

# Faculty Handbook

College for Creative Studies



April 1, 2025



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# Chapter 1

## History, Mission, And Accreditation

### 1.1 A Brief History

For more than a century, the College for Creative Studies (CCS) has distinguished itself as one of the premier institutions of higher learning in the world. The current College traces its heritage back to 1906 when a group of local civic leaders, inspired by the English Arts and Crafts movement, formed the Detroit Society of Arts and Crafts. The Society's mission was to keep the ideals of beauty and craftsmanship alive in what was rapidly becoming an industrialized world. At their original location on Farmer Street, Society members began teaching informal classes in basic design, drawing, and woodcarving. In 1911, they opened a gallery where students, as well as prominent modern artists, displayed and sold their work.

As Detroit's creative community continued to take root, the Society recognized the need to expand. They moved to a larger location on Watson Street (1916), and 10 years later became one of the first arts and crafts organizations to offer a formal, four-year program in Art (1926). Within a year, the Art School of the Detroit Society of Arts and Crafts grew to an enrollment of 280 students.

Much of the school's success was attributed to its close integration of rigorous courses with the progression of the art and design movements and world-class, contemporary exhibitions—a tradition that continues to prevail. In addition to hiring talented, local artists and designers, the school sought renowned painters, sculptors, and craftspeople from around the world to teach courses. In 1933, the Society's gallery garnered national media attention as one of the first art institutions to recognize the automobile as an art form. This was around the same time that programs in industrial design and commercial art were introduced to the school's curriculum.

The school relocated for a third time in 1958 to its current location near the city's cultural center. The move provided students with more convenient

access to the Detroit Institute of Arts' impressive collection. All classes and offices were initially housed in the Arts & Crafts building designed by Minoru Yamasaki.

In 1962, the school officially became a college when the Michigan Department of Education authorized the institution to offer a Bachelor of Fine Arts in Industrial Design. Eight years later, the College was awarded the right to provide degrees in all of its major programs. The National Association of Schools of Art and Design (NASAD) granted original accreditation in 1972, and the North Central Association of Colleges and Schools (NCA) granted regional accreditation in 1977.

The next four decades brought about several improvements and significant changes to the campus. In 1975, construction of the architectural award-winning Kresge-Ford Building was completed, and the Detroit Society of Arts and Crafts changed its name to the Center for Creative Studies—College of Art and Design. The school acquired an apartment building adjacent to campus (the Art Centre building) in 1988 that serves as the main dormitory on campus and the building that formerly housed Detroit's African American Museum of History in 1997 that was later transformed into the Academic Resource Center (now the Manoogian Visual Resource Center), which contains the Center Galleries and library. A parking structure was added to the campus in 1999, and in the fall of 2001, the College inaugurated the Walter B. Ford II building for design and technology-driven disciplines. The donation to fund this project was the largest ever given to an art college at the time. That year, two historic homes on the northern side of campus were also renovated to accommodate administration and admissions offices.

The year 2001 brought about a milestone critical to the future of the school. Results of a research study led to the Board of Trustees' decision to change the school's name to the College for Creative Studies (CCS) to more clearly communicate its identity as an accredited, degree-granting "college."

The Josephine F. Ford Sculpture Garden was added in the fall of 2005 to provide a gathering place for the campus community, and in 2007, the College renovated another home on historic Ferry Street to house the Institutional Advancement and Human Resources offices. In 2008, CCS embarked on its most significant project to date—a \$145 million redevelopment of the 760,000 sq. ft. historic Argonaut Building (formerly General Motors first research and design studio). Located in Detroit's New Center district (about a mile from the original Walter and Josephine Ford Campus), the building serves as the A. Alfred Taubman Center for Design Education.

The Taubman Center is home to the College's five undergraduate design departments, graduate degree programs in design and transportation design and the Henry Ford Academy: School for Creative Studies, an art and design charter school for middle and high school students. This site has enabled CCS to expand its curriculum to include new areas of the creative industries, improve facilities for all of its departments and connect with the local community through the Design Core Detroit. It represents the College's commitment toward accelerating metro Detroit's transition to an innovation-based economy by renewing

the infrastructure of an important urban neighborhood; attracting, developing and retaining talent in the creative industries; spurring research in sustainable product development; and creating jobs and new business opportunities. The original Ford campus continues to house arts and crafts disciplines as well as the majority of administrative offices.

The College's legacy has contributed to its recognition as an international leader in art and design education. In 2007, Bloomberg Business Week listed CCS among the top design schools in the world. The college now enrolls more than 1,400 students seeking undergraduate degrees across twelve majors and four graduate degrees. CCS also offers non-credit courses in the visual arts through its Precollege and Continuing Studies programs and annually provides over 4,000 high-risk Detroit youth with art and design education through the Community Arts Partnerships programs.

A century of tradition shaped by some of the most brilliant minds in the world has culminated in a truly unsurpassed institution of higher learning—a community where the creative spirit is free to soar.

## 1.2 Mission Statement

The College for Creative Studies nurtures the creativity that is vital to the enrichment of modern culture. The College educates visual artists and designers, knowledgeable in varied fields, who will be leaders in creative professions that shape society and advance economic growth. The College fosters students' resolve to pursue excellence, act ethically, embrace their responsibilities as citizens of diverse local and global communities, and learn throughout their lives. The College engages in community service by offering opportunities for artistic enrichment and opening career pathways to talented individuals of all ages.

## 1.3 Accreditation

The College for Creative Studies is a nonprofit, private college authorized by the Michigan Education Department to grant Associate's, Bachelor's, and Master's degrees.

CCS is accredited by the Higher Learning Commission<sup>1</sup> (HLC), CCS' institutional accreditation body. HLC evaluates educational institutions in terms of mission and HLC criteria and is one of six regional accrediting commissions.

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<sup>1</sup>Higher Learning Commission (<https://www.hlcommission.org/>)



## Chapter 2

# Organization

### 2.1 Legal Organization

The College for Creative Studies is a Michigan non-profit corporation. CCS is an educational institution as described in section 501(c)(3) of the Internal Revenue code. CCS is authorized by the Michigan Department of Education to grant undergraduate and graduate degrees.

### 2.2 Table Of Organization

Click here<sup>1</sup> for Table of Organization

### 2.3 Board Of Trustees

The Board of Trustees is the legal governing body of the College for Creative Studies and its final institutional authority. The Board's responsibilities include policy-making, stewardship of the institution's financial and physical resources, appointment and supervision of the institution's chief executive officer, long-range planning, and representation of the institution to external communities. It delegates day-to-day management of the institution to the President.

The full Board ordinarily meets four times a year. Much of the Board's work is conducted through its committees, which include the Executive; Education; Facilities; Finance and Audit; Investment; Advancement; and Nominating Committees. The Executive Committee meets about five times a year, and the other committees meet two to four times each year.

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<sup>1</sup>Table of Organization (  
<https://drive.google.com/file/d/1z1JIG2sVxRQe1FLvOZZ7XckfOa87yD5j/view?usp=sharing>)

## **2.4 Administration**

### **2.4.1 President**

As chief executive officer of the institution, the President is responsible for carrying out the mission and goals of the College. They supervise and direct the affairs of the College through its staff and assures that the standards and procedures used by the institution conform to the policies established by the Board of Trustees. The President is responsible for the preservation of existing institutional resources and the creation of new resources and is the chief spokesperson and representative of the College, working for public understanding and recognition. Reporting to the President are the Academic Affairs Deans, Vice President for Administration and Finance, Vice President for Institutional Advancement, Vice President for Enrollment and Student Services, Director of Community Arts Partnerships, Director of Design Core Detroit, Assistant Dean for Institutional Equity and Inclusion, and the Assistant Secretary of the Board who is also the President's Executive Assistant.

### **2.4.2 Academic Deans**

The Academic Deans, consisting of the Dean of Academic Affairs, Dean of Graduate Studies, and Dean of Undergraduate Studies, are responsible for the conduct, supervision, and development of all academic programs and initiatives, and for ensuring academic quality and compliance with accreditation guidelines and standards. The three Academic Deans work together to promote and encourage faculty professional development, interdisciplinary learning, integration of new technologies, and partnerships with varied outside organizations. The Deans enhance the College's reputation by serving as representatives for the institution locally, nationally, and internationally and advocating for the value of art and design to society. The Provost serves as the College's Chief Academic Officer (CAO). The CAO is the senior academic administrator at the institution and acts as the academic liaison between AICAD, MICU, NC-SARA, and CCS.

#### **Deans of Graduate and Undergraduate Studies**

The Dean of Graduate and Undergraduate Studies with the Assistant Dean of Undergraduate Studies is responsible for the day-to-day management of the College's graduate and undergraduate academic departments and programs, respectively. They collaborate with the Dean of Academic Affairs on academic development and work closely with the President on a variety of strategic initiatives. The Dean of Graduate and Undergraduate Studies supervises the department chairs and recommends appointment, reappointment, and advancement of faculty to the President.

**Dean of Academic Affairs**

In cooperation with the Deans of Graduate and Undergraduate Studies, the Dean of Academic Affairs coordinates the hiring of full-time and adjunct faculty in accordance with HR procedures, oversees faculty reappointment with promotion, and plans New Faculty Orientation. The Dean of Academic Affairs oversees the systematic application of the CCS assessment process, confirms compliance with applicable accreditation standards for all programs, and serves as ex officio on faculty-led committees. The Dean supervises the Director of Academic Research and the Director of Libraries.

**2.4.3 Vice President For Administration And Finance**

The Vice President for Administration and Finance is responsible for the day-to-day financial and administrative operations of the College and oversees the offices of Business Services, Human Resources, Campus Safety and Security, Facilities and Administrative Services, and Information Technology Services. The Vice President oversees the preparation of the annual budget, working closely with the other officers of the college. The Vice President is also responsible for ensuring that all departments follow, and are in compliance with, the budget approved by the Board of Trustees. This responsibility includes approving purchase requisitions before purchases may be made by any budget director (academic or administrative), obtaining appropriate approvals from the President and/or Board for deviations from budget, and generally providing answers to financial questions. All building, equipment and maintenance issues also fall within the responsibilities of the Vice President. These include operational concerns as well as major facility projects.

**2.4.4 Vice President For Enrollment And Student Services**

The Vice President for Enrollment and Student Services is responsible for the College's efforts to provide excellent student services, and to recruit, enroll, and retain undergraduate, graduate, and Pre-College and Continuing Studies students. The Vice President supervises the offices of Academic Advising and Registration, Undergraduate Admissions, Graduate Admissions, Recruitment Services, Financial Aid, Student Affairs, International Student Services and Pre-College and Continuing Studies.

In addition, the Vice President prepares enrollment and retention reports, completes all required Federal and State reports, as well as various accreditation and third-party surveys.

**2.4.5 Vice President For Institutional Advancement**

The Vice President for Institutional Advancement works collaboratively with stakeholders throughout the College and is responsible for augmenting the Col-

lege's financial resources through philanthropy as well as engaging the alumni community. The Vice President works closely with the Board of Trustees, President, Office of Partnerships, Department Chairs, Faculty and other colleagues in support of fundraising. Functions reporting to the Vice President include annual giving, major and planned giving, foundation relations, and alumni relations. The Vice President also supervises the Kresge Arts in Detroit program.

#### **2.4.6 Vice President For Strategy And Communications**

The Vice President of Strategy and Communications evaluates the College's strategic positioning and advances initiatives and partnerships to ensure the College's long-term adaptability and relevance in the face of changing social and economic conditions. In addition to supporting the development and implementation of CCS's strategic plan, the Vice President supervises CCS's external-facing offices, including Community Arts Partnership, Design Core Detroit, Marketing and Communications, and Office of Partnerships. Ultimately, the Vice President is responsible for stewarding and advancing CCS's brand.

