the faculty upon return from sabbatical leave. The Office of Sponsored Research will coordinate all faculty presentations as part of the Faculty Symposium series.

Funds for Faculty Research and Development

Faculty may apply to the Faculty Development Committee for funds from the William R. Kenan Jr. Endowment or the Knight, MacDonald, Lowndes, and Goodrich funds for faculty research and development. Humanities faculty may apply for funds from the National Endowment for the Humanities for the same purposes. Likewise, all faculty members on sabbatical may apply for faculty development funds.

Funds from the NEH Endowment may be provided to the Humanities faculty for projects that contribute both to the improvement of the humanities programs at Converse and to the professional growth of the faculty member. Individuals may apply for the following expenditures:

1. Scholarly research;
2. Funds to participate in professional conferences (including giving papers, chairing a panel, serving as an organizational officer) and course development;
3. Fees or tuition for workshops, institutes, courses at institutions, etc.;
4. Funds to match or supplement funds from other sources;
5. Supplies (normally, scholarly publications for the applicant's personal library are not included, and normally supplies purchased will become property of the University); and
6. Travel and expenses related to the aforementioned activities.

Funds from the William R. Kenan Jr. Endowment may be provided to individuals for the following expenditures:

1. Scholarly research and/or artistic development;
2. Funds to participate in professional conferences (including giving papers, chairing a panel, serving as an organizational officer) and course development;
3. Fees or tuition for workshops, institutes, courses at institutions, etc.;
4. Funds to match or supplement funds from other sources;
5. Supplies (normally, scholarly publications for the applicant's personal library are not included, and normally supplies purchased will become property of the University); and
6. Travel and expenses related to the aforementioned activities.

The Knight Fund is to be used for:

1. Developing study /travel programs with a focus on cultural diversity; and
 2. Faculty research related to cultural diversity inside and outside the United States.
- The Knight Fund may not be used to subsidize student travel.

The Faculty Development Committee awards grants according to the following criteria:

1. Faculty Research and Development Funds will not be made available to any faculty member who is leaving the employment of the University at the end of the academic year in which such funds are to be used or who has otherwise indicated an intention to retire or resign from employment with the University.
2. The applicant must be a full-time faculty member or a permanent full-time employee of the University, provided that annual teaching duties are part of the employee's contractual obligations. Full-time administrators and temporary and/or part-time faculty members normally would not be eligible for funds.
3. All faculty development projects of merit will receive consideration and support, within the limits of an individual's cap and Committee resources. When limited resources compel a choice within the same funding cycle, the following priorities in descending order will guide the Committee's decision regarding funding for attending conferences, workshops and conventions: [1] presenting research at a convention or conference or field equivalent of original research presentation; [2] organizing, chairing, or directing a convention panel or workshop or occupying an organization position of leadership; [3] attending a participatory workshop; [4] commenting upon papers or presentations.
4. Other things being equal, first-time applicants are given priority over those who have previously received grants.
5. Projects should satisfy an identifiable interest or need of the University:
 1. research that looks toward publication;
 2. professional development that replenishes or updates the discipline or the teaching ability or range of competence of the applicant; and
 3. unusual curriculum or program development sanctioned or encouraged by the applicant's department or academic Dean.
6. Funds being available, the Committee may set aside each year up to \$4,000 to fund a major project. A grant for a major project is renewable should it require more than one grant period for completion, normally one year. Renewal is contingent upon a report of satisfactory progress.

7. Funds being available, faculty proposals for the NEH, Kenan, and Knight funds will be considered for full funding on their merits, provided that they are implemented during the academic year the proposal is submitted or in the summer following the date of the proposal.
8. Proposals approved by the Committee—in most cases—will be funded to the cap.
9. The Committee will automatically table proposals that lack appropriate documentation.

Regulations for Applications:

Proposals are to be submitted electronically to the chair of the Faculty Development Committee at least one month in advance of projects. In rare cases, reimbursement may be granted after the project is completed. Applicants should submit documentation for reimbursement within one month after the event. The Faculty Development Committee cannot guarantee that late reimbursement requests will receive the same consideration as proposals submitted in a timely manner. A grant application form may be secured from the Converse University website or from the Committee chair which, along with supporting materials, should supply the Committee with the following detailed information concerning the proposed project or conference as well as the expected benefits for both the individual applicant and the University more generally:

1. Project title and abstract;
2. Funds needed and time involved;
3. Statement on how the project satisfies policies and criteria for selection;
4. Elaboration of the project in terms of time anticipated for full completion of the project and long-range aims;
5. Verification that the paper/project has been accepted for the proposed activity. This might include a scanned image from the conference program, a link to the conference program online, or a letter of acceptance from the conference organizers.

Reporting completed projects/Converse University Faculty Symposium Series

1. Within a reasonable period of time after the specified grant period is over, grant recipients must submit a formal report to the Faculty Development Committee for reimbursement. The report should summarize the value of the project (if not already included in the funding application) as well as all receipts for expenses incurred.
2. All recipients of grants for the purpose of presenting papers/compositions/projects must also agree to be willing to present the completed project to the faculty as part of the "Converse University Faculty Symposium Series." The Faculty Development Committee will select projects from those previously funded and schedule presentations each long term.

Funds for the NEH Visiting Scholars Program

All faculty members in the humanities may present proposals to bring visiting humanists to the University during the academic year. Faculty members outside the humanities are also invited to do so; they might identify visiting humanists who could benefit their own departments or humanities departments. The intent is (a) to bring to campus professionals who would share their experience, research, creativity, and vision, and (b) to support and foster an enthusiastic and dynamic process of intellectual exchange that would generate ideas, spark discussion, and help the Converse faculty stay up to date, imaginative, and vibrant.

The NEH Visiting Scholars Program works as follows. Each department in the humanities (Language, Literature, and Media; History and Philosophy), plus the group of related courses composed of Art History, History of Education, History of Dance, Music History, and Theater History, would receive from the Faculty Development Committee \$2,000 each academic year to bring one or several visiting humanists to Converse.

This amount would cover honorarium, transportation, lodging, dining, advertisement, and entertainment.

In order to receive the funds, the applicants must meet the following guidelines:

- The NEH Guidelines:
 “A portion of the NEH funds is designated for stipends for visiting humanists. These individuals should be brought to campus to enhance the University’s humanities programs and to inspire and encourage faculty and students in the humanities. These visits may be short-term or long-term: for a lecture or a series of lectures, for workshops, for seminars of several days duration, or for a semester of teaching. In general, the potential contribution of a visiting humanist should fall within the categories established for faculty development: interdisciplinary connections, career implications, teaching methods, and curriculum development/ enhancement. The qualifications of these humanists should include specialties for which an academic department or the University has particular need.”
- The Faculty Development Committee Guidelines:
 Each applicant should present to the committee a plan that includes the goals the visit is expected to meet regarding the students, the faculty involved, or the University community; a curriculum vitae of the visiting humanist; arrival and departure dates; lodging arrangements; and a schedule of activities.
 It would be the responsibility of each applicant to invite the visiting humanist, make travel plans, host the visitor from arrival to departure times, arrange lodging, dining, and entertainment; advertise the events, including a poster in which the NEH Fund is acknowledged; introduce the visitor to the audience(s); and conduct other activities on campus.

The deadlines for applications are: September 30 for visiting humanists coming in the Fall Term and January 31 for those coming in the Spring Term. These deadlines should not deter applicants from submitting proposals for the Spring Term early in the academic year. The Faculty Development Committee encourages applicants to present proposals as early as possible; they will be considered on a first-come, first-served basis. If, by January 31, some departments have not applied, the Faculty Development Committee would be free to use the remaining funds to bring humanists to campus for a day or more to conduct workshops and/or lectures.

Section VI. Regulations Governing Tenure and Promotion (Effective May 2002)

Process of Faculty Evaluation

The process of faculty evaluation is divided into three stages: Advisory, Tenure and Promotion, and Continuing Self-Evaluation.

Advisory Evaluation

New faculty at Converse are counseled by their respective department chairs, beginning in the first year of the faculty member's association with the University.

A) For First Year Faculty

The department chair makes three to four visits to the classroom/teaching environment during the first year (at least two in the fall semester). The department chair examines syllabi, tests, course materials, and course evaluations. The new faculty member and the department chair have a conference prior to March 1 to discuss matters related to the faculty member's work. Discussion may include planning ahead for changes, improvements, time management, and goal setting. The department chair reports to their respective Dean in writing that these activities have taken place. (The evaluation will be confidential between the new faculty member and the department chair unless both agree that the Dean should be consulted.)

B) For Second Year Faculty

The department chair visits the classroom/teaching environment during the fall term and examines materials and course evaluations as in the first year evaluation. The second year faculty member completes a written self-evaluation according to an outline provided by their respective Dean. The department chair completes a written evaluation of the faculty member's work with copies to the faculty member and the Dean. The department chair meets with the faculty member prior to March 1 to discuss the written evaluations, progress, improvements, and suggestions. Either the faculty member or the Dean may request a conference concerning these evaluations.

C) For Third Year Faculty

The respective Dean, in cooperation with the department chair, evaluates and advises the faculty member about the prospects for tenure, and completes an advisory evaluation report. As a preliminary step in the tenure process, the advisory evaluation closely approximates the procedures of peer evaluation used in the tenure and promotion process. Because peer evaluations will be sought for these individuals, third-year faculty should submit an updated professional vita to the Dean for distribution to peers within the appropriate Senate division.

D) In the Year Prior to Applying for Tenure and/or Promotion

The department chair visits the classroom/teaching environment during the fall term and examines materials and course evaluations. The faculty member meets with the department chair and respective Dean to review candidacy.

Tenure and Promotion

This evaluation judges the qualifications for tenure and promotion. The tenure and promotion evaluation begins with the Tenure, Assessment and Promotion (TAP) Committee; however, the decision regarding tenure grants, term contract grants, and promotion is ultimately the responsibility of the administration and the Board of Trustees.

The guidelines below are intended to outline the Tenure and Promotion process.

A) Tenure Regulations

Tenure is granted to regular full-time members of the teaching faculty (excluding librarians) upon the recommendation of the President of the University to the Academic Affairs Committee of the Board of Trustees and approval of the entire Board of Trustees. A grant of tenure is not automatic; it is an affirmative action by the Board of Trustees as a recognition of positive merit in the candidate's performance. Untenured faculty serve on annual appointments, which may or may not be renewed by the administration, until tenure is awarded. The ultimate burden of submitting evidence rests with the candidate. Two essential conditions must be met before a grant of tenure is made: 1) the candidate must be approved as worthy of tenure; 2) a tenured position for which the candidate is qualified must be available. The final decision with respect to both of the essential conditions will rest with the Board of Trustees.

To preserve the vitality and flexibility of the faculty and to protect the financial interests of the University, there is an advisory limitation on grants of tenure. The guideline is structured, not as a percentage of the total faculty, but on the basis of the number and percentage of tenured faculty members within a program or department. That is to say, the University will not *in general* grant tenure to every member of a department or program staff. Exceptions to the guideline will be made at the discretion of the President, with the advice of the Provost.

There are several factors besides personal merit and accomplishment that the administration must consider in a decision about tenure. Among these are the organizational status of the department, the prospects for student enrollment within courses and departments (with due respect for variations in student demand for particular courses or disciplines), and departments undergoing programmatic review. These factors might entail a denial of tenure or a delay in the decision. In either case, the faculty member should not conclude that the negative administrative decision constitutes a reflection upon their merits or performance.

Recognizing that justice to deserving faculty members, as well as the University interest, will be served by the retention of certain candidates not granted tenure by the end of the probationary period, the University will issue term contracts in lieu of tenure on the following conditions:

- The candidate must be evaluated and approved by the same procedures as those used in the tenuring process.
- The term contract will not replace or have priority over the tenure system. The term contract will be issued by the administration upon approval of the Board of Trustees on the following conditions: (a) the financial status and prospects of the University will allow the contract, and (b) as long as a tenured position is not available for a tenurable person qualified for that position.
- The original term contracts in lieu of tenure will extend normally for two or three years, and subsequently they will be renewable for any term from one to three years.

B) Eligibility Qualifications for Tenure and Promotion

For purposes of years of service toward eligibility for tenure and promotion, a full-time faculty member is one who teaches a full course load in the academic year or one who teaches a lesser course load with another assignment in lieu of a full course load. Such lesser course loads shall not fall below 2/3 of the full course load for the academic year for faculty in the appropriate area, as defined by the *Faculty Handbook*. Summer school, overloads, and other courses for which extra compensation is received are not calculated in the course load. Years in which the teaching load falls below 2/3 of a full load do not count toward tenure and promotion. The year or term in which a faculty member takes a leave of absence will not count toward tenure.

Except in extraordinary circumstances, the terminal degree will be required for tenure.

Eligibility Qualifications for Tenure by Rank

i) Instructors are not eligible for tenure. The number of years of service as instructor will, however, count toward the total service required of other ranks for tenure. If an Instructor is not promoted to a higher rank and concurrently given tenure, or a term contract in lieu of tenure, at the end of the sixth year of full-time teaching at Converse, association with the University will terminate.

ii) Tenure at the rank of Assistant Professor. At the time of application, the candidate must have completed:

1. Five years of full-time University teaching **(does not include teaching assistantships or fellowships held within a regular structured graduate program)**. Non-teaching professional experience may be substituted for teaching experience.
2. Four years of full-time teaching at Converse.

Candidates are eligible for early consideration for tenure if they have completed the following:

1. Four years as Assistant Professor prior to employment at Converse.
2. Three years of full-time teaching at Converse.

If an Assistant Professor is not granted tenure or a term contract by the end of the sixth year of full-time teaching at Converse, association with the University will terminate. Under no circumstances can one at the rank of Assistant Professor be considered for tenure more than once.

iii) Tenure when hired at the rank of Associate Professor. At the time of application, the candidate must have completed:

1. Five years of full-time teaching **(does not include assistantships or fellowships held within a regular structured graduate program)**. Non-teaching professional experience may be substituted for teaching experience.
2. Three years of full-time teaching at Converse.

If an Associate Professor is not granted tenure or a term contract at the end of the fifth year of full-time teaching at Converse, association with the University will terminate.

iv) Tenure when hired at the rank of Professor. At the time of application, the candidate must have completed:

1. Five years of full-time University teaching **(does not include teaching assistantships or fellowships held within a regular structured graduate program)**. Non-teaching professional experience may be substituted for teaching experience.
2. Two years of full-time teaching at Converse.

If a Professor is not granted tenure or a term contract by the end of the fourth year of full-time teaching at Converse, association with the University will terminate.

C) Required Materials for Committee Review

The Tenure, Assessment and Promotion (TAP) Committee requires candidates to submit the following when being evaluated for tenure and promotion:

Required Materials for Tenure Consideration

- A recommendation from the department chair. If the candidate is a department chair, then the candidate will designate a senior faculty member in the same senate division to write the recommendation;
 - The appropriate Dean's and the department chair's annual letters of evaluation and the advisory evaluation. Candidates must explain in writing the absence of any of these evaluations;
 - Peer evaluations;
 - The self-maintained file, which must contain evidence that the candidate has met criteria for tenure and/or promotion, including:
1. Updated professional vita, including a list of publications, performances, exhibitions, presentations, conferences, awards, research grants, office-holding in professional organizations, and a list of other contributions to the University (committees, service off-campus, curriculum development, etc.);

2. Evidence of effectiveness in teaching, which includes ALL student evaluations (candidates must explain in writing the absence of any of these evaluations), course syllabi, and **the department chair's written observation of teaching**;
3. A narrative self-evaluation of the candidate's work according to the criteria listed under "Criteria for Tenure and Promotion."
The self-maintained file may include other supporting material deemed appropriate by the candidate, such as outside evaluations and evidence of professional and community contributions.

Required Materials for Promotion Consideration

- A recommendation of the department chair. A candidate who is a department chair or area coordinator will designate a senior faculty member in the same senate division to write the recommendation. A candidate for advancement to senior rank may designate a senior faculty member in the same division to write the recommendation. In considering candidates for promotion within the library, the Committee will seek the recommendations of the Director of the Mickel Library.
- The appropriate Dean's and the department chair's annual letters of evaluation and all student course evaluations. Candidates must explain in writing the absence of any evaluations. (If the candidate has been promoted at Converse, the file should include all student course evaluations for courses taught since the last promotion.)
- Peer evaluations.
- The self-maintained file.

Candidates who have previously applied unsuccessfully for promotion should include a copy of the previous TAP Committee's letter and should address in their narrative the areas in which they have worked to improve.

D) Evaluation Criteria for Tenure and Promotion (Teaching Faculty)

The criteria below will be applied by the Tenure, Assessment and Promotion Committee (TAP) and by the administration in evaluating a faculty member who is eligible to apply for tenure or promotion in rank.

- In all cases, effectiveness of teaching remains the primary consideration; however, the likelihood of a positive evaluation increases to the degree that the other criteria are met with demonstrated excellence.
- Professional Activity is understood as demonstrated contribution to the field, grounded in original research, inquiry, performance, or artistic creation. The EQUALLY IMPORTANT products of scholarship are publication, performance, exhibition and presentation. The University recognizes teaching as scholarship when the faculty member's research or inquiry is directly integrated into preparation and presentation in instruction.

For Tenure

Effectiveness in teaching: pedagogy as measured by student evaluations, syllabi, knowledge of subject matter, curriculum development, reliability in discharging academic obligations, academic rigor and standards, peer and department chair evaluations;

Efforts to increase professional knowledge and effectiveness: attendance and participation in professional conferences, delivery of papers, participation in seminars and workshops, grants for independent research and study, scholarly/professional publication, performance, and exhibitions, other scholarly/professional activities, peer and department chair evaluations;

Contributions to the welfare of the University, i.e., service:

1. within the University: committee and departmental work, contributions to the solution of special problems, advisement, peer evaluations.

2. outside the University (such as in the community and public schools): efforts to increase the University's visibility and to attract students, participation in special programs and events, peer evaluations.
3. in the profession: membership in professional organizations, service roles in professional/scholarly organizations, peer evaluations.

In all areas, positive working relationships with colleagues, students, and administration are expected. Support for the University in the community and beyond is expected as well.

In addition to the above criteria, the tenure evaluation may include the assessment of the potential curricular needs of the University or the faculty member's department. The faculty member's teaching areas and special skills may indicate an ability to serve the long-term needs and interests of the University.

For Promotion to Associate Professor

In decisions involving advancement to the upper ranks (Associate Professor and Professor), the criteria listed above are **essential**, and the evaluation will include **additional** criteria. These additional criteria are to underline the professional and scholarly integrity of the faculty.

Although Converse is a teaching institution, it is in the best interest of the University to recognize for the advanced ranks only those who are in the fullest possible way seeking professional/scholarly growth and fulfilling professional responsibilities.

1. Excellence in teaching: (see above).
2. Demonstrated record of scholarship: publication, performance, exhibition, presentation, professional recognition or awards.
3. Outstanding service to the University and to one's field: (outside departmental duties) which significantly contributes to the general academic welfare or which reflects prestige upon the University (special assignments, representation of the University, initiative in special projects or events, grants, holding of offices or committee assignments in professional organizations).

For Promotion to Full Professor

The faculty member should show distinction in each of the three criteria: teaching, scholarship, and service, **and high distinction in at least two of the three**. The candidate should be generally recognized as both a leader and a model for junior colleagues, and should demonstrate outstanding commitment and responsibility to the stated goals of the University and to the achievements which are the marks of professional merit. The rank of Full Professor is an **honor** earned only by the most outstanding achievement.

Criteria for Promotion (Professional Librarians)

The criteria below will be applied by the Tenure, Assessment and Promotion Committee (TAP), the Director of the Mickel Library, and the administration in evaluating librarians for promotion. In all cases, the effectiveness in professional duties remains the primary consideration; however, the likelihood of a positive evaluation increases to the degree that the other criteria are met with demonstrated excellence.

1. Effectiveness in professional duties (job performance as determined by peer evaluations and observations, knowledge of subject area, reliability in discharging job-related obligations);
2. Efforts to increase professional knowledge and effectiveness (attendance at and participation in professional conferences, delivery of papers, participation in seminars and workshops, professional publications, other professional activities and endeavors, peer evaluations); and
3. Other contributions to the welfare of the University (committee work, contributions to the solution of special problems, relations with colleagues and administration, efforts to increase the University's visibility and to attract students, participation in special programs and events, service outside the University, peer evaluations).

Continuing Self-Evaluation

All full-time faculty are required to complete and submit an annual self-evaluation, regardless of tenure status or academic rank. Annual self-evaluations are an integral component of the University's continuing review process and provide the basis for ongoing evaluation of teaching, scholarship, service, and other assigned responsibilities.

Faculty Definitions by Rank

The academic qualifications referred to below may be waived by the academic Deans in some instances in which a faculty member has achieved distinction in these criteria:

Teaching Faculty

Adjunct faculty members are non-tenure-track faculty who are employed on a per- course basis and by semester or term. Adjunct faculty are paid by the course and are employed only when there is sufficient enrollment for the course as determined by the appropriate academic Dean. Adjunct faculty are not assigned rank and are not eligible for tenure or promotion. Adjunct faculty must meet the qualifications for teaching the courses assigned to them. Those qualifications are determined by the appropriate academic Dean in consultation with the Provost.

Part-time faculty are non-tenure-track, salaried faculty who do not teach a full teaching load of 24 teaching load hours per year and normally teach no more than 12 teaching load hours per year. Part-time faculty are employed on an annual basis and are classified as Lecturers. Part-time faculty are not eligible for tenure or promotion. Part-time faculty must meet the qualifications for teaching the courses assigned to them. Those qualifications are determined by the appropriate academic Dean in consultation with the Provost.

Instructor (Junior Rank): Persons considered for this rank must have earned the appropriate master's degree and ordinarily have completed additional work beyond the requirements for the master's degree.

Assistant Professor (Junior Rank): A person considered for the rank of Assistant Professor must: (a) have the terminal degree in the discipline or appropriate professional certification as determined by the Provost and appropriate academic Dean at the time of employment. (This determination will remain in effect until employment is terminated. Professional certification must be maintained and be current throughout the term of employment.); (b) have completed work beyond the requirements of the master's degree where that degree is not the appropriate terminal degree; and (c) have completed five years of full-time University teaching. (The Provost and appropriate academic Dean may substitute non-teaching professional experience.)

Associate Professor (Senior Rank): A person considered for this rank must: (a) have the terminal degree in the discipline or appropriate professional certification as determined by the Provost and appropriate academic Dean at the time of employment. (This determination will remain in effect until employment is terminated.* Professional certification must be maintained and be current throughout the term of employment.); (b) tenure or a term contract or be granted tenure with the promotion; (c) four years of full-time teaching at Converse at the rank of Assistant Professor; and (d) five years of full-time University teaching. (The Provost and appropriate academic Dean may substitute non-teaching professional experience.)

Professor (Senior Rank): A person considered for this rank must: (a) have the terminal degree or appropriate professional certification as determined by the appropriate academic Dean at the time of employment. (This determination will remain in effect until employment is terminated.* Professional certification must be maintained and be current throughout the term of employment.); (b) tenure or a term contract; and (c) four years of full-time teaching at Converse at the rank of Associate Professor (Persons hired at the rank of Professor are excepted).*

*In the case when a faculty member has taken a one-semester sabbatical leave prior to their promotion to Full Professor, while teaching at the rank of Associate Professor, that sabbatical semester counts as 12 teaching load hours towards qualification (c) above. Assuming that they teach a minimum of 9 credit hours in their teaching semester, this year will count towards “four years of full-time teaching at Converse at the rank of Associate Professor.” This policy shall be retroactively applied starting with one semester sabbatical leaves taken during the 2022 - 2023 academic year and forward.

Professional Librarians

Assistant Librarian I (Junior Rank): Library professionals with the appropriate master’s level degree and with less than three years of full-time experience in an academic library (University or university library or its equivalent) will be eligible to be considered for the rank of Assistant Librarian I, corresponding to the rank of Instructor.

Assistant Librarian (Junior Rank): Librarians with the appropriate master’s level degree and at least three years of full-time experience in an academic library will be eligible to be considered for the rank of Assistant Librarian, corresponding to the rank of Assistant Professor.

Associate Librarian (Senior Rank): Librarians with the appropriate master’s level degree and at least five years of experience in an academic library, at least four of them at Converse, will be eligible to be considered for the rank of Associate Librarian, corresponding to the rank of Associate Professor. Persons hired at the rank of Associate Librarian are excepted from the service requirement at Converse.

University Librarian (Senior Rank): Librarians with the appropriate master’s level degree and appropriate service qualifications will be eligible to be considered for the rank of University Librarian, corresponding to the rank of Full Professor. A person considered for the rank of University Librarian must have completed five years at the rank of Associate Librarian.

Emeritus and Emerita Status for Faculty & Librarians

Nomenclature. The honorific title of *emeritus* faculty applies to individuals who identify as male. The honorific title of *emerita* faculty applies to individuals who identify as female.

Eligibility. In keeping with Converse’s *Faculty Handbook*, faculty and librarians may be nominated for *emeritus* or *emerita* status upon retirement. Similarly, eligibility extends only to individuals who hold the rank of Associate Professor/Librarian or Professor/University Librarian upon retirement. Nominations typically come from other faculty or from a Dean, *i.e.*, colleagues who are intimately familiar with the nominee’s record of excellence in teaching, research, creative achievements, and/or service. The conferral of this honorific and distinctive title ultimately comes from the Board of Trustees. As such, the current *Faculty Handbook* reads as follows.

- On retirement, faculty members and librarians who have served the institution in exemplary fashion for an extended period of time (generally 10 years or more) may be recommended for *emeritus* or *emerita* status. This determination is made by the Board of Trustees upon the recommendation of the President of the University, who makes that recommendation upon the advice of the Provost.

Nomination Timeline. Individuals are typically nominated at the end of their career at Converse University; however, nominations may be made for eligible colleagues even years after they retire from the University, particularly as a way to acknowledge the contributions of a retired faculty member/librarian to the campus that may have been unrecognized during or at the end of their career.

Nominations and Procedures. Nominations for *emeritus* or *emerita* status generally originate at the department level. Upon notification of retirement and confirmation of retirement eligibility, the Department Chair should notify the appropriate Dean of a colleague’s intent to retire. For librarians, the Director of the Library should notify the Provost. If the retiring colleague is a Department Chair, the appropriate Dean will initiate this process. If the retiring colleague is a more senior administrator, the supervising agent will initiate this process. A nomination or statement of support, along with any supporting documentation, will be provided to the Dean (or the appropriate next level of

administration). All nominations, statements of support, and/or supporting documentation should be forwarded to the Provost. The Provost will advise the President of the University, who may ultimately make a recommendation to the Board of Trustees.

Privileges. Former colleagues who hold the honorific title of *emeritus* or *emerita* faculty retain or are granted the following privileges.

- Converse University email account, identification card, and parking permit;
- use of University recreational facilities under the same regulations applied to Converse faculty;
- use of library facilities and equipment under the same regulations applied to Converse faculty, though no more than three library resources may be checked out at the same time;
- inclusion in the University's ceremonial events, *i.e.*, Commencement, Opening Convocation, and Founders Day;
- opportunities to attend the University's cultural and athletic events at the same rate as Converse faculty; and
- receipt of Converse University and alumni publications.

*Special Circumstances

In extraordinary instances, a person who does not have the terminal degree (usually the doctorate) or appropriate professional certification may request a waiver of the terminal degree or certification requirement for consideration for promotion to the next higher rank. Circumstances which might allow such possibility include appointments to the faculty in a teaching field where the terminal degree (1) is not necessarily appropriate for one's professional responsibilities at Converse, or (2) where the terminal degree is rare, and it would be very difficult for Converse to recruit and retain persons with the terminal degree in this particular specialty. This provision is not intended to allow persons in disciplines where the terminal degree is common and normally expected for appointment to apply for a waiver; however, if a faculty member without the terminal degree has gained unique distinction in the areas of teaching, service, and scholarship, then application for a waiver could be deemed appropriate.

A waiver request must be submitted to the appropriate Dean and the TAP. The dean and the TAP in consultation will review the applicant's petition and decide if the person merits waiver. The full burden of argumentation rests entirely upon the applicant. The request will be acted upon in time so that if a waiver is granted, the person can be considered with other candidates for promotion during that year's tenure and promotion process.

Procedures for TAP: Roles & Responsibilities

The Chair of TAP:

1. Notifies the entire faculty of the TAP procedures and deadlines at the end of the academic year by announcing the information at the May faculty meeting and by sending an email to the faculty at this time, and notifies potential candidates that they must send a statement of intention to the chair of TAP by June 1.
2. Consults deans and notifies candidates who are eligible for tenure and refers them to tenure regulations in the *Faculty Handbook* at the end of that same year. The chair of TAP will send a Verification of Eligibility form to the appropriate Dean upon receipt of the statement of intention.
3. Sends a request for information letter to the candidate.
4. Notifies candidates for TAP of the due dates for the candidates' self-maintained files.
 1. Self-maintained files for TAP are due to the chair of the TAP no later than **September 1**.
 2. Candidates may send information such as their curriculum vitae to faculty members who are writing peer evaluations. Such information is due the same day as the self-maintained files.
5. Sends peer evaluation forms no later than the day after the self-maintained file due-date to the following:

1. All members in the candidate's senate division, including any member serving on the candidate's Ad Hoc committee.
 2. No more than three individuals outside the senate division, chosen by the candidate, if the candidate so requests.
6. Requests letter of recommendation for the candidate's department chair (or Director of the Mickel Library). If the candidate is a department chair, the candidate has the option of selecting a senior faculty member of the same senate division to write the letter. Since candidates for promotion to Full Professor have the option of designating a senior faculty member in the same division to write the letter of recommendation, the chair of TAP requests this letter as well. This letter is due to the chair of the TAP by September 1.
7. Reviews the information from the candidates and appoints an ad-hoc committee. The ad-hoc committee should be composed of three members of the faculty, at least two of whom should be drawn from the candidate's list. The Committee should exclude faculty serving on the TAP. The person writing the letter of recommendation and peers outside the senate division completing evaluations should also be excluded from the ad-hoc committee. Requests a written report from the ad-hoc committee, signed by all members of the committee by **September 15**. This report will be considered confidential and will be placed in the candidate's confidential TAP file to be seen only by individuals making the decision on tenure and/or promotion.
8. Appoints chairs of ad-hoc committees and distributes the self-maintained files to the appointed chairs by September 2. These files should not include the peer evaluations and the letter of recommendation from the designated person.
All materials received regarding the candidate's tenure and/or promotion process should be placed in one of two Google files labeled "Confidential" or "Tenure and Promotion Information."
Information to be placed in the "Confidential" file include but is not limited to the following: Chair recommendations, Third Year Advisory Report, Dean's recommendation, the Ad Hoc Committee Report, TAP peer evaluations, TAP Committee Letter. The candidate will upload their supporting material in the "Tenure and Promotion" file.
9. Circulates all evaluations and candidates' self-maintained files, including those for promotion to Full Professor, to all members of the TAP. The TAP reviews evaluations and self-maintained files for all candidates for tenure and/or promotion.
10. Accepts no unsolicited information after the TAP begins its deliberations. The Chair of TAP announces when those deliberations will begin.
11. Arranges for TAP meetings throughout the fall term to discuss the candidates. An attempt should be made to complete all deliberations and paperwork by Thanksgiving break. This timetable will depend on the number of candidates.
12. Arranges a meeting with the TAP, if the candidate so requests.
13. Calls for a written vote (following discussion of each candidate) from each TAP member and announces the results of the vote of the Committee. The vote should include separate votes for tenure and promotion. The vote options should include: Highly Recommend, Recommend, Recommend with Reservations and Do Not Recommend.
14. Prepares one copy of the confidential written report, including two parts. Part I (Candidate's copy) consists of the committee's assessment, one copy of which will be forwarded to the candidate by the appropriate Dean after the decision is made by the Board of Trustees and the candidate had been notified. Part II (File Copy), **which is to remain strictly confidential**, consists of the committee's specific recommendation and vote. The report is signed by all members of the Committee and submitted to the appropriate Dean.
15. May request a meeting between the TAP and the administration for discussion at least two weeks prior to the submission of the administration's recommendation to the Board of Trustees, in the

event the administration's recommendation to the Board of Trustees differs from the recommendation of the TAP.

16. Delivers all evaluations and self-maintained files to the appropriate Dean's office.
17. After the final decision has been announced, removes any confidential material (e.g., peer evaluations, letters of recommendation, ad hoc committee reports) from files and gives them to the appropriate Dean to file for a period of one calendar year from the date of action by the Board of Trustees, unless the faculty member requests that they be kept longer.
18. Meets with a member of Campus Technology to set up the peer evaluation system for TAP candidates. This meeting should take place in early to mid-August so the evaluation process is open September 2- 15.
19. Asks the TAP members who are rotating off the committee to meet with perspective candidates in April for an information session regarding the TAP process.

The Candidate for TAP:

1. Determines eligibility for tenure and/or promotion by reading the TAP section of the *Faculty Handbook* and consults the appropriate Dean, if there are any questions.
2. Sends a statement of intention to the chair of the TAP.
3. Supplies the information requested by the chair of TAP including the following:
 1. (Optional) Names of five (5) faculty members to be considered for appointment to an ad hoc committee, excluding members of the TAP, and peers outside the senate division completing evaluations.
 2. (Optional) No more than three names of faculty members outside the senate division to be sent peer evaluation forms.
For those seeking promotion to the rank of Full Professor, peer evaluation forms will be sent to all current Full Professors of the University.
4. Submits to the chair of the TAP the self-nomination forms and a self- maintained file which must contain the following evidence that the candidate has met the criteria for tenure and/or promotion:
 1. Updated professional vita, including a list of publications, performances, exhibitions, professional presentations, conferences, awards, research grants, offices in professional organizations, and a list of other contributions to the University (committees, community service, curriculum development, etc.).
 2. Evidence of effectiveness in teaching, which should include digital versions of all student evaluations, course syllabi, and a current (within the past year) written observation of classroom teaching by either the department chair or for candidates for Full Professor, by a senior faculty member in the same division. If the candidate is a department chair, the candidate has the option of selecting a senior faculty member of the same division to write the observation.
 3. A narrative self-evaluation of the candidate's work according to the criteria listed under "Criteria for Tenure and Promotion."
 4. The Dean's Advisory (Third Year) Evaluation (may not apply to candidates who began their career at Converse prior to this evaluation) and all department chair evaluations.
5. Picks up file from the appropriate Dean's office on a date designated by the chair of the TAP.

The Ad-Hoc Committee:

1. Examines the candidate's self-maintained file which they will receive on Sept. 2. This portions of the file will not include any documents that are in the "confidential" file.
2. Writes a narrative report, signed by all members of the ad hoc committee, on the candidate and submits it to the chair of the TAP by September 15.

The Dean:

1. Determines eligibility of candidates for TAP when questions arise and will send a Verification of Eligibility form, supplied by the chair of TAP, to the chair of TAP by June 15.
2. Receives (from chair of the TAP) candidates' evaluations, self- maintained files and any other material submitted by the candidate.
3. Receives the TAP's written report and recommendations, prepares the Dean's evaluation, and submits both to the Provost. The Dean or Provost may request a meeting with the TAP to receive additional information or clarification.
4. Notifies the faculty representative to the Board of Trustees (usually the Senate President, who also serves as the Chair of TAP) of the decision of the administration at least two weeks prior to the meeting of the Board.
5. Meets with the candidate **and** provides a letter, including the reasons for the decision and an assessment of strengths and weaknesses in the specific areas of teaching, scholarship, and service. Part I (Candidate's Copy) of the TAP's report will be attached.
6. Upon receiving notification from the Provost of the decision of the Board of Trustees, meets with each candidate and shares the Board of Trustees' decision regarding tenure and/or promotion including the reasons for the decision and an assessment of strengths and weaknesses in the specific areas of teaching, scholarship, and service. Part I of the TAP's report (Candidate's Copy) will be shared if not done so already.
7. Sends a letter informing the candidate's department chair of the Board of Trustees' decision regarding tenure and/or promotion.

Files all confidential material for each candidate for one calendar year from the date of action by the Board of Trustees. Destroys all files at that time unless the faculty member requests that they be kept longer.

Retains a copy of the TAP's confidential report and the Dean's evaluation.

The Provost

1. In addition to the candidate's file and all supporting materials, the Provost receives the TAP written report and recommendation from the appropriate Dean. The Provost independently reviews the candidate's record of accomplishments in teaching, advising, research and/or creative achievements, and service and ultimately makes a recommendation to the President.

2. Sends recommendations from the Deans, TAP, and the Provost to the President.

3. Informs the appropriate Dean of the decision of the Board of Trustees

The President of the University:

- May arrange for a meeting with the individual candidates.
- Receives the reports from the Deans, the TAP, and the Provost and has access to the files. The President may arrange for a meeting with the appropriate Dean, the TAP, or the Provost to receive additional information or clarification.
- Notifies the Provost of the decision of the Board of Trustees. Faculty and professional librarian promotions are granted upon recommendation of the President and are subject to approval by the Board of Trustees. Tenure is granted to teaching faculty members by the same authority and in the same way. Librarians are not eligible for tenure.

Peer Evaluations

Peer evaluation forms are completed online through the Faculty portal in my.converse.edu. The forms are used for the third-advisory and tenure and promotion evaluations. For the advisory evaluations, the respective Dean is responsible for reviewing responses and asking colleagues to complete them. For

tenure and promotion evaluations, the chair of the TAP is responsible for reviewing submissions and reminding colleagues to complete them. In all cases, distribution will be to all full-time faculty in the senate division of the individual being evaluated.

Section VII. Termination of Employment

Termination of Employment

Full-time members of the faculty who plan to resign or retire at the end of the academic year must give the appropriate academic Dean a written statement of this intention no later than March 1.

In order to preserve institutional integrity, the employment of a faculty member on tenure or one whose term contract has not yet expired may be terminated at any time for the following reasons: financial exigency, curricular exigency (which includes such reorganization of the academic structure as may eliminate the department or discipline of the affected faculty member), medical circumstances, or cause. "Cause" is defined as: (1) incompetence; (2) insubordination in the performance of contractual responsibilities; (3) academic dishonesty; (4) ethical misconduct; (5) sexual harassment; or (6) sexual misconduct.

Full-time members of the faculty not on permanent tenure are notified in writing by the President or by the appropriate academic Dean of the decision not to reappoint them. The schedule for such notification is as follows:

1. Not later than March 1 of the first academic year of service, if the appointment expires at the end of that year; or, if a one-year appointment terminates during an academic year, at least three months in advance of its termination.
2. Not later than December 15 of the second academic year of service, if the appointment expires at the end of that year; or, if an initial two-year appointment terminates during an academic year, at least six months in advance of its termination.
3. At least twelve months before the expiration of an appointment after two or more years in the institution.

The University reserves the right to terminate appointments on shorter notice in circumstances of curricular or financial exigency.

When faculty members separate from the University, they must turn in keys, grade books, all University property in their possession, and other relevant items to the department chair (or Dean if the faculty member is a department chair) before receiving their final paycheck.

Any balance owed the University will be deducted from the final paycheck.

Dismissal Procedures

The following are procedures for the dismissal of a faculty member with tenure or one whose term contract has not yet expired.

The procedures described below are predicated on a spirit of collegiality. If at any time the faculty member chooses to be represented by an attorney, the faculty member accepts financial responsibility for all costs associated with legal representation. In order to preserve institutional integrity, the Board of Trustees may remove any faculty member at any time by a majority vote.

Such a dismissal may be only for financial exigency, curricular exigency, medical circumstances, or **cause**. Cause is defined as (1) incompetence; (2) insubordination in the performance of contractual responsibilities; (3) academic dishonesty; (4) ethical misconduct; (5) sexual harassment; or (6) sexual misconduct.

Dismissal for Cause: Preliminary Procedures

1. The appropriate academic Dean and the faculty member discuss the matter in a private and confidential manner.

2. If the matter remains unresolved, the Dean notifies the President of the Faculty Senate, who appoints a Faculty Investigating Committee composed of three members.
3. The Faculty Investigating Committee reviews the situation and gives a written report, including the nature of the testimony of the witnesses, to the President, the Dean, and the faculty member within 10 days of notification.
4. The President, the Faculty Investigating Committee, or the faculty member may request a hearing which will be held within thirty days of the request.
5. The faculty member may prepare a written response which must be presented to the Investigating Committee, the Dean, the Provost, and the President at least one week prior to the date of the hearing. If the faculty member intends to be represented by an attorney at the hearing, the faculty member must notify the Investigating Committee, the Dean, the Provost, and the President in writing at least one week prior to the date of the hearing. An attorney representing the University may also be present at the hearing. If the University chooses to have an attorney present at the hearing, the President of the University must notify the faculty member in writing at least one week prior to the hearing.

Refusal of a Hearing

A faculty member not wanting a hearing indicates such in writing to the President, the Provost, the Dean, and the Investigating Committee. The Investigating Committee will submit to the President its written recommendations regarding dismissal on the basis of available data within two weeks after the refusal of the hearing.

Procedure for Hearing

1. A Faculty Hearing Committee is formed. The Faculty Hearing Committee is composed of three faculty members who are appointed as follows:
 1. The faculty member selects the first member.
 2. The Dean appoints the second member.
 3. The President of the Faculty Senate appoints the third, who serves as chair. At the option of the faculty member, the third can be elected by the Senate rather than appointed by the Senate President. The Faculty Hearing Committee, the Provost and the President will become familiar with the Investigating Committee's report and the faculty member's written response prior to the hearing. Attorneys for the faculty member and the University may also be present as set forth above. The Faculty Hearing Committee meets with the faculty member and other appropriate witnesses. If extraordinary circumstances prevent a witness from appearing at the hearing, a written statement signed by such witness may be presented to the hearing.
2. The Hearing Committee submits a written recommendation, signed by all members, to the Provost and the President of the University within two weeks of the completion of the hearing. The Provost submits an independent recommendation to the President within two weeks of the completion of the hearing.
3. The President prepares a statement to the Board of Trustees explaining the situation and including the written recommendation of the Hearing Committee. The Board of Trustees may decide to review the case by considering all the available evidence and questioning those involved. If the Board of Trustees sustains the Hearing Committee's decision, a letter is sent through the President to the Hearing Committee announcing the agreement of the Board of Trustees. If the Board of Trustees does not concur with the Hearing Committee's decision, it states its reason in a letter. In the latter case, the Hearing Committee reviews the case in light of the letter and receives new evidence if necessary. The Hearing Committee transmits its second decision through the President to the Board of Trustees with full explanation of its reasons. The Board of Trustees may sustain, overrule, or alter the Hearing Committee decision and the decision of the Board of Trustees is final. The President, the Provost, and the Dean meet with the faculty member to convey the Board of Trustees' decision. A complete record of the hearing and of the actions of the Investigating Committee, and the Hearing Committee, the President, and the Board of Trustees is kept in a confidential file in the President's office.

Suspension of the faculty member during the proceedings is permissible only if there is a threat of harm to the faculty member or others.

The University is obligated to fulfill all contractual and salary obligations to the faculty member until the final decision of the Board of Trustees.

The University and its representatives should avoid public statements about the case. Any public statements by the University should be made only at the direction of the President and should contain the original action of the Hearing Committee if it differs from the final action of the Board of Trustees.

Section VIII. Compensation and Benefits

Guidelines Concerning Benefits

The University retains the right to amend, modify, terminate or cancel any benefit at any time. The interests of Converse faculty members in pension and welfare benefits provided by the University are protected by the Federal “Employee Retirement Income Security Act of 1974” (as amended), commonly referred to as “ERISA.” The provisions of ERISA apply to the retirement and insurance plans of the University. ERISA requires the plan administrator (the Vice President for Finance and Business) to provide in writing important information about the plans and to allow the faculty members to examine plan documents and buy copies of them at a reasonable cost. For more information, contact the Vice President for Finance and Business.

For current information regarding medical, dental and related benefits, which may change between publications of this handbook, please refer to the Medical and Dental Plan Document found on [My.Converse under Employees>HR](#).

Guidelines Concerning Benefits

Proof of Eligibility for Employment

All prospective employees are required to provide proof of eligibility to be employed in the United States. As one element in satisfying this requirement, positive identification must be established.

COBRA (Consolidated Omnibus Budget Reconciliation Act of 1985)

COBRA provides that upon termination of employment from Converse University, you may be eligible to continue your medical insurance up to a maximum of 18 months by paying the full premium of Converse University’s group policy. Payment arrangements are made with the Human Resources Office. Your covered dependents may also be eligible for medical benefit continuation under this provision in the event of your death or loss of coverage. Dependents may be able to continue benefits for up to three years. Contact the Human Resources Office for details.

ERISA (Employee Retirement Income Security Act of 1984)

As a participant in our insurance and retirement plans, you are entitled to certain rights and protections under this act. ERISA provides that all plan participants shall be entitled to:

- Examine, without charge, at the plan administrator’s (Human Resources) office all plan documents, including insurance contracts, collective bargaining agreements and copies of all documents filed by the plan with the U. S. Department of Labor, such as detailed annual reports and plan descriptions.
- Obtain copies of all plan documents and other plan information upon written request to the plan administrator. The administrator may make a reasonable charge for the copies.
- Receive a summary of the plan’s annual financial report. The plan administrator is required by law to furnish each participant with a copy of this summary annual report.

Your plan administrator is the Director of Human Resources of Converse University, Spartanburg, South Carolina. Annual summary reports (Form 5500) are filed with the IRS for each insured benefits program at the end of each calendar year. Copies of these reports are available in the Human Resources Office.

Active participants in the TIAA Retirement Plan will receive a copy of their annual report directly from TIAA and will also receive quarterly reports from them.

Summary Plan Descriptions were given to each employee at the time they were enrolled in the Plan. These Summary Plan Descriptions contain other information concerning employee rights under ERISA.

Worker's Compensation

Policy Owner Human Resources

Responsible Office(s) Human Resources

Policy

Converse University employees are covered by applicable workers' compensation laws, which may entitle them to receive medical attention and pay in the event of an injury sustained while carrying out their assigned work duties at the University. The University assumes the cost of the benefit by providing benefits through a workers' compensation insurance policy.

In order to be eligible to receive workers' compensation insurance benefits, an employee who is injured while carrying out his/her duties at the University must file a report with his supervisor as soon as possible after the injury, preferably within twenty-four (24) hours of injury. Failure to immediately report an accident or injury may subject the employee to discipline, up to and including termination, and may subject the employee to a denial of workers' compensation benefits. In addition to reporting to the supervisor, all injuries must be reported to the Director of Human Resources (telephone extension 9029) by the employee or the supervisor of an injured employee as soon as possible, preferably within twenty-four (24) hours. The illness/Injury must be recorded using the [Employee Incident Report](#) located on my.converse. Failure to report the injury to Human Resources immediately could affect the employee's right to receive benefits.

Process of Reporting Work-Related Injuries:

If an injury is serious or there is a life-threatening medical emergency, contact Campus Safety immediately at 864.596.9026 and/or dial (8) 9-1-1 and proceed to be taken to the nearest emergency medical care facility.

For non-serious injuries, treatment must be obtained through the Wellness Center. If more advanced care is needed, the injured employee must visit one of our designated Occupational Care providers listed on my.converse, Risk Management section of the Human Resources page. Please note prior authorization is required. Time spent in the treatment of an injury caused by an on-the-job accident, as well as any necessarily related absence that same day, is considered work/compensable time.

If it is determined by the designated occupational care provider that the injured employee is required to miss work, then the employee will receive no pay for the first seven (7) calendar days. Earned sick leave may be used. The Worker's Compensation Carrier will begin Lost Wage Benefits after the seven-day waiting period. If absence from injury is fourteen (14) or more calendar days, pay will be retroactive to day one. No duplicate payments to employees (i.e., payments of sick leave or vacation leave in addition to workers' compensation leave) will be made.

If the treating physician requires an injured employee to work alternative duties while recovering from their injuries, the University shall make every attempt to accommodate the employee. Injured workers are required to provide work status reports from the physician to their supervisor and Human Resources after every visit.

Version History

Sun, 08/13/2023 - 22:12

Faculty Salary Payments and Social Security

Salary Payment Dates

Faculty salary checks are issued on the 25th of each month or the date closest to the 25th if the 25th falls on a holiday or weekend. Full-time faculty members receive one-twelfth of their annual salary each month, September through August.

Whenever there is any change in your name, address, telephone number, or marital status, you must notify Human Resources promptly.

If the number of your dependents changes and you wish to change the amount of your withholding tax, W-4 and state withholding forms may be obtained from Payroll.

Social Security

All faculty members of Converse University are required to participate in Social Security.

Medical Insurance and Health/Wellness Programs

Policy Owner Human Resources

Responsible Office(s) Human Resources

Policy

Health Insurance

The University currently maintains a health insurance plan for eligible employees and their dependents. The health insurance plan may include **medical and/or dental insurance**. The University currently pays a portion of the insurance premium, with the employee contributing the balance of the premium cost. Employees must update coverage information annually or as needed.

The percentage paid by the University, the cost of the employee's portion of the premiums, the benefits, and the entire program are subject to change or elimination at any time, at the University's sole discretion. The University does not recommend specific providers within the insurance network. The University does not accept liability and shall not be liable for any services provided under the health insurance plan.

First Stop Health Telemedicine

With First Stop Health Telemedicine, employees can consult with a board-certified doctor or provider 24/7/365 via smartphone, tablet, or computer. **This service is designed** for medical advice and care to be provided from your home or office, or in instances where an employee cannot take time off work or needs a prescription refilled. There is **no copay** to use this benefit.

****Note: There is no guarantee that you will be prescribed medication.****

Vision

The University offers a vision plan. All eligible Converse University employees may enroll in the vision plan. Members pay an annual deductible on exams and materials. Please refer to Human Resources for details on the vision plan.

Life, Short-Term, and Long-Term Disability Insurance

The University currently provides Life, Short-term, and Long-Term Disability insurance at no cost to the employee for all full-time and part-time employees eligible for benefits. When enrolled, an employee's insurance becomes effective on the first day of the month following the date of hire. Plan details are described in the Summary Plan Descriptions.

If there is any conflict between this policy and the Plan Documents, the terms of the Plan Documents shall control.

Flexible Spending Accounts (FSA)

sponsored by Flores

FSAs provide you with an important tax advantage that can help you pay for expenses on a pre-tax basis. By anticipating your family's costs for the next year, you can actually lower your taxable income. You must enroll in your FSA every year to contribute. The plan year for our Flexible Spending Account is January 1 to December 31. Your FSA plan options are shown below.

Healthcare FSA

- Allows employees to pay for certain IRS-approved medical care expenses with pre-tax dollars.
- The annual maximum contribution of \$3,200 can be used for eligible health care related expenses, including medical, dental and vision expenses.
- Carryover: If you have Health Care FSA funds remaining in your 2024 account, you may carryover \$640

Dependent Care FSA

- Allows employees to use pre-tax dollars toward qualified dependent care, such as caring for children under age 13 or caring for elders.
- The annual contribution maximum is \$5,000
- The carryover benefit is not available with the Dependent Care FSA

Free Health and Wellness Services

Onsite Clinic – Spartanburg Regional Healthcare System

Save Time and Money- Visit Health Services in the Wellness Center

- Converse benefit-eligible Faculty and Staff – No Cost

Faculty & Staff who are not on Converse's insurance plan may be responsible for the cost of labwork

- Spouses, domestic partners & adult dependents (aged 18 -26) who are currently on Converse's insurance plan –\$20 co-pay

Clinic Hours of Operation

Monday & Friday

8:00 a.m. – 2:00 p.m.

Tuesday, Wednesday, Thursday 9:00 a.m. - 5:00 p.m

By Appointment Only - No Walk-ins

Hours may vary during breaks & holidays

Please call 864-596-9258 to schedule a confidential appointment with the Nurse Practitioner

Services provided at our clinic include:

- Chronic disease management-diabetes, hypertension, and high cholesterol
- Routine annual physicals, including lab work
- Offer basic information on tobacco cessation as well as medication management
- Referrals to other healthcare providers and specialists
- Diagnose and treat acute conditions-flu, cold, sinus infections, bronchitis, injuries, skin rashes
- Prescribe medications

Employee Assistance Program (EAP)

The Employee Assistance Program (EAP) offers confidential support from compassionate EAP Professionals, who can help employees work through personal, family, or work issues to feel more balanced and productive. Support is available via phone, text, chat, video, or face-to-face. EAP is a **FREE service to ALL EMPLOYEES** and is designed to:

- *Identify emotional and mental health issues and strategies to cope
- *Build skills to address a variety of emotional well-being needs
- *Locate the right support resources such as childcare, eldercare, and more
- *Connect with specialists for help with work/life balance, legal, and financial issues
- *Access more long-term help from a qualified professional, if needed
- *Research travel, plan events, make reservations, and handle other time-consuming tasks through our concierge service
- *Explore webinars, online courses, and articles on a variety of well-being topics
- *Visit the Personalized Legal Center, Financial Fitness Center, and Mindfulness page

Related Resources

[2025-2026 Health Plan Document](#)
[ACA Healthcare Reform](#)
[Health Advocate EAP Members](#)

Version History

Tue, 04/29/2025 - 16:37

Family Medical Leave Act (FMLA)

Policy Owner Human Resources

Responsible Office(s) Human Resources

Policy

Under the Family and Medical Leave Act (FMLA), employees may be eligible for a period of job-protected unpaid leave for certain family and medical reasons as described below. This Family Medical Leave Act Policy ("Policy") provides an overview of employees' rights and responsibilities under the FMLA as well as the University's own policies regarding the FMLA. The University has posted notices of the FMLA in University facilities and on the intranet. The information in those posters is incorporated into this policy by reference.

General Eligibility

Employees who: (1) have worked 12 months of prior service at Converse; (2) have worked at Converse at least 1,250 hours during the 12 months immediately preceding the date on which FMLA would commence; and (3) work at a location where at least 50 employees of Converse are employed (or where at least 50 employees are employed within a 75 mile radius) are eligible for unpaid FMLA. Eligibility will be determined as of the date the FMLA leave commences. When a request for FMLA leave is made, the University will inform the employee of their eligibility and the associated rights and responsibilities.

Circumstances of Family and Medical Leave

Parental Leave – Leave needed by the employee in connection with the birth of the employee's child and to bond with the child; or for placement through adoption or foster care and to bond with the newly-placed child. Parental leave must be concluded no later than 12 months after the birth or placement of the child with the employee.

Serious Family Illness Leave – Leave needed by the employee in order to care for a spouse, child (under 18 years old, or 18 and over and incapable of self-care because of a disability), or parent who has a serious health condition (as defined below and/or by law).

Serious Personal Illness Leave – Leave needed by the employee because of a serious health condition that renders the employee unable to perform the essential functions of their job.

Qualifying Military Exigency Leave – Leave needed by the employee because of a qualifying military exigency related to active duty, or a call to active duty status of the employee's spouse, child, or parent who is or will be deployed to a foreign country.

Service Member Family Leave – Leave needed by the employee to care for a spouse, child, parent or next-of-kin (nearest blood relative of the service member) who is a member or veteran of the Armed Forces (including a member of the National Guard or Reserves and those on the temporary disability or retired list) who has a serious injury or illness or who has a pre-existing condition that was aggravated by service where the condition was incurred in the line of duty while on active duty for which they are: (1) undergoing medical treatment, recuperation, or therapy; (2) otherwise in outpatient status; or (3) otherwise on the temporary disability retired list. If the spouse, child, parent, or next-of-kin (nearest blood relative of the service member) is a veteran who meets the prior requirements, then leave is allowed if such family member was a member of the Armed Forces (including a member of the National Guard or Reserves) any time during the five-year period preceding the date on which the veteran undergoes such medical treatment, recuperation, or therapy.

Definitions

Serious Health Condition: A serious health condition is an illness, injury, impairment or physical or mental condition which involves either an overnight stay in a medical care facility, or continuing treatment by a health care provider for a condition which either prevents the employee from performing the functions of the employee's job, or prevents the qualified family member from participating in school or other daily activities. Subject to certain conditions, the continuing treatment requirement may be met by a period of incapacity of more than three (3) consecutive calendar days combined with at least two visits to a health care provider or one visit and a regimen of continuing treatment, or incapacity due to pregnancy, or incapacity due to a chronic condition. Other conditions may meet the definition of a serious health condition.