#### **2.4.7 Assistant Dean For Institutional Equity And Inclusion And Chief Diversity Officer**

Reporting to the President, the Assistant Dean for Institutional Equity and Inclusion & Chief Diversity Officer is responsible for advancing a diverse and equitable campus culture and overseeing diversity, equity, and inclusion efforts that guide campus-wide decisions, practices, and policies. In addition, the Assistant Dean for Institutional Equity and Inclusion is responsible for administering the Policy on Prohibited Discrimination, Harassment, and Sexual Misconduct, including Title IX, and its implementing procedures.

#### **2.4.8 Dean Of Students**

Reporting to the Vice President for Enrollment and Student Services, the Dean of Students is responsible for the day-to-day management of the offices within Student Affairs. In addition, the Dean of Students oversees the institutional retention initiatives, judicial affairs, the Student Concerns Committee, the Center for Tutoring and Writing, the Student Handbook, and the Code of Student Conduct.

### **2.5 Faculty Assembly**

The faculty of the College participate in the governance of the College through the Faculty Assembly and its committees. The faculty plays a central role in developing curriculum and academic policies, setting standards of excellence, and maintaining the quality of a CCS education. The Faculty Assembly is the principal vehicle through which the faculty fulfill this role. While the Faculty

Assembly cannot by its decisions bind the administration or Board of Trustees, the administration and Board accord great respect to the Assembly and seek to cooperate with it in all areas affecting the well-being of the College. The Faculty Assembly operates according to the Faculty Assembly By-laws and through a set of committees. The By-Laws and committee guidelines are posted on the Academic Affairs Campus Offices page.



## Chapter 3

# Employment Policies And Procedures

### 3.1 Policy on Equal Opportunity, Discrimination, and Harassment

#### 3.1.1 Title IX Policy Prohibiting Sex Discrimination

##### INTRODUCTION

**Statement Of Nondiscrimination** The College for Creative Studies (“College”) does not discriminate and prohibits discrimination against any individual based on any category protected under applicable federal, state, or local laws.

Accordingly, the College does not discriminate, and strictly prohibits unlawful discrimination on the basis of race (including traits historically associated with race, such as hair texture and protected hairstyles), color, religion, creed, national origin, ancestry, sex (including pregnancy, childbirth, or related medical conditions), gender, gender identity or expression, age, sexual orientation, physical or mental disability, citizenship, genetic information or predisposing genetic characteristics, marital status, familial status, domestic violence victim status, caregiver status, military status, including past, current, or prospective service in the uniformed services, height, weight, or any other category or characteristic protected by applicable law. When brought to the attention of the College, sex discrimination will be appropriately addressed by the College according to the procedures below, and discrimination on the basis of any other protected category will be addressed in accordance with the Anti-Harassment and Discrimination Policy<sup>1</sup> and any collective bargaining agreements.

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<sup>1</sup>Anti-Harassment and Discrimination Policy  
(<https://campus.collegeforcreativestudies.edu/policy/anti-harassment-and-discrimination-policy/>)

**Title IX of the Education Amendments of 1972** The College does not discriminate in its admissions practices except as permitted by law, in its employment practices, or in its educational programs or activities on the basis of sex. As a recipient of federal financial assistance for education activities, the College is required by Title IX of the Education Amendments of 1972 to ensure that all of its education programs and activities do not discriminate on the basis of sex. Discrimination on the basis of sex includes discrimination on the basis of sex stereotypes, gender identity, gender expression, sexual orientation, and pregnancy or related conditions.

College has obligations under Title IX to provide certain support and modifications to people experiencing pregnancy or related conditions in order to ensure their equal access to College's program or activity. For example, the College must treat pregnancy or related conditions in the same manner and under the same policies as any other temporary medical conditions and must allow voluntary leaves of absence. Students, employees, or applicants should contact the Title IX and Equity Services Coordinator for more information. Employees or applicants may also contact the Office for Human Resources for more information, because additional workplace laws and policies apply.

Pregnancy or related conditions include pregnancy, childbirth, termination of pregnancy, lactation; medical conditions related to pregnancy, childbirth, termination of pregnancy, or lactation; and recovery from pregnancy, childbirth, termination of pregnancy, lactation, or related medical conditions.

The College also prohibits retaliation against any person opposing sex discrimination or participating in any sex discrimination investigation or complaint process, whether internal or external to the institution. Sex-based harassment, sexual assault, dating and domestic violence, and stalking are forms of sex discrimination, which are prohibited under Title IX and by College policy.

**Application of Section 504/Americans with Disabilities Act to this Policy** In both practice and policy, College adheres to the requirements of the Americans with Disabilities Act of 1990, as amended 2008 (ADAAA); Sections 504 and 508 of the Rehabilitation Act of 1973, as amended; and all other federal and state laws and regulations prohibiting discrimination on the basis of disability. The College is committed to providing individuals with disabilities equal access and opportunity, and strives in its policies and practices to provide for the full participation of individuals with disabilities in all aspects of College life.

Parties may request reasonable accommodations for disclosed disabilities to the Title IX and Equity Services Coordinator at any point relating to the implementation of this policy, including making a disclosure or report, and initiating a resolution procedure. Accommodations will be granted if they are appropriate and do not fundamentally alter the process. The Title IX and Equity Services Coordinator will not affirmatively provide disability accommodations that have not been specifically requested by the parties, even where the parties may be receiving accommodations in other College programs and activities. With the

### 3.1. *POLICY ON EQUAL OPPORTUNITY, DISCRIMINATION, AND HARASSMENT* 21

consent of the impacted student or employee, the Title IX and Equity Services Coordinator will work collaboratively with the [appropriate offices/roles for students and/or employee accommodations] to ensure that approved reasonable accommodations (disability-related) are honored as applicable throughout any process related to this policy.

**Purpose of this policy** This policy identifies and defines conduct prohibited under this policy and the process that will be used to respond to allegations of Prohibited Conduct.

The College will act on all notices of allegations of sex discrimination or retaliation. It will take necessary measures to end conduct that is in violation of this policy, prevent its recurrence, and remedy its effect on individuals and the community. Within any process related to this policy, the College provides reasonable accommodations to persons with disabilities and reasonable religious accommodations, when that accommodation is consistent with state and federal law.

Situations involving other conduct that may be in violation of other College student or employee conduct policies should be reported to the Assistant Dean of Students for matters involving students, or Human Resources for matters involving faculty or staff. Situations involving other conduct relating to nonaffiliates should be reported to Human Resources.

#### **TO WHOM THIS POLICY APPLIES**

This policy applies to the entire College community, including, but not limited to, students, student organizations, faculty, administrators, and staff, whether on or off campus, and third parties such as guests, visitors, volunteers, invitees, and alumni when they are on campus or participating in College-sponsored activities. This policy may also pertain to instances in which the conduct occurred outside of the campus or College-sponsored activity if the College determines that the off-campus conduct affects a substantial College interest, including access to the educational program or activity, safety and security, compliance with applicable law, and meeting its educational mission. Any member of the campus community, guest, or visitor who acts to deny, deprive, or limit the educational or employment opportunities and/or benefits of any member of the College community on the basis of sex is in violation of this policy.

Members of the College community are expected to provide truthful information in any report, meeting, or proceeding under this policy.

Any respondent who is not a College student, faculty member, or staff member is generally considered a third party. The College's ability to take appropriate corrective action against a third party may be limited and will depend on the nature of the third party's relationship, if any, to the College. When appropriate, the Title IX and Equity Services Coordinator will refer such allegations against third-party respondents to the appropriate office.

The status of a party may impact which resources and remedies are available to them, as described in this policy.

**PROHIBITED BY THIS POLICY**

This policy prohibits sex discrimination, including sex-based harassment, and retaliation as defined below. These acts shall also be referred to as Prohibited Conduct under this policy:

**Discrimination on the Basis of Sex:**

Discrimination is defined as treating members of a protected category less favorably because of their actual or perceived membership in that category or as having a policy or practice that adversely impacts the members of one protected category more than others. Discrimination on the basis of sex includes discrimination on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity.

**Sex-Based Harassment:**

A form of sex discrimination and means sexual harassment and other harassment on the basis of sex, including on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity. Sex-Based Harassment includes the following:

1. **Quid pro quo harassment:** An employee, agent, or other person authorized by the College to provide an aid, benefit, or service under the College's education program or activity explicitly or impliedly conditioning the provision of such an aid, benefit, or service on a person's participation in unwelcome sexual conduct.
2. **Hostile environment harassment:** Unwelcome sex-based conduct that, based on the totality of the circumstances, is subjectively and objectively offensive and is so severe or pervasive that it limits or denies a person's ability to participate in or benefit from the College's education program or activity (i.e., creates a hostile environment). Whether a hostile environment has been created is a fact-specific inquiry that includes consideration of the following:
  - The degree to which the conduct affected the complainant's ability to access the College's education program or activity;
  - The type, frequency, and duration of the conduct;
  - The parties' ages, roles within the College's education program or activity, previous interactions, and other factors about a party that may be relevant to evaluating the effects of the conduct;
  - The location of the conduct and the context in which the conduct occurred; and
  - Other sex-based harassment in the College's education program or activity.

**Sexual Assault:**

An offense classified as a forcible or non forcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation. Specifically, this includes:

### 3.1. POLICY ON EQUAL OPPORTUNITY, DISCRIMINATION, AND HARASSMENT<sup>23</sup>

Rape—The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.

Fondling—The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental incapacity.

Incest—Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Statutory Rape—Sexual intercourse with a person who is under the statutory age of consent.

Dating Violence:

Violence committed by a person:

- Who is or has been in a social relationship of a romantic or intimate nature with the victim; and
- Where the existence of such a relationship shall be determined based on a consideration of the following factors:
  - The length of the relationship;
  - The type of relationship; and
  - The frequency of interaction between the persons involved in the relationship.

Emotional and psychological abuse do not constitute violence for the purposes of this definition.

Domestic Violence:

Felony or misdemeanor crimes of violence committed by a person who:

- Is a current or former spouse or intimate partner of the victim under the family or domestic violence laws of the jurisdiction of the College, or a person similarly situated to a spouse of the victim;
- Is cohabitating, or has cohabitated, with the victim as a spouse or intimate partner;
- Shares a child in common with the victim; or
- Commits acts against a youth or adult victim who is protected from those acts under the family or domestic violence laws of the jurisdiction.

Emotional and psychological abuse do not constitute violence for the purposes of this definition.

Stalking:

Engaging in a course of conduct, on the basis of sex, directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others; or suffer substantial emotional distress.

Sexual coercion:

The application of unreasonable pressure, including emotionally or physically manipulative actions or statements, or direct or implied threats, in order to compel the person to engage in sexual activity.

Sexual exploitation:

The abuse or exploitation of another person's sexuality without consent, for the perpetrators own advantage or benefit, or for the benefit or advantage of anyone other than the one being exploited. Sexual Exploitation includes, without limitation, causing or attempting to cause the incapacitation of another person in order to gain a sexual advantage over that person; causing the prostitution of another person; electronically recording, photographing, or transmitting intimate or sexual utterances, sounds or images of another person; allowing third parties to observe sexual acts; engaging in voyeurism; distributing intimate or sexual information about another person; and/or knowingly transmitting a sexually transmitted infection, including HIV, to another person.

Retaliation:

Retaliation is any materially adverse action taken against an individual because they were involved in the disclosure, reporting, investigation, or resolution of a report of Prohibited Conduct. Retaliation includes threats, intimidation, harassment, coercion, discrimination, violence, or any other conduct against any person by the College, a student, or an employee or other person authorized by the College to provide aid, benefit, or service under the College's education program or activity, for the purpose of interfering with any right or privilege secured by this policy or by law, including Title IX or its regulations. Adverse action does not include perceived or petty slights, or trivial annoyances.