An employee's on-the-job injury may also qualify as a serious health condition. In this instance, the University will designate the leave of absence due to an on-the-job injury as FMLA. The leave of absence will begin to run from the beginning of the absence caused by the on-the-job injury and will run simultaneously with any workers' compensation benefits that may also be provided to the employee. Employees may also qualify for paid leave benefits while on FMLA. Although an employee may receive paid leave benefits, the leave is still considered and counted as FMLA.

Qualifying Exigencies: Qualifying exigencies for FMLA may include: (1) short-notice deployment; (2) military events and related activities; (3) non-routine childcare and school activities; (4) care of the covered service member's parent if the parent is incapable of self-care; (5) non-routine financial and legal arrangements; (6) related counseling; (7) rest and recuperation; (8) post-deployment activities; and (9) additional qualifying activities.

Covered Service Member: A covered Service Member is a current member of the Armed Forces, including a member of the National Guard or Reserves, who has a serious injury or illness incurred in the line of duty on active duty which may render the service member medically unfit to perform their duties for which they are undergoing medical treatment, recuperation or therapy; or are in outpatient status; or are on the military's temporary disability retired list.

Duration of Leave

In General – Except in cases of Service Member Family Leave, eligible employees are entitled to a total of 12 weeks of FMLA during any "rolling backward" 12-month period (measured backward from the date the FMLA sought by the employee would begin).

Service Member Family Leave – Eligible employees are entitled to a total of 26 weeks of leave in a single 12-month period. This 12-month period begins on the first day an eligible employee takes FMLA to care for a covered service member and ends 12 months after that date. No employee may take a total

of more than 26 weeks of all FMLA types of leave in a single 12-month period. Service Member Family Leave applies on a per-covered service member, per-injury basis, so that an employee may be eligible to take more than one 26-week period of Service Member Family Leave, but no more than 26 weeks of leave may be taken during any one 12-month period.

Married Employee Couples – In cases where both the husband and wife work for the University, they will be eligible for a combined total of 12 weeks of FMLA for the birth or placement of a child, or to care for a parent with a serious health condition (not parent-in-law). Similarly, if both husband and wife work for the University, they will be eligible for a combined total of 26 weeks of leave for Service member Family Leave or for Service member Family Leave combined with any other type of FMLA.

Intermittent Leave or Reduced Work Schedule Leave – Qualifying Military Exigency Leave may be taken intermittently, in separate blocks of time (no less than one hour), or on the basis of a reduced leave schedule under which an employee's usual working hours each day or each week are reduced. When medically necessary, other types of FMLA may also be taken intermittently, in separate blocks of time (no less than one hour), or on the basis of a reduced leave schedule under which an employee's usual working hours each day or each week are reduced. The University does not grant intermittent leave or a reduced leave schedule as FMLA leave for the birth or placement of a child.

In some instances, the University may require employees taking foreseeable intermittent or reduced schedule leaves to transfer temporarily to an alternative position for which the employee is qualified and which better accommodates the employee's leave schedule. Pay and shifts would not be affected by a change to an alternate position. Time worked in the alternate position would not count towards the employee's FMLA leave entitlement.

Requests for and Approval of Leave

Notice and Scheduling of Leave – Employees must provide the Human Resources Department with at least thirty (30) days' notice whenever the need for leave is foreseeable (such as when the leave is for an expected birth, placement for adoption, or planned medical treatment). For planned medical treatment, employees must consult with their Department manager and make reasonable efforts to schedule the treatment so as to minimize the impact of the employee's absence on the University's operations and fellow employees. In cases where the need for leave cannot be anticipated more than thirty (30) days in advance, the employee must provide notice of the need for leave as soon as practicable. Failure to provide proper notice of the need for FMLA may result in a delay in the commencement of leave. It may result in absences being counted against the employee for attendance and/or disciplinary action purposes, up to and including termination of employment.

Employees are also expected to comply with the University's or their department's normal call-in procedures when reporting absences, including, but not limited to, absences that the FMLA covers. Failure to follow normal call-in procedures can result in discipline, just as with any other type of leave.

Employees must also inform the University if the requested leave is for a reason for which FMLA leave has been previously taken or certified.

Employees are also required to contact their managers every 30 days during an approved FMLA leave.

Documentation – The University requires that employees provide documentation to support the need for FMLA leave. Employees may request these documents from the Human Resources Department. FMLA for a serious health condition requires the employee to submit a completed healthcare provider certification within 15 calendar days. For Service Member Family Leave requests, invitational travel orders (ITOs) or invitational travel authorizations (ITAs) issued by the Department of Defense are acceptable.

Failure to provide the required medical certifications may result in the denial of FMLA or other leave, automatic redesignation of the leave as other than FMLA, or treatment of the absence in accordance with the attendance and disciplinary policy, up to and including termination from employment. Absences counted against the employee for a late certification will not be reversed unless there are exceptional circumstances. If an employee fails to return the completed form, the FMLA will be denied,

and the absences will be unprotected. If the certification form is incomplete or insufficient, the employee will be given written notification of the required information and will be given a seven (7) day period to provide the necessary information.

In the case of Qualifying Military Exigency Leave, a copy of the family member's active duty orders and documentation of the qualifying exigency will be required.

Eligibility Notice – The University will generally notify employees of their eligibility to take FMLA Leave. If employees are not eligible, they will be informed of the reason.

Designation Notice – Once the University determines whether an employee's leave qualifies as FMLA, the University will notify the employee of the determination with a Designation Notice.

Recertification – The University may request medical recertification of the condition in accordance with the FMLA statute or regulations. The University may also provide the employee's healthcare provider with information about the employee's attendance and ask the provider to evaluate whether that attendance pattern is consistent with the need to be absent due to the condition in question.

Second and Third Opinions – The University may also require the employee to obtain a second opinion and a third opinion as to the medical condition. The University will inform the employee if such a requirement exists and will provide a reasonable amount of time for the opinion to be obtained.

Benefit Participation While On Leave

An employee on approved Family and Medical Leave may continue group health insurance coverage during the leave by paying the employee's normal share of the cost of such coverage during the leave on or before the date when payroll deductions for such expenses would normally be made. If payment is not received on the due date or within the specified timeframe, the University will provide the employee with written notice of non-payment and allow 15 days to make the payment. If the payment is not made within the 15-day window and at least 30 days have passed from the due date, coverage under the benefit plan will lapse, retroactive to the original due date.

Use of Available Paid Time Off

Employees must concurrently exhaust any available paid time off (such as vacation or personal time off), short-term disability benefits, workers' compensation benefits, or any other applicable form of paid leave during FMLA leave. All substituted paid leave that is being concurrently exhausted will be counted against an eligible employee's FMLA leave entitlement.

- ***Faculty - to receive salary continuance for the time period stated on medical certification, employees must be on approved FMLA (Parental Leave, Serious Health Condition Self/Family, Military Exigency), and also use short-term disability***

****** Please note FMLA can be up to 12 weeks; pay is dependent upon medical certification; therefore, some of the time may be unpaid. Please consult with HR.***

- ***Staff - accrued vacation or personal leave, and short-term disability***

Short-term disability (STD) is provided by Hartford Insurance to both Faculty and Staff through the self-filing claim process.

FMLA forms and Short-term disability (STD) information are available through the Human Resources Office.

FMLA involved (HRIS) Time Reporting

Staff: Staff members on approved block or intermittent FMLA leave must select the FMLA time-off code in involved for each approved absence. The FMLA code is linked to the employee's available Personal Leave balance, allowing FMLA and paid Personal Leave to run concurrently. Intermittent leave must be entered based on the actual number of approved FMLA hours used. If Personal Leave has been exhausted, the employee must contact Human Resources/Payroll for instructions.

Faculty: Faculty members on approved block or intermittent FMLA leave will not record FMLA through isolated. Faculty must track the actual FMLA time used each month and submit the record to Human Resources/Payroll by the established monthly deadline.

All reported FMLA time must correspond with the frequency, duration, and schedule approved by Human Resources. Employees must continue to follow normal departmental procedures for reporting an absence.

Crediting of Benefits While On Leave

Benefits such as sick pay and vacation do not accrue for employees who are out on unpaid leave. Similarly, employees do not receive holiday pay for holidays that occur while they are on unpaid leave, and holiday time is counted toward their FMLA leave time.

Reinstatement Following Leave

Request for Reinstatement – FMLA leave must be used for its intended purpose. If Converse determines that the employee provided false information in order to obtain the leave, or is using leave when such leave is not or is no longer medically necessary or otherwise unnecessary, the employee may be subject to discipline, up to and including termination. If the qualifying reason for taking leave ends, then the employee must immediately contact the University and make arrangements to return to work. An employee returning from FMLA for their own serious health condition should notify their supervisor of availability immediately upon being released to return to work by the employee's health care provider. Employees returning from FMLA leave must be able to assume all of the essential functions of their jobs upon return. The University will provide time for employees to learn about any changes or new technology implementations. Unless required otherwise by law, an employee granted a leave of absence under these provisions who fails to return to work upon expiration of the leave will no longer have protected absences. Further absences would count against the attendance policy. As a condition of restoring an employee whose leave is based on the employee's own serious health condition, the employee must provide the University with certification from the employee's health care provider confirming the employee's fitness to return to their normal duties or the health care provider must identify any specific limitations placed on the employee related to the performance of their job duties. Failure to provide a requested fitness-for-duty certification may result in the denial of reinstatement until this certification is provided. An employee desiring to return from FMLA leave prior to the date the leave was due to expire, must also give written notice to their supervisor of the desire to return to work at least two (2) working days prior to the desired return date.

Reinstatement – An employee returning from FMLA will normally be reinstated to the position held by the employee at the time the leave commenced or to an equivalent position; however, an employee returning from FMLA leave will have no greater right to employment or reinstatement to a specific position than an employee who had been continuously employed. For example, if an employee's position is eliminated due to a reduction in force, then no reinstatement right exists.

Related Resources

[Your Rights Under FMLA](#)

[Short-term Disability Benefit Eligible Employees](#)

[current/title-29/subtitle-B/chapter-V/subchapter-C/part-825](#)

[/administrative-and-staff-handbook-20262027/shortterm-disability-std-policy](#)

[/parental-leave-policy](#)

[/personal-leave](#)

[/administrative-and-staff-handbook-20262027/voluntary-personal-leave-donation-p...](#)

Version History

Sun, 08/13/2023 - 22:01

Clarification on the approved FMLA, parental leave, and FMLA leave: FMLA leave allows the use of salary continuation with short-term disability (faculty), accrued available leave (Staff), and short-term disability, isolated entries for FMLA.

Benefits for Librarians

Beginning on hire date, librarians accrue the maximum of four (4) weeks' vacation per year. (This classification requires no service years for maximum vacation leave of four (4) weeks.) The maximum carry over is 80 hours per fiscal year. As 12-month employees, librarians are eligible for all other benefits such as holidays, sick leave, personal leave, and birthday leave.

Retirement Fund

Policy Owner Human Resources

Responsible Office(s) Human Resources

Policy

Employees may participate in the University's Defined Contribution Retirement Plan offered through TIAA upon the date of hire. Employees are eligible to receive a matching contribution if they meet each of the following criteria:

- Complete one year of continuous service or worked for a four-year institution and worked through May 1 of the most recent academic year;
- Full time or part-time employees (including 10 and 11-month employees) who complete at least 1,000 continuous work hours; AND
- Are at least 25 years of age.

New employees employed full-time at a higher education institution a minimum of one year immediately before employment at Converse are currently exempt from the one-year waiting period. Previous employment verification must be provided.

The retirement program is currently provided through TIAA. Participants have the option of contributing a percentage of their monthly base salary to this fund. The University may contribute a percentage of the monthly base salary for participants who contribute a minimum amount established by the University.

Plan Summary information and enrollment forms are available in the Human Resources Office. If there is any conflict between this policy and the Plan Document(s), the terms of the Plan Document(s) shall control.

This plan is subject to change or elimination at any time, with or without notice, at the University's sole discretion.

Version History

Sun, 08/13/2023 - 22:03

Medical Insurance Surcharge for the use of Tobacco Products Policy

As part of Converse University's efforts to support the overall health and wellness of its group health plan members, Converse University will implement a tobacco surcharge to encourage the cessation of tobacco products and the overall health of our employees. Effective October 1, 2020, Converse University will charge an additional \$50 per month for medical coverage through the Converse University Group Health Plan to its employees and their insured family members who use tobacco products. This initial surcharge may be adjusted as needed each year.

All subscribing Group Health Plan members will be required to submit a declaration with regard to themselves and all of their covered family member(s) regardless of whether they use tobacco or not. Plan members who use tobacco will see the surcharge deduction reflected in their October paycheck.

“Tobacco and smoking products” include all tobacco-derived or containing products, including, but not limited to, cigarettes (e.g., clove, bidis, kreteks), electronic cigarettes (Juuls, etc.) vaping devices, cigars, cigarillos, pipes, water pipes, smokeless tobacco products or substitutions (spit and spit-less, chew, pouches, snuff) or any other device intended to simulate smoked tobacco. This does not apply to nicotine replacement therapy, which is designed to assist tobacco users to quit tobacco. In this case, documentation will need to be provided to the Office of Human Resources.

If it is unreasonably difficult for the employee or insured family member(s) who uses tobacco products to stop, the employee or insured family member(s) may be able to avoid the surcharge by another means. The employee or insured family members should contact the Office of Human Resources hr@converse.edu, who will provide information regarding alternative wellness program offered through Teladoc.

Teladoc Tobacco Cessation Program

Teladoc offers a telephonic tobacco cessation coaching program to assist employees and their family members to quit using tobacco products. Converse University will offer insured individuals an opportunity to enroll in the Teladoc cessation program in order to avoid the surcharge. Teladoc enrollment process: request a General Medical visit at teladoc.com, Teladoc app, or 1-800-835-TELADOC (835-2362).

Converse will pay the cost for the first time through the program. If the employee or insured family member(s) continue using tobacco products after completion of the cessation program, he or she can re-enroll or select another Converse approved program at his or her own expense. The employee or insured family member(s) must continue to be insured in an approved program or stop using tobacco products in order to avoid the surcharge. Converse University reserves the right to require objective evidence at any time that the employee or insured family member(s) are actively participating in an approved program or is tobacco-free.

Tobacco-free is defined as the employee, or insured family member(s) have not used tobacco products within the past 60 days from the day the declaration is signed or completion of a tobacco cessation program.

Converse University generally will allow twelve consecutive weeks to complete the program. If Converse does not receive a certificate of completion (or acceptable evidence that the employee or insured family member(s) are still actively insured in the program) within twelve consecutive weeks, the institution will reinstate the surcharge.

Converse University reserves the right to impose the surcharge retroactively if it finds that an employee or insured family member(s) did not actively participate in an approved program (even if he or she enrolled in the program) or used tobacco products when he or she was represented to be tobacco-free.

Liability for the surcharge

The liability for the surcharge will be reevaluated each year. If an employee or insured family member(s) paid the surcharge during the previous year, the employee would continue doing so unless, prior to the policy anniversary, he or she certifies the employee and all insured family member(s) are now tobacco-free.

Parental Leave Policy

Policy Owner Human Resources

Responsible Office(s) Human Resources, Payroll, Benefits

Policy Statement

Converse University provides Paid Parental Leave to support employees during the birth, adoption, foster placement of a child, or qualifying pregnancy loss. This benefit promotes employee well-being, supports family bonding, and reflects the University's commitment to a supportive and inclusive workplace.

Paid Parental Leave is a standalone benefit and is not dependent on accrued leave balances or participation in the Voluntary Leave Donation & Shared Leave Program.

Purpose

The purpose of this policy is to provide eligible employees with paid time away from work to bond with a new child or recover from a qualifying pregnancy-related event, while maintaining continuity of income and benefits.

Scope

This policy applies to all full-time and part-time benefit-eligible employees of Converse University who meet the eligibility requirements outlined below.

Policy

Eligibility

To be eligible for Paid Parental Leave, an employee must:

- Be a full-time or benefit-eligible part-time employee (working at least 28 hours per week);
- Have completed at least 12 months of continuous employment prior to the qualifying event;
- Be actively employed at the time leave begins;
- Meet eligibility requirements under the Family and Medical Leave Act, where applicable.

Benefit Amount

Eligible employees will receive:

- Up to 6 weeks (240 hours) of Paid Parental Leave at 100% of base pay
- The University will designate the approved duration within this range based on institutional guidelines and role classification
- Leave is prorated for part-time employees based on scheduled hours

Paid Parental Leave is provided per qualifying event (not per child).

Use of Paid Parental Leave

- Leave must be taken within 12 months of the qualifying event
- Leave may be taken continuously or, with supervisory approval, intermittently where operationally feasible
- Paid Parental Leave runs concurrently with FMLA, where applicable
- Employees are not required to exhaust accrued leave prior to using this benefit

Coordination with Other Leave Programs

- Paid Parental Leave runs concurrently with FMLA, if eligible
- If a medical condition/event exists (e.g., childbirth recovery or complications), additional leave may be covered under:
 - Short-Term Disability
 - Long-Term Disability
 - ADA accommodations
 - Other applicable leave policies

Paid Parental Leave is separate from and not supplemented by the Voluntary Leave Donation & Shared Leave Program, except in cases involving catastrophic medical complications.

Pregnancy Loss Provision

In the event of pregnancy loss, eligible employees may receive:

- Up to 4 weeks of Paid Parental Leave for recovery and/or support

Additional leave may be available under other applicable leave policies based on medical need.

Compensation and Benefits

- Employees will receive regular base pay during Paid Parental Leave
- Benefits will continue under normal conditions
- Employees remain responsible for their portion of benefit contributions

Faculty Salary Continuation

Faculty members whose appointments provide for salary continuation during approved leave will continue to receive compensation in accordance with the terms of their faculty appointment and applicable University policies.

Paid Parental Leave is intended to coordinate with, and not duplicate, contractual salary continuation benefits. Human Resources and the Provost's Office will administer leave to ensure eligible faculty receive their regular contractual compensation while providing the intended parental leave benefit.

When appropriate, the University may satisfy the Paid Parental Leave benefit through course release, modified teaching responsibilities, reassigned duties, or other academic workload adjustments that support parental leave while maintaining instructional continuity.

Disclaimer: Please note that interim responsibilities and any related stipend compensation and other tax deductions are contingent upon business need and may not continue during the employee's leave period.

Job Protection

- Leave is job-protected in accordance with the Family and Medical Leave Act (FMLA) and applicable law
- Employees will be reinstated to the same or an equivalent position consistent with institutional policy

Coordination with Academic Appointments

For faculty and instructional staff:

- Paid Parental Leave will be coordinated with academic schedules, teaching assignments, and contractual obligations
- Adjustments may include course release, modified teaching loads, or deferral of instructional responsibilities
- The Provost's Office, in coordination with Human Resources, will determine appropriate arrangements to ensure both academic continuity and employee support

Request and Approval Process

Employees must:

- Provide at least 30 days' notice when the need for leave is foreseeable
- Submit an FMLA request form

- Provide documentation supporting the qualifying event

Human Resources, in coordination with the employee's supervisor and division leadership, will review and approve requests.

Limitations

- Paid Parental Leave is available once per qualifying event
- Unused leave does not carry over or accrue
- Leave has no cash value and is not paid out upon separation
- Employees are expected to return to work following leave; failure to return may require repayment of benefits where permitted by law

Administration and Authority

Human Resources administers this policy and ensures compliance with applicable laws and institutional standards.

The Assistant Vice President & Director of Human Resources has the authority to interpret and apply this policy. Exceptions require senior leadership approval.

Effective Date and Review

This policy is effective upon approval and will be reviewed periodically to ensure alignment with institutional goals, legal requirements, and best practices.

Definitions and Acronyms

Parental Leave: Paid leave provided for bonding with a newborn child or a child newly placed through adoption or foster care.

Qualifying Event:

- Birth of a child
- Adoption of a child
- Foster care placement of a child

Pregnancy Loss: Includes miscarriage, stillbirth, or other medically recognized pregnancy loss experienced by the employee or the employee's partner, where the employee is eligible for leave for recovery and/or support.

Version History

Wed, 07/15/2026 - 20:57

Short-Term Disability (STD) Policy

Policy Owner Human Resources

Responsible Office(s) Human Resources, Payroll

Purpose

Converse University provides Short-Term Disability (STD) income-replacement benefits to eligible employees, offering protection during periods of temporary disability due to non-work-related illness, injury, or medical conditions, including pregnancy.

Policy

Eligibility

STD coverage is available to:

- Full-time employees regularly scheduled to work at least 30 hours per week
- Benefit-eligible part-time employees, as defined by University policy

Employees become eligible on the first day of the month following their hire date, unless otherwise specified in the Summary Plan Description (SPD).

Benefit Overview

The University provides STD coverage at no cost to employees through a third-party insurance carrier.

- **Income Replacement:** Typically 60% of base weekly earnings (subject to carrier terms)
The Hartford will pay 60% of base weekly earnings, up to \$1000 or the maximum benefit established by the insurance carrier.
 - **Staff:** May use accrued personal and/or vacation leave, in accordance with University policy, to supplement STD benefits up to 100% of regular earnings.
 - **Faculty:** Salary continuation benefits are provided under the University's Faculty Salary Continuance Policy. When applicable, salary continuation will be coordinated with STD benefits so that total compensation does not exceed 100% of the faculty member's regular salary.
- **Maximum Duration:** Up to 12 weeks per qualifying disability
- **Elimination Period (Waiting Period):**
 - 14 calendar days for illness or injury
 - 0-14 days for hospitalization, as defined by the Hartford or insurance carrier
 - **Staff** may use available accrued paid leave in accordance with University leave policies.
 - **Faculty** may receive salary continuation.

Exact benefit levels and terms are governed by the official insurance contract. ***Short-term disability is not a supplemental policy but rather an income replacement policy.***

Qualifying Conditions

STD benefits are available for:

- Non-work-related illness or injury
- Surgery and recovery
- Pregnancy and childbirth
- Other medical conditions that prevent the employee from performing essential job functions

STD does not cover:

- Work-related injuries (covered under Workers' Compensation)
- Conditions not supported by medical documentation
- Elective procedures not deemed medically necessary by the carrier

Coordination with Leave Policies

STD runs concurrently with applicable leave policies, including:

- **Family and Medical Leave Act (FMLA)**
 - Provides up to 12 weeks of job-protected leave
 - STD provides wage replacement during this period (if approved)
 - Required to submit a short-term disability (STD) claim
- **Paid Leave Use**
 - **Staff:** Accrued vacation and/or personal leave may be used to supplement STD benefits, provided total compensation does not exceed 100% of regular earnings.

- **Faculty:** Faculty Salary Continuance will be coordinated with STD benefits in accordance with the Faculty Salary Continuance Policy. Combined payments from salary continuation and STD benefits will not exceed the faculty member's regular salary.

Employee Responsibilities

Employees requesting STD must:

1. Notify their supervisor and Human Resources as soon as possible
2. File a claim directly with the University's STD insurance carrier within 30 days of the qualifying event. Claims may not be processed if they are more than 30 days after the qualifying event
3. Provide timely and complete medical certification
4. Comply with all carrier and HR documentation requirements
5. Participate in periodic status updates, if requested

Failure to meet these requirements may result in denial or termination of benefits.

Benefit Payments

- STD benefits are paid directly by the insurance carrier
- Payments are subject to applicable taxes, based on plan structure
- Payments are directly deposited into the employee's bank account
- Benefits begin after the elimination period and upon claim approval

Benefits While on Leave

During approved STD leave:

- Health benefits may continue under the same terms as active employment
- Employees are responsible for their portion of benefit contributions
- (Staff) Accrual of paid leave (vacation/personal) (faculty salary continuance) may be suspended during the unpaid portions of leave

Return to Work

Employees must provide:

- A fitness-for-duty certification from their healthcare provider to the Office of HR before returning to work to the HR Office

The University may:

- Require a medical release outlining any restrictions
- Provide reasonable accommodations where appropriate, consistent with the Americans with Disabilities Act (ADA)

Reminder: HIPAA Compliance - To protect employee privacy and maintain the confidentiality of medical information, all medical documentation, including fitness-for-duty certifications, FMLA certifications, ADA documentation, and other healthcare provider documentation, must be submitted directly to Human Resources rather than to supervisors or coworkers.

Fraud and Misrepresentation

Any misrepresentation of a medical condition or misuse of STD benefits may result in:

- Disciplinary action, up to and including termination
- Repayment of improperly received benefits

Policy Administration

This policy is administered by Human Resources in partnership with the University's STD insurance carrier. The University reserves the right to amend or terminate this policy at any time.

Disclaimer

This policy is intended as a summary. In the event of any conflict, the official Summary Plan Description (SPD) and insurance contract will govern.

Version History

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Section IX. Academic Regulations, Guidelines and Procedures

Curricular Proposals: Procedure for Approval (Undergraduate and Graduate)

Undergraduate Course Proposals

Approval for undergraduate courses begins with course proposals prepared in academic departments or program areas. The proposals are reviewed by the appropriate Department Chair and Academic Dean. Once reviewed, the proposals are then submitted to the Undergraduate Curricular Programs Committee (CPC), to the Faculty Senate, and finally to the general faculty meeting as a committee of the whole for final approval.

As part of the course approval process, the academic deans and CPC determine the appropriate level of academic credit to be granted. This determination incorporates an examination of the intended learning outcomes for the proposed course and the amount and difficulty of work a student is expected to complete within the specified amount of academically engaged time. The **Credit Hour Policy** outlined below provides additional explanations.

Specifics related to the approval process are provided below.

1. The Department Chair submits all CPC proposals on a designated form provided for this purpose. The Chair then submits the completed form and supporting materials to the appropriate academic Dean. The Dean then adds the form and supporting materials to the appropriate shared drive designated for the Undergraduate CPC.
2. Any Petrie School of Music proposal, regardless of degree affiliation, must receive a majority vote of the PSOM faculty before it can be sent to the academic Dean and the CPC.
3. The CPC will meet at least once each month during the academic year to act on any proposals. Only completed proposals will be reviewed by the CPC.
4. One member of the CPC serves as the Secretary and takes minutes during each meeting. The minutes will include a tally of the votes for each CPC proposal as well as specific recommendations, if applicable. The minutes will be reviewed by committee members and shared with the general faculty.
5. The Faculty Senate will act on any proposals received from the CPC no later than the third meeting of each month. Once approved by Senate, CPC proposals are presented to the faculty for a vote.
6. The deadline for proposals submitted for courses to be taught in the spring term is August 31 of the preceding fall term. The deadline for courses to be taught in the Maymester, summer, or fall term is the preceding February 1. Exceptions to these deadlines may be granted by the Chair of the CPC.
7. Proposals for study-travel courses during Maymester or summer must be submitted to the CPC no later than October 1 of the preceding year in which the course is to be offered. Exceptions to this deadline may be granted by the Chair of the CPC.
8. All courses, including Special Topics courses, must be approved by the CPC, the Senate, and the faculty before they are listed on the University course schedule. Any Special Topics course taught three times must be approved as a regular course before it is offered for a fourth time.

Graduate Course Proposals

Approval for graduate courses begins in academic departments or programs, proceeds to the Graduate Dean, who submits the proposal to the Graduate Curriculum Committee. The Graduate Curriculum

Committee examines the course rationale, assignments, grading policy, and course content, and returns the course proposal for modification or recommends it to the Graduate Council for approval. If approved by the Graduate Council, the course then goes to the graduate faculty for final approval. (25-26 Addition, approved by the Council) If, after a week, not enough Graduate Faculty have voted to pass or defeat a forwarded proposal from the Graduate Council, then the vote of the Graduate Council to pass the motion will stand.

As part of the course approval process, the academic deans and CPC determine the appropriate level of academic credit to be granted. This determination incorporates an examination of the intended learning outcomes for the proposed course and the amount and difficulty of work a student is expected to complete within the specified amount of academically engaged time.

Specifics related to the approval process are provided below:

1. Policy

All courses offered for graduate credit, whether in the academic year or summer session (or both), must be approved by the Graduate Council and the Graduate Faculty. If a course is open to both graduate and undergraduate students (double-listed), the course must first be approved by the Undergraduate Curricular Programs Committee. All syllabi for graduate courses must carry a graduate number (500, 600, 700 series). Syllabi for double-listed courses (undergraduate and graduate students; e.g., EDU 340/540), must differentiate requirements and grading policy. Syllabi for all approved graduate courses are kept on file by the Dean of the Graduate School in the Graduate Office.

2. A professor may submit a graduate course proposal (with rationale, content outline, assignments, bibliography) to the Graduate Dean, who then submits the course to the Graduate Curriculum Committee. The Graduate Curriculum Committee will examine the course rationale, assignments, grading policy, and course content, and return the course proposal for modification or recommend it to the Graduate Council for approval. If approved, the course then goes to the Graduate Faculty acting as a whole.

- When a new double-listed course comes to the Graduate Council via the Curricular Programs Committee, the Council may approve, disapprove, or return the course proposal for further modification.
- Course proposals approved by the Graduate Council for graduate credit are presented to the Graduate Faculty for approval. If the Graduate Faculty accepts the recommendation for approval, the course becomes an official addition to the graduate curriculum.

Grant Proposals Affecting Curriculum

All grant applications or proposals that involve course additions, deletions, or renumbering in the curriculum must be submitted to the Curricular Programs Committee for consultation and review before applying for the grant. The Committees need not give formal approval to the applicant, but shall report the receipt of the application to the Senate. No further action shall be required unless recommended by the Committees or required by the Senate. If the grant involves a curricular change for the next semester, the application must be submitted before the deadlines specified for submission of curriculum proposals. If the grant is approved by the granting agency, any curricular alterations must be approved by the faculty at a meeting at least one month before formal advisement for the next semester.

Credit Hour Policy

1. **General Policies:** Converse University uses a modified version of the credit hour as the official unit of measure for the assignment of academic credit. At Converse, the traditional in-class instructional period is a fifty-minute instructional hour. Courses are delivered in one of three modes:
 1. **Traditional, Synchronous Delivery Mode:** Each credit hour requires a minimum of one in-class instructional period per week (or its equivalent for courses scheduled one or two days per week) accompanied by an expectation of at least two sixty-five (65) minute periods of out-of-

class student work per credit hour per week for each full semester of 13.5-15 weeks. Equivalent periods are observed in all synchronous instruction formats, including evening and weekend courses.

2. **Hybrid Delivery Mode:** Hybrid courses combining online, asynchronous instruction and in-class, synchronous instruction meet in the classroom setting for a minimum of two sessions consisting of a total of at least four instructional periods. These courses require students to participate in online instruction each week that approximates the time requirements of traditional courses but base the credit hour assigned to the course on the satisfaction of learning outcomes equivalent in rigor and content to traditional courses.
3. **Fully Online, Asynchronous Delivery Mode:** Fully online, asynchronous courses by definition do not (necessarily) meet as a class at set times. Online courses are delivered either within the general time frame of a regular course semester or within a special, seven-week term. In both cases, courses are designed and taught on a learning outcomes basis, so that students advance in the course following assessment demonstrating systematic, engaged learning and specific course content accomplishments. Course material is sequenced so that the intended learning outcomes are achievable within the designated semester or term but in every case the outcomes are comparable to those of traditional delivery mode courses at equivalent credit hour levels.

Science lab courses and studio courses meet more than the minimum stated in **Traditional, Synchronous Delivery Mode**. Studio art and interior design lab one-credit term course represents 100 minutes (1.5 hours) of contact time each week. A three-credit term course meets for 300 minutes (5 hours) a week. There is the expectation of at least four sixty-five-minute periods of out-of-class student work per credit hour per week.

In accordance with the SACSCOC [*Policy Statement on Credit Hours \(August 2018\)*](#), Converse affirms that the credit hour represented in its modified instructional period and accompanying expectations is based on “intended learning outcomes...verified by evidence of student achievement” that reasonably approximate the federal definition of a credit hour.

Converse holds the view that learning outcomes are the most important consideration in assessing the success of academic coursework in all delivery modes. Academic programs are assessed annually at Converse and learning outcomes in each program are assessed as part of a regular cycle, where each degree program is fully reviewed at least once every three years.

The slightly shortened in-class time (the 50-minute instructional period) for traditional, synchronous delivery modes reflects the needs of complex schedules and student movement between classes without interfering with the intended learning outcomes and student achievement in each course. Converse understands the “Guidelines for Flexibility in Interpretation” of the federal standard in the SACSCOC *Policy Statement*, including that the federal definition “does not dictate particular amounts of classroom time versus out-of-class student work.” Converse documents student learning outcomes and believes that the totality of in-class and out-of-class time in its official policy best serves the institutional mission and intended outcomes of the curriculum.

Undergraduate Curricular Programs Committee

Membership

- The Provost acts as chair. The Registrar, Dean of the School of Liberal Arts and Sciences, Dean of the School of Business and Data Science, the Dean of the School of the Arts, the Dean of the School of Education, and the Dean of the Graduate School serve as *ex officio* members. In CPC, *ex officio* members do not have voting privileges. (See Article VI, Section 5 of the Senate Charter. The Charter is found in Appendix D, beginning on page 133.)

Responsibilities

- The Curricular Programs Committee (CPC) weighs all significant proposed additions, deletions, or changes in the undergraduate curriculum in light of the stated purposes of the University, the needs of the students, and the ability of the affected departments or areas to support their curricular offerings.
- The Committee responds to student petitions. On those petitions that fall within existing policy established by the faculty in areas such as overloads, course exemptions, and Directed Independent Studies, the Provost may take action or may refer the petition to the Committee for final action. Petitions that raise issues outside the scope of established policy are referred to the Faculty Senate with the Committee's recommendation.
- The Committee keeps minutes of its actions and the major points considered on file in a shared drive. These minutes are accessible to any faculty member.

Procedures of the CPC are outlined below:

- A member of the Committee records the minutes of the meeting. These minutes are kept in a shared drive available to all faculty for viewing. The President of the Senate reviews the minutes and proposals at subsequent Senate meetings.
- The CPC refers all approved and rejected curricular proposals to the Faculty Senate as seconded motions, where any Senator may move, with second, to reconsider the decision of the Curricular Programs Committee. The President of the Faculty Senate brings actions of the Curricular Programs Committee before the Senate for questions, discussion, or debate. The chair of the Curricular Programs Committee, or the designated representative, is present to answer questions and to discuss issues with members of the Senate and attending faculty.
- Curricular actions referred to the general faculty come in the form of a seconded motion after the faculty has had the opportunity to read the proposals before the meeting. For each curricular action, the Senate President calls for any questions, comments, or motions. If no motions are forthcoming, the actions are considered endorsed by the general faculty, and this constitutes formal faculty action. If motions are duly made and seconded from the floor, they are decided by a simple majority vote of the eligible faculty voting.
- The Committee may invite faculty members to its meetings to clarify curricular proposals or to respond to questions the Committee may have.
- Any faculty member who wishes to attend a CPC meeting in order to discuss a curricular proposal under review may do so.

Courses and Academic Work

Classroom Procedures for Academic Work

These procedures protect the freedom granted the student body under the Honor Tradition and assure self-protection and consideration of others. A violation of any of these procedures is a violation of the Honor Tradition.

- Cell phones and similar communication devices may not be used in the classroom unless specifically permitted by the individual faculty member or as part of a University-approved accommodation plan.
- Children are not allowed in classes at Converse University.
- Pets are not allowed in classes at Converse University unless an accommodation is approved by the Office of Student Accessibility Services or a Service Animal is present.

Quizzes and Examinations:

- Giving or receiving knowledge about a quiz or examination before, during, or after a testing situation or attempting to do so is a violation of the Honor Tradition.
- Unless prohibited by the individual faculty member, students are permitted to make use of old quizzes or old examinations in preparation for quizzes and examinations. They may also study the classroom and laboratory notes of others.

- At no time during an examination period is a student permitted to comment to another student about the level of difficulty, specific content, or the general nature of any final examination she has seen or taken. This prohibition applies even when the other student is not enrolled in the course concerned. Discussing examinations in any way is a violation of the Honor Code.
- Examinations or quizzes must be taken in a classroom within the building in which they are administered or in another place designated by the instructor.
- There should be no supervision in a proctoring sense and the instructor should be free to come and go as desired.
- Students may leave the examination at will, but they are subject to the fixed time limit of the examination or quiz period.

The Honor Tradition and Academic Work

A complete statement of the Honor Code and policies to be followed by faculty can be found on the Converse University website linked below; the Honor Code policies and practices stated in the *Student Handbook* are incorporated as part of this *Faculty Handbook*.

<https://www.converse.edu/life-at-converse/student-life/student-conduct/honor-tradition/>

Student Withdrawal from Courses

1. Students may withdraw from a course with a notation of "W" up to two weeks prior to the last day of regular terms. No one may withdraw from a course after these deadlines and receive the notation of "W."
2. Withdrawals from individual courses have no impact upon a student's withdrawal from the University (meaning withdrawal from all of a student's courses). In all instances of withdrawal, the applicable policy is an administrative decision, not a faculty prerogative.

Quality points are assigned as follows:

Grade Quality Points

A	4.00 per semester hour
A-	3.75 per semester hour
B+	3.25 per semester hour
B	3.00 per semester hour
B-	2.75 per semester hour
C+	2.25 per semester hour
C	2.00 per semester hour
C-	1.75 per semester hour
D+	1.25 per semester hour
D	1.00 per semester hour
D-	.75 per semester hour
F	0 per semester hour

In courses designed to be graded "Pass/fail", no quality points are granted for a "Pass," as a "fail" is regarded as hours attempted and failed. The failing grade reduces the student's grade-point ratio, but the passing grade has no effect. For classification purposes only, the student is granted the credit hours at the rate of two quality points per hour when the grade is passing and these hours count toward the total needed for graduation.

Incomplete grades:

1. Course requirements are meant to be completed within the term. The student's failure to complete course requirements within the term is not sufficient reason for assigning the grade of incomplete.
2. At the instructor's discretion, illness, injury, or family emergency may be grounds for assigning a grade of incomplete or a health withdrawal. If the grade is an incomplete, a contract will specify the work to be completed and the date by which the work must be submitted to the instructor. A copy of the contract will be retained by the student and by the instructor and a copy will be sent to the Registrar. A form for the contract is supplied by the Registrar.
3. A grade of I automatically becomes an F unless the deficiency is removed by the end of the next long term.

4. When an external evaluation is required for an internship and the instructor cannot obtain the evaluation by the end of the term, a grade of incomplete may be assigned. A senior enrolled in an honors course during the fall or short term is eligible for the grade of incomplete until the thesis is completed.
5. In cases of unusual circumstances, the completion date on the contract may be extended by the instructor who will inform the Registrar, in writing, of the completion date and the reasons for the extension.

A student failing a course may be permitted to take the second term, if the course failed is the first term of a continuous course, or the next higher course in the subject only with the approval of the department chair concerned.

Pass/Fail grading and limits:

1. Regular courses specified by the Converse faculty as eligible to be offered on a pass/fail basis and under conditions of student eligibility specified by the Converse faculty.
2. Courses, such as student teaching, in which it can be demonstrated that another method of evaluation is superior to a letter grade, may be offered on a pass/fail basis. In such cases, the Curricular Programs Committee should examine the methods of evaluation as part of the course proposal.
3. Off-campus courses not under the immediate supervision of faculty, e.g., internships and practicum, may be offered on a pass/fail basis.
4. The "Pass/fail" grade does not substitute for adequate academic supervision and control of a course.
5. A Converse student taking a course on another campus, e.g., in cooperative programs, summer school, etc., may not take the course on a "Pass/Fail" basis unless it is available only on that basis.

Directed Independent Study

Directed Independent Study is both necessary and desirable at Converse; some prudence, however, is essential to insure academic quality and administrative efficiency in this area of the curriculum. Faculty should keep DIS obligations within a reasonable and manageable range, given the demands of the regular teaching load. DIS assignments requiring additional payment to the faculty member must be approved in advance by the appropriate academic Dean.

The University offers Directed Independent Study according to these general principles:

- DIS courses are not considered a part of a faculty member's normal teaching load unless scheduled and advertised, e.g., some "special topics" courses.
- When a regular, full-time undergraduate needs a DIS course, it may be provided if both the adviser and the instructor approve. Such courses are offered with no additional charge to the student and no extra remuneration for faculty.
- Students may take no more than two DIS courses toward hours for graduation. Exceptions to this must obtain prior approval of the appropriate Dean.
- DIS courses may be offered to Converse II students and Degree Completion students if the adviser, the instructor, and the appropriate academic Dean approve.
- Graduate students may undertake a DIS course with the approval of the instructor, department chair, and Dean of the Graduate School. Such courses require higher-than-normal fees from students and offer faculty additional remuneration.

These conditions, qualifications, and procedures control enrollment in Directed Independent Study:

While the University cannot guarantee that students can be offered a DIS in an existing course, under unusually compelling circumstances a student may request such a course. Typically, a request from a student should be made only:

1. If a course is required for a graduating senior but is not scheduled so that one or more students can take it.
2. If a student has an unalterable schedule conflict in the major or minor sequence.

3. If a student needs a course to correct an out-of-sequence program.
4. If a student has compelling personal circumstances-such as a health problem.

Procedures

1. Students should secure a Directed Independent Study form from the Registrar's Office and complete the form prior to registration. A syllabus for the course is required. One copy should be filed with the Registrar and one with the instructor. A student is not enrolled in a DIS until all required approvals are secured and the completed form and syllabus are filed with the Registrar.
2. If the course is a DIS in a regular departmental offering the schedule of conferences should show a minimum of twelve contact hours per 3-credit course.
3. If the course is a DIS in Special Topics, a 400 or 500 level offering, the schedule of conferences should show a minimum of six contact hours per 3- credit course.
4. Students who cannot secure the support of a faculty member may discuss individual problems with the adviser first, the department chair second, and the appropriate academic Dean last.

Fees

These policies concerning fees are currently in place:

1. Converse II, Degree Completion and graduate students pay per credit hour for a DIS course.
2. Faculty are remunerated for Converse II, Degree Completion and graduate DIS courses at a specified rate per credit hour.

Directed Independent Study Off Campus

1. Permission to take an off-campus DIS must be obtained from the Curricular Programs Committee.
2. The petition must have the approval of the directing instructor and the department chair.
3. Normally the maximum credit allowed for an off-campus DIS is four semester hours.
4. The course must involve a final examination and/or a term paper. The directing instructor keeps student papers for submission to the appropriate academic Dean upon request.

Internships

An internship is a work experience that may or may not carry academic credit. Credit bearing internships require a syllabus. Faculty and students should consult the *Center for Career Services* for specific information about internships.

Degrees and Requirements

Regular Degrees

All degrees are conferred by the University upon the recommendation of the faculty and with the approval of the Trustees. The degrees bear the signature of the Chair of the Board, the Secretary of the Board, the President of the University, and the Provost.

Honorary Degrees

The conferral of an honorary degree by the University is for the purpose of recognizing and honoring outstanding achievements by individuals in the areas of the Arts, Sciences, Education, Humanitarianism, Community Service, Government, or Commerce. As a distinguished institution dedicated to the education and advancement of women, the selection process should give special consideration to the achievements of women, especially Converse graduates.

While it is recognized that the awarding of an honorary degree may sometimes be advantageous to the University, and that these factors may play a part in the selection process, it is to be understood that honorary degrees are not to be awarded primarily on these grounds. It is expected that the degree recipients will have demonstrated individual achievements sufficient to merit such an award independently of any other "advantages" to the University.

Second Baccalaureate Degree

Converse does not grant to an individual two baccalaureate degrees of the same kind, e.g., two B.A. or two B.Mus. degrees.

Students who wish to add another major program to a degree already completed may do so, but this accomplishment is recognized only by notation on the permanent record card, not by issuance of a second diploma.

A person who wishes to take at Converse a baccalaureate degree of the same kind as one previously completed at another University is eligible under the same conditions as those that apply to students working for a second Converse baccalaureate degree.

A student can earn a second baccalaureate degree in Arts & Sciences by satisfying the following requirements:

- The major requirements for the second degree;
- The residence requirement of a minimum of 42 hours at Converse; and
- The grade point average required for graduation.

Any issue concerning the acceptability of previously earned credits, such as their appropriateness to the second degree or the length of time since their completion, should be referred to the Registrar.

Requirements for Graduation

Payment of fees and fines:

- In addition to academic and residence requirements below, the University requires as a condition for graduation the payment of all fees and fines owed to the University, and the performance of any obligation, such as an exit interview, connected with a student loan.

Residence requirement:

- The residence requirement for the baccalaureate degree is a minimum of forty-two (42) semester hours, which must be the terminal hours of the degree program.
- Exceptions:
 - Upon approval of a petition to the Provost, a student may be permitted to complete up to six of the last forty-two (42) hours at another accredited institution.
 - Students participating in any approved articulation program with another institution (for example, dual degree programs) may be exempted from the residence requirement as provided for in the articulation agreement.

The Major Program:

The student must complete all the requirements of a double major or a major and a minor or a single major (including the Individualized Major) before graduation. These requirements must be observed:

- A double major consists of the course requirements for the major in each of two academic areas.
- The major and a minor consist of two parts:
 - A major of 24 to 42 hours in one discipline, except for certain block programs specifically approved by the faculty.
 - A minor, which consists of at least 18 hours in a discipline other than that of the major.
- A single major consists of 24 to 42 hours, except for a faculty-approved block program and the Individualized Major Program.
- All work for the double major or major and minor or single major must be completed at Converse. Any exceptions to this rule, other than those specified in this *Handbook* and in the *Converse University Undergraduate Catalog*, must be approved by the department chair concerned.
- The student may select one of the major/minor options above at the end of the freshman year or during the sophomore year. The student then completes the declaration form online through

my.converse.edu. Students must arrange and pursue the work of the double major under the direction of the chair of the department of one of the majors; work in a minor is directed by the chair of the department of the minor.

Courses taken for credit in the major, minor, or in a career preparation area that also count for Converse Core (GEP) credit may be used to satisfy both requirements.

Cross-listed courses and courses that are required for more than one major may count toward the satisfaction of the major requirements in two majors. There is a limit of four courses on this allowance.

Requirements of the Individualized Major (IM)

- Students with interdisciplinary academic interests linking at least three departments may design degree programs that reflect those interests. Individualized Majors must be designed in conjunction with the student's academic advisor and with the approval of the department chair in each participating department. After departmental approval, students must submit their proposal for approval by the Curricular Programs Committee. Students must complete the design and approval process prior to the end of the sophomore year.
- This program is designed for highly motivated students. Each IM proposal must show a clear theme that justifies granting an exception to single or dual major programs and must provide a list of proposed courses linked by that theme. The Curricular Programs Committee must approve any subsequent changes in the approved list of courses.
- All students choosing the IM option must complete:
 - All GEP requirements
 - At least sixteen (16) major courses (at least five courses in each of three disciplines), including a seminar-level course in at least two different disciplines
 - A capstone project linking all disciplinary areas of the Individualized Major, designed by the student with the advice of faculty members in each area. A presentation of the project will be scheduled during the spring term of the senior year, with all members of the University community invited to attend. A committee composed of the student's academic advisor and the department chair in each participating department will evaluate the capstone project. The project will be graded as high pass, pass, or fail, with a "pass" or better required for graduation. The capstone project will be given three credit hours as Directed Independent Study.
- Individualized Major students will be encouraged to incorporate collaborative undergraduate research and Honors work in their course of study.
- Due to the number of requirements involved, students completing degrees in professional programs (B.M., B.F.A.) will not be able to complete an IM. However, students may combine areas of music or art in IM programs aiming at completion of a B.A. degree, with the approval of the Dean of the Petrie School of Music (for Music) or the Chairperson of the Department of Art and Design (for Art).

There are special provisions for "departmentally-developed, interdisciplinary minors" (IDMs):

- An IDM shall consist of a minimum of 21 hours distributed among two or more disciplines.
- No course may count as both a major requirement and an IDM requirement if the student's major discipline overlaps with the IDM.
- If the student's major discipline overlaps with the IDM, then she shall be limited to a maximum of 42 hours in one discipline.
- Proposed IDM shall have a logical focus, and proposals for an IDM shall specify which courses in the disciplines involved qualify for the program.
- Each proposed IDM will have a designated advisor who will advise student requirements and standards, and certify successful completion.
- Each proposed IDM shall be submitted to and approved by the Curricular Programs Committee.
- The two suggested guidelines for the IDMs are:
 - Since the IDM will not be under the control and standards of an individual department, all students in the program shall be required to complete an interdisciplinary comprehensive requirement, either oral exam or paper.

- In order to avoid expanding and fragmenting the curriculum base, proposed IDMs shall include extant courses rather than courses created exclusively for the IDM.

Any student wishing to change their major or minor must complete the proper form, available in the office of the Registrar, in consultation with the major professor. Any student changing degrees, e.g., from a B.A. to a B. Mus. or vice versa, must also complete the proper form, available in the Office of the Registrar.

Amount and quality of work: The requirements for the bachelor's degree include the completion of a minimum of 120 semester hours and a grade-point average of at least 2.0 on the number of hours attempted. In addition, the student must have a 2.0 average or better in both the major and the minor. Note: For students who entered Converse in 1978 or earlier and who received two hours credit for the Freshman Lecture Course, the requirement is 122 hours.

Application for the degree: All students expecting to graduate at the regular commencement exercises at the end of the academic year must apply for a diploma at the Registrar's office no later than the end of the last week of the fall term.

Early commencement participants: Under certain conditions, students who have not completed the degree requirements are allowed to participate in graduation exercises. The following regulations govern this privilege:

1. A student must be present and participate in the graduation ceremony.
2. Only students who lack no more than four credit hours to meet the minimum hour requirement for the degree are eligible. Students must arrange to take the remaining hours prior to the end of the spring term of the following academic year. The residency requirement that a student may take no more than six of the last forty-two (42) hours of course work at another institution would apply to all students who are participating as early commencement candidates.
3. To qualify, a student must achieve a cumulative grade point average of 2.00 and a grade point average of 2.00 in the major(s) by the end of the spring term in which they apply for early commencement.
4. In case of illness or emergency students may appeal to a committee composed of the Faculty Senate President, the student's Academic Adviser and the appropriate Academic Dean.
5. In the official commencement program, these special commencement candidates are identified with an asterisk and a statement appears at the end of the roster of graduates defining the status of these students. The statement is worded: "Early commencement participants who will complete their requirements during the following academic year".
6. The early commencement participants receive blank diplomas at the May exercises; contingent upon the completion of all requirements, they receive their official diplomas at the official commencement ceremony following their completion of all requirements.
7. An early commencement student who fails by the end of the following academic year to achieve the required grade point average or fails to meet the required number of hours for graduation, is automatically disqualified from receiving the official diploma until the academic deficiencies are removed.
8. Students who apply for early commencement do so with the understanding that participation in the exercises is regarded by the University as unofficial and as ceremonial and symbolic; students may not consider or present themselves as graduates of the University in any official sense until the Registrar of the University has certified that the students have met all the requirements for graduation.
9. Students who participate in early commencement cannot be recognized as qualifying for honors at graduation.

Reports and Transcripts

Mid-Term Grades are reported to the Registrar for all undergraduate students.

Fall, Spring, Maymester, and Summer Terms Grades: At the end of all terms, grades are reported to the Registrar via the online grade entry system.

Posting Grades: Per federal regulations concerning the privacy of student records, we cannot post grades or leave papers or exams in a room or hallway for individuals to collect. These restrictions also apply to grades or papers identified by numbers or by any other code.

Academic Policies for Study Travel

The University supports study/travel programs as an important academic experience for Converse students. Travel itself is a valuable educational experience, but when that travel is combined with rigorous academic components including classroom instruction, reading research projects, writing assignments, and/or creative projects, student learning is greatly enhanced. For that reason, the academic content of all study/travel courses falls under the purview of the Curricular Programs Committee which will monitor programs to ensure that they meet Converse's standards for academic rigor, clear grading policies, and some level of consistency across the University.

Faculty leaders are responsible for submitting consent/release forms and the detailed itinerary to the Director of International Studies and to the Provost.

Cooperation with Wofford

Through a program of cooperation between Converse and Wofford College, certain courses of instruction at each institution are open to students of the other institution on a space available basis. The program, reviewed annually, may be terminated at the end of any academic year by either institution.

Student Honors at Graduation

Latin Honors

Students graduate with Latin honors from Converse according to the following distinctions:

Cum laude: 3.50 but less than 3.75

Magna cum laude: 3.75 but less than 3.90

Summa cum laude: 3.90 or higher.

These standards refer to the Converse grade-point average; to qualify, a student must have a minimum of 60 hours of work at Converse or in Converse programs.

Honors-in-Field

Graduation with honors in a specific field follows the following guidelines:

1. Honors work carries a maximum of six hours of elective credit allocated at the discretion of the department.
2. Each department may have additional guidelines which supplement and further define the procedures and qualifications for honors work.
3. Each department that does establish its own procedural and substantive guidelines for honors work should submit these guidelines to the Office of Research and Engagement, which will act as a central repository for the guidelines. These guidelines should include criteria by which honors work will be graded.
4. The Office of Research and Engagement works in collaboration with the Nisbet Honors program Directors for students who are enrolled in the Nisbet Honors program.
5. Each student has an advisory committee of faculty members who guide them as they develop their project or prepare for their performance.

Student eligibility

Because of the distinction that Honors conveys and the amount of effort required, only exceptionally qualified and extremely committed students should attempt an honors project. To qualify, students

must have an overall GPA of 3.25 and a GPA of 3.50 in their major field by the end of fall term of their junior year. In exceptional cases, a student who does not meet these GPA criteria may petition for permission from the relevant academic Dean.

Project

1. This program enables qualified students to pursue additional independent and intensive work within their major area. Generally, the project will be a research paper that follows the discipline's guidelines for superior research. In creative fields, such as music, theater, and applied art, creative projects are appropriate. Interdisciplinary projects are also encouraged.
2. The project should be a substantial project planned so that it can be done in the time available using the resources available. The quality rather than the amount of work is the major evaluative criterion. A research paper should generally be from twenty to forty pages. Departments using performance standards should establish criteria that require a substantial project of superior quality.
3. An interdisciplinary project should reflect the disciplinary standards involved. While such a project works particularly well for a double major, other students may engage in such work.
4. Each department establishes its own presentation standards consistent with those of the discipline. Documentation within a paper should follow a recognized style sheet. The final paper should be clearly written and carefully proofread.

Advisory Committee Composition and Duties

1. The committee consists of five members. Two or three members come from the relevant department, with one serving as the director of the project. One or two come from related areas. One comes from an unrelated discipline. In some instances, one member in the discipline or a related area may come from another institution. Interdisciplinary projects should have representatives from the disciplines involved, but should still include one member from outside the disciplines. The student, in consultation with their director, proposes the list of committee members. For music performance, the student's director and the Director of the School of Music select members from within the School of Music.
2. The committee advises the student, monitors their progress, and evaluates their project.

Timeline

Student's Junior Year

1. **Friday after Fall Break:** The Office of Research and Engagement or the Provost will send an information package to all juniors, which contains program details and eligibility requirements. (3.25 GPA overall, 3.5 in major).
2. **By January 31:** Working with a faculty mentor, the student submits to their major department their proposal for a senior honors project. Faculty provide feedback and accept, accept with required revisions, or reject the proposal.
3. **By February 28:** Student submits a revised proposal with a suggested list of committee members to the Director for the Office of Sponsored Research
4. **By April 1:** Student submits a 1-page progress report to their department and to the Office of Sponsored Research. If their progress is acceptable, their name, tentative title, and suggested committee list will then go to the Director of the Office of Sponsored Research and the Provost.
5. **By April 1:** The School of Music sends to the Director and Provost the names of students who will be participating in its performance-oriented honors-in-field projects.
6. **Spring term, first April faculty meeting:** The Provost announces the names of students accepted to do honors in the field to the faculty.
7. **Summer:** Student works on project and checks in with mentor.

Student's Senior Year

1. **Fall Term, 3rd Friday after classes begin:** Student submits to their committee and HP directors a 1-page update on their progress.
2. **Fall Term, Last day of classes:** Student submits a 1-page update to the same group.