The prohibition against retaliation applies to any individuals who participate (or refuse to participate) in any manner in an investigation, or hearing, and to any student who refuses to participate in an investigation, proceeding, or hearing.

Retaliation may occur even where there is a finding of "not responsible" under this policy. Good faith actions lawfully pursued in response to a report of Prohibited Conduct are not Retaliation.

## **ACADEMIC FREEDOM**

The College is dedicated to an uncompromising standard of academic excellence and an unwavering commitment to academic freedom, freedom of inquiry, and freedom of expression in the search for truth. This policy and procedures are not intended to inhibit or restrict free expression or exchange of ideas, abridge academic freedom, or prohibit educational content or discussions inside or outside of the classroom that includes germane but controversial or sensitive subject matters protected by academic freedom.

Members of the College community are free to express their views on any academic subject — regardless of whether those viewpoints are provocative or controversial. Before proceeding with or continuing an investigation of any report of harassment or retaliation that involves an individual's speech or other com-

### 3.1. POLICY ON EQUAL OPPORTUNITY, DISCRIMINATION, AND HARASSMENT<sup>25</sup>

munication, the College will take care to distinguish between protected speech and hostile environment harassment. The Title IX and Equity Services Coordinator will take action as needed to restore or preserve a person's access to the College's education program or activity.

#### **TITLE IX AND EQUITY SERVICES COORDINATOR**

The College is committed to promoting a diverse, equitable, and inclusive working and learning environment free from sex discrimination. The Title IX and Equity Services Coordinator is charged with monitoring compliance with Title IX; providing education and training; and coordinating the College's investigation, response, and resolution of all reports of Prohibited Conduct under this policy. The Title IX and Equity Services Coordinator acts with independence and authority and oversees all resolutions under this policy free from bias and conflicts of interest. The Title IX and Equity Services Coordinator is available to meet with any Student, Employee, or other individual to discuss this policy or the accompanying procedures and can be contacted at: [titleix@ccsdetroit.edu](mailto:titleix@ccsdetroit.edu).

**Delegation of Duties Under This policy** Obligations in this policy assigned to a particular title, such as the Title IX Coordinator, may be designated as appropriate by the College, including to external professionals.

**Conflicts of Interest or Bias** Any individual carrying out any part of this policy shall be free from any actual conflict of interest or demonstrated bias that would impact the handling of a matter. Should the Title IX and Equity Services Coordinator have a conflict of interest, the Title IX and Equity Services Coordinator is to immediately notify the Dean of Students and/or Chief Human Resources Officer who will either take, or reassign, the role of the Coordinator for purposes of carrying out the handling and finalization of the matter at issue. Should any investigator, Decisionmaker, or Appeals Officer have a conflict of interest, the investigator, Decisionmaker, or Appeals Officer is to notify the Title IX and Equity Services Coordinator upon discovery of the conflict so that the Title IX and Equity Services Coordinator may reassign the role as appropriate. This policy will note where parties have the opportunity to challenge the participation of any individual implementing this policy based on actual conflict of interest or demonstrated bias.

**Crime and Incident Disclosure Obligations** The Clery Act is a federal crime and incident disclosure law. It requires, among other things, that the College report the number of incidents of certain crimes, including some of the Prohibited Conduct in this policy, that occur in particular campus-related locations. The Clery Act also requires the College to issue a warning to the community in certain circumstances.

In the statistical disclosures and warnings to the community, the College will ensure that a complainant's name and other identifying information is not

disclosed. The Coordinator will refer information to the Clery Officer when appropriate for a determination about Clery-related actions, such as disclosing crime statistics or sending campus notifications.

### **CONSENSUAL RELATIONSHIP AND CONFLICTS OF INTEREST**

The Faculty Handbook prohibits intimate relationships between a faculty member and a student<sup>2</sup>, whether or not the student is in the faculty member's class or department and whether or not the relationship is consensual; intimate relationships are also prohibited between teaching assistants and resident advisors and the students over which they have authority. Similarly, Section 3.2 of the Staff Handbook prohibits intimate relationships between a College official and a staff person under their control, as well as intimate relationships between administrative staff and students.

Consensual relationships between a non-supervisory official and a staff person, while not prohibited, must be disclosed to the Human Resources Director so that the Director can take any steps necessary to protect the parties involved and avoid even the appearance of favoritism.

In all circumstances in which intimate relationships are prohibited, there is an exception for preexisting relationships. For example, the prohibition would not apply where a faculty member's spouse or partner enrolls as a student under the College's tuition assistance program.

### **REPORTING SEX DISCRIMINATION, INCLUDING SEX-BASED HARASSMENT**

**Employee Reporting Obligations** The College believes it is important to be proactive in taking reasonable steps to identify and prevent incidents of sex discrimination. All employees, with limited exceptions as identified by the College, are required to promptly provide to the Title IX and Equity Services Coordinator all complaints or reports of sex discrimination, including sex-based harassment, to the Title IX and Equity Services Coordinator and share all information reported or made available to the employee. If an employee in a supervisory capacity has direct knowledge of an incident of harassment or discrimination on the part of, or directed toward, any employee of the Title IX and Equity Services Coordinator community, that supervisor is required to bring the matter to the attention of the Title IX Coordinator.

Researchers conducting an IRB-approved human subjects research study designed to gather information about sex discrimination are not required to report to the Title IX and Equity Services Coordinator disclosures made in the course of that study to the Title IX Coordinator.

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<sup>2</sup>intimate relationships between a faculty member and a student  
(<https://campus.collegeforcreativestudies.edu/faculty-handbook/employment-policies-procedures/intimate-relationships-between-students-and-faculty/>)

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The College also encourages employees who themselves experience sex discrimination to bring their concerns to the Title IX Coordinator, though they are not required to do so.

When providing this information to the Title IX Coordinator, the employee must include their own name and contact information, and all known details about an incident, which may include, if known, the dates, times, locations, names of involved individuals and the nature of the incident.

Aside from this reporting obligation, employees will, to the fullest extent possible, maintain the privacy of an individual's information, consistent with FERPA.

In addition, certain employees of the College are considered by law to be mandatory reporters of child abuse, elder abuse or abuse of persons with disabilities. The College's employees are required by law to report incidents of abuse to the appropriate Michigan Social Services Departments by calling 855-444-391. A fuller description of the mandatory child abuse reporting obligation and those covered by that obligation can be found at: <https://www.michigan.gov/mdhhs/adult-child-serv/abuse-neglect/childrens/report-process>.

**Public Awareness Events** Employees are required to report to the Title IX and Equity Services Coordinator information about sex discrimination they learn about at public awareness events such as awareness events such as "speak-outs". The Title IX Coordinator is not obligated to respond directly to any identified complainant in a report of sex-based harassment disclosed at a public awareness event that takes place on-campus or in a school-sponsored online platform unless there is an imminent and serious threat to someone's health or safety. In circumstances where a person discloses at an event, the Title IX and Equity Services Coordinator will not reach out to the speaker unless they request follow-up.

The Title IX and Equity Services Coordinator must respond to reports of conduct that could constitute sex discrimination other than sex-based harassment if disclosed at public awareness events, wherever they occur. In all cases the College must use the information to inform its efforts to prevent sex-based harassment, including by providing tailored training to address alleged sex-based harassment in a particular part of its education program or activity or at a specific location when information indicates there may be multiple incidents of sex-based harassment.

**How to Make a Report to the College** All complaints of violations of this policy will be taken seriously and in good faith. The Title IX and Equity Services Coordinator will provide information and guidance regarding how to file a complaint with the College and/or local law enforcement, as well as information and assistance about what course of action may best support the individual(s) involved and how best to address the complaint.

Every reasonable effort will be made to maintain the privacy of those making a report to the extent possible. In all cases, the College will give consideration

to the party bringing forward a report with respect to how the matter is pursued. The College may, when necessary to protect the community, initiate an investigation or take other responsive actions to a report, even when the person identifying a concern chooses not to participate in a resolution process and/or requests that the College not initiate an investigation.

Employees, students, guests, or visitors who believe that this policy has been violated should promptly contact the Coordinator or another member of the College's staff for assistance:

Jess Ettell Irvine, [titleix@ccsdetroit.edu](mailto:titleix@ccsdetroit.edu) Title IX and Equity Services Coordinator 313.664.7676

Additional Resources:

Dan Long, [dlong@ccsdetroit.edu](mailto:dlong@ccsdetroit.edu) Dean of Students 313.664.7675

Raquel Diroff, [rdirhoff@ccsdetroit.edu](mailto:rdirhoff@ccsdetroit.edu) Chief Human Resources Officer Office of Human Resources<sup>3</sup> 313-664-7651

There is no timeline for making a report of sex discrimination, however, the College encourages the prompt reporting of a complaint as the ability of the College to pursue the complaint to conclusion may be hindered by the passage of time.

**Amnesty** When conducting the investigation, the College's primary focus will be on addressing sexual misconduct and not on other College Policy violations that may be discovered or disclosed. Fear of conduct or disciplinary violations should not be a deterrent for anyone to report an incident of sexual misconduct. Persons reporting sexual misconduct will be granted amnesty from the College disciplinary processes if the College alcohol or other non-violent Policy violations are discovered during a sexual misconduct investigation. This same amnesty will be granted to witnesses asked to participate in the complaint resolution process.

**Privacy and Confidentiality** The College values the privacy of its students, employees, and other community members. Community members should be able to seek the assistance they need and access this policy without fear that the information they provide will be shared more broadly.

References made to privacy means College offices and employees who cannot guarantee confidentiality, but will maintain privacy to the greatest extent possible, relaying information as necessary to investigate or seek a resolution and to notify the Title IX and Equity Services Coordinator or designee, who is responsible for tracking patterns and spotting systemic issues. The College will limit the disclosure as much as practicable.

All activities under these procedures shall be conducted with the privacy interests of those involved. While the College will take all reasonable steps to protect the privacy of individuals involved in a complaint, it may be necessary to disclose some information to individuals or offices on campus in order to address a complaint or provide for the physical safety of an individual or the campus.

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<sup>3</sup>Human Resources (<https://campus.collegeforcreativestudies.edu/human-resources/>)

### 3.1. POLICY ON EQUAL OPPORTUNITY, DISCRIMINATION, AND HARASSMENT<sup>29</sup>

Thus, the College cannot, and does not, guarantee that all information related to complaints will be kept confidential.

In order to maintain the privacy of evidence gathered as part of any resolution process, access to materials under the procedures in this policy will be provided only by a secure method and parties and advisors are not permitted to make copies of any documents shared or make use of the documents outside of the processes described in this policy. Parties may request to review a hard copy of materials, and the College will make that available in a supervised or monitored setting. Inappropriately sharing materials provided during this process may constitute retaliation under this policy.

Individuals may speak confidentially with a Confidential Resource. Confidential Resources (e.g., licensed mental health care providers, physicians, clergy) may not report to Title IX Coordinator any identifying information about conduct that may violate the College's policies against sex discrimination without the written consent of the individual who supplied the information, unless required by law. Such disclosures will not be reported to the Title IX and Equity Services Coordinator or initiate any process under this policy.