3. **By January 31:** Student submits a 1-page update again.
At this point, a project may (and should) be terminated if the committee believes the student is not making suitable progress. The student should be reminded that the final draft of the project is due by April 1. At this stage, committee members may ask to see progress beyond a 1-page update (e.g., a rough draft of the thesis or specific sections of the thesis).
4. **By April 1:** The student submits their final project to their committee and arranges for public presentation. The committee will have two weeks to review the final project and provide comments, suggested revisions, and final acceptance. For performance projects, other arrangements may be made for the due date.
5. **By April 15:** Committee forwards its tentative evaluation to the Office of Sponsored Research. If the project is tentatively accepted, the student continues with their plans for public presentation.
6. **Spring Term, last week of classes:** For written projects, the student and their faculty director contact the head librarian about arrangements for binding and processing the thesis.
The student is responsible for learning about the library's requirements and for delivering the appropriate number of copies of their thesis in the required form. The student submits a correct electronic copy to the Director of the Office of Sponsored Research, and the committee submits its final evaluation to the Director, the relevant Dean, and the Registrar.
7. **Spring Term, Approval of Graduates faculty meeting:** The Provost announces the names of students who will receive honors in field at graduation.

Evaluation Procedures

1. An honors project should add to the discipline's standards for superior work exhibiting originality of thought and creativity of effort. Such work may be a research paper, an original work, a one-person show, or a performance, but in any case should display the highest standards expected of undergraduate work in the discipline. A project that is purely secondary in nature, such as a literature review, is generally not suitable for honors designation unless it develops a new interpretation or breaks new ground.
2. Using departmental guidelines, the thesis committee evaluates the project and tentatively accepts or rejects it.
3. If the committee tentatively accepts the project, the student arranges for public presentation. This presentation is not intended as a "defense" like a dissertation defense, but as a discussion of themes raised by the project. The presentation is open to Converse students, faculty, staff, and the general public. This presentation enables the student to present their work clearly and intelligibly to the wider community. In music performance, the public performance satisfies this requirement.
4. Following the oral presentation and discussion, the committee makes a final decision regarding the project's acceptability for honors and reports the final evaluation to the Associate Provost for Research and Engagement, the relevant Dean, and the Registrar.

The Dean's List

Eligibility for the Dean's List, prepared at the end of each fall and spring term, is based on the following criteria:

1. The student must be full-time;
2. The student must have no incomplete grades in that term;
3. First-year freshmen must have a 3.4 GPA that term (fall or spring of first year)
4. All other full-time students must have a 3.6 GPA in that term.
5. A Dean's List is determined for the fall term and the spring term. To be eligible for the Dean's List a student must be a degree candidate and take at least nine semester hours of academic courses during the term. The Dean's List does not include those students working toward a graduate degree.

Awards, Prizes, Recognitions

*For specific award criteria, see Awards and Honorary Degrees Committee

Founder's Day Award (Mid-April)

The Kathryn Amelia Brown Award

Nominations for the Brown Award are solicited by the Awards and Honorary Degrees Committee. The Committee's recommendation is made to the Provost. Selection is made by the Provost, the Academic Deans, and the President of the Faculty Senate.

Awards Day Student Recognitions (Early May)

The following awards or scholarships are presented on Awards and Scholarship Day to students:

- Recognition of Gamma Sigma Members
- Recognition of Alpha Lambda Delta
- Chemistry, including the Jerry Howe Freshman Chemistry Award, and the American Chemical Society Outstanding Senior Award
- Theatre, including Excellence in Theatre Awards
- Dance, including Excellence in Dance Awards, dedication, and outstanding newcomer
- Recognition for Alpha Psi Omega
- Music:
 - Pi Kappa Lambda Initiates
 - Pi Kappa Lambda Awards
 - Delta Omicron
 - Hardy-McAlpine Award
 - Presser Scholar
- Literary Awards:
 - Genevieve Parkhill Lykes Creative Writing Prize for Best Fiction
 - Agnes Petty Pringle Award: a scholarship awarded based on academic merit to a rising senior majoring in English
- Art (Excellence in Art Studio, History, Education, and Interior Design)
- Political Science:
 - The James F. Byrnes American Government Award (to a politics student demonstrating aptitude, interest, and excellent achievement in the field of political science).
 - Model League of Arab States Awards
- Special Education:
 - Bill Halligan Award (to outstanding graduating senior in Elementary /Early Childhood Education. Presented in honor of Dr. William W. Halligan, Jr., former Chair of the Education Department and former Registrar of Converse University.)
 - Josephine Prall Award (to the outstanding graduating senior in the Deaf Education Program. Sponsored by Converse alumnae of the Deaf Education Program.)
 - Charles Lea Center Award (to the outstanding Special Education major in the senior class, with a major in either Learning Disabilities or Mental Retardation. Recipient chosen by the Charles Lea Center on recommendation of the Converse faculty.)
 - Close Foundation Deaf Education Scholarship
- Social Sciences, recognition of new members of Pi Gamma Mu
- American Legion Award (may be presented as part of Student Development Awards during May Day Weekend)
- Faculty Memorial Scholarship (Selected by Faculty Awards Committee and typically given in memory of recently deceased and/or retired members or the academic community and/or staff.)

The Chair of the Awards Committee obtains from the Registrar a list of the top 5% rising juniors and 5% rising seniors. The Chair will then give the list to the Associate Vice President for Student Financial Services who will determine the financial need of students on the list. The list will then be

returned to the Chair of the Awards Committee whose committee members will then choose the rising junior recipient and award the winner from the previous year if she or he still has financial need. If the need is no longer there for the rising senior, the committee will choose a new recipient. The amount of money will be split between the rising junior and the rising senior for the following academic year. The names of the recipients will be sent to the Provost, the Senate President and the Associate Vice President for Student Financial Services. The Faculty Senate President will present the awards at Awards Day. The deadline for obtaining the information is April 1.

- Education
 - Phi Sigma Iota, International Foreign Language Honor Society Inductees
 -
 - J. Lacy McLean Award
- Philosophy and Religion Department Awards
- Non-Departmental: Henry Edmund Ravenel Scholarship (Endowed Scholarship Committee selects winner), Strom Thurmond - Holly Richardson Public Service Scholarship (Endowed Scholarship Committee Selects Winner), SCICU Research Grant Recipients

Awards Weekend Faculty Recognitions (Early May)

The Curriculum Innovation Award

Nominations for the Curriculum Innovation Award are solicited by the Provost. Selection is made by the Provost, the Dean of the School of Liberal Arts and Sciences, the Dean of the School of Business and Data Science, the Dean of the School of the Arts, the Dean of the Graduate School, the President of the Faculty Senate, and the President.

The Dukes Family Award for Faculty Scholarly and Creative Achievement

Established in Spring 2019, the award is given to a member of the Converse faculty to recognize outstanding achievements in the scholarly and creative lives of its faculty members. Excellence in higher education requires eager, curious students paired with energetic, well-prepared faculty. Dynamic teachers who are also professionally active give our students both the best education and an enduring model of its value.

Nominations and supporting documentation are welcome from Converse's faculty, staff, and students and should be sent to the Provost. Selection is made by the Provost, the Deans and the President of the Faculty Senate and the President of the University.

The O'Herron Award

Nominations for the O'Herron Award are solicited by the President. Selection is made by the Provost, the Deans, the President of the Faculty Senate, and the President.

Cato Award for Faculty Excellence

The Cato Award is given to a faculty member who demonstrates excellence in undergraduate teaching, advising, and mentorship. Examples of such activity include:

- fostering international study for students;
- directing undergraduate student research or endeavors in the visual or performing arts;
- supporting students seeking prestigious external awards;
- guiding students who plan to attend graduate or professional school;
- promoting internship and service-learning experiences for students;
- preparing students to be productive, contributing members of their communities and society as a whole; and
- encouraging student recognition of the role of personal responsibility in their lives.

Nominations (i.e., a formal nomination letter) should include detailed documentation of the nominee's accomplishments in inspiring and encouraging undergraduate student achievement in the academic realm. Nominations and supporting documentation are welcome from Converse's faculty, staff, and students.

Commencement Awards

The Nancy Breard Award for Excellence in Graduate Teaching

The Nancy Breard Award was established by the Division of Graduate Studies in 2023 to recognize outstanding teaching and service to Graduate Education at Converse University. As other established teaching awards at Converse are tailored to undergraduate faculty, the Breard Award is limited to nominees among full-time faculty members whose work primarily involves graduate students. This work may include teaching, advising, research, program coordination, and/or supervision of graduate students. The award will be presented by the Dean of the Graduate School at Graduate Commencement, starting in May 2023, and a plaque with the winner's name will hang in the graduate school. The award includes a citation and a \$500 cash award.

Nominations for the Breard Award for Excellence in Graduate Teaching are made in the spring by Converse faculty or staff, and nominations should include ONE letter that states why the nominee should receive the award. Letters should be sent to the Dean of the Graduate School via email. The deadline for nominations is typically 5:00 p.m. on March 1. The Graduate Dean, the Provost, and the Registrar constitute the awards committee.

Mary Mildred Sullivan Award to a citizen

Nominations for the Mary Mildred Sullivan are solicited by the President's Office. The citizen recipient of the Mary Mildred Sullivan Award is decided by the Committee on Trustees of the Board of Trustees before April 1st.

Mary Mildred Sullivan Award and Algernon Sydney Sullivan Awards for Graduating Seniors

Nominations for the Mary Mildred Sullivan Award and Algernon Sydney Sullivan Awards are solicited by the Awards and Honorary Degrees Committee. The Committee's recommendation is made to the Provost. Selection is made by the Provost, the Deans of the Academic Schools, the President of the Faculty Senate, and the President.

Gamma Sigma Award, in memory of Dr. Elford C. Morgan

Presented to the student with the highest academic achievement in the School of Humanities and Sciences over four years

Pi Kappa Lambda Award

Given to the senior with the highest scholastic record in the Petrie School of Music

Faculty Honor Society

The Gamma Sigma Society for Faculty

The Gamma Sigma Society is the honorary scholarship society of the University of Liberal Arts and Sciences of Converse University. was organized on April 23, 1923, by Phi Beta Kappa faculty members. The purpose of the society is to encourage scholarship among the students of Converse University and

to honor by election to membership in the society those seniors, not to exceed ten percent of the graduating class, who have demonstrated superior scholastic attainment throughout their entire University course.

They must have taken 3/4 of their coursework in the liberal arts and must have attained a minimum grade point ratio of 3.1. Faculty and staff members are eligible for election to membership if they are members of Phi Beta Kappa or Sigma Xi.

The administration of the Society, including election to membership, is directed by members who have active faculty or staff status and the President of the Gamma Sigma Society. Student members are recognized at Awards Day.

Family Educational Rights and Privacy Act (FERPA)

Policy Owner Registrar

Responsible Office(s) Registrar, Human Resources, Provost

Policy

Family Educational Rights & Privacy Act

1. What is the federal law regarding student records?

The “Family Educational Rights and Privacy Act” (also referred to as FERPA and the Buckley amendment) was passed by Congress in 1974.

FERPA and its regulations outline the following:

1. The right to inspect and review the student’s education records that the institution is keeping on the student.
 2. The right to seek amendment to those records and in certain cases to append a statement to the record.
 3. The right to limit disclosure of the student’s record.
 4. The right to file a complaint with the FERPA Office when an educational institution violates the Act or regulations.
2. What is an Educational record?

Almost any information directly related to a student and maintained by Converse College or by a person acting for the College, is considered a student educational record. Any record related directly to a student should be held in confidence.

Examples of educational records include: Transcripts/grades

- Student Schedules
- Names of students’ advisers Papers/tests
- Disciplinary records of students
- Personal information such as social security number, age, parent’s name

The storage media in which you find this information does not matter. Student educational records may be:

- A document in the Registrar's Office A computer printout
- A class list on a desktop
- A computer display screen
- Notes taken during an advisement session

To avoid violations of FERPA rules, DO NOT:

- Use the Social Security number of a student in a public posting of grades or link the name of a student with that student's social security number in any public manner;
- Leave confidential information unsecured in your office or work area (for example, on your desktop) when your office or work area is not secured;
- Leave graded tests in a stack for students to pick up by sorting through the papers of all students;
- Circulate a printed class list with student name and social security number or grades as an attendance roster;
- Discuss the progress of any student with anyone other than the student (including parents) without the consent of the student or verifying that the student has granted access to the third party by contacting the Registrar's Office;
- Provide anyone outside the College with a list of students enrolled in classes;
- Provide anyone with student schedules or assist anyone other than College employees in finding a student on campus.

If you have a question or are uncertain what action to take, contact the Office of the Registrar (864-596-9095, or registrar@converse.edu)

Version History

Sun, 08/13/2023 - 21:35

Policy on Updating Catalog – Graduate and Undergraduate

The Registrar will produce and publish the Undergraduate Catalog at least two weeks before the start of each new academic year. The catalog will be published on the university's website and a hard copy kept on file in the Registrar's Office. Updates/changes made during the academic year will be published by the Registrar as "Revised Catalog" on the website. Students will be notified of changes via email and My.Converse. Archived undergraduate catalogs will be published on the university's website and kept in hard copy form in the Registrar's Office.

The Office of the Graduate School will be responsible for producing and publishing the Graduate Catalog at least two weeks before the start of each academic year. The catalog will be posted on the university's website. Updates/changes made during the academic year will be published via "Revised Catalog" on the website along with archived Graduate Catalogs. Students will be notified of changes in the Graduate Catalog via student email and My.Converse. A hard copy of previous Graduate Catalogs will be kept in the Graduate School Office. Converse University students, including those located at the University Center in Greenville, as well as students who take online courses, will have equal electronic access to Undergraduate and Graduate Catalogs.

Section X. Governance

Faculty Senate

Establishment

On September 18, 1964, the Converse General Faculty voted to adopt a plan, proposed by the Eight-Year Plan Committee, for a Faculty Senate. The Senate was established on September 25, 1964, when the faculty elected the membership.

The Charter of the Faculty Senate can be found in Appendix D, beginning on page 133.

Membership

See Articles I and II of the charter and Amendments VII, VIII, XVI, XXI, XXII, and XXV.

Senate Committees

All Standing Committees, plus their Chairs, (with the exception of the Tenure, Assessment and Promotion Committee) will be appointed by the President of the Faculty Senate in consultation with the Academic Deans. The President of the Faculty Senate will circulate a survey of committee preferences during the spring semester, with actual appointment occurring after the Senate elections and the election of a new Senate president. Major Standing Committee appointments will be for three years, with each committee consisting of between seven and nine members.

Each committee chair will be responsible for submitting a written report of the committee's activities to the Faculty Senate president and the Provost NO LATER than one week after the end of each long semester. Committees may be asked for interim reports when needed. After review by the Senate, reports will be posted for the information of all faculty.

CURRICULAR PROGRAMS COMMITTEE (CPC)

Responsibilities and Description

To supervise the undergraduate curriculum and special academic programs (such as Freshman Honors and foreign study), to hear student appeals for exceptions to curricular requirements and to refer all approved and rejected proposals to the Faculty Senate as seconded motions, where any Senator may move, with second, to reconsider the decision of the CPC.

Membership

A representative from designated divisions of the Senate will be included and assigned by the Faculty Senate President. The Provost acts as chair; the Registrar, Associate Provost for Student Success, and the Academic Deans serve as *ex officio* members. In CPC, *ex officio* members do not have voting privileges.

SPECIAL LECTURES COMMITTEE (SLC)

Description and Responsibilities

To provide disbursement of funds in support of honoraria and travel expenses for guest lecturers or speakers in classes, labs, programs or other related academic events or functions. Funding will be considered in two cycles per academic year (i.e. Fall and Spring) and may be requested by submitting a formal application to the committee for review and appropriate action. The maximum award amount per faculty member per year will be determined based on the annual budget.

In the case that more proposals are received in one cycle than the committee can fund, proposals will be evaluated using the following criteria:

1. Alignment with Academic Mission (see clearly, decide wisely, act justly)
2. Educational Impact / Student Reach
3. Interdisciplinary or Community Value
4. Financial Need / Cost Efficiency
5. Equity and Distribution of Support

Membership

To be appointed by the Faculty Senate President.

FACULTY ENVIRONMENT COMMITTEE (FEC)

Responsibilities and Description

To monitor the various aspects of the total environment in which faculty of the University carry out their responsibilities of teaching and mentoring students, service, and research. It can serve as a think-tank for issues related to benefits, retirement, the work/life experience, and communication between faculty and administration; advocate meritorious proposals that improve the work/life environment for faculty and academic professional staff. The committee works collaboratively with the Senate and the Administration to take steps to improve the faculty environment in areas such as: the basic terms of faculty employment, fringe benefits, faculty compensation and retention, faculty contracts and the facilities and equipment on which faculty rely.

The FEC will meet with the Provost and the president at least once each long semester to discuss issues relating to faculty environment which have been channeled through the Senate. In addition, the FEC will meet with the vice president for administration and the director of human resources each spring semester to review proposed changes to the employee benefits package for the coming year.

Membership

To be appointed by the president of the Faculty Senate. The chair of the FEC committee, also appointed by the senate president, will be a member of the Faculty Senate. The Provost and the director of human resources shall serve as ex officio members of the FEC.

TENURE, ASSESSMENT AND PROMOTION COMMITTEE (TAP)

Responsibilities and Description

To assess faculty for tenure and promotion according to the procedures and guidelines outlined elsewhere in this handbook, presenting recommendations to the administration regarding each candidate's application. The TAP may also advocate proposals for revisions to TAP procedures to the Faculty Senate.

Membership

To consist of six tenured faculty at associate rank or higher, including librarians at associate rank or higher, with at least one representative from each of the following: the School of Arts, the School of Business and Data Science, the School of Education/the Graduate School (1 for these two areas), and the School of Liberal Arts and Sciences elected at-large by general faculty, chaired by President of Senate. Under no circumstances will any Senate division be represented by more than two members on TAP.

Modified for 26-27; Approved by faculty on 5/5/26.

TAP nominations will be made in an open nomination period for the two weeks prior to Spring Break. Nominations may be made to the President of the Faculty Senate by letter or email. Upon completion of the nominating process, an electronic vote will be held for the week after Spring Break. Election results will be announced at the next faculty meeting.

When a vacancy occurs on the TAP Committee outside of the annual nominating schedule, a special election must be held. Vacancies must be announced by the TAP Chair to the full faculty immediately and a one-week nomination period will open at the time of the announcement. Once the nomination period closes, a one-week electronic voting period will open. In the meantime, all TAP processes will be paused until the new representative is elected, and the committee's work will be deemed valid up to the date of the vacancy. The elected representative may complete the committee term of the person whom they replaced if needed and they are considered eligible for nomination in the next election.

FACULTY DEVELOPMENT COMMITTEE (FDC)

Responsibilities and Description

To coordinate faculty development through research grants, leaves, and sabbaticals; to prepare and announce materials for research and development; to select faculty and faculty projects to receive funding provided by the various trusts and funds available to the University, focusing primarily upon curriculum or program development, and improvement of teaching and scholarly research.

Membership

To be appointed by the faculty senate president as outlined above. The Provost shall serve as an ex-officio member of the committee.

UNDERGRADUATE ADMISSION COMMITTEE (UAC)

Responsibilities and Description

To recommend and evaluate undergraduate and Converse II admissions policy and to assist in reviewing applicants for undergraduate and Converse II admission. The committee shall meet with the director of admissions and the chair of the retention committee at least four times per year with a minimum of one meeting in each long semester, to monitor the status of admission numbers, compliance with admission standards, policies, and procedures, and aspects of the admission process which bear on retention.

Membership:

To be appointed by the Faculty Senate president as outlined above. The chief academic officer, the director of admissions, and the chair of the retention committee (an administrative committee) shall serve as ex-officio members of the UAC.

AWARDS AND HONORARY DEGREES COMMITTEE (AHD)

Membership: To be appointed by the Faculty Senate President according to the procedures outlined above.

Responsibilities and Description

AWARDS: To solicit nominations and select recipients for the following scholarships or awards:

- Mary Mildred Sullivan (non-student and female student)
- Algernon Sydney Sullivan (male student)
- American Legion (student)

- Kathryn Amelia Brown Award for Teaching (faculty)

Criteria for each award will be sent to the General Faculty and Staff no later than March 15 of each year.

For all awards, nominations must be submitted in writing, should include reasons why the individual should receive the award, and should be signed electronically.

Upon selection of the nominees, the chair of the Awards Committee will submit these recommended nominations to the following offices:

- **Mary Mildred Sullivan (non-student):** Office of the President to be presented at May Commencement. This recipient must be present to accept the award.
- **Mary Mildred Sullivan and Algernon Sydney Sullivan (students):** Office of the Provost to be presented at May Commencement.
- **American Legion:** Office of the Dean of Students to be presented at Awards Day.
- **Kathryne Amelia Brown (undergraduate faculty) Award:** Nominations are submitted to the Chair of the Awards and Honorary Degrees Committee. The chair selects and meets with 3 former recipients of the award and reviews all nominations. They select up to 3 individuals to be considered for the award. They present these names to the Provost and the deans who select the recipient. The recipient is named at the May Commencement. Past recipients are not eligible for this award.

Information concerning the nominees for all awards is confidential. All submitted nominations become the property of the committee and are kept confidential.

For all awards, the Committee maintains a statement of eligibility, the nature of the award, who presents it, when it is presented, the recipients, and other pertinent information to be filed in the Office of the President. This file includes a section on past practices for awarding to faculty.

Each responsible office and the faculty adviser in the case of student groups, oversees the financing, purchasing, engraving, and presentation of the awards.

The Awards Committee is at liberty to ask

1. The Public Relations Office to solicit nominations from the community for the Mary Mildred Sullivan Adult Award.
2. Any faculty member to attend the Awards Committee meetings to solicit additional information regarding a nominee
3. The Committee uses its own resources and those of the Office of Career Development to help students prepare applications and get ready for interviews.

If no nominations are submitted or the Awards Committee determines there are no worthy recipients, the awards need not be given annually.

HONORARY DEGREES SELECTION TIMELINE & PROCEDURE

Converse's Faculty, Staff, Students, and Trustees, acting through the Governance Committee, may recommend potential commencement speakers. The Governance Committee evaluates prospective speakers before sharing them with the Awards Committee for consideration to assess any potential conflicts of interest. The Awards Committee is responsible for evaluating the curated list and ranking its top three prospects. The Awards Committee will then submit prospects to the faculty for final consideration and a vote.

The final commencement speaker recommendation will then be presented to the Board of Trustees, as honorary degrees may only be conferred upon individuals endorsed by both the general faculty and the Board of Trustees.

Timeline	Responsible Group	Action	Outcome / Next Step
September 1-30	All	The President's Office issues a call for nominations for the following academic year from trustees, faculty/administration, alumni, and students. All nominations must be submitted via an online form with supporting evidence. Nominations will remain active for three years unless renewed.	The list is sent to the Board of Trustees' Governance Committee
Early October	Governance Committee	The Governance Committee reviews all active nominations for the following academic year and reviews for conflicts of interest.	Recommended nominees are forwarded to the Awards Committee
Mid October	Awards Committee	The Awards Committee reviews the list and selects its top three nominees for the upcoming academic year.	The final candidates are advanced for faculty consideration
November	Awards Committee & General Faculty	The Awards Committee distributes the final candidates and supporting documentation to the general faculty at least two weeks before faculty action.	Faculty review candidates to prepare for a vote.
January	General Faculty	The faculty considers and votes on the Commencement speaker for the following academic year to allow sufficient time to confirm the speaker's availability. Nominees are endorsed by a simple majority of faculty present. New nominations are retained for future consideration.	This vote will take place no later than the January faculty meeting.
January / February	Board of Trustees & Governance Committee	During the winter Board Meeting, the Commencement speaker is formally approved.	Honorary degrees may only be conferred on individuals endorsed by both the general faculty and the Board of Trustees.

GEP Converse Core Launch Committee

This committee dissolved on June 1, 2026; additional information can be found in the 2025-2026 Faculty Handbook.

Other Academic Committees

Graduate Admissions

Responsibilities

1. Members (representing each specific graduate program) screen applicants for their area and recommend full admission, provisional admission, rejection or deferment with specific recommendations for future consideration.
2. The committee members who are present vote on the adviser's recommendation. The committee also discusses and votes on graduate admission policies.

Graduate Faculty And Council

1. Graduate Faculty

All fulltime tenure track faculty members are eligible to be **Graduate Faculty**. There is no specific application process. If their peers in their academic department consider them qualified to teach graduate level classes, then they become **Voting Graduate Faculty**.

Voting Graduate Faculty are eligible to serve on Graduate Council and its sub committees. The council and committees deal with graduate issues. Voting Graduate Faculty should teach at least one graduate class a year on a regular basis.

2. The Graduate Council

The following individuals serve on the Graduate Council by virtue of their Converse appointments:

- Dean of the Graduate School (chair and non-voting member)
- Registrar
- Chair of Education Department

- One graduate advisor from each of the following programs, as decided by each program and reported to the Council Administrative Assistant, at the beginning of the fall semester:
 - MLA
 - MFA
 - MMFT
 - MAT
 - MEd
 - EdS
 - PLP (EdD and MiM)
 - An at-large representative from art, and
 - An at-large representative from music as reported by each area to the Council Administrative Assistant, at the beginning of the fall semester:

The Council, therefore, has 12 members including one non-voting member who can vote to break ties. Quorum for the group is 6.

The Admissions Sub-Committee and the Curriculum Sub-Committee will be drawn from the twelve voting members. There must be a member from the Education Department on each committee and the other two must be from different academic areas to maintain balance. The Council chair is a non-voting member of both committees and is the summer designee on admissions decisions.

Procedures are as follows: the Council may meet in person once each semester and handles other business electronically. The Curriculum Committee reviews course and program proposals first and on a rolling basis. If approved, proposals move on to the full Council for a vote. Members have 48 hours to vote. Approved proposals are presented to the Voting Graduate Faculty at the end of the next scheduled faculty meeting.

The Graduate Admissions Committee meets if there are provisional applications to be reviewed.

The Graduate Curriculum Programs Committee

The Graduate Curriculum Committee consists of three Graduate Council Members from different programs. Volunteers are solicited and if the committee cannot be filled, the Chair solicits other council members to balance the committee. The committee reviews all proposals sent to the Graduate Council before they go to the council for a full vote. Proposals must be approved by two out of three members to move to a full vote. Proposers are often asked to make revisions and resubmit to the committee before they are sent to the full council.

Members of the committee are chosen by the Dean of The Graduate School from members of the graduate faculty. There are to be at least 3 members on the committee.

Institutional Review Board (IRB) For Human Subject Research

Responsibilities and Description:

Converse University abides by the principles of the relevant federal regulations governing research involving human subjects, including clinical research. We agree that review independent of the investigator is necessary to safeguard the rights and welfare of human subjects of research investigations. The Institutional Review Board (IRB) will review and endorse or disapprove proposed investigations involving human subjects before they begin, to insure safeguards. The membership of this Board is appointed by the Provost. Reviews and decisions will be carried out in reference to:

- the rights and welfare of the individuals involved;
- the appropriateness of the methods used to obtain informed consent; and
- the risks and potential benefits of the investigations.

IRB will provide advice and consultation to investigators on matters involving human participants in research. Converse will keep records of group reviews, IRB suggestions and decisions, approval letters, and researcher application materials, including a copy of the informed consent.

Serving on the Institutional Review Board for Human Subject Research will count as Senate committee service.

Faculty Investigating Committee

Responsibilities and Description

To inquire into faculty dismissal cases based on “unfitness” or “misconduct,” following any administrative actions to release a faculty member with tenure or prior to the expiration of a contract, to effect an adjustment or to determine whether formal proceedings should be initiated (Refer to “Termination of Employment” in this handbook for further information.); to consist of three faculty members recognized for their character and objectivity, appointed by the President of the Senate.

Faculty Hearing Committee

Responsibilities and Description

To follow up on the work of the Faculty Investigating Committee, examining the defense statement of the accused faculty member contesting a faculty dismissal and to conduct a hearing. (Refer to “Termination of Employment” in this handbook for further information; to consist of three faculty members, different from those of the Faculty Investigating Committee, appointed by the President of the Senate.)