The College employs two types of employees who are not required to report information about sex discrimination to the Title IX Coordinator:

- Privileged and confidential employees whose communications are privileged or confidential under Federal or State law. The employee must be hired for and functioning within the scope of their duties to which the privilege or confidentiality applies. For example, physicians, clergy, and mental health counselors are all confidential employees. Disclosures made to these employees means that information cannot be disclosed to anyone internal or external to the university without the expressed permission from the individual disclosing the information.
- State law requires professional counselors to report: (i) when a patient is likely to engage in conduct that would result in serious harm to the patient or others; (ii) if there is reasonable cause to suspect that a minor has been sexually abused. Anyone, including a child, who suspects child abuse or neglect, can make a report by calling **855-444-3911**. In addition, the Child Protection Law<sup>4</sup> requires certain professionals to report suspected child abuse or neglect. Individuals should call 911 if there is an imminent threat.
- Employees designated by the institution as exempt from reporting known sex discrimination to the Title IX Coordinator, and designated as such for the purpose of providing services to the campus community related to sex discrimination. Such employees must be acting in the scope of that role when they learn of the information about sex discrimination for this exemption to apply. For example, the ombudsperson and sexual violence

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<sup>4</sup>Child Protection Law

([http://www.legislature.mi.gov/\(S\(112wwqyht5uccvfcolee2cvz\)\)/mileg.aspx?page=getobject&objectname=mcl-act-238-of-1975&userid=](http://www.legislature.mi.gov/(S(112wwqyht5uccvfcolee2cvz))/mileg.aspx?page=getobject&objectname=mcl-act-238-of-1975&userid=))

response counselors may be designated as exempt from internal reporting. Disclosures made to these employees means that information will not be shared with the Title IX and Equity Services Coordinator or anyone within the College, but may be released under legal action or court order without the permission of the individual disclosing the information.

#### **Reporting to the Police** Wayne State Police<sup>5</sup> 313.577.2222 24 Hours

Some Prohibited Conduct may constitute a violation of both the law and College policy. The College encourages students to report alleged crimes promptly to local law enforcement agencies. All persons have the right to file with law enforcement, as well as the right to decline to file with law enforcement. The decision not to file shall not be considered as evidence that there was not a violation of College policy.

Criminal investigations may be useful in the gathering of relevant evidence, particularly forensic evidence. The standards for finding a violation of criminal law are different from the standards for finding a violation of this policy. Conduct may constitute Prohibited Conduct under this policy even if law enforcement agencies lack sufficient evidence of a crime and decline to prosecute.

Proceedings under this policy may be carried out prior to, simultaneously with, or following civil or criminal proceedings off campus. However, when a complaint is made to the College as well as to law enforcement, the College may delay its process if a law enforcement agency requests that the College delay its process for a reasonable amount of time to allow law enforcement to gather evidence of criminal misconduct. Criminal or legal proceedings are separate from the processes in this policy and do not determine whether this policy has been violated.

All investigations and hearings under this policy will be thorough, reliable and impartial, and will seek to collect evidence and names of witnesses to gather information that is directly or substantially relevant to whether the alleged policy violation occurred, and will not be based on the grounds that civil or criminal charges involving the same incident have been filed or that charges have been dismissed or reduced.

In the case of an emergency, where the physical well-being of a member of the College community or the safety of the College as an institution is threatened, any individual with such knowledge should promptly inform the Office of Campus Safety. The College may take any immediate steps as may be necessary and appropriate under the circumstances to ensure the well-being of the College community and the College as an institution.

#### **ROLE OF ADVISORS**

All parties are entitled to an Advisor of their choosing to guide and accompany them throughout the resolution process. The Advisor may be a College employee, friend, mentor, family member, or any other person a party chooses to

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<sup>5</sup>Wayne State Police (<https://police.wayne.edu/>)

### 3.1. *POLICY ON EQUAL OPPORTUNITY, DISCRIMINATION, AND HARASSMENT* 31

advise them. A list of College advisors can be provided to parties upon request.

The parties are entitled to be accompanied by their Advisor in all meetings and interviews at which the party is entitled to be present. In some circumstances, the College may meet with a party before they may have established an advisor, but will not require the party to answer questions and/or give a statement unless the party chooses to do so.

All Advisors are subject to the same campus policies and procedures. An advisor is not permitted to engage in the grievance process on a party's behalf or participate directly in any related meeting or proceeding. Advisors may quietly consult with their advisee during a related meeting that does not disrupt or interfere with it. Advisors should request or wait for a break in the proceeding if they want to have a longer or more involved discussion with their advisee or wish to interact with campus administrators.

All parties are expected to be the main source of communication with campus administrators. Advisors may not initiate communication with campus administrators on behalf of their advisee in person or via technology (i.e.: phone and/or email). Campus administrators will not be expected to communicate with the advisor whenever a communication is made to the party and expect each party to take responsibility to share communications with their advisor as appropriate.

Advisors should help their advisee prepare for each meeting, and are expected to advise ethically, with integrity, and in good faith. The College cannot guarantee equal advisory rights, meaning that if one party selects an advisor who is an attorney, but the other party does not, or cannot afford an attorney, the College is not obligated to provide one.

Advisors are expected to refrain from interference with the College investigation and resolution. Any Advisor who steps out of their role in any meeting under the campus resolution process will be warned once. If the Advisor continues to disrupt or otherwise fails to respect the limits of the Advisor's role, the Advisor will be asked to leave the meeting. When an Advisor is removed from a meeting, that meeting will typically end unless the party agrees to participate without their Advisor present. Subsequently, the Title IX and Equity Services Coordinator will determine whether the Advisor may be reinstated or will need to be replaced by a different Advisor.

Advisors are expected to maintain the privacy of the records shared with them by the College. These records may not be shared with third parties, disclosed publicly, or used for purposes not explicitly authorized by the College. The College may seek to restrict the role of any advisor who does not respect the sensitive nature of the process or who fails to abide by the College's privacy expectations.

The College expects an Advisor to adjust their schedule to allow them to attend College meetings when scheduled. The College does not typically change scheduled meetings to accommodate an Advisor's inability to attend. The College will, however, make provisions to allow an Advisor who cannot attend in person to attend a meeting by telephone, video and/or virtual meeting technologies as may be convenient and available.

A party may elect to change Advisors during the process and is not locked into using the same Advisor throughout. The parties must advise the College of the identity of their Advisor at least two (2) business days before the date of their first meeting.

### **SUPPORTIVE MEASURES**

Individualized measures offered as appropriate, as reasonably available, without unreasonably burdening a complainant or respondent, not for punitive or disciplinary reasons, and without fee or charge to the complainant or respondent to:

- Restore or preserve that party's access to the College's education program or activity, including measures that are designed to protect the safety of the parties or the College's educational environment; or
- Provide support during the College's resolution procedures or during an alternative resolution process.

Supportive measures may include but are not limited to: counseling; extensions of deadlines and other course-related adjustments; campus escort services; increased security and monitoring of certain areas of the campus; restrictions on contact applied to one or more parties; leaves of absence; changes in class, work, housing, or extracurricular or any other activity, regardless of whether there is or is not a comparable alternative; no-contact directives (which may be mutual or unilateral at the discretion of the Title IX Coordinator); and training and education programs related to sex-based harassment. Supportive measures are non-disciplinary and non-punitive. Supportive Measures will also be offered to respondents when they are notified of the allegations.

Any Supportive Measures put in place will be kept confidential, except when doing so impairs the ability of the institution to provide the Supportive Measures.

The College will offer and coordinate supportive measures as appropriate for the parties as applicable to restore or preserve their access to the College's program or activity or provide support during the College's alternative resolution process or resolution procedures. Prohibited Conduct under this policy have the right to request supportive measures from the College regardless of whether they desire to make a complaint or seek alternative resolution.

A party may challenge the College's decision to provide, deny, modify, or terminate supportive measures when such measures are applicable to them. An impartial employee will be designated to consider modification or reversal of the College's decision to provide, deny, modify, or terminate supportive measures. When the individual providing Supportive Measures is a Deputy Title IX Coordinator or other individual identified by the Title IX and Equity Services Coordinator to provide Supportive Measures, the Title IX and Equity Services Coordinator will be designated to consider the challenge regarding supportive

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measures. The impartial employee will typically respond to the challenge within five (5) days.

The Title IX and Equity Services Coordinator has the discretion to implement or modify supportive measures. Violation of the parameters of supportive measures may violate existing codes or handbooks.

#### **RESPONDING TO A REPORT**

The following process will be used following the receipt of a report of sex discrimination.

**Initial Contact** Following receipt of a report alleging a potential violation of this policy, the Title IX and Equity Services Coordinator will contact the complainant to meet with the Title IX and Equity Services Coordinator for an initial intake and assessment meeting, and will provide the following:

- An invitation to meet to offer assistance and explain their rights, resources, and options under this policy;
- Access to this policy;
- Information regarding available campus and community resources for counseling, health care, mental health, or victim advocacy. Upon request, information regarding legal assistance, visa and immigration assistance, student financial aid and other available services may be provided;
- The availability of Supportive Measures regardless of whether a complaint is filed and/or any resolution is initiated;
- The options for resolution (no action, prevention, agreement, investigation) and how to initiate such resolution processes;
- The right to notify law enforcement as well as the right not to notify law enforcement;
- The importance of preserving evidence and, in the case of potential criminal misconduct, how to get assistance from Campus Safety or local law enforcement in preserving evidence;
- The right to an advisor of choice, if applicable, during College proceedings under this policy including the initial meeting with the Title IX Coordinator
- A statement that retaliation for filing a complaint, or participating in the complaint process, is prohibited.
- Information on how to initiate the Investigation or Resolution-Based Agreement process.

**Initial Intake & Assessment** The Initial Assessment process seeks to gather information about the nature and circumstances of the report to determine whether this policy applies to the report and, if so, which resolution process may be appropriate, as well as which section of the resolution procedures apply based on the conduct and the status of the parties. The Title IX and Equity Services Coordinator may also determine that the provision of supportive measures only is the appropriate response under the policy. The initial assessment is not a finding of fact or responsibility. If the individual bringing forward the complaint is not the actual complainant, the Title IX and Equity Services Coordinator will limit communication to general information on policies and processes.

Should the complainant wish to initiate a resolution process, the Title IX and Equity Services Coordinator will determine whether this policy applies and, if so, the appropriate process under this policy. The Title IX and Equity Services Coordinator will communicate to the complainant this determination.

If the information provided does not suggest a potential violation of this policy, the Title IX and Equity Services Coordinator will provide the complainant written notice that the matter is being referred for handling under a different policy, and/or to another appropriate office for handling.

**Requests for Confidentiality or No Further Action** When a complainant requests that the College not use their name as part of any resolution process, or that the College not take any further action, the College will generally try to honor those requests. However, there are certain instances in which the College has a broader obligation to the community and may need to act against the wishes of the complainant. In such circumstances, the Title IX and Equity Services Coordinator will notify the complainant in writing of the need to take action. The factors the Title IX and Equity Services Coordinator will consider when determining whether to act against the wishes of a complainant include:

1. The complainant's request not to proceed with initiation of a complaint;
2. The complainant's reasonable safety concerns regarding initiation of a complaint;
3. The risk that additional acts of Prohibited Conduct would occur if a complaint is not initiated;
4. The severity of the alleged Prohibited Conduct, including whether the discrimination, if established, would require the removal of a respondent from campus or imposition of another disciplinary sanction to end the discrimination and prevent its recurrence;
5. The age and relationship of the parties, including whether the respondent is an employee of the College;
6. The scope of the alleged discrimination, including information suggesting a pattern, ongoing sex discrimination, or sex discrimination alleged to have impacted multiple individuals;

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7. The availability of evidence to assist a Decisionmaker in determining whether sex discrimination occurred; and
8. Whether the College could end the alleged sex discrimination and prevent its recurrence without initiating its resolution procedures under this policy.
9. Whether the conduct as alleged presents an imminent and serious threat to the health or safety of the complainant or other persons, or that the conduct as alleged prevents the College from ensuring equal access on the basis of sex to its education program or activity.