Section XI. Campus Technology

Accidental Damage and Theft or Loss of Company-owned Devices

Policy Owner Campus Technology

Responsible Office(s) Campus Technology, Human Resources

Policy Statement

The policy applies to all faculty, staff, adjunct, and consultant roles.

Purpose

1.0 Purpose

This policy outlines the procedures and guidelines for handling accidental damage, theft, and loss of company-owned devices, including but not limited to laptops, smartphones, tablets, and other electronic equipment.

Scope

2.0 Covered Devices

This policy applies to all electronic devices owned or leased by the company and issued to employees for work-related purposes. This includes, but is not limited to, laptops, desktop computers, smartphones, tablets, and any other electronic equipment designated for business use.

Policy

4.0 Reporting Procedures

4.1 Accidental Damage:

Employees are required to report any accidental damage to company devices immediately to their supervisor and Campus Technology. The report should include details of the incident, the extent of damage, and any relevant circumstances surrounding the event.

4.2 Theft/Loss:

In the case of theft or loss, employees must:

- Report the incident to their supervisor and Campus Technology immediately.
- File a police report if the equipment was stolen (applicable for off-campus theft).
- File a report with Campus Safety if the equipment was stolen (applicable for on-campus theft only).

5.0 Assessment and Repair (Accidental Damage)

Upon receiving a report of accidental damage, the Campus Technology team will assess the extent of damage and determine the appropriate course of action. This may involve repair, replacement, or other remedial measures as deemed necessary.

6.0 Responsibility for Damages and Departmental Chargeback

Employees are responsible for exercising reasonable care when utilizing company devices. Accidental damage charges incurred as a result of negligence or misuse will be charged back to the user's departmental budget. The department head or designated budget manager will be responsible for approving and allocating funds for such charges.

7.0 Exclusions

This policy does not cover damages resulting from:

- Intentional misuse
- Negligence
- Unauthorized alterations to company devices

Employees found to be in violation of company policies or engaged in willful misconduct may be held liable for the cost of repairs or replacement.

8.0 Return of Lost or Stolen Devices

If a device that was reported lost or stolen is recovered, the employee must immediately return it to the Campus Technology department for security checks, and data wiping.

9.0 Compliance

All employees are expected to comply with the provisions of this policy and any related procedures or guidelines established by the company.

10.0 Policy Review

This policy will be reviewed periodically to ensure its effectiveness and relevance to the needs of the organization. Any updates or revisions to the policy will be communicated to all employees in a timely manner.

11.0 Conclusion

Accidental damage, theft, and loss of company devices can disrupt business operations and incur significant costs. By adhering to the procedures outlined in this policy, employees can help mitigate risks and ensure the timely resolution of any incidents involving company-owned electronic equipment.

Definitions and Acronyms

3.0 Definitions

- **Accidental Damage:** Any unforeseen event resulting in physical harm or impairment to a device, including but not limited to drops, spills, impacts, and other unintentional incidents.
- **Theft:** The unauthorized taking of a company device with the intent to deprive the company of it.
- **Loss:** The unintentional placement of a company device in a location unknown to the employee.

Version History

Mon, 08/26/2024 - 21:59
TLC

Electronic Communications

Policy Owner Campus Technology

Policy

The University maintains standards of conduct that apply to all employees. The violation of certain standards may result in suspension or dismissal. These violations include such things as the misuse of computer data, software, or electronic mail; unauthorized attempts to access or copy computerized data or software; unlawful use or copying of copyrighted materials, breach of software confidentiality and ownership agreements.

Converse University's telephone service and electronic mail are provided for the purpose of conducting University business. Personal use of telephones and electronic mail should be restricted to incidental and emergency use. Employees must pay any charges related to personal calls to the appropriate departmental administrator. Reimbursement of personal charges is required.

The University may access its electronic communications system and obtain the communications within the system, without notice to users of the system, in the ordinary course of business when the University deems it appropriate to do so. The reasons for which the University may obtain such access include, but are not limited to: maintaining the system; preventing or investigating allegations of system abuse or misuse; assuring compliance with software copyright laws; complying with legal and regulatory requests for information; and ensuring that the University's operations continue appropriately during an employee's absence.

The University may store electronic communications for a period of time after the communication is created. From time to time, copies of communications may be deleted.

The University's guideline prohibiting harassment, in its entirety, applies to the use of the University's electronic communications system. No one may use electronic communications in a manner that may be construed by others as harassment or offensive based on race, national origin, sex, sexual orientation, age, disability, religious beliefs, or any other characteristic protected by federal, state, or local laws.

Since the University's electronic communications system is for University business use only, the system may not be used to solicit for religious or political causes, outside organizations, or other personal matters unrelated to the University.

No one may access, or attempt to obtain access to, another's electronic communications without appropriate authorization.

The proper use of electronic mail should be the subject of careful judgment. Misconduct of any kind will be met with appropriate disciplinary action. Employees found in violation of these guidelines shall be subject to disciplinary action from the University according to approved faculty and staff procedures.

Version History

Sun, 08/13/2023 - 21:57

Computer Systems Security

Policy

All servers (computer systems) at Converse University that have files and programs stored on them shall be considered confidential, private, and the property of the University. All users are given their own network storage space, which they may use for storing document files as well as other directories assigned according to their needs.

Campus Technology is responsible for safeguarding the confidentiality and privacy of the programs and files on the servers and personal computers. This responsibility is to be shared by all users.

All faculty, staff, and students are given a unique user identification and password known only to that user. Each user will be held responsible for all activities attributed to that user identification. Therefore, no user shall share their password with others. Users are to use passwords that are difficult to guess and are to change their passwords frequently.

The absence of security protection on a file or resource shall not imply permission to access that file or resource.

Everyone must ensure that all reasonable measures are taken to restrict access to files containing confidential information and that all applicable laws and standards are followed.

Campus Technology may implement security procedures that require users to choose passwords that are difficult to guess and can force a user to change them at a given interval.

Campus Technology must be notified by the Human Resources Office immediately upon the termination of an employee or by the Registrar's Office of a change in student status of any individual that has access to Converse University computer systems. This notification may allow for the deletion of the stated person's user account, thus protecting the security of Converse University computer systems and files.

These guidelines shall apply to all programs and data files within any computer system, whether the files belong to a student, faculty member, staff member, or any other member of the Converse University community.

Anyone who has knowledge of an attempt by anyone to violate these guidelines shall make known this violation to Campus Technology, who will take this information to the Vice President for Finance and Business.

Any person guilty of violating the security of any files or programs shall be subject to disciplinary action by the University.

Version History

Sun, 08/13/2023 - 21:58

Password Policy

Policy Owner Campus Technology

Responsible Office(s) Campus Technology

Purpose

This policy establishes conditions for use, and requirements for appropriate creation and management of Converse University system passwords.

Scope

This policy applies to anyone who has a user account with Converse University.

Policy

In order to protect the integrity of Converse University systems and users, it is necessary to create a password that would be difficult for someone to guess in an effort to gain unauthorized access to a user's Converse University account and systems.

A password must be:

1. At least twelve (12) characters in length
2. At least one (1) must be numbers
3. At least one (1) must be a capital letter
4. At least one (1) must be a lowercase letter.
5. At least one (1) special character (!@#\$\$%^&*)
6. It must be significantly different from the 6 previous passwords.
7. It cannot be the same as the user ID.
8. It should not be information easily obtainable about the user.
9. Safeguarded by not storing it in a public place where others might acquire it.
10. Must never be communicated in email or text conversation.

Passwords should not be shared, including to Campus Technology.

All use of a Converse University account is to be performed by the person assigned to that account.

Account owners are held responsible for all activities associated with their accounts.

Any violations of standards, procedures, or guidelines pursuant to this policy may result in Campus Technology locking your account and subject to possible disciplinary action.

If you have lost or forgotten your password, please visit <https://my.converse.edu>.

Version History

Fri, 08/18/2023 - 12:55

TLC

Password requirement

Use of Software, Voicemail, and Electronic Courses

- Converse University has licensed copies of computer software from a variety of publishers. Licensed and registered copies of software programs have been placed on computers within the organization and appropriate backup copies made in accordance with the licensing agreements. No other copies of this software or its documentation may be made without the express written consent of the software publisher.
- Converse University will provide copies of legally acquired software to meet all legitimate needs in a timely fashion and in sufficient quantities for all of our computers. The use of software obtained from any other source could present security and legal threats to the University, and such use is strictly prohibited.
- In some cases, the license agreements for a particular software program may permit an additional copy to be placed on a portable computer or home computer for business purposes. Employees will not make such additional copies of software or documentation for the software without the approval of the University's Campus Technology Services.
- The unauthorized duplication of copyrighted software or documentation is a violation of the law and is contrary to established standards of conduct for Converse University employees. Employees who make, acquire, or use unauthorized copies of computer software or documentation will be subject to discipline, up to and including termination of employment.
- Converse University reserves the right to protect its reputation and its investment in computer software by enforcing strong internal controls to prevent the making or use of unauthorized copies of software. These controls may include frequent and periodic assessments of software use; announced and unannounced audits of University computers to assure compliance; the removal of any software found on the University's property for which a valid license or proof of license cannot be determined; and disciplinary action including termination in the event of employee violation of this guideline.

Voice Mail

Faculty are strongly encouraged to set up their voice mail identifying themselves with a brief, welcoming message. Setting up your Converse voice mail account has many steps. You are encouraged

to allow sufficient time for navigating through the set-up process. To be set up, you will need to key in 2090. If you are asked for a security code right away, notify Campus Technology at helpdesk@converse.edu.

Instructions for the Mitel Phone and Voice mail are found at this link:
https://my.converse.edu/ICS/Offices/Campus_Technology/Policies.jnz

Course Information Electronically

Canvas or email should be used to distribute syllabi, handouts, and other course-related information. Each course in the Registrar's database has a Canvas shell. You are automatically enrolled in that shell as the professor, and the students enrolled in the course are automatically enrolled in the shell as well. To use Canvas, point a Web browser to Canvas.converse.edu, and log in with the same username and password you use for my.converse.edu. You can also reach Canvas from my.converse.edu; follow one of the links that appear on the lower left of the page after you log in to my.converse.edu.

Once you are logged in, you can find detailed instructions for making your Canvas course visible to students at <http://Canvas.converse.edu/Canvas2/mod/page/view.php?id=14039>. That page is part of a free course, "Canvas at Converse <http://Canvas.converse.edu/Canvas2/course/view.php?id=244>", which has instructions for most things that faculty (and students) want to do on Canvas. For additional help, please contact the Director of Distance Education.

Allocation and Use of Campus Technology Resources

Use of the main computer for administrative functions will be determined by the Chief Information Officer of Campus Technology in consultation with the offices or faculty needing available resources.

Campus Computer laboratories and printers are listed on our main website at this link:

<https://www.converse.edu/life-at-converse/campus-services/campus-technology/computer-labs/>

Labs can be reserved thru the central room reservation system. Your Converse credentials are used to access the printers.

User Account and Eligibility

Policy Owner Campus Technology

Responsible Office(s) Campus Technology, Human Resources

Policy Statement

Converse automatically authorizes a user account for any individual with an official affiliation as an employee(as identified by Human Resources), Emeriti, alumni, and admitted and registered student(as identified by the Registrar). Eligibility based on affiliation is outlined below; however, exceptions may be considered upon request by contacting Campus Technology.

Policy

Upon activation, account holders are authorized to access resources as dictated by their role(s) membership. The following are examples and are not exhaustive, as role membership and access are distributed responsibilities shared by Campus Technology, various departments with specific software and services, and external partners who authorize access on our behalf.

- Employees and student accounts will have access to Google Workspace, file shares with appropriate quotas, wireless and wired network access, Office 365, Library Services, LMS, and self-service functionality.
- Emeriti accounts will have access to Google Workspace and self-service functionality

Authorized custom accounts will be on an as-needed basis and must be pre-approved through Campus Technology.

Superseding Policies and University Discretion

The University reserves the right to modify, suspend, restrict, or discontinue access to any technology resource, account, service, or benefit at any time as necessary to support institutional operations, information security, legal or regulatory requirements, or other legitimate University interests. Nothing in this Policy should be interpreted as creating a contractual or vested right to continued access to any University technology resource following separation from the University or a change in status. This authority was specifically discussed in relation to employee account termination and alumni access.

Where an individual holds multiple relationships with the University (for example, employee, student, alumnus/a, trustee, or volunteer), the policies applicable to the individual's current institutional role and the University's information security requirements will govern access to University systems and resources. In the event of conflicting provisions between University policies or handbooks, the policy applicable to the individual's employment or official institutional role shall control unless otherwise determined by the University.

Account Lifecycle and Inactivity

All inactive accounts, those accounts not being accessed for logging in to a device or email, will be disabled after 180 days of inactivity and deleted after 270 days of inactivity.

Employee Separation and University Accounts

Employee and student worker user accounts will be completely deleted due to, but not limited to, separation of employment, retirement, or extended leave. This will result in the deletion of data, including email, cloud storage associated with non-shared drive documents, as well as personal network drive files (U:\ drive).

Upon separation of employment, all University-issued accounts, including email, cloud storage, network drives, and other technology resources, may be disabled or terminated in accordance with University procedures to protect institutional information and maintain system security.

- **Data Ownership:** All data stored on Converse University resources will remain the property of Converse University regardless of where it is stored.
- **Departmental Responsibility:** It is the responsibility of the affected department to ensure that all department data is not stored on the individual's drive and is stored in the department's shared locations.
- **Individual Responsibility:** It is the responsibility of the individual employee and student worker to archive personal data prior to separation.
- **Personal Academic Exception:** With supervisory approval, employees may be permitted prior to separation to retain copies of personal academic materials, such as dissertation drafts, research notes, or scholarly correspondence, provided such materials do not contain confidential, proprietary, regulated, or operational University information.
- **Data Retrieval:** Employee's individual emails and Google Drive will be retained for 5 months after the account is disabled and may be available for retrieval. Departments may contact Campus Technology to initiate recovery. We cannot guarantee recovery of individual files. Retrieval is dependent on management approval and capacity.

Alumni Email and Technology Benefits

Any email account, technology resource, or other service provided to alumni is offered as a discretionary benefit rather than a guaranteed entitlement. The University reserves the right to modify eligibility requirements, transition users to different account types, limit functionality, or discontinue such services at any time without prior notice based on institutional, operational, legal, financial, or information security considerations.

Conflicting Institutional Roles

Individuals may simultaneously hold more than one relationship with the University (e.g., employee, student, student employee, graduate assistant, alumnus/a, trustee, volunteer, or contractor). When policies governing those relationships differ, the University reserves the right to determine which policy applies based on the individual's current institutional role, business need, information security requirements, and applicable law.

For technology resources and institutional accounts, employment-related policies shall govern during employment. Upon separation of employment, employee accounts and associated access may be disabled or terminated in accordance with University procedures, regardless of any continuing relationship with the University as a student, alumnus/a, or in another capacity. Where appropriate, the University may, at its sole discretion, provide a separate account or alternative access associated with the individual's continuing relationship with the institution. Continued access to any University technology resource is a privilege, not a right, and remains subject to University discretion. This approach reflects the discussion of separating employee accounts from any alumni or student access while protecting institutional information.

Third-party Contractor and Special Use Accounts

An individual who is not entitled to an account through a Converse affiliation identified above but who is affiliated with the university through sponsored activities by a current university employee may be granted a third-party vendor or contractor account.

- Third-party accounts must be requested and sponsored by a current faculty or staff member. The sponsor must specify an initial desired expiration date of one year or less as part of the request.
- These accounts are regular user accounts.
- It is the sponsor's responsibility to request that the account be deactivated when the account holder no longer requires account privileges for which the account was required.
- Sponsors will request access to the account by submitting a new hire form on behalf of the third party. The sponsor's eligibility will be verified.
- Sponsors are expected to remain in contact with the account holder with periodic assessments of whether the account should be extended or not.
- Without a request from the sponsor to extend the account beyond expiration date it will be deactivated upon expiration.
- Sponsors are responsible for taking reasonable steps to ensure that the account holder uses their account responsibly and in accordance with university policies. If there are recognized problems with the account, Campus Technology will contact the sponsor.

Directory Listings

Faculty and Staff accounts are listed by default in the university directory on the public website with information provided by Human Resources or the Registrar. Information included will be email address, professional title, office phone number, office location, and department.

Students will be listed in the student directory on my.converse.edu and Google Workspace and will have the option to suppress their information through the Registrar's Office.

Third-party accounts may appear in the directory at the sponsor's request.

System Access & Policy Exceptions

To access restricted systems, services, or facilities, the account holder or sponsor must request authorization from the relevant data owner, who will contact Campus Technology for final approval. Requests for exceptions to this policy may be submitted to Campus Technology in writing and will be reviewed on a case-by-case basis.

Definitions and Acronyms

Affiliations are defined as:

- Student: An individual currently enrolled in classes at Converse University either on campus or online
- Employee: An individual identified by human resources as a faculty, adjunct, or staff member
- Emeriti: A former faculty member awarded emeriti status as defined by the University Provost
- Alumni: An individual who has graduated from Converse

Version History

Tue, 07/28/2026 - 14:41

TLC

Clarification of user account eligibility

XII. Miscellaneous Information

Textbooks

Faculty must list all required textbooks with the bookstore used by the University, observing the deadlines announced by the Registrar. Publishers request that faculty deal directly with them for complimentary desk copies.

Using the link below, a Faculty Resources page can be found in the menu where you will be able to list the textbooks you will be utilizing in your course.

<https://www.bkstr.com/converseuniversitystore/shop/textbooks-and-course-materials>

Calendar & Events

The responsible person should submit the dated event on the Converse Events Online Calendar found with the link below.

https://www.converse.edu/campus-events/?utm_source=redirect&utm_medium=redirect&utm_campaign=redirect&utm_content=events

- a. Anyone responsible for scheduling an event which requires stage arrangements, such as microphones, chairs, a lectern, etc., must complete a work order and send it to Facilities Management.
- b. To arrange for meal service in either the Main or the Private Dining Room, faculty and administration communicate directly with the Food Service.

Departmental committees and similar meetings are left to the discretion of the respective group, with effort made to avoid conflicts with regularly scheduled meetings and events.

Dining Room

Faculty and administrative staff may buy breakfast and lunch in the University Dining Room at published rates. Inquire in Food Service Office or visit the link below.

[AVI Fresh for Converse College | Meal Plans and Dining \(aviserves.com\)](#)

Field Trip Policies

All field trips, including mileage reimbursement, must be budgeted within departmental budgets.

All courses which have off-campus field trips should include that information in the University Catalog as part of the course description. Undergraduate and Graduate catalogs can be found with the link below.

<https://www.converse.edu/academics/registrar/catalogs/>

All courses which have field trips should detail requirements in syllabi. The relationship of the field trips to the course grade should be clearly stated. Furthermore, if students must share in the cost of these field trips, the approximate cost to the student and tentative dates should be stated in the syllabus.

All field trips must have appropriate faculty supervision to minimize the liability of the University and the faculty member.

The University requires that the appropriate dean's office be notified of all field trips in advance of the field trip.

A signed waiver of liability form is required for students for all field trips. The faculty member must keep them on file until the trip is completed.

The University van may be reserved for field trips. It is the University's policy to verify each driver's name, birth date and driver's license number, and this information must be approved and on file with the Director of Risk Management. Faculty members should acquaint themselves with the suggested accident procedures located in the glove compartment. No person is permitted to drive the van unless they have completed the required safety course. (Contact the Director of Risk Management for information.)

Library

Refer to the Mickel Library webpage for information on all library services for faculty members and for your students.

<https://www.converse.edu/academics/mickel-library/>

Ordering Books and Other Materials for the Collection

- Faculty members may request the purchase of books, DVDs, scores, CDs, and other library materials with the approval of their department chair (or their designee). Such requests must be submitted to the Library between July 1st and April 1st in order to provide enough time for purchase and payment within the fiscal year. Book request cards are available in the Library.

Allocation of Funding for Books and Other Library Materials

- Each academic department receives a portion of the book budget based on established criteria, including size of department, number of students, and average cost of material by subject area. Part of the budget is reserved for reference works and standing orders. Scores and recordings are charged to separate accounts. NEH and other endowed funds are allocated according to grant requirements.

Academic journals and other periodicals are provided in a number of formats, including electronic, print, and microform. Recommendations for the purchase of subscriptions to new periodical databases and/or individual titles are considered in accordance with the continuity of the collection and the availability of funds. Subscriptions are paid from periodicals, online materials, and other relevant accounts (excluding book funds).

Injury

Faculty who are injured while on the job or conducting business for Converse should report the injury to their supervisor within 24 hours.

Notary Public

Human Resources publishes a list: Notary Public Service on campus. <https://my.converse.edu/ICS/?tool=search&query=notary> at my.Converse under HR >General Information >General Community Information.

An employee who is an appointed Notary Public may not charge a fee for notarizing documents for Converse University employees or students during regular business hours on campus.

Parking and Transportation

Policy Owner Campus Safety

Responsible Office(s) Campus Safety, Human Resources

Policy Statement

The purpose of this policy is to outline the rules and regulations for the use of motor vehicles, including bicycles and mopeds, on Converse's main campus. These rules and regulations are designed to ensure a fair and enforceable system of access to parking, to maintain orderly and safe traffic flow, and to protect and maintain the university's campus. Converse is a private university; therefore, all parking lots and other areas are private property. Both the operation and parking of vehicles, bicycles, and mopeds is a privilege, and Converse reserves the right to regulate the use of spaces for the welfare and safety of our campus. Cooperation and compliance with these rules and regulations by all members of this community are essential. Failure to comply may result in citations, fines, towing of vehicles at the owner's expense, and even suspension or revocation of parking privileges on campus.

Purpose

To establish policies, procedures, and guidelines for all Converse community parking and transportation on the main campus.

Scope

This policy applies to all Converse students, faculty, staff, contractors, and any other person who conducts business on Converse's behalf, and visitors to Converse's main campus.

Policy

This policy applies to all Converse students, faculty, staff, contractors, and any other person who conducts business on Converse's behalf, and visitors to Converse's main campus.

1. Parking Permits

Students and employees utilizing any Converse parking area must register their vehicles and secure a parking permit. Parking permits are not transferable to another person or vehicle. Parking is controlled through permits and designated parking areas for students, faculty, staff, and visitors. Permits do not guarantee a parking space but provide the driver with the license to park in any vacant and properly designated parking space. Possession of a handicap (disabled) parking placard does not exempt an individual from registering their vehicle with Campus Safety. Disclosure of handicap placard or license plate must be done upon campus registration. If obtained after campus registration, you must update your registration with Campus Safety. Campus Safety may request the placard holder to present the corresponding State-issued identification card or other proof of authorization. The placard and its authorized holder must be traveling in the same vehicle. Pursuant to SC Code 56-3-1960 and 56-3-1965

A. Student Permits

Residential and commuter students must register their vehicles through Campus Safety. Registration must be completed within five (15) days of operating the vehicle on campus and will last throughout their time at Converse. Student parking decals are issued at the Campus Safety office. There are no additional fees for student parking decals. Resident Students are allowed to only register one car at any time, but may update or change their registration information with Campus Safety as needed.

B. Faculty/Staff Permits

Faculty and staff hang tags are issued at the time of employment and remain valid throughout employment. Hang tags are issued at no cost to the employee. Hang Tags must be displayed at all times in the front window, preferably hanging from the rearview mirror.

C. Visitor Passes

Visitors are expected to abide by Converse parking rules and should display a visitor parking pass when parking on Converse's campus. Long term/reoccurring visitors and contract faculty, instructors and staff, a complimentary, temporary visitor parking pass should be displayed in the front windshield and can be obtained from the host department or from Campus Safety during regular business hours. For short term visitors, outside event patrons, and event guests do not require a visitor pass provided the host department or Event Services has made notification to the Campus Safety Dept. Visitor passes must be dated to be valid and are restricted to the designated areas on campus. Parking Fines may still apply if the visitor is found to be in violation of any posted or restricted parking areas, and for other violations, including but not limited to: moving violations; blocking loading zones, fire lanes, or hydrants; parking in spaces designated for faculty, staff, or students without prior permission, and for other violations listed in Section IV of this policy. Event Visitor Parking is in the Fairview lot located across N. Fairview Ave. If a visitor does not resolve their parking citation, the fine will be reassigned to the individual who hosted them. This responsibility applies to the host personally.

D. Bicycle, Moped Permits All bicycles and mopeds must be registered and display a current Converse permit sticker. Permits are issued by Campus Safety after completion of the vehicle registration form on the Campus Safety site. Registration must be completed within five (15) days of operating the bicycle/moped on campus. Any bicycle or moped without a current permit properly displayed is considered unregistered and subject to receiving the appropriate violation or confiscation. Properly displayed permits are located on the handlebar head tube. Campus Safety staff can assist in placing permits. All bicycles and mopeds must be operated according to this policy. Upon completion of the registration, a permit sticker can be picked up at the Campus Safety office. Registration must be completed within five (5) days of operating the vehicle on campus to avoid confiscation.

2. Parking Regulations Faculty/Staff parking will be enforced from 7 am to 5 pm Monday through Friday. All other parking regulations are in force 24 hours a day, 7 days a week, unless otherwise noted or temporary signs are in place.

A. Designated Parking Spaces Converse has designated parking spaces on campus. A list of color-coded line designations can be found below. This site also includes maps of our Spartanburg campus parking areas.

- Purple lined spaces are reserved for Students
- Yellow lined spaces are reserved for Staff and Faculty
- White lined spaces are reserved for general parking and may be used by any authorized campus visitor or community member.

2.A.1. Raffle and Promotional Parking Space

Converse may designate a temporary promotional or raffle parking space. The space will be marked by Campus Safety with appropriate signage and assigned to the designated winner for a defined period. The winner will be issued a temporary permit indicating the valid dates for use. Use of this space is a privilege and remains subject to all other parking regulations contained in this policy. Unauthorized vehicles parked in the promotional space may be cited or towed at the owner's expense.

B. Restricted Areas Vehicles, bicycles, and mopeds parking in any unauthorized area are considered in violation of this policy and therefore may be subject to fines and potential towing or immobilization. For bicycles and mopeds, parking in unauthorized areas may lead to confiscation. Towing is strictly enforced. Restricted areas include: 1. Fire Lanes Pursuant to the South Carolina Code §56-5-2, vehicles may not be left in any fire lanes on campus. If the vehicle is left unattended for 15 minutes or longer, Campus Safety has the right to tow the vehicle at the owner's expense. This does not apply to emergency vehicles, emergency repair contractors, and Facilities vehicles, official vehicles responding to calls or incidents, or carriers delivering mail, parcels, or packages. **EMERGENCY FLASHERS ARE NOT PERMISSION TO BE IN A FIRE LANE**

Pursuant to South Carolina law, only the Campus Fire Marshal may give permission to park in the fire lanes for very limited times only. **No one else on campus has this authority.**

2. Other Prohibited Spaces

Except when necessary to avoid conflict with other traffic, or in compliance with the directions of a Campus Safety Officer, no person shall stop, stand, or park a vehicle:

- Creating an obstruction of a sidewalk or any other roadway.
- On a crosswalk. On lawns or other cultivated areas.
- Within an intersection;
- Within fifteen (15) feet of a fire hydrant; or
- At any place where an official traffic control device prohibits standing, parking, or stopping.

3. Towing Zones

Certain areas on campus are towing zones. Vehicles parked in these areas will be towed at the owner's expense in cases where they are abandoned, disrupt the normal traffic flow, damage property or landscaping, create a hazard, or are parked in reserved spaces.

3. Enforcement

Campus Safety is responsible for issuing citations, enforcement, and reporting of parking violations to college administration as appropriate.

Vehicles, bicycles, and mopeds may be issued a fine without warning due to a breach of this policy. Repeat offenses or other circumstances, such as blocking fire lanes and emergency access, may result in towing at the driver's expense.

Cooperation and compliance with these rules and regulations by all members of this community are essential. Failure to comply may result in citations, fines, towing of vehicles at the owner's expense, suspension or revocation of parking privileges on campus, and even disciplinary action. Students, Staff, and Faculty are responsible for their guests' parking violations if left unsettled.

4. Parking Fines

Failure to comply with this policy or any parking regulations will result in fines. Converse reserves the right to review and update parking fees at any time.