#### **Interim Actions**

**Emergency Removal** For sex discrimination and sex-based harassment, the College retains the authority to remove a respondent from the College's program or activity on an emergency basis, where the College (1) undertakes an individualized safety and risk analysis, (2) determines that an immediate and serious threat to the health or safety of a complainant or any student, employee, or other individual arising from the allegations of sex discrimination justifies a removal, and (3) the College provides the respondent with notice of and an opportunity to challenge the decision immediately following the removal.

The respondent may challenge the decision immediately following the removal, by notifying the Title IX and Equity Services Coordinator in writing. The College will designate an impartial individual, not otherwise involved in the case, to consider the challenge to the removal and determine if the emergency removal was reasonable.

For all other Prohibited Conduct, the College may defer to its interim suspension policies for students and administrative leave for employees.

**Administrative Leave** The College retains the authority to place an employee respondent on administrative leave during a pending complaint process under this policy, with or without pay as appropriate. Administrative leave may be a supportive measure, emergency removal, or consistent with applicable state laws and collective bargaining agreements. Administrative leave implemented as a supportive measure or as emergency removal is subject to the procedural provisions above, including the right to challenge the decision to implement that measure.

**Dismissal of a Complaint** Before dismissing a complaint, the College will make reasonable efforts to clarify the allegations with the complainant.

The College may dismiss a complaint if:

1. The College is unable to identify the respondent after taking reasonable steps to do so;
2. The respondent is not participating in the College's education program or activity and is not employed by the College;

3. The complainant voluntarily withdraws their complaint in writing and the Title IX and Equity Services Coordinator declines to initiate a complaint.
4. The complainant voluntarily withdraws some but not all allegations in a complaint in writing, and the College determines that the conduct that remains alleged in the complaint would not constitute Prohibited Conduct under this policy; or
5. The College determines the conduct alleged in the complaint, even if proven, would not constitute Prohibited Conduct under this policy.

Upon dismissal, the College will promptly notify the complainant in writing of the basis for the dismissal. If the dismissal occurs after the respondent has been notified of the allegations, then the College will notify the parties simultaneously in writing. If a dismissal of one or more allegations changes the appropriate decision-making process under these procedures, the Title IX and Equity Services Coordinator will include that information in the notification.

The College will notify the complainant that a dismissal may be appealed on the basis outlined in the Appeals section. If dismissal occurs after the respondent has been notified of the allegations, then the College will also notify the respondent that the dismissal may be appealed on the same bases. If a dismissal is appealed, the College will follow the procedures outlined in the Appeals section of these procedures.

When a complaint is dismissed, the College will, at a minimum:

- Offer supportive measures to the complainant as appropriate;
- If the respondent has been notified of the allegations, offer supportive measures to the respondent as appropriate; and,
- Take other prompt and effective steps, as appropriate, through the Title IX and Equity Services Coordinator to ensure that sex discrimination does not continue or recur within the College education program or activity.

A complainant who decides to withdraw a complaint or any portion of it may later request to reinstate it or refile it.

**Referrals for Other Misconduct** The College has the discretion to refer complaints of misconduct not covered by this policy for handling under any other applicable College policy or code. As part of any such referral for further handling, the College may use evidence already gathered through any process covered by this policy.

Should there be a conflict between the provision of this policy and other College policies, procedures, rules, regulations, or terms or conditions of employment, the provisions of this policy will govern unless specifically stated otherwise.

This policy and these procedures are separate from the College's student disciplinary processes, by which College may bring a discipline charge against

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a student for violating College policy according to the provisions found in the College Code Student of Conduct<sup>6</sup>.

**Consolidation of Cases** The College may consolidate complaints under this policy as appropriate: for example, if there are multiple complaints where the allegations of Prohibited Conduct arise out of the same facts or circumstances, or there are multiple complaints with overlapping parties.

The College also reserves the right to use this policy to adjudicate other allegations and conduct charges as defined by policies outside of the scope of this policy in instances when the conduct is associated with an alleged issue of Prohibited Conduct under this policy. The Title IX and Equity Services Coordinator will address these consolidated complaints in collaboration and coordination with other appropriate offices, such as Student Services and Human Resources. Allegations of a violation of a separate policy are not required to be handled using the procedural requirements set forth in this policy.

**Student Withdrawal or Employee Resignation while Matters are Pending** If a student or employee respondent permanently withdraws or resigns from the College with unresolved allegations pending, the College will consider whether and how to proceed with the resolution process. The College will continue to address and remedy any systemic issues or concerns that may have contributed to the alleged violation(s) and any ongoing effects of the alleged Prohibited Conduct

A student respondent who withdraws or leaves while the process is pending may not return to the College without first resolving any pending matters. Such exclusion applies to all College campuses and programs. Admissions will be notified that the student cannot be readmitted. They may also be barred from College property or events. If a student respondent withdraws or takes a leave for a specified period of time (e.g., one semester or term), the resolution process may continue remotely and that student is not permitted to return to the College unless and until the matter is fully resolved.

An employee respondent who resigns with unresolved allegations pending is not eligible for rehire with the College and the records retained by the Title IX and Equity Services Coordinator will reflect that status. All the College responses to future inquiries regarding employment references for that individual will include that the former employee resigned during a pending disciplinary matter.

An administrative registration hold will be placed on a student's record to prevent course registration prior to resolving the pending matters.

### OPTIONS FOR RESOLUTION

There are multiple ways to resolve a complaint or report of sex discrimination. Whenever possible, the College will utilize the resolution method chosen by the

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<sup>6</sup>Code Student of Conduct

(<https://campus.collegeforcreativestudies.edu/policy/code-of-student-conduct/>)

complainant. During the resolution of a complaint, the Title IX and Equity Services Coordinator will determine whether to implement reasonable supportive measures designed to assist all parties (complainants and respondents) and community members in maintaining access to and participation in College programs, services and activities during the resolution of the complaint.

This section includes information on Support-Based Resolution, Agreement-Based, and Investigation or investigation and Hearing procedures.

**Support- Based Resolution** A support-based resolution is an option for a complainant who does not wish the College to take any further steps to address their concern, and when the Title IX and Equity Services Coordinator determines that another form of resolution, or further action, is not required. Some types of support that may be appropriate include: adjustments or changes to class schedules; moving from one residence hall room to another; adjusted deadlines for projects or assignments; adjustments to work schedule or arrangements; escorts to and around campus; or counseling.

A support-based resolution does not preclude later use of another form of resolution, for example if new information becomes available to the College and the Title IX and Equity Services Coordinator determines there is need for additional steps to be taken, or the complainant later decides to pursue a Resolution Agreement or investigation, or investigation and hearing.

**Agreement-Based Resolution** Agreement-Based Resolution is an alternative to the investigation and decision-making procedures where the Parties each voluntarily agree to resolve the complaint in a way that does not include an investigation and does not include any finding of responsibility. Agreement-Based Resolution is a voluntary, structured interaction between or among affected parties that balances support and accountability. If the College offers Agreement-Based Resolution to the parties, and they voluntarily consent to engage in that process, the Title IX and Equity Services Coordinator must still take other prompt and effective steps as needed to ensure that sex discrimination does not continue or recur within the education program or activity.

Any party may design the proposed agreement between the parties. The Title IX and Equity Services Coordinator must approve of the use of the Agreement-Based Resolution process, and approve the final agreement between the parties. Agreement-Based Resolution may be initiated at any time prior to the release of the final determination. Because Agreement-Based Resolution does not involve an investigation, there is not any determination made as to whether a respondent violated this policy.

The Title IX and Equity Services Coordinator has the discretion to determine that Agreement-Based Resolution is not an appropriate way to address the reported conduct, and that the matter must instead be resolved through the Investigation or Investigation and Hearing process.

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**Initiating the Agreement-Based Resolution Process** Prior to the initiation of Agreement-Based Resolution, the Title IX and Equity Services Coordinator will provide the Parties written notice that includes:

- The specific allegation and the specific conduct that is alleged to have occurred;
- The requirements of the Agreement-Based Resolution process;
- Any consequences resulting from participating in the Agreement-Based Resolution process, including the records that will be maintained or could be shared, and whether the College could disclose such information for use in a future College resolution process, including an investigation and resolution process arising from the same or different allegations, as may be appropriate.
- Notice that an agreement resulting from the Agreement-Based Resolution process is binding only on the parties and is not subject to appeal.
- Notice that once the Agreement is finalized and signed by the Parties, they cannot initiate or continue an investigation procedure arising from the same allegations.
- A statement indicating that the decision to participate in the Agreement-Based Resolution process does not presume that the conduct at issue has occurred.
- A statement that the respondent is presumed not responsible for violating this policy, unless respondent admits to violations of this policy;
- An explanation that all parties may be accompanied by an advisor of their choice, who may be a parent, colleague, friend, or attorney;
- A statement that any party has the right to withdraw from the Agreement-Based Resolution process and initiate or resume resolution procedures at any time before agreeing to a resolution;
- The date and time of the initial meeting with staff or the Title IX Coordinator, with a minimum of 3 days' notice;
- Information regarding Supportive Measures, which are available equally to the parties; and
- The potential terms that may be requested or offered in an Agreement-Based Resolution agreement.

**Facilitating an Agreement** If all Parties are willing to explore Agreement-Based Resolution, the Title IX and Equity Services Coordinator will then meet separately with each party to discuss the Agreement-Based Resolution process and facilitate an agreement. If an agreement cannot be reached, either because the Parties do not agree, determine they no longer wish to participate in the Agreement-Based Resolution process, or the Title IX and Equity Services Coordinator does not believe that the terms of the agreement or continuing the Agreement-Based Resolution process is appropriate, the Title IX and Equity Services Coordinator may decide that the reported conduct will instead be addressed through the investigation or investigation and hearing process. The Title IX and Equity Services Coordinator will inform the parties of such a decision, in writing.

Agreement-Based Resolution processes are managed by facilitators who do not have a conflict of interest or bias in favor of or against complainants or respondents generally or regarding the specific parties in the matter. The Title IX and Equity Services Coordinator may serve as the facilitator, subject to these restrictions. The investigator or Decisionmaker for the matter may not facilitate an Agreement-Based Resolution in that same matter.

Any party may craft or create the terms of their agreement and will be asked for their suggestions or ideas. Examples of agreements may include but are not limited to:

- an agreement that the respondent will change classes or housing assignments;
- an agreement that the Parties will not communicate or otherwise engage with one another;
- an agreement that the Parties will not contact one another;
- completion of a training or educational project by the respondent;
- completion of a community service project by the respondent;
- an agreement to engage in a restorative justice process or facilitated dialogue; and/or
- discipline agreed upon by all parties.

In order to facilitate Agreement-Based Resolution, information shared by any party will not be used in any related resolution process of the same complaint under this policy. No evidence concerning the allegations obtained within the Agreement-Based Resolution process may be disseminated to any outside person, provided that any party to the Agreement-Based Resolution process may generally discuss the allegations under investigation with a parent, advisor, or other source of emotional support, or with an advocacy organization. An admission of responsibility made during an Agreement-Based Resolution process, however, may not be incorporated into the investigation and adjudication proceeding.

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**Finalizing the Resolution Agreement** Once the final terms of the Resolution Agreement have been agreed upon by all parties, in writing, and approved by the Title IX Coordinator, the matter will be considered closed, and no further action will be taken. Once signed, no appeal is permitted. The Agreement-Based Resolution process is generally expected to be completed within thirty (30) days and may be extended by the Title IX and Equity Services Coordinator as appropriate. All parties will be notified, in writing, of any extension and the reason for the extension.

Records of an Agreement-Based Resolution process can be shared with other offices as appropriate.

Any violations of the terms of the Resolution Agreement may result in disciplinary action.

#### **Investigation & Decision-making Resolution**

**Acceptance of Responsibility** If a respondent accepts responsibility for all or part of the Prohibited Conduct alleged, the Coordinator or designated sanctioning officer will issue an appropriate sanction or responsive action as to those violation(s) and continue processing any remaining allegations of Prohibited Conduct, if any.

**Assignment of the Investigator and/or Decision-maker** The College will assign a trained investigator and/or Decisionmaker to conduct an adequate, reliable, and impartial investigation and hearing, if applicable, in a reasonably prompt timeframe. The College reserves the right to utilize internal or external investigators, Decisionmakers, or hearing officers.

All parties have the option to participate in the investigation and/or hearing, and each have the same rights during the resolution process including the right to an advisor, to submit relevant witness names and evidence, and to review the evidence gathered by the investigator prior to the investigator providing the final report to the Decision-maker. In cases where there is a hearing, all parties have the same rights at the hearing, including the right to review any evidence that will be considered by the Decisionmaker prior to the hearing.

The investigator will establish deadlines for submission of names of relevant witnesses and submission of evidence and communicate those deadlines to the parties in writing.

**Conflict of Interest or Bias** After a Notice of Investigation is issued to all parties, any party may object to the participation of the Title IX and Equity Services Coordinator or designated investigator on the grounds of a demonstrated bias or actual conflict of interest. All parties will have three (3) days from the date of the Notice of Investigation to object to the selection of the investigator or the Title IX Coordinator. Objections to the Title IX and Equity Services Coordinator are to be made, in writing, to the Dean of Students. Objections to the appointment of the investigator are to be made in writing,

to the Title IX Coordinator. All objections will be considered, and changes made as appropriate. If the objection is substantiated as to either the Title IX and Equity Services Coordinator or the Investigator, that individual shall be replaced. Any change will be communicated in writing.

**Timeline** In those cases that do not include a hearing, the College strives to complete the investigation process within ninety (90) days from the date of the Notice of Investigation. In those cases that include a hearing, the College strives to complete the investigation process within sixty (60) days from the date of the Notice of Investigation, and complete the hearing within sixty (60) days of the Notice of Hearing.

The timeline for any part of the resolution process may be extended for good cause by the Title IX Coordinator. All parties shall be notified, in writing, of any extension to the timeline that is granted, the reason for the extension, and the new anticipated date of conclusion of the investigation and/or hearing. Good cause reasons for extension may include ensuring availability of witnesses and other participants and ensuring participants have sufficient time to review materials.

The College shall not unreasonably deny a student party's request for an extension of a deadline related to a complaint during periods of examinations or school closures.

The investigator and/or Title IX Coordinator shall provide the Parties with periodic status updates, in writing.

**Burden and Standard of Review** The College has the burden of conducting an investigation that gathers sufficient evidence to determine whether Prohibited Conduct occurred. This burden does not rest with any party, and any party may decide to limit their participation in part or all of the process, or to decline to participate. This does not shift the burden of proof away from the College and does not indicate responsibility. The standard of proof used in any investigation and decision-making process is the preponderance of the evidence standard, which means more likely than not.

**Written Notice of Meetings** The College will provide to a party or witness whose participation is invited or expected, written notice of the date, time, location, participants, and purpose of all meetings or proceedings with sufficient time to prepare to participate.

**Evidence Gathering** *Interviews*

The investigator will interview all parties and relevant witnesses and gather relevant documentary evidence provided by the parties and any identified witnesses. Interviews may be conducted in person, or via video conference. When a party meets with an investigator, the investigator will ask questions related to the allegations in the complaint and a party is given the opportunity speak to the allegations and related events. Parties may identify fact witnesses and

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provide evidence that is relevant to the allegations and not otherwise impermissible. This will include inculpatory evidence (that tends to show it more likely that someone committed a violation) and exculpatory evidence (that tends to show it less likely that someone committed a violation). The investigator ultimately determines whom to interview to determine the facts relevant to the complaint.

#### *Impermissible Evidence*

The following types of evidence, and questions seeking that evidence, are impermissible. This means this information will not be accessed or considered, except by the College to determine whether one of the exceptions listed below applies. This information will not be disclosed or otherwise used, regardless of relevance:

1. Evidence that is protected under a privilege recognized by Federal or State law, unless the person to whom the privilege or confidentiality is owed has voluntarily waived the privilege or confidentiality;
2. Evidence provided to an employee designated by the College as exempt from internal reporting under this policy, unless the person who made the disclosure or otherwise provided evidence to that employee has voluntarily consented to re-disclosure;
3. A party's or witness's records that are made or maintained by a physician, psychologist, or other recognized professional or paraprofessional in connection with the provision of treatment to the party or witness, unless the College obtains that party's or witness's voluntary, written consent for use in its resolution procedures; and
4. Evidence that relates to the complainant's sexual interests or prior sexual conduct, unless evidence about the complainant's prior sexual conduct is offered to prove that someone other than the respondent committed the alleged conduct or is evidence about specific incidents of the complainant's prior sexual conduct with the respondent that is offered to prove consent to alleged sex-based harassment. The fact of prior consensual sexual conduct between the parties does not by itself demonstrate or imply the complainant's consent to other sexual activity or preclude a determination that Prohibited Conduct occurred.

**Investigation & Decision-making Procedures** The following describes the investigation and decision-making procedures for matters of sex-based harassment in which a student is either a complainant or respondent, regardless of the status of the other party.

**Notice of Investigation** Prior to the start of an investigation, the Parties will be provided a written Notice of Investigation communicating the initiation

of an investigation. Should additional allegations be brought forward, or information regarding location or date of the incident(s), a revised written Notice of Investigation shall be provided to all parties.

The Notice shall include, at a minimum:

1. The College investigation procedures, including the applicable determination procedure that will be used in this investigation and resolution, and a link to the relevant policies;
2. Information about the agreement-based, with a link to the full procedures.
3. Sufficient information available at the time to allow the parties to respond to the allegations, including the identities of the parties involved in the incident(s), a description of the facts alleged to constitute Prohibited Conduct, the type of Prohibited Conduct, and the date(s) and location(s) of the alleged incident(s);
4. A statement that retaliation is prohibited;
5. Whether the investigator, or another individual, shall serve as the Decisionmaker.
6. Expected length of the major stages of the resolution process, as well as any applicable deadlines.
7. The Notice will inform the parties that the investigator will establish and communicate, in writing, all investigation deadlines, including the final deadlines for submitting names of witnesses, evidence, and relevant questions to ask a party or witness. These deadlines may be extended by the Title IX and Equity Services Coordinator for good cause, and any changes will be provided, in writing, to the parties, along with the rationale for the revised deadline(s).
8. The process for raising a challenge to the appointed resolution officer or Title IX Coordinator, and the deadline for doing so.
9. A statement that the respondent is presumed not responsible for Prohibited Conduct until a determination is made at the conclusion of the resolution process. Prior to such a determination, the parties will have an opportunity to present relevant and not otherwise impermissible evidence to a trained, impartial Decision Maker;
10. A statement that the parties may have an advisor of their choice who may be a friend, parent, therapist, colleague, or attorney;
11. The parties are entitled to an equal opportunity to access the relevant and not otherwise impermissible evidence or an investigation report that accurately summarizes this evidence.

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12. A statement that the College's Code of Conduct prohibits knowingly making false statements or knowingly submitting false information during resolution procedures during the resolution procedures.
13. The date and time of the initial interview with the Investigator, with a minimum of five (5) days' notice.

**Individual Interviews** The investigator will hold individual interviews with parties and witnesses to ask relevant and not otherwise impermissible questions and follow-up questions, including questions exploring credibility, and to request of the parties the names of relevant witnesses and relevant evidence. Only the investigator and the party or witness may attend each individual interview. A party's advisor may attend these meetings, subject to the rules described in this policy. Additional attendees may be permitted at the discretion of the Title IX and Equity Services Coordinator in connection with an approved disability-related accommodation. All persons present at any time during any part of the investigation or resolution process are expected to maintain the privacy of the proceedings and not discuss or otherwise share any information learned as part of the resolution process, and may be subject to further College discipline for failure to do so.

The investigator will then gather from parties, witnesses, and other sources, all relevant evidence.

The College will share expectations of decorum to be observed at all times in any meeting or proceeding under this policy. These expectations are applied equally to all parties and advisors. The College has the discretion to remove, with or without prior warning, from any meeting or proceeding an involved party, witness, or advisor who does not comply with these expectations and any other applicable College rules.

The individual interviews may be conducted with all participants physically present in the same geographic location, or, at the College's discretion, with all participants joining virtually through a video conferencing option. The investigator will determine, in their sole discretion, whether parties and witnesses are likely to provide relevant information about the allegations, and has the sole discretion to determine which parties and witnesses to call to an interview. The investigator may conduct follow-up interviews as they deem appropriate.

**Investigator Determination of Relevance** The investigator will determine whether parties and witnesses are likely to provide relevant information about the allegations, and has the sole discretion to determine which parties and witnesses to call to individual follow-up meetings.

The investigator will review all evidence gathered through the investigation and determine what evidence is relevant and what evidence is impermissible regardless of relevance. Character evidence that is not relevant will not be considered.

**Evidence Review** At the conclusion of all fact-gathering, the investigator will provide each party and their advisor the opportunity to review all relevant and not otherwise impermissible evidence gathered. In the event that an audio or audiovisual recording is shared, the recording will only be made available at an in-person and monitored meeting on campus, and will not otherwise be transmitted for review, so as to maintain the privacy of those participating in the process.

The purpose of the inspection and review process is to allow each party the equal opportunity to meaningfully respond to the evidence prior to conclusion of the investigation, to submit any additional relevant evidence, and the names of any additional witnesses with relevant information. This is the final opportunity to offer evidence or names of witnesses. Evidence not provided during the investigation process will not be considered by the Decision Maker. Given the sensitive nature of the information provided, the College will facilitate this review in a secure manner. None of the parties nor their advisors may copy, remove, photograph, print, image, videotape, record, or in any manner otherwise duplicate or remove the information provided. Any student or employee who fails to abide by this may be subject to discipline. Any advisor who fails to abide by this may be subject to discipline and/or may be excluded from further participation in the process.

The parties will have a minimum of 5 days to inspect and review the evidence and submit a written response in writing to the investigator. The Title IX and Equity Services Coordinator shall have the discretion to extend the evidence review period based on the volume and nature of the evidence.

When deemed appropriate by the investigator, the investigator shall then conduct any additional fact-gathering as may be necessary. If new, relevant evidence was submitted as part of evidence review, or is gathered during this second fact-gathering period, the new relevant evidence will be made available for review by the parties and their advisors. The parties shall have 5 days to provide a response to the newly-gathered evidence. No new evidence will be accepted as part of any response, except that the investigator shall have the discretion to accept relevant evidence that was not previously available or known to exist, and that was not previously discoverable with the exercise of reasonable diligence.

The investigator will consider the parties' written responses before finalizing the investigation report.

**Investigation Report** The investigator will prepare a written report summarizing all of the relevant evidence gathered and all steps taken during the investigation process. The investigator will also include as an attachment all relevant evidence gathered during the investigation, as well as all interview notes.

**Conclusion of Investigation, Notice of Hearing** Once the investigation report is final, the report together with all attachments shall be provided

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to each party and to their advisor, if any, in a secure manner (e.g., by providing digital copies of the materials through a protected, “read-only” web portal). Each party shall have ten (10) days to provide a response. The response, if any, shall be provided to the Hearing Officer.

Following conclusion of the investigation, each party shall be provided with a Notice of Hearing, which shall include information regarding the date of the hearing, the identity of the Hearing Officer, the process to be used at the hearing, deadlines for submission of evidence, names of witnesses, or questions to be reviewed by the Hearing Officer to ensure they are relevant to the allegations. The hearing shall be scheduled no less than ten (10) days from the date of the Notice of Hearing.