Parking Violations:

Parking Permit - None or Expired	\$50
Over posted time	\$50
Improper parking	\$50
Parking without valid permit	\$50
Reserved Space	\$50
Blocking Sidewalk	\$50
Blocking Traffic	\$50
 <u>Parking in any of the following locations:</u>	
On lawn or sidewalk	\$50
Loading area	\$50
No Parking Zone	\$50
Wrong way	\$50
Reserved for Handicap	\$100
Fire Lane/Hydrant	\$100
Other	\$100-\$200
 <u>Moving Violations:</u>	
Failure to Stop at Stop Sign	\$60
Failure to Yield	\$60
Driving Against Traffic on One-Way Road	\$60
Failure to Obey Lawful Direction of a Campus Safety Officer	\$60
Failure to Report an Accident	\$60
Careless Operation	\$100

For faculty and staff, Converse reserves the right to clear all remaining unpaid parking fines by deduction from wages, annually and/or upon separation of employment. Outstanding fines under this policy that are not paid in full prior to June 30th each year are subject to payroll deduction from the first paycheck in the new fiscal year (July payment) or from the last payment in the event of separation of employment. Notification of deduction will be made at least seven (7) days in advance of the deduction, to the extent possible. Payment of fines may be made in the Student Finance Office. City of Spartanburg authorities and Converse Campus Safety may issue tickets and/or tow a vehicle at the owner's expense for fire lane, visitor space, and "disabled-accessible" violations. Three or more consecutive violations of any kind may result in towing of the vehicle at the expense of the violator/owner. Fines will automatically be charged to the violator/owner account. Converse is not responsible for any damage to vehicles caused by the towing of vehicles.

5. Revocation of Parking Permissions

Converse retains the right to revoke any on-campus parking and driving privileges within its sole discretion. Revocation reasons include, but are not limited to:

- Violations in excess of seven within any rolling 12-month period;
- Use of a campus permit or disabled placard in a fraudulent manner;
- Creating a nuisance or causing property damage while making repairs to vehicles on campus;
- Causing property damage;
- Becoming verbally or physically abusive, threatening, or verbally assaulting any safety officer during the performance of their duties; or
- Inappropriate operation of a motor vehicle, bicycle, or moped that presents a safety concern to the campus community.

Payment of violations does not void a revocation.

6. Prohibition on Sleeping or Residing in Vehicles

Vehicles parked on University property are intended for transportation purposes only. Sleeping, camping, or residing in a vehicle on campus is not permitted unless expressly authorized by Campus Safety.

Campus Safety personnel who encounter an individual sleeping or residing in a vehicle may approach the vehicle and occupant/student to conduct a wellness check and verify the individual's student status. When the individual is a currently enrolled student, Campus Safety may refer the matter to Student Affairs or Residential Life to assess potential housing or student support needs.

Students who continue to use vehicles as sleeping or living accommodations on University property after notice of this policy may be subject to parking citations, vehicle relocation or towing, and/or referral to the student conduct process.

The University reserves the right to take appropriate action to ensure the safety of individuals and the proper use of campus facilities.

7. Appeals

Appeals of parking citations, towing charges, and revocations may be made within ten (10) days from the date of issuance or notification by filling out the parking ticket appeal form. The Director of Campus Safety or designee may consult with other university officials in the determination process and will be responsible for communicating decisions with the appropriate parties.

Violations for which there are no appeals include:

- Parking in fire lanes or impeding a fire hydrant; and
- Unauthorized use of "disabled-accessible" parking spaces.

All appeals after the 10 day window will be denied

8. Motorcycles, Mopeds, Licensed Scooters, Bicycles, and Skateboards

All motorcycles and licensed scooters are subject to the same vehicle registration and parking regulations as any other motor vehicle. They are to be parked only in designated parking spaces and are not to be parked inside or adjacent to any buildings, on sidewalks, or within landscaped areas. Mopeds may be parked in any bike rack on campus, provided that the rack is not under a structure or cover.

Mopeds and bicycles may not be operated on sidewalks, but may be walked to a campus bike rack and properly secured. All bicycles and mopeds must be parked in an outside bicycle rack and secured with a cable and lock; there are NO inside bicycle racks.

Motorcycles, mopeds, licensed scooters, bicycles, in-line skates, skateboards, and other wheeled or similar transportation should not be used in a manner that jeopardizes the safety of other pedestrians or in a manner that could damage campus property. This includes not operating these items on any walls, monuments, gutters, railings, racks, benches, other structures, or fixtures on the Campus; this includes on any ramps or steps on Campus except for the purpose of entering or leaving a building or making normal pedestrian progress along a Campus sidewalk.

None of these devices is permitted in any building.

9. Abandoned and Hazardous Vehicles

Parked vehicles without a current Converse issued parking permit may be deemed abandoned after 7 consecutive days if it is observed unoccupied and abandoned. Prior to towing, Campus Safety will make reasonable efforts to verify with the Spartanburg Police Department that the vehicle has not been reported stolen and it is not wanted by local law enforcement authorities. A notice will be placed on the windshield advising the owner to remove the vehicle within 24 hours. If the vehicle remains on campus after the notification window closes, Converse reserves the right to tow the vehicle at the owner's expense.

Vehicles that appear to be vandalized or damaged and/or present a hazardous condition may be immediately towed without prior notice. Hazards include, but are not limited to, one or more flat tires for multiple days, inoperable vehicles, fluid leaks, vehicles parked in a hazardous location, blocking or obstructing traffic flow, or in any other way that creates a dangerous condition.

Release of vehicles after towing is strictly between the towing company and the owner.

10. Scooters/ Mopeds/Other Battery-Operated Devices Converse University is committed to maintaining a safe and accessible campus environment. To minimize risks associated with the operation, storage, and charging of mopeds, scooters, and other battery-powered devices, the following regulations are in effect:

a. Prohibited Devices:

The following devices are prohibited on all university property:

- Electric scooters (e-scooters)
- Hoverboards
- Electric bicycles (e-bikes)
- Any other battery-powered personal transportation devices not explicitly approved by the university

b. Use and Operation:

The operation of scooters, and other battery-powered devices is not permitted on campus walkways, sidewalks, roads, parking lots, or within any campus buildings. These devices are not allowed to be ridden, stored, or parked on any university property.

c. Storage and Charging: Storage of mopeds, scooters, or any other battery-powered devices within residence halls, academic buildings, or any other university facilities is strictly prohibited. Charging these devices inside any university buildings, including residence halls, is not allowed due to potential fire hazards and safety concerns.

d. Exceptions: Exceptions to this policy may be granted on a case-by-case basis for students or employees with documented mobility disabilities requiring the use of specific battery-powered devices. Such exceptions must be approved by the Office of Accessibility Services or Human Resources. University-owned or operated electric vehicles used for campus maintenance or Campus Safety are exempt from this policy.

e. Enforcement and Penalties: Any violation of this policy will result in disciplinary action, which may include fines, confiscation of the device, and/or other penalties in accordance with university regulations. Confiscated devices will become the property of the University and will not be returned.

f. Reporting and Contact Information: Violations of this policy should be reported using the Student Conduct reporting form located on My.Converse.edu. or to the Campus Fire Marshal

For questions or to request an exception, please contact the Office of Accessibility Services at accessibilityservices@converse.edu.

g. Electric Motor Vehicles Personal electric vehicles are allowed to be on campus, but are NOT allowed to be charged on campus.

A violation could result in confiscation of the charger, cutting of a plug, and parking revocation, and/or other penalties in accordance with university regulations.

Related Resources

<https://www.converse.edu/life-at-converse/campus-services/parking-and-vehicle-i...>
https://my.converse.edu/ICS/Offices/Campus_Safety/Home.jnz?portlet=EX_FormFlow_...
https://my.converse.edu/ICS/Offices/Campus_Safety/

Version History

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TLC

Update to the fee structure

Personal Property

The employee should take necessary precautions to protect your personal items in your building and in your car or University owned or leased vehicles against possible pilferage. The University does not accept responsibility for losses of personal items.

Recreational Facilities

The recreational facilities of the University are available to faculty and their families at times not conflicting with scheduled student classes and functions.

Rental and/or Use of Campus Facilities

Rentals and/or use of facilities are by written contract with the Business Office.

All work orders must be submitted to the Facilities Management Department.

Key Request forms are available online and require the approval of the appropriate Dean and/or the Provost.

Appendix A Converse University Research Misconduct Policy (March 2019)

Converse University Research Misconduct Policy (March 2019)

Policy Owner Provost, Office of Institutional Research

Responsible Office(s) Provost, Office of Institutional Research

Policy

I. Introduction

Converse University (“Converse”) holds to the highest standards of research integrity and expects all of its faculty, staff, students, and persons affiliated with Converse in the proposal or conduct of research to conduct research according to these standards.

Through the Office of the Provost and through the academic Deans, Converse supports a community of ethical conduct and research integrity. Every researcher is personally responsible for their conduct when performing research and will be held to the highest ethical standards.

II. Scope

This policy applies to any person who is employed by, is an agent of, is under the control of, or is affiliated by contract or agreement with Converse, and to any student of Converse who is engaged in or applying for engagement in research, as defined in Section III of this policy. This policy applies to any principal investigators, co-principal investigators, technicians, and other staff members, as well as to students engaged in independent or faculty-mentored research, including those working as laboratory or research assistants.

III. Definitions²

- A. The *Deciding Official* means the Provost of Converse University. The Provost will make determinations on allegations of research misconduct and determine any institutional responses. At Converse, the Provost (or their designee) also serves as the *Research Integrity Officer*, who assesses allegations of research misconduct and determines when such allegations warrant inquiries and who oversees inquiries and investigations.
- B. *Inquiry* means gathering information and initial fact-finding to determine whether an allegation or apparent instance of research misconduct warrants an investigation.
- C. *Investigation* means the examination and evaluation of all relevant facts to determine if research misconduct has occurred, and, if so, to determine the responsible person and the seriousness of the research misconduct and to evaluate appropriate action.
- D. *OIG* means the Office of the Inspector General, the office within the National Science Foundation (NSF) that is responsible for the research misconduct and research integrity activities.
- E. *ORI* means the Office of Research Integrity, the office within the U.S. Department of Health and Human Services (DHHS) that is responsible for the research misconduct and research integrity activities of the U.S. Public Health Service.
- F. *PHS* means the U.S. Public Health Service, an operating component of the DHHS.
- G. *PHS regulation* means the Public Health Service regulation establishing standards for institutional inquiries and investigations into allegations of research misconduct, which is set forth at 42 C.F.R. Part 93.
- H. *Research* for the purposes of this policy is defined as any systematic investigation, including research proposal development or pilot testing, designed to develop or contribute to generalizable knowledge. Generalizable knowledge includes any systematically generated products of research intended for dissemination within or beyond the institutional setting.
- I. *Research misconduct* is defined as fabrication, falsification, or plagiarism in proposing, performing, or reviewing research, or in reporting research results.
 - Fabrication is making up data or results and recording or reporting them.

- Falsification is manipulating research materials, equipment, or processes, or changing or omitting data or results such that the research is not accurately represented in the research record.
 - Plagiarism is the appropriation of another person's ideas, processes, results, or words without giving appropriate credit.
 - Research misconduct does not include honest error or differences of opinion. (Source: 65 FR 76260-76264; 70 FR 37010-37016; 2 CFR § 910.132; 10 CFR § 733.3)³
- J. A finding of *research misconduct* requires that:
- It be a significant departure from accepted practices of the relevant research community;
 - The misconduct be committed intentionally, or knowingly, or recklessly; and
 - The allegation be proven by a preponderance of evidence.
- (Source: 65 FR 76260-76264; 70 FR 37010-37016; 2 CFR § 910.132; 10 CFR § 733.3)⁴
- K. *Respondent* means the person against whom an allegation of research misconduct is directed or the person whose actions are the subject of the inquiry or investigation. There can be more than one respondent in any inquiry or investigation.
- L. *Complainant* means a person who makes an allegation of research misconduct.

IV. Rights and Responsibilities

- A. Deciding Official and Research Integrity Officer (DO-RIO)
- The Provost will serve as the DO-RIO, who will have primary responsibility for implementation of the institution's policies and procedures on research misconduct. The DO-RIO will:
- Receive allegations of research misconduct;
 - Assess each allegation of research misconduct to determine whether it falls within the definition of research misconduct and warrants an inquiry;
 - As necessary, take interim action and notify any appropriate agency (OIG, ORI, PHS, or any other) of the circumstances of the allegation;
 - Sequester research data and evidence pertinent to the allegation of research misconduct and maintain it securely;
 - Provide confidentiality to those involved in the research misconduct proceeding as required by 42 CFR § 93.108, other applicable law, and institutional policy;
 - Notify the respondent (whenever possible) and provide opportunities for them to review/comment/respond to allegations, evidence, and other relevant information;
 - Inform respondents, complainants, and witnesses of progress in the investigation of any allegation of research misconduct;
 - Adjudicate any allegations of research misconduct;
 - Ensure that administrative actions taken by the institution and any granting agency are enforced and take appropriate action to notify other involved parties, such as sponsors, law enforcement agencies, professional societies, and licensing boards of those actions as the DO-RIO determines are applicable; and
 - Maintain records of the research misconduct proceeding and make them available to granting or sponsoring agencies as required by terms of grant or sponsorship.
- B. Complainant
- The Complainant is responsible for making allegations in good faith, maintaining confidentiality, and cooperating with the inquiry and investigation. As a matter of good practice, the Complainant must be interviewed during an investigation.
- C. Respondent
- The Respondent is responsible for maintaining confidentiality and cooperating with the conduct of an inquiry and investigation. Whenever practicable, the Respondent is entitled to:
- A good faith effort from the DO-RIO to notify the Respondent in writing at the time of or before beginning an inquiry;
 - An opportunity to comment on the inquiry report and have their comments attached to the report;
 - Notification of the outcome of the inquiry and a copy of the inquiry report;
 - Notification in writing of the allegations to be investigated within a reasonable time after the determination that an investigation is warranted; and
 - The opportunity to be interviewed during the investigation.

The Respondent should be given the opportunity to admit that research misconduct

occurred and that they committed the research misconduct. The DO-RIO or the President of Converse may terminate the institution's review of an allegation that has been admitted, if the admission and any proposed settlement and any action by any relevant agency is acceptable to the President of Converse.

V. **Completion of Cases and Administrative Action**

- A. All inquiries and investigations will be carried through to completion.
- B. A case may be closed at the inquiry stage on the basis of a finding by the DO-RIO that an investigation is not warranted.
- C. A case may be closed by the DO-RIO at the investigation stage on the basis of a finding of no misconduct.
- D. If the DO-RIO determines that research misconduct is substantiated by the findings, the DO-RIO will decide on the appropriate actions to be taken.

The administrative actions in the case of faculty, staff members or other non-student researchers affiliated with or under the control of Converse may include:

- Withdrawal or correction of all pending or published abstracts and papers emanating from the research where research misconduct was found;
- Removal of the responsible person from the particular project;
- Letter of reprimand;
- Special monitoring of future work;
- Suspension from future Converse research, either for a limited time or permanently;
- Restitution of funds to the grantor agency as appropriate;
- In egregious cases as determined by the DO-RIO, the initiation of steps leading to termination of employment as specified in the *Faculty Handbook* (for faculty) or the *Staff and Administrative Handbook* (for staff); and
- Other action appropriate to the research misconduct.

The administrative actions in the case of student researchers may include:

- Withdrawal or correction of all pending or published abstracts and papers emanating from the research where research misconduct was found;
- Removal of the responsible person from the particular project;
- Letter of reprimand;
- Special monitoring of future work;
- Suspension from future Converse research, either for a limited time or permanently;
- Restitution of funds to the grantor agency as appropriate;
- In egregious cases as determined by the DO-RIO, referral of the student to the Converse University Honor Board, as specified in the *Converse University Undergraduate Handbook* in the Section, "Honor System"; and
- Other action appropriate to the research misconduct.

¹Sections of this policy have been taken from or modeled on the Sample Policy and Procedures for Responding to Allegations of Research Misconduct published by the Office of Research Integrity, U.S. Department of Health and Human Services, accessed on March 18, 2019, at <https://ori.hhs.gov/sites/default/files/SamplePolicyandProcedures-5-07.pdf>

²Section III of this policy has been adapted in part from Clemson University's *Policy for Responding to Allegations of Research Misconduct*, accessed on March 18, 2019, at <http://media.clemson.edu/research/sponsored-programs/policies/research-misconduct.pdf>

³From <https://science.energy.gov/grants/policy-and-guidance/research-misconduct/>, accessed on March 18, 2019.

⁴From <https://science.energy.gov/grants/policy-and-guidance/research-misconduct/>, accessed on March 18, 2019.

Version History

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Appendix B Tuition Remission Program

Tuition Remission Program

Policy Owner Financial Planning

Responsible Office(s) Associate Vice President For Student Financial Services
Vice President for Operations & Chief Financial Officer
Associate Vice President and Director of Human Resources

Policy Statement

The purpose of tuition remission benefits is to provide financial assistance and enhance educational and developmental opportunities for Converse University employees, their spouses, and/or dependents while supporting the University in its teaching, research, and service missions. This policy explains the guiding principles, defines the basic terms, and establishes the administrative authority for all tuition remission benefits.

Purpose

To establish the guiding principles, basic terms, and administrative authority for tuition remission.

Scope

This policy applies to all employees of Converse University, their spouses, and/or dependents.

Policy

4 Responsibilities and Procedures

4.1 Description

Tuition remission provides financial assistance for eligible Converse University employees, their spouses, and/or dependents who are enrolled as degree-seeking students in traditional undergraduate, Converse II, or graduate programs. Eligible Converse employees may also receive tuition remission as non-degree-seeking students for professional development coursework that is directly related to their job duties and responsibilities at the University.

4.2 Limitations & Exclusions

4.2(a) Traditional Undergraduate Students

Degree-seeking traditional undergraduate students will be eligible for the value of full-time tuition and a \$2,000 credit toward housing and meals (if a campus resident) for the academic year in which the student is enrolled. Tuition remission does not cover fees (matriculation, lab, music lessons, etc.).

Dependent tuition remission benefits cease when an employee resigns from or is terminated by the University.

Please note: All other grant/scholarship aid awarded from federal, state, or institutional sources will be deducted from tuition before calculating the value of the tuition remission. Students with scholarships from outside organizations not affiliated with the University (i.e., Ruritans, church organizations) may use outside financial aid to assist with room and board expenses (if living on campus). Tuition remission may not be used for fees, room and board, or other expenses.

4.2(b) Converse II Students

Degree-seeking Converse II spouses/dependents will be eligible for the value of tuition for up to twelve (12) credits in the Fall/Spring terms and six (6) combined credits for all summer terms.

Employees who are Converse II students will be eligible for no more than three (3) credit hours per term of enrollment.

4.2(c) Graduate Students

Degree-seeking graduate students will be eligible for no more than three (3) credit hours in the Fall/Spring terms, and no more than one three (3) credit hour class per summer term. For example, if a Graduate student is enrolled in six credit hours in Summer I and six credit hours in Summer II, the Graduate student would be eligible for a total of six (6) credit hours of tuition remission.

4.2(d) Enrollment limitations

An employee/spouse/dependent may enroll in an appropriate course if space is available and at least 6 students are already enrolled. One may elect to enroll in a class of fewer than eight full-time equivalent (FTE) students. Tuition remission students may not receive tuition remission for directed independent studies (DIS) courses and internships. Employees granted enrollment in a DIS (Directed Independent Study) will be charged the published tuition rate.

Employee/Spouse/Dependent may receive tuition remission for one degree in each of the following categories:

- Undergraduate degree
- Master's degree (employee and/or spouse only)
- Doctorate (employee and/or spouse only)

Tuition remission benefits may be used for only one degree program at a time. Students may not receive tuition remission benefits for a degree program and professional enhancement courses simultaneously.

4.2(e) Employee Supervisor Approval

The employee must obtain their supervisor's **approval** before enrolling in each course. Some employees in certain positions may not be allowed to take courses during regular office hours. Office schedules cannot be altered to allow employees to attend classes, and class schedules cannot be changed to accommodate them.

Employees must make up any time they miss from work to attend a class during working hours.

4.3(f) Employee Death or Total and Permanent Disability

In the event of an employee's death or total and permanent disability, the University will extend tuition remission benefits based on the following criteria:

- The employee must have been employed full-time or part-time with benefits at Converse University for the last seven (7) consecutive years immediately prior to the time of death or total disability in order to qualify their dependents.
- The dependent(s) are only eligible for a traditional undergraduate degree at Converse University.
- The dependent/parent **must complete** the Free Application for Federal Student Aid (FAFSA) using Converse's school code (003431) by June 1st of each year for which the tuition remission is being requested.
- This benefit grants tuition only. Dependents must pay all other course fees and expenses, including reservation fees, room and board fees, books, and other extra costs such as lab or directed independent study fees.
- The dependent(s) must meet eligibility requirements as established by the institution.
- The dependent(s) at the time of the death or total disability must have completed the 10th grade.
- This benefit has no cash value.
- The subsequent remarriage of a surviving spouse has no bearing on this benefit.
- This benefit does not extend beyond the dependent's age of 24 years.

4.2(g) Exclusions

- Directed Independent Study (DIS) courses are not eligible for tuition remission.
- Off-campus courses are not eligible for tuition remission.
- Any course requiring Converse to pay for the teaching of a tuition remission student is not eligible for tuition remission (i.e., Acadeum courses).
- The Master's in Marriage and Family Therapy program is not eligible for tuition remission.
- Fees (term access, lab, music lessons, etc.) are not eligible for tuition remission.

4.3 Admission

An employee, spouse, and/or dependent must be admitted into a regular degree-seeking program prior to the start of the academic term for which tuition remission is requested and must remain a regular degree-seeking student during the award period.

4.3(a) Free Application for Federal Student Aid (FAFSA) Requirement

All employees/spouses/dependents must complete the FAFSA each academic year for which the tuition remission benefit is requested. The FAFSA must be completed by June 1st of each year for the upcoming year. Employees/spouses/dependents who do not complete the FAFSA will not be eligible for tuition remission.

Applications can be completed at <https://studentaid.gov/> and must include Converse University (school code #003431) as a recipient of the information.

Graduate students are not required to complete the FAFSA to receive tuition remission benefits.

4.4 Funding Source(s)

The source or sources used to fund a graduate assistantship must be under the University's control and, in the University's judgment, appropriate for assistantship support.

4.5 Payment of Tuition

The payment of tuition remission is considered a scholarship that offsets all of the following costs charged to the student account during the contract period of the assistantship:

Total tuition based on the enrollment and limitations expressed above (number of credit hours waived) as per the Schedule of Tuition and Fees. Additional fees are the student's responsibility.

4.5(a) Taxable Benefit

According to IRS regulations, the value of the tuition remission benefit may be taxable for employees, their spouses, and dependents. The value of the benefit will be reflected on the employee's W-2 form at the end of the year. The University encourages the employee to consult a tax advisor for more information.

Automatic Termination of Benefit

The University will automatically terminate the tuition remission benefit if:

- The employee/spouse/dependent completes the degree program
- The employee/spouse/dependent voluntarily withdraws or is administratively withdrawn from the degree program
- The employee is terminated, resigns, or otherwise leaves the employment of the University prior to the start of the academic term for which the tuition remission is to be applied

4.7 Administrative Authority

4.7.1 Basic Terms and General Management Procedures

4.7.1(a) Basic Terms

The Vice President for Operations & CFO, the Associate Vice President and Director of Human Resources, and the Associate Vice President for Student Financial Services have the authority to establish and modify the basic terms for tuition remission benefits.

4.7.1(b) General Management Procedures

The Vice President for Operations and CFO and the Associate Vice President for Student Financial Services have the authority to develop and maintain general management procedures for tuition remission benefits.

The Associate Vice President for Student Financial Services has the authority to calculate the value of the tuition remission benefit for each academic term for which the employee/spouse/dependent qualifies.

4.7.2 Local Terms and Management Procedures

An academic or administrative unit of the University does not have the authority to develop local terms and management procedures for tuition remission.

5 Required Forms

Application for Dependent Tuition Remission for Traditional Undergraduates

- The form must be completed annually by the employee
- Most recent federal 1040 tax returns must be provided, verifying that the student is claimed as a dependent by the Employee

Application for Employee/Spouse/Dependent Tuition Remission for Converse II and Graduate students

- The form must be completed for each term for which the benefit is requested
- The most recent federal Form 1040 tax returns must be provided to verify that the employee and spouse have filed as “married filing jointly” or “married filing separately.”

Related Resources

[Application for Employee/Spouse/Dependent Traditional Undergraduate Tuition Rem...](#)
[Application for Employee/Spouse/Dependent Converse II or Graduate Tuition Remis...](#)

Definitions and Acronyms

3.1 Eligible Employee

Employees are eligible for tuition remission on their first day of employment, provided they are full- or part-time (exempt or non-exempt) and eligible for benefits. Employees who are not eligible for full benefits are not eligible for tuition remission under this policy.

3.1(a) University service requirement

Employees who receive tuition remission are required to maintain a service commitment to Converse University following graduation or upon ceasing enrollment. Employees must remain continuously employed by the University for one (1) year for each academic year in which tuition remission benefits were received. Employees who voluntarily separate from the University before fulfilling the required service commitment may be required to repay, in accordance with University procedures and applicable law, all or a prorated portion of the tuition remission benefit received.

The post-enrollment service commitment requirement shall apply only to tuition remission benefits awarded for coursework beginning with the Fall 2026 term. Tuition remission benefits awarded prior to

the effective date will not be subject to retroactive repayment or service obligations. However, any tuition remission benefits received after the effective date will be subject to the service commitment requirements outlined in this policy.

The service requirement does not apply to tuition remission received for dependents (undergraduate) and spouses (graduate).

3.2 Employee Category

3.2(a) Exempt Employee

An employee who meets Fair Labor Standards Act (FLSA) requirements to be exempt from overtime pay and occupies an executive, administrative, or professional position, as defined under the FLSA. Non-instructional exempt employees receive compensation at a minimum salary that meets the requirements set under South Carolina code and the FLSA.

3.2(b) Non-Exempt Employee

An employee who does not meet the Fair Labor Standards Act (FLSA) requirements to be exempt from overtime pay and who is paid for all overtime hours worked in any workweek.

3.2(c) Resignation or Termination

Tuition remission benefits cease upon an employee's resignation from or termination by the University. If resignation or termination occurs during the refund period as defined by the academic calendar, tuition remission will be reduced by a proportionate amount.

3.3 Enrollment Status

3.3(a) Traditional Undergraduate and Converse II students

Enrollment status for traditional undergraduate and Converse II students is determined based on the following enrollment per term:

1-5 credits less than half-time

6-8 credits half-time

9-11 credits three-quarter time

12 or more credits full-time

It is expected that traditional undergraduate students are enrolled full-time to be eligible for tuition remission. Traditional undergraduate students enrolled less than full-time will not be eligible for tuition remission.

3.3(b) Graduate Students

A graduate student is considered full-time in a given academic term or session when enrolled in six credit hours or more. A graduate student is considered less than half-time in a given academic term or session when enrolled in fewer than six credit hours. Summer sessions will be combined to determine enrollment status.

3.3(b)1 Professional Leadership Doctoral Students

The EdD in Professional Leadership is designed to be taken in a specified progression over 3 years. It would be difficult for employees, spouses, and dependents to complete the program in 6 or more years

if they take only one class per semester/session. Instead, if the course sequence is followed, employees will receive a discount of over 50% and complete the program in 3 years. The structure of the program is as follows:

<u>Semester</u>	<u># Classes</u>	<u># Hours</u>	<u>Waiver</u>
Fall 1	2	6	3 hours
Spring	2	6	3 hours
Summer 1A	2	6	3 hours
Summer 1B	2	6	3 hours
Fall 2	2	6	3 hours
Spring 2	3	9	6 hours
Summer 2A	2	6	3 hours
Summer 2B	2	6	0 hours
Fall 3	2	6	3 hours
Spring 3	1	6	6 hours

Employees and spouses may end up paying for 27 of 60 hours under this plan (a discount of more than 50%). Employees, spouses, and dependents who persist through the final course (Capstone in Spring 3) will receive the final 6-hour class as part of tuition remission.