Within three (3) days of receipt of the Notice of Hearing, either party may object to the Hearing Officer on the basis of a demonstrated bias or actual conflict of interest. Any objection is to be in writing and sent to the Title IX Coordinator. Should the Title IX and Equity Services Coordinator determine that there is an actual bias or conflict of interest, the Title IX and Equity Services Coordinator shall remove the Hearing Officer and appoint another.

**Hearing Procedures** The purpose of a hearing is for a Hearing Officer to determine whether the conduct occurred as alleged, and if so, whether that conduct violates this policy. The College expects that all individuals who participate in the hearing process do so truthfully and that all who have a responsibility for carrying out one or more aspects of the hearing process do so fairly and without prejudice or bias. Hearings may be conducted in person or via videoconferencing. The Title IX and Equity Services Coordinator may determine that the hearing will continue in the absence of any party or any witness.

The College will appoint a Hearing Officer, who may be the same person as the Title IX and Equity Services Coordinator or investigator, who will determine whether a violation of College policy has occurred. The Hearing Officer shall have the authority to determine the relevance of evidence submitted, and of questions asked, to limit the time allotted to any phase of the hearing, and/or to limit the time allotted to the full hearing. The Hearing Officer shall not draw an inference about the determination regarding responsibility based solely on a party’s absence from the hearing or refusal to answer questions posed.

Each hearing shall be recorded by the College and this recording will be considered the only official recording of the hearing. No other individual is permitted to record while the hearing is taking place. The recording is the property of the College but shall be available for listening until the conclusion of the appeals process to complainant, respondent, their respective advisors, Hearing Officer, and Appeal Officer by contacting the Title IX Coordinator.

#### *Prior to the Hearing*

The parties and the Hearing Officer all have the right to call witnesses. Witnesses participating in the hearing must have information relevant to the allegations. Parties who wish to call witnesses must submit the name of the

witness at least five (5) days in advance of the hearing.

Only witnesses who participated in the investigation will be permitted to participate in the hearing, unless the witness was otherwise unknown or not known to have relevant information during the course of the investigation. If the witness did not participate in the investigation, the party must also provide the reason the witness was not interviewed by the investigator, and what information the witness has that is relevant to the allegations. The Hearing Officer will then determine whether the witness has relevant information and if there is sufficient justification for permitting the witness to participate. The Hearing Officer may instead send the case back to the investigator to interview the newly proffered witness prior to the hearing taking place.

A list of witnesses approved by the Hearing Officer will be provided to the parties at least three (3) days prior to the hearing.

Three (3) days prior to the hearing, each party shall submit to the Hearing Officer a preliminary list of questions they wish to pose to the other party, or to a witness. If the Hearing Officer determines that any questions are not relevant or seek otherwise impermissible evidence, the Hearing Officer shall exclude the question and explain the reason for the exclusion of the question at the hearing. Questions that are unclear or harassing of the party or witness being questioned will not be permitted. The Hearing Officer must give a party an opportunity to clarify or revise any question that the Hearing Officer has determined is unclear or harassing and, if the party sufficiently clarifies or revises a question, and the question is relevant, the question will be asked.

#### *Advisor*

Each party is entitled to be accompanied by one advisor at the hearing. The role of the advisor is to assist the party with understanding and navigating the proceedings. The advisor may not advocate for, respond for, or otherwise speak on behalf of, a party during the hearing. In the event that a party does not appear for the Hearing, the advisor for that party may not participate in the hearing or submit questions to be asked on behalf of the party.

#### *Hearing Participation Guidelines*

The Hearing Officer shall have the authority to maintain order and decorum at the hearing, including responding to disruptive or harassing conduct, and when necessary to adjourn the hearing or exclude the disruptive person. In the event the Hearing Officer removes an advisor, the Hearing Officer will have the discretion to appoint another advisor for the remainder of the hearing. The Hearing Officer also has the authority to determine whether any questions are not relevant, abusive, intimidating, or disrespectful, and will not permit such questions. The Hearing Officer cannot draw an inference about the determination regarding responsibility based solely on a party's absence from the live hearing.

#### *Statements, Questioning and Presentation of Evidence*

During the hearing, each party will be permitted to provide an introductory statement. Following introductory statements, the Hearing Officer will call parties and witnesses for questioning. The order of questioning shall be determined by the Hearing Officer. The Hearing Officer will pose questions to the parties

### 3.1. POLICY ON EQUAL OPPORTUNITY, DISCRIMINATION, AND HARASSMENT<sup>49</sup>

and witnesses including the questions the Hearing Officer approved to be asked that were submitted by each party prior to the hearing. Each party will then be provided an opportunity to submit follow-up written questions to the Hearing Officer for the Hearing Officer to pose to the other party or witnesses. If the Hearing Officer determines that any questions are not relevant to the allegations, or seek otherwise impermissible evidence, the Hearing Officer shall exclude the question and explain the reason for the exclusion of the question at the hearing and offer an opportunity to the party to reframe or resubmit the question. Questions that are unclear or harassing of the party or witness being questioned will not be permitted.

Only the Hearing Officer is permitted to ask questions of parties and witnesses. Neither party may directly question the other party or witness. Advisors are not permitted to directly or indirectly question the other party or witness.

Following the questioning of parties and witnesses, each party will be permitted to provide a closing statement. An advisor is not permitted to provide a closing statement on behalf of their party.

Parties are permitted to submit impact statements following the hearing.

**Hearing Officer's Report** Following the hearing, the Hearing Officer shall prepare a determination report. All findings shall be made by a preponderance of the evidence, meaning more likely than not. To the extent credibility determinations need to be made, such determinations shall not be based on a person's status as complainant, respondent, or witness.

The determination report will include:

- A description of the sex-based harassment and other allegations if applicable;
- A reference to the policies and procedures used to evaluate the allegations;
- Description of all procedural steps taken to date;
- The Hearing Officer's evaluation of the relevant and not otherwise impermissible evidence along with the finding of facts;
- Determinations for each allegation, with the rationale;
- Sanction determination (if applicable)
- Whether remedies will be provided;
- The procedures for an appeal.

The Hearing Officer's report shall be provided to the Title IX Coordinator. If the Hearing Officer determines that there is no finding of responsibility, the Title IX and Equity Services Coordinator shall communicate the findings to each party, and their advisor should the party wish the advisor to receive it, a written Notice of Outcome along with a copy of the Hearing Officer's report, to the parties, together with procedures for appeal.

If there is a finding of responsibility, the Title IX and Equity Services Coordinator shall contact the appropriate sanctioning officer who will determine the sanction and notify the Title IX and Equity Services Coordinator of the sanctioning determination. The Title IX and Equity Services Coordinator will then provide each party, and their advisor should the party wish the advisor to receive it, a written Notice of Outcome regarding the Hearing Officer's decision, including the Hearing Officer's report. The Title IX and Equity Services Coordinator will also provide written communication to the complainant regarding any appropriate remedies.

### APPEALS

Determinations may be appealed in writing by either party. Appeals will be sent to the Title IX Coordinator, who will then send the appeal to the Appeals Officer assigned to conduct a written review of the appeal(s) and to make a final determination. Appeals must be in writing and filed within ten (10) days following the issuance of the outcome letter.

When an appeal is filed, the other party shall be notified and provided with a copy of the filed appeal within one (1) day, and have five (5) days to respond to the appeal in writing. Any party's decision not to submit a reply to an appeal is not evidence that the non-appealing party agreed with the appeal.

Within three (3) days of an Appeal Officer being assigned, either party may provide written objection to the Appeal Officer on the basis of an actual bias or conflict of interest. Any objection is to be sent to the Title IX Coordinator. Should the Title IX and Equity Services Coordinator determine that there is an actual bias or conflict of interest, the Title IX and Equity Services Coordinator will appoint another Appeal Officer.

Appeals may be filed only on the following three grounds:

1. **Procedural Error:** A procedural error occurred would change the outcome. A description of the error and its impact on the outcome of the case must be included in the written appeal; or,
2. **New Evidence:** New evidence or information has arisen that was not available or known to the party during the investigation or hearing, that would change the outcome. Information that was known to the party during the resolution process but which they chose not to present is not considered new information. The new evidence, an explanation as to why the evidence was not previously available or known, and an explanation of its potential impact on the investigation findings must be included in the written appeal; or
3. **Actual Conflict of Interest or Demonstrated Bias:** The Title IX Coordinator, investigator, or others with a role in the process with an actual conflict of interest or demonstrated bias for or against complainants or respondents generally, or the individual complainant or respondent, that

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would change the outcome. Any evidence supporting the alleged conflict of interest or demonstrated bias must be included in the written appeal.

The Appeal Officer will make a determination regarding the appeal and communicate that decision, along with a rationale for the decision to the Title IX and Equity Services Coordinator who will communicate the Appeal Officer's decision to the parties. The decision of the Appeals Officer is final.

**Failure to Complete Sanctions/Comply with Responsive Actions** All responding parties are expected to comply with conduct sanctions/responsive actions/ corrective actions within the timeframe specified by the College. Responding parties needing an extension to comply with their sanctions must submit a written request to the Title IX and Equity Services Coordinator stating the reasons for needing additional time.

Failure to follow through on conduct sanctions/responsive actions/corrective actions by the date specified, whether by refusal, neglect or any other reason, may result in additional sanctions/responsive actions/corrective actions, such as suspension, expulsion, or termination.

Students who fail to comply will be referred to in accordance with the College's Student Handbook<sup>7</sup>.

Employees who fail to comply will be referred to Human Resources.

### RECORD RETENTION

In implementing this policy, records of all reports and resolutions will be kept by the Coordinator in accordance with the applicable College records retention schedule. All records will be afforded the confidentiality protections required by law, including but not limited to the Family Educational Rights and Privacy Act governing confidentiality of student information.

### ADDITIONAL ENFORCEMENT INFORMATION

The U.S. Equal Employment Opportunity Commission (EEOC) investigates reports of unlawful harassment and discrimination, including sex-based harassment, in employment.

The U.S. Department of Education, Office for Civil Rights (OCR) investigates complaints of unlawful discrimination and harassment of students and employees in education programs or activities.

For more information, contact the nearest office of the EEOC or OCR.

US Department of Education

Office for Civil Rights

3054 West Grand Boulevard, Suite 3-600 Detroit, Michigan, 48202

313-456-3700 Fax: 313-456-3701 Toll-Free: 800-482-3604

MDCRServiceCenter@michigan.gov

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<sup>7</sup>College's Student Handbook

(<https://campus.collegeforcreativestudies.edu/student-handbook/>)

U.S. Equal Employment Opportunity Commission (EEOC) <https://www.eeoc.gov/contact-eeoc>

### POLICY REVIEW & REVISION

These policies and procedures will be reviewed and updated regularly by the Title IX Coordinator. The Title IX and Equity Services Coordinator will submit modifications to this policy in a manner consistent with institutional policy upon determining that changes to law, regulation or best practices require policy or procedural alterations not reflected in this policy and procedure. Procedures in effect at the time of its implementation will apply. The policy definitions in effect at the time of the conduct will apply even if the policy is changed subsequently, unless the parties consent to be bound by the current policy.

This policy may be revised at any time without notice. All revisions supersede prior policy and are effective immediately upon posting to the College website.

### KEY DEFINITIONS

**Advisor:** Each party has the right to choose and consult with an advisor of their choice at their own expense. The advisor may be any person, including a friend, family member, therapist, union representative, or an attorney. The College will not limit their choice of advisor. Parties in this process may be accompanied by an advisor of choice to any meeting or proceeding to which they are required or are eligible to attend.

Except where explicitly stated by this policy, advisors shall not participate directly in the process. The College will provide the parties equal access to advisors; any restrictions on advisor participation will be applied equally.

The advisor may not represent, advocate, or speak on behalf of a complainant or respondent. An advisor may not disrupt or impede any resolution proceeding.