Any unique or extenuating circumstances that warrant a proposed exception to the EdD program's tuition remission policy require the approval of the Dean of the Graduate School and the Vice President for Operations & CFO.

3.3(c) Effects of Drops and Withdrawals for Converse II and Graduate Students

Converse II and Graduate tuition remission recipients must maintain enrollment in all courses for which the benefit is paid. If a recipient drops or withdraws from a course for which tuition remission has been paid, the tuition remission will be reduced by the cost of the course.

For example, a graduate student registers for six credit hours at \$575 per credit hour, for a total benefit of \$3,450. The student withdraws from one three-credit course during the semester. The tuition remission benefit will be reduced by \$1,725 or by the cost of the three-credit course, whichever is greater.

The recipient is responsible for repayment of all costs incurred by such reversal.

Signatures on the Tuition Remission application verify that the student/employee has read, understands, and agrees to abide by the policies and procedures set forth herein.

3.4 Intent to Enroll

Intent to enroll refers to a student's subsequent-semester enrollment status during the summer session. A student is said to demonstrate "intent to enroll" during the summer session if the student is registered for the subsequent fall semester, and to demonstrate "intent to enroll." New students demonstrate "intent to enroll" during the summer term if they are admitted to a degree program that begins the subsequent semester.

This policy is effective beginning with the Fall 2026 semester for newly enrolling students. Students currently enrolled who were receiving benefits under a prior policy will have their eligibility determined by that policy.

3.5 International Student

An international graduate student is a graduate student who holds an F-1 or J-1 visa. International students are not eligible for tuition remission.

3.6 Definition of a Spouse

A spouse is defined as “a person in a legally contracted marriage recognized by the State of South Carolina to a Converse University employee, with the exception of an estranged spouse who maintains a separate domicile.”

3.7 Definition of a Dependent

A “dependent” is defined as the son/daughter, stepson/stepdaughter, or legally adopted son/daughter of an eligible Converse University employee who is under the age of 24 and is claimed as a dependent on the employee’s federal income tax return for the year(s) in which the tuition remission is requested.

Dependent students over the age of 24 are eligible for reduced tuition benefits as Converse II students and are not eligible for tuition remission.

Dependent students enrolled in graduate programs are not eligible for tuition remission.

3.8 Student Account

A student account is the University billing statement assigned to a student and maintained by the University’s Student Accounts Office.

Version History

Thu, 05/28/2026 - 09:51

Direct Reports, Cabinet, Faculty Senate May 2021, TLC 6.3.26

Applications are accessible via my.converse.

Appendix C Tuition Exchange Program

Tuition Exchange Program (TEP)

Policy Owner Financial Planning

Responsible Office(s) Financial Planning, Human Resources, Finance and Business

Policy Statement

This policy establishes the guiding principles, basic terms, and administrative authority for awarding tuition waivers through the Tuition Exchange or Council of Independent Colleges' programs.

A tuition waiver through the Tuition Exchange or Council of Independent Colleges provides financial assistance to degree-seeking traditional undergraduate students whose parents are employees of member institutions.

Purpose

Converse University is pleased to accept applications for tuition waivers through the Tuition Exchange and Council of Independent Colleges' programs.

The purposes of tuition waivers through these two programs are: (1) the recruitment of traditional undergraduate students whose parents are eligible employees of member institutions and to provide financial assistance and enhanced educational and developmental opportunities for traditional undergraduate students while supporting the University in its teaching, research, and service missions; and (2) to provide an additional benefit to Converse's faculty and staff, which aids in the recruitment and tuition of employees. This policy explains the guiding principles, states the basic terms, and establishes the administrative authority for all

Policy

Converse University Policy for Awarding Tuition Exchange/Council of Independent Colleges Tuition Waivers (Imports and Exports)

2.1 Export Policy

Converse University belongs to two tuition exchange organizations: Tuition Exchange, Inc. (hereinafter known as TEP), a national organization that administers multilateral tuition remission scholarships for Full-time Employees of member institutions, and the Council of Independent Colleges' Tuition Exchange Program (hereinafter known as CIC-TEP). Both the TEP and CIC-TEP export scholarships are offered to full-time Converse employees' dependent children who apply initially prior to the age of 22. The benefit is for undergraduate degree programs only.

3. Policy Definitions

The following definitions are used for the purposes of this policy.

3.1 Eligible Student

3.1.1 Import Student

An eligible import student is defined as the dependent of an eligible employee of a member institution who has been certified as eligible by the exporting institution and meets all Converse University admission requirements.

3.1.2 Export Student

An eligible export student is defined as an eligible dependent of an Eligible Converse University Employee who is a natural-born child, legally adopted child, or stepchild, unmarried, **and** who is eligible to be claimed as a deduction on the eligible employee's income tax return for the current year and in the tax period in which the tuition is waived.

3.1.2.1 Stepchildren must also have established residency on a permanent basis in the staff member's household. A divorce decree that states the employee is financially responsible for the dependent's education may suffice in lieu of the above requirement. Children under the legal guardianship of employees also qualify for the benefit.

3.2 Eligible Converse University Employee

An eligible converse university employee for purposes of this policy is defined as an employee who has completed one year of uninterrupted full-time employment or full-time teaching at Converse and who continues their uninterrupted service for the full duration of the TEP or CIC-TEP scholarship period. A change in work status or termination of employment, or death of the employee, will continue the TEP or CIC-TEP scholarship through only the end of the academic year in which the event occurs. If one of these occurs prior to the start of an academic year, the TEP or CIC-TEP scholarship ends immediately.

3.2.1 Employees who join Converse from an eligible tuition exchange exporting school will be eligible for export benefits immediately. The one-year continuous employment requirement will be waived for this category of employee.

3.3 Exporting Institution

An exporting institution is defined as a University or University that is a member in good standing with the Tuition Exchange and/or the Council of Independent Colleges.

Employee eligibility will be determined and certified by the exporting institution.

4. Policy

4.1 TEP Limits Student Exports

Student Exports under the TEP are limited based upon the number of imports the University has received. The Exports and Imports must be in balance in order for the University to maintain membership in the organization without penalty or restriction. Therefore, unless the University has a surplus of export slots, a TEP export scholarship will be granted to only one student per family in any given year. There are no limitations to exports under the CIC-TEP program.

4.1.1 Export Selection, Duration, Re-application, and Exceptions

Converse must balance the number of its TEP exports with "imports" or enrollees at Converse. There may be a limited number of export scholarships available in any given year. When this occurs, the Converse Tuition Exchange Committee will serve as the TEP selection committee, primarily using merit-based criteria (GPA, courses taken, test scores, recommendations, etc.) to make their choice(s) by December each year. The duration of TEP scholarships also depends upon the status of the export/import balance at Converse. When export credits permit, recipients may be renewed for a total of eight scholarship semesters to cover undergraduate study. Fewer semesters are covered if the recipient enters the TEP or CIC-TEP program as a transfer. Export recipients wishing to renew their TEP or CIC-TEP scholarship must reapply annually by **November 1**, prior to the academic year being recertified. For import/export balancing reasons, there are times when these recertifications must be determined on a priority basis by the Converse Tuition Exchange Committee using primarily merit-based criteria.

Graduate study, summer school, and study-abroad courses are not covered by TEP or CIC-TEP export scholarships. New TEP or CIC-TEP exports must be admitted by the importing institution, and those students renewing TEP or CIC-TEP scholarships must maintain the required academic and behavioral standards of the importing institution.

4.2 Export Scholarship Value

The importing institution determines the value of the TEP or CIC-TEP scholarship it awards and records this on the Application/Certification Form returned to Converse's Tuition Exchange Liaison Officer and the student. The scholarship usually covers tuition charges but not room, board, course overloads, and other fees. Higher-tuition universities may elect to reduce their award to the "Minimum Value Scholarship" established each year by the TEP or CIC-TEP (TE) Board of Directors. Before accepting a TEP or CIC-TEP scholarship, the student should seek cost information from the host institution for which they will be responsible.

4.3 Export Application Process

Each TEP or CIC-TEP candidate must submit a completed preliminary tuition exchange application form (available on the Human Resource website) to the Tuition Exchange Liaison Officer as early as possible after September 1, but no later than November 1. The applicant will then receive all applicable instructions and information necessary to complete the entire TEP or CIC-TEP scholarship application process.

4.4 Enrollment Status

A traditional undergraduate student is considered full-time in a given academic term or session when enrolled in twelve (12) or more credit hours. If a student incurs tuition expenses, the tuition exchange will cover up to six (6) academic credits. An eligible student must be enrolled full-time in every academic term to be eligible for the tuition waiver.

5. Eligibility Requirements

Students must meet the following criteria for consideration of their application for a tuition waiver through the aforementioned programs.

- Must meet all requirements for regular admission as a degree-seeking traditional undergraduate student. Must apply for admission before November 15th.
- Must have a minimum 3.5 cumulative high school GPA.
- Must file the Free Application for Federal Student Aid (FAFSA) each year before November 15th.
- Applications for tuition waivers must be received by December 1st for consideration. Late applications will only be considered if award limits have not been met.
- Must maintain a cumulative 2.50 or higher GPA while a Converse student.
- Students must be meeting minimum satisfactory academic progress standards based on the University's published SAP policy.
- SC residents who are recipients of the SC HOPE scholarship in their first year must meet minimum state requirements to convert the HOPE Scholarship to SC LIFE (earn a minimum of 30 credit hours with a cumulative GPA of at least 3.0). Students who fail to meet eligibility criteria will not have their tuition waiver award increased to compensate for the lost financial aid.
- SC residents who are recipients of SC LIFE, SC LIFE Enhancement, SC Palmetto Fellows, or SC Palmetto Fellows Enhancement must maintain eligibility for these programs as defined in the rules, regulations, policies, and procedures for each respective program. Students who fail to meet eligibility criteria will not have their tuition waiver award increased to compensate for the lost financial aid.
- Eligible employees must be recertified by the exporting institution each year.

6. Limitations & Restrictions

6.1 Availability of Tuition Waivers

The total number of tuition waiver recipients and awards will be established by the Vice President for Finance and Business, the Vice President for Enrollment Management, and the Associate Vice President for Student Financial Services. These annual limits will be calculated in accordance with regulations regarding import and export ratios as required by the program.

These personnel may recommend changes, additions, deletions and/or termination of this program at any time with approval by The Leadership Council of the University.

6.2 Awardees

Converse University will award initial tuition waivers through the aforementioned programs to first-year, full-time freshmen only with consideration given to new transfer applicants and upper-class students if annual limits have not been met.

6.3 Award Limits

Converse University limits the number of semesters for which a student is eligible to eight (8) full-time semesters at Converse. Students are not eligible for these tuition waivers for Maymester or summer terms.

6.4 Tuition Waiver Award Amounts

The value of the tuition waiver shall not exceed the published tuition. Current tuition rates can be found in the current catalog.

6.5 Other Financial Aid and the Tuition Waiver

All other grants and scholarship aid will be discounted from the value of the tuition waiver. This includes grant and scholarship aid from federal, state, and institutional sources.

Private scholarships earned by the student may be used for on-campus room and board and book expenses (only if there is an excess of funds after fixed costs are paid). Commuting students may use outside scholarship funds earned by the student not to exceed the cost of books. Students wishing to use excess aid for books must present a written estimate of books and materials provided by the University's bookstore to the Associate Vice President for Student Financial Services for approval.

All financial aid is subject to the University's policy for grant aid refunds.

Related Resources

[The Tuition Exchange:](#)

[The CIC Exchange:](#)

Version History

Sun, 08/13/2023 - 21:54

links added

Appendix D Charter of the Faculty Senate

Charter of the Faculty Senate

Article I. Constituency (See Amendments XXXV, XXXVI, XXXVII, XXXVIII, and Section 1.)

Section 1. The general faculty will elect Senate members to terms of two years. The faculty will be arranged into nine divisions for the purpose of elections. These divisions should correspond to the ratio nearest to one representative for every five full-time faculty in the division. The total membership of the Senate is thus determined by the number of representatives from the divisions. (See Section 2, below for exceptions.) The current constituency of the Senate by division is as follows (Amendment XXXV).

Division	Number of Senate Representatives
I. Education, Graduate Education, Leadership, MFT	3
II. Behavior and Social Science (Psychology, Politics, CFS, HWS)	2
III. Humanities and Culture	2
IV. Natural Science (Biology, Chemistry)	1
V. Art, Design, Letters	2
VI. Music	2
VII. Theater and Dance	1
VIII. Business and Data Science	2
IX. Library	1

After serving a two-year term a senator will be eligible for re-election effective immediately (Amendment XXXVI).

The faculty will elect Senate representatives in April. All senators will be elected by their divisions, electronically. The ballots will be sent out by the Senate president on April 15 and the ballot will be closed on April 30. New members will be announced during the May faculty meeting and will begin their service for the following year at the last half of the last Senate meeting of the year (Amendment XXXVII).

Section 2. In order to meet population shifts in the faculty, the Senate shall reapportion itself every fifth year from the passage of this Amendment (XVI, 3/11/75), in the month of April, to correspond to the nearest ratio of five full-time faculty members per representative in each academic division, subject to the following:

- If reapportionment results in the deletion of one or more representatives from an academic division, the representative(s) holding the senate seat which will expire soonest shall be allowed to remain on the Senate until the expiration of their term at which time the position will be abolished.
- If reapportionment results in the right of an academic division to have one or more additional representatives, it shall be the power of the Senate to assign to that new representative(s) a term of one, two, or three years in order to preserve the rotation of five senators each year.

Article II. Eligibility for Election

To be eligible for election to the Senate a faculty member must:

- Hold the rank of Assistant Professor, Asst. Librarian or above;
- Be a full-time faculty member or, with the exception of professional librarians, one who is tenured or who will become eligible for tenure;
- Have completed at least one academic year of service on the Converse faculty, exclusive of summer school; and
- Not hold an administrative position. These qualifications will be waived only if a division does not have a number of eligible faculty members in excess of the number necessary to fill the apportioned positions. See Amendments IV and IX below. Full-time faculty status is understood to mean that the person holds a salaried faculty position and teaches not less than the equivalent of 7

courses or 21 credit hours per academic year. Equivalence to teaching load to be determined by criteria in "Teaching Loads" section of this handbook or by the appropriate academic dean. After serving a three-year term, a senator will not be eligible for reelection for a period of one year.

See Article IV and Article IX for additional eligibility information.

Article III. Method of Election

The members of the Senate will be elected by majority vote of the general faculty in April. **See Amendments II, X, and XXXVII (most recent).**

XXXVII. All senators will be elected by their divisions, electronically. The ballots will be sent out by the Senate president on April 15 and the ballot will be closed on April 30. New members will be announced during the May faculty meeting and will begin their service for the following year at the last half of the last Senate meeting of the year.

Article IV. Officers

The Senate will have a President and a Secretary and a President pro tempore. The President will be elected yearly by the Senate from among the members of the Senate. The Secretary will be appointed by the President from among the members of the Senate. The President pro tempore shall be appointed from the members of the Senate by the President to preside at meetings or portions of meetings when the President cannot be present or when the President wishes to yield the responsibility of chairing in order to participate in discussion. Any senator, except the secretary, upon agreeing may serve as President pro tempore for any number of meetings that the President shall designate or until the time that the President resumes the responsibility of chairing a meeting.

Article V. Quorum

A quorum of the Senate will consist of nine members.

Article VI. Powers and Functions

Section 1. The Senate will be authorized to create ad hoc subcommittees from its membership for the efficient conduct of business and to include in the membership of these subcommittees such persons as may be desired, whether members of the Senate or not.

Section 2. The Senate will act with full authority for the general faculty in those matters within the province of the Senate. In none of its activities will the Senate go beyond the scope of authority assigned the general faculty in the Bylaws of the Board of Trustees, nor will it infringe upon any of the powers and responsibilities exercised by the administration. The President of the Senate, or a substitute authorized by them, will make a monthly report to the general faculty of all action taken by the Senate. Normally the general faculty will neither approve nor disapprove action of the Senate, but upon a motion in the faculty sustained by a majority vote, any action of the Senate can be reversed or amended. Furthermore, the Senate will be ready at any time to take instructions from the general faculty. A minority in the Senate will have the right to appeal a senate decision to the general faculty on a petition supported by as many as four senate members.

Section 3. The Senate will act in an advisory capacity to the President of the University, the academic deans, and the administration generally. It will also serve as an authorized representative of the general faculty in communications with the Board of Trustees, such communications to be made only with the knowledge and consent of the President of the University, who is the legally constituted Chair of the Faculty.

Section 4. The Senate will formulate the policy for class attendance and exercise general supervision over class attendance regulations. The Class Attendance Committee existing prior to the 1964-65 session has been abolished and the routine of administering attendance regulations will be exercised by the academic deans, who will make periodic reports, as requested, to the Senate. The Chapel and Assembly Attendance Committee existing prior to the 1964- 65 session has also been abolished.

Regulations concerning chapel assembly attendance will be established as tofore by the Administrative Council and the Dean of Students will administer these regulations under supervision of the Administrative Council.

Section 5. The Senate will take over and extend the powers and functions formerly exercised by the Curriculum Committee of Arts and Sciences. In addition to the powers of the former Curriculum Committee in the area of the General Education Program, the Senate will have the right to express faculty approval or disapproval of all proposed changes except such routine alterations as do not materially affect the educational program. Specifically, the Senate will exercise jurisdiction of the general faculty over additions to or deletions from the major programs. To provide efficiency and economy of operation, a Curriculum Committee will be set up within the Senate in accordance with the following plan: The President of the Senate will appoint one faculty member from each of the following divisions: Fine Arts, Social Sciences, Humanities, Languages, Natural Sciences, and Education. Three of these representatives are to be appointed from the Faculty Senate and the remaining positions are to be filled from the general faculty of these divisions. The Dean of Arts and Sciences and the Head Librarian are ex officio members of the Committee. All actions of the Curriculum Committee affecting the general educational program or referred to it by the general faculty or Faculty Senate will be subject to the approval of the Senate and the general faculty. When, and only when, the Senate addresses itself to curricular issues, the Dean of Arts and Sciences will assume temporary status as a voting member of the Senate. When the Senate acts upon proposed curricular changes in Arts and Sciences outside of the General Educational Program, only those senators representing Academic Divisions I through VI and Division VIII will participate in the voting, and only faculty in Arts and Sciences will vote among the general faculty.

Section 6. The Senate will absorb the functions of all the faculty committees existing prior to 1964-65, except Social Interests. Hence, in addition to the specific powers designated above, the Senate will concern itself with the following questions: educational policies and goals, intellectual life of the campus, relationships of the faculty with the trustees, administration, and student body, financial interests of the faculty (salary, fringe benefits, tenure, promotions, teaching load, etc.), academic freedom, and academic ethics and responsibilities

Article VII. Amendment Procedure

(Adopted by the Faculty Senate on February 23, 1965.) A motion of amendment to the Charter of the Faculty Senate shall carry in the Senate if, and only if, it receives the support of two-thirds of the regular members of the Senate. A motion of amendment which has carried in the Senate shall be presented to the general faculty for ratification and shall be considered ratified if, and only if, it receives the support of three-fourths of the voting members of the general faculty.

Amendments approved by General Faculty 9/18/65.

- I. See Article IV for text of this amendment.
- II. Term of the Senate: The Senate will remain in office until such time it is reconstituted in accordance with Article III. In April or May of each year, the President of the outgoing Senate will call and conduct the first meeting of the incoming Senate for the purpose of electing a President of the Senate. See Amendment XI, below.
- III. This amendment, limiting the consecutive terms of Senate officers to two, was nullified by Amendment XX, below.
- IV. Supplement to Article II: If in any year the number of eligible faculty members within a division does not exceed the number of senate vacancies as determined by Article III, the entire faculty within that division shall become eligible.

Amendments approved by General Faculty 5/25/68.

- V. The number of consecutive terms of the Senate President will be limited to two. (See Amendment III, above.)
- VI. A Senate Resolutions Committee will be established as a standing subcommittee of the Senate.
- VII. Article I (Constituency) is amended as follows: History is moved from Division II to Division III and the representation of Division III is increased to five senators, while Division II retains its

representation of two senators. In effect, the total membership of the Senate is increased to fifteen. It is provided that those senators from History now representing Division II serve out their terms in that division and that the representation of Division II be increased to three senators in 1968-69. After the expiration of the aforementioned terms, the representation of Division II will return to two senators and that of Division III will be expanded to five.

Amendments approved by General Faculty 3/4/69.

- VIII. The first sentence of Article I was extended by the addition of the phrase “for terms of three years.”
- IX. See Article II for text of this amendment. The qualifications for membership on the Senate were reduced and the wording of the provisions for waiving the qualifications was altered.
- X. See Article III for text of this amendment. The time for election of the Senate was moved from September to the preceding April.
- XI. The second sentence of Amendment II was revised as given in the text to conform with Amendment X.

Amendments approved by the General Faculty 2/9/71.

- XII. The size of the present Curriculum Committee will be enlarged to eight members. These members consist of two faculty members each from Humanities, Social Sciences, and Natural Sciences and one faculty member each from Fine Arts and Education/Physical Education. Five of these members, one from each division, are to be appointed from the Faculty Senate and three members at large to be appointed from the faculty.

Amendments approved by the General Faculty during 1971-72.

- XIII. The wording of Article II (3) concerning eligibility for election was changed 9/7/71.
- XIV. Article VI, Section 5, was amended to provide for inclusion of the Librarian on the Curriculum Committee 2/16/72.

Amendments approved by the General Faculty 4/3/73.

- XV. Article II was amended by addition of the following provision: “ A faculty member who has served on the Senate at least six consecutive years shall have the right to withdraw their name from the ballot for the next two consecutive senate elections.” This amendment was nullified by Amendment XXVI below.

Amendments approved by the General Faculty during 1974-75.

- XVI. Article I was amended to provide for a redistribution of the senate into seven divisions, including professional librarians in a newly constituted Division VI and it further provided for reappointment of senate seats every five years. 3/11/75.
- XVII. Article II was amended by a temporary provision making professional librarians eligible for senate membership. 4/1/75.
- XVIII. Article VI, Section 5, was amended to change the membership of the Arts and Sciences Curriculum Committee and redefine its functions. 5/6/75.

Amendment approved by General Faculty 3/16/75.

- XIX. Article II, Eligibility for Election, was amended to include the following changes:
 - 1. the addition of professional librarians among those eligible for election to the Senate;
 - 2. the exclusion from eligibility of those holding administrative positions at the level of Division Head or above;
 - 3. a definition of “full-time faculty status.”

Amendment approved by the General Faculty 4/12/77.

- XX. The Senate is allowed the option of electing its President for a third successive yearly term.

Amendments approved by the General Faculty 4/4/80.

- XXI. Article I, Section 1: Politics is moved from Division II to Division III. (After Politics was combined with History into one department [1976-77], the faculty approved the senate proposal [3/9/78] that teachers of Politics primarily would remain in Division II for purposes of representation on the Senate. By this amendment, Politics is moved to Division III, restoring its unity with History. No change resulted in the number of representatives of either Division II or Division III.)
- XXII. Article I, Section 1: The total membership of the Senate will be determined by the number of senate representatives of the several divisions. (Prior to this amendment, the total number of senators was arbitrarily fixed at 15.)

Amendment approved by the General Faculty 10/13/92

- XXIII. Supplement to Article IV: The appointment of a President pro tempore when deemed necessary by the President of the Senate. (Approved by the General Faculty 10/13/92)

Amendments approved by the General Faculty 3/2/93.

XXIV. Supplement to Article VI: Section 5, Faculty of the School of Music will not vote on curricular proposals in Arts and Sciences unless the proposals affect the General Education Program.

XXV. Article I, Section 1: Professional Librarians were moved to a newly constituted Division VIII.

XXVI. Article II was amended by the addition of the following provision: After serving a three-year term, a senator will not be eligible for re- election for a period of one year.

XXVII. Article II was amended by the additional provision: The terms of newly elected Senators will start with the last scheduled senate meeting in May.

Amendment approved by the General Faculty on 10/7/97.

- XXVIII. Supplement to Article VI, Section 5: The Senate shall vote on each individual curricular log and that those votes appear in the Senate minutes.

Amendments approved by the General Faculty on 12/2/97.

- XXIX. In addition to the Senate Rules of Discussion as adopted 9/17/92, the current edition of *Robert's Rules of Order* shall serve as the guideline for conduct of Senate business.
- XXX. The Tenure, Appointment and Promotions Committee will include at least one representative from each of the three schools: the School of Arts, the School of Education, and the School of Sciences and Humanities.
- XXXI. A School of the Arts Curriculum Committee (SCHOOL OF THE ARTS CC) will be formed, consisting of six members (three from the Petrie School of Music, two from the Art Department, and one from the Theater Department for a two year trial period) chosen by the President of the Faculty Senate in consultation with the Dean of the SCHOOL OF THE ARTS. The Dean of the School of the Arts will serve as chair of the SCHOOL OF THE ARTS CC.
All BFA and BM proposals approved by the SCHOOL OF THE ARTS CC will be sent to the SCHOOL OF THE ARTS faculty as seconded motions. Faculty approved BFA and BM proposals will then be sent to the CPC for information only. All proposals related to the BA degree will go from the SCHOOL OF THE ARTS areas directly to the CPC. Any PSOM proposal, regardless of degree affiliation, must receive a majority vote of the PSOM faculty before it can be sent to the SCHOOL OF THE ARTS CC or CPC.
- XXXII. In the *Faculty Handbook*, the following shall be added to Section VI, Regulations Governing Tenure and Promotion, B., Evaluation for Tenure, that all annual dean's evaluations and all annual chair's evaluations be included in tenure applications, and that in the event that a chair's or dean's letter or set of student evaluations is missing, the candidate should explain the absence in the narrative. Further that the following shall be added to Section VI. C., Evaluation for Promotion, that all annual dean's evaluations and all annual chair's evaluations be included in promotion applications, and that in the event that a chair's or dean's letter or set of student evaluations is missing, the

candidate should explain the absence in the narrative. Further, that all candidates for promotion who have previously applied unsuccessfully for promotion should include a copy of the previous TAP Committee's letter and should address in their narrative the areas in which they have worked to improve. Further, that if promotion candidates previously have been promoted at Converse, that subsequent promotion application files should include student evaluations for all courses since the last promotion. (5/6/10)

Amendment approved by the General Faculty 5/14/10

XXXIII. The Curricular Programs Committee will expand to include a representative from each division of the Faculty Senate.

The following amendment to Article III Method of Election, was approved by the General Faculty on May 7, 2019.

XXXIV. All senators will be elected by their divisions. The Senate divisions are listed in Section X, C, Article I, Section 1 (pg. 116 of the online *Faculty Handbook*). Election procedures will proceed as follows:

- a. Senate elections for the following year will be held at the May faculty meeting. A ballot of eligible candidates, by division, will be presented to the faculty. Each faculty member will vote for a member (s) of their division only. Election to the Senate will be based on the candidate with the most votes in each division election. If there is more than one seat to be filled in the division, the candidate with the second highest vote count will be elected to the Senate.
- b. New members of the Senate will be announced during the May faculty meeting and will begin their service for the following year at the last half of the last Senate meeting of the year.

Amendments Approved by the General Faculty 4/9/24

XXXV. Change from 8 divisions to 9 new divisions when electing Senate representatives.

XXXVI. After serving a two-year term a senator will be eligible for re-election effective immediately.

XXXVII. All senators will be elected by their divisions, electronically. The ballots will be sent out by the Senate president on April 15 and the ballot will be closed on April 30. New members will be announced during the May faculty meeting and will begin their service for the following year at the last half of the last Senate meeting of the year.

XXXVIII. Replaces the amendments listed at the beginning of Article I of the Charter with XXXV, XXXVI, XXXVII,

XXXIX. Supplement to Article VI, Section 5: Reorganization of the CPC and the voting of members rotation. The Curricular Programs Committee will consist of one member from each area listed below. The departments that fall within each area are specified as needed.

Art & Theatre (Art, Design and Letters; Theatre and Dance)

Behavioral and Social Sciences (Social Sciences, Psychology)

Business and Data Science (Economics, Business, Accounting; Math and Computer Science)

Education

Humanities and Culture (History/Philosophy, English, Languages, Cultures and Literatures)

Music

Natural Sciences