**Amnesty:** a provision whereby a student who makes a report or assists another in making a report to the College or who participates in the resolution of a complaint under this policy will not be subject to the College's policy concerning alcohol or drug use for actions that may have occurred at or near the time of the Prohibited Conduct defined within this policy, unless the alcohol or drug-related misconduct threatens the health or safety of another.

**Coercion/Force:** Consent cannot be procured by the use of physical force, compulsion, threats, intimidating behavior, or coercion. Sexual activity accompanied by coercion or force is not consensual.

- Coercion refers to unreasonable pressure for sexual activity. When someone makes it clear that they do not want to engage in sexual activity or do not want to go beyond a certain point of sexual interaction, continued pressure beyond that point can be considered coercive. The use of coercion can involve the use of pressure, manipulation, substances, or force. Ignoring objections of another person is a form of coercion.

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- Force refers to the use of physical violence or imposing on someone physically to engage in sexual contact or intercourse. Force can also include threats, intimidation (implied threats), or coercion used to overcome resistance.

**Complaint:** A complaint means an oral or written request to Title IX Coordinator that objectively can be understood as a request for the College to investigate and make a determination about alleged sex discrimination under this policy. A complaint may be filed with the Title IX and Equity Services Coordinator in person, by mail, or by electronic mail (email), by using the contact information listed on the Title IX/Equal Opportunity website (LINK), or as described in this policy. Individuals who would like more information about filing a complaint are invited to contact the Title IX and Equity Services Coordinator for additional information.

**Complainant:** Any individual who has reported being or is alleged to be impacted by Prohibited Conduct as defined by this policy, and who was participating in a College program or activity at the time of the alleged misconduct.

**Confidential Resources:** any individual identified by the university who receives information about conduct prohibited under this policy in their confidential capacity and who are privileged under state law will not report prohibited conduct disclosed to them without written consent. Designation as a confidential resource under this policy only exempts such individuals from disclosure to the Title IX Coordinator. It does not affect other mandatory reporting obligations under state child abuse reporting laws, the Clery Act as a campus security authority, or other laws that require reporting to campus or local law enforcement.

**Consent** is knowing, voluntary and mutual decision among all participants to engage in sexual activity, expressed in words or actions. For consent to be valid, there must be a clear expression in words or actions that the other individual consented to that specific sexual conduct with that particular person or people.

Individuals may experience the same interaction in different ways. Therefore, it is the responsibility of each party to determine that the other has consented before engaging in the activity. If consent is not clearly provided prior to engaging in the activity, consent may be ratified by word or action at some point during the interaction or thereafter, but clear communication from the outset is strongly encouraged.

Consent to some sexual contact (such as kissing or fondling) cannot be presumed to be consent for other sexual activity (such as intercourse). Past consent does not imply future consent. A current or previous dating relationship is not sufficient to constitute consent.

The existence of consent is based on the totality of the circumstances, evaluated from the perspective of a reasonable person in the same or similar circumstances, including the context in which the alleged incident occurred. Silence or the absence of resistance alone is not consent. In Michigan, a minor (meaning a person under the age of 16 years) cannot consent to sexual activity except in

limited circumstances dictated by law.

Consent can be withdrawn at any time during sexual activity through reasonable and clear communications through words or actions. When consent is withdrawn, sexual activity must stop.

Consent cannot be given if any of the following are present: Incapacitation, Force, or Coercion.

**Days:** any reference to days refers to business days when the College is in normal operation.

**Decisionmaker:** Trained professional designated by the College to decide responsibility, sanction, or appeals. A Decisionmaker may be one person or a panel of multiple people as determined by the College. When there is no hearing, the investigator may be appointed as the Decision Maker.

**Disclosure or Report:** A disclosure or report may be made by anyone, whether they learned about conduct potentially constituting sex discrimination under this policy, or whether they personally experienced such conduct. A person making a disclosure or report may or may not be seeking to initiate an investigation.

**Education Program or Activity:** The College's "education program or activity" includes all campus operations, including off-campus settings that are operated or overseen by the College, including, for example, field trips, online classes, and athletic programs; conduct subject to the College's disciplinary authority that occurs off-campus; conduct that takes place via College-sponsored electronic devices, computer and internet networks and digital platforms operated by, or used in the operations of, the College. Conduct that occurs outside of the education program or activity may contribute to a hostile environment within the program or activity.

**Finding:** a written conclusion by a preponderance of the evidence, issued by an Investigator, that the conduct did or did not occur as alleged.

Incapacitation occurs when someone cannot make rational, reasonable decisions because they lack the capacity to give knowing and informed consent (e.g., to understand the "who, what, when, where, why, and how" of their sexual interaction). Incapacitation is determined through consideration of all relevant indicators of a person's state and is not synonymous with intoxication, impairment, or being under the influence of drugs or alcohol. This policy also covers a person whose incapacity results from temporary or permanent physical or mental health condition, involuntary physical restraint, and/or the consumption of incapacitating drugs, or who are sleeping.

Under this policy, the College will consider whether a respondent knew or should have known the complainant to be incapacitated, based on an objective, reasonable person standard that assumes the reasonable person is both sober and exercising sound judgment. The fact that the respondent was unaware of the complainant's incapacity due to the respondent's own drug or alcohol use shall not be considered as an excuse.

**No-Contact Directive:** A No Contact Directive is a document issued by a College administrator that is designed to limit or prohibit contact or communications between the parties. A No-Contact Directive may be mutual or

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unilateral, with the exception that a No-Contact Directive issued as either a sanction or remedy shall be unilateral, directing that the respondent not contact the complainant.

**Notice:** All notices under this policy are written and sent to the student or employee's assigned College email address or delivered via Certified Mail to the local or permanent address(es) of the parties as indicated in official College records, or personally delivered to the intended recipient.

**Party/parties:** Referring to complainant(s), respondent(s), or both/all complainant(s) and respondent(s).

**Remedies:** Remedies means measures provided, as appropriate, to a complainant or any other person the College identifies as having had their equal access to the College's education program or activity limited or denied by sex discrimination or other prohibited conduct covered by this policy. These measures are provided to restore or preserve that person's access to the education program or activity after a College determines that sex discrimination occurred. Only the complainant will be informed of any remedies pertaining to them. Some examples are academic support and/or opportunity to retake a class or resubmit work or time extensions on course or degree completion, or non-academic support such as counseling, or changes to work assignments or locations. The Title IX and Equity Services Coordinator is responsible for implementation of remedies.

**Respondent:** an individual, or group of individuals such as a student organization, who has been reported to be the perpetrator of conduct that could constitute Prohibited Conduct under this policy; or retaliation for engaging in a protected activity.

**Sanctions:** One or more of the sanctions or disciplinary steps listed here may be imposed on a respondent who is found responsible for a violation of the College's policies. Sanctions or disciplinary steps not listed here may be imposed in consultation with the Title IX Coordinator.

The form of sanction or discipline used will depend on the nature of the offense, as well as any prior disciplinary history. Such discipline or sanction will be imposed pursuant to and in accordance with any and all applicable College rules, policies, and procedures. Factors considered when determining a sanction/responsive action may include:

- The nature, severity of, and circumstances surrounding the violation.
- An individual's disciplinary history.
- Previous resolutions or allegations involving similar conduct.
- The need for sanctions/responsive actions to bring an end to the sex discrimination or retaliation.
- The need for sanctions/responsive actions to prevent the future recurrence of sex discrimination or retaliation.

- The need to remedy the effects of the sex discrimination or retaliation on the victim and the campus community.

Student sanctions imposed are implemented when the decision is final (after an appeal, or, if there was no appeal, after the appeals period expires).

Faculty found responsible for violating this policy may be referred to the appropriate academic official for any other applicable processes.

Possible sanctions and disciplinary steps for student respondents include, but are not limited to the following:

- Probation
- No contact orders
- Counseling
- Training or other developmental assignments
- Removal from class(es), housing, or suspension or dismissal from the institution

Sanctions for student respondents will be determined by the Assistant Dean of Students, or designee, and included in the Notice of Outcome to the extent permitted by FERPA.

Possible sanctions and disciplinary steps for employee respondents include, but are not limited to the following:

- Probation
- No contact orders
- Counseling
- Training or other developmental assignments
- Removal from class(es), housing, or suspension or dismissal from the institution

Remedies for the broader College population will be determined by the Dean of Students and Chief Human Resources Officer and can include, but are not limited, to developing educational materials on discrimination, harassment, and retaliation and this Policy for students and/or employees; increased security; conducting bystander intervention and prevention programs; and/or issuing Policy statements.

The sanctions available for those found responsible for Policy violations whose definitions are equivalent to the definitions of crimes covered by the Violence Against Women Act amendments to the Clery Act are limited to the following:

When an individual is found responsible for sexual assault, the following sanctions are available:

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- Expulsion or Termination
- Suspension of 1, 2, 3, 4, 5, 6, 7, or 8 semesters
- Deferred Suspension of 1, 2, 3, 4, 5, 6, 7, or 8 semesters
- Administrative Leave without Pay
- Revocation of Admission and/or Degree
- Withholding Degree
- Demotion or changes to job responsibilities
- University Housing Suspension, Expulsion, or Restrictions
- No-Contact Requirements
- Restrictions on participation with College programs or activities
- Social Restrictions
- Loss of Privileges
- Education Sanctions
- Mandated Assessment(s)
- Removal from Grants
- Revocation of Scholarship(s)
- Revocation of Award(s)

When an individual is found responsible for domestic violence, the following sanctions are available:

- Expulsion or Termination
- Suspension of 1, 2, 3, 4, 5, 6, 7, or 8 semesters
- Deferred Suspension of 1, 2, 3, 4, 5, 6, 7, or 8 semesters
- Administrative Leave without Pay
- Revocation of Admission and/or Degree
- Withholding Degree
- Demotion or changes to job responsibilities
- University Housing Suspension, Expulsion, or Restrictions
- No-Contact Requirements

- Restrictions on participation with College programs or activities
- Social Restrictions
- Loss of Privileges
- Education Sanctions
- Mandated Assessment(s)
- Removal from Grants
- Revocation of Scholarship(s)
- Revocation of Award(s)

When an individual is found responsible for dating violence, the following sanctions are available:

- Expulsion or Termination
- Suspension of 1, 2, 3, 4, 5, 6, 7, or 8 semesters
- Deferred Suspension of 1, 2, 3, 4, 5, 6, 7, or 8 semesters
- Administrative Leave without Pay
- Revocation of Admission and/or Degree
- Withholding Degree
- Demotion or changes to job responsibilities
- University Housing Suspension, Expulsion, or Restrictions
- No-Contact Requirements
- Restrictions on participation with College programs or activities
- Social Restrictions
- Loss of Privileges
- Education Sanctions
- Mandated Assessment(s)
- Removal from Grants
- Revocation of Scholarship(s)
- Revocation of Award(s)

When an individual is found responsible for stalking, the following sanctions are available:

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- Expulsion or Termination
- Suspension of 1, 2, 3, 4, 5, 6, 7, or 8 semesters
- Deferred Suspension of 1, 2, 3, 4, 5, 6, 7, or 8 semesters
- Administrative Leave without Pay
- Revocation of Admission and/or Degree
- Withholding Degree
- Demotion or changes to job responsibilities
- University Housing Suspension, Expulsion, or Restrictions
- No-Contact Requirements
- Restrictions on participation with College programs or activities
- Social Restrictions
- Loss of Privileges
- Education Sanctions
- Mandated Assessment(s)
- Removal from Grants
- Revocation of Scholarship(s)
- Revocation of Award(s)

**Student:** Any person who has (or will have) attained student status by way of:

1. Admission, housing or other service that requires student status.
2. Registration for one or more credit hours.
3. Enrollment in any non-credit, certificate or other program offered by the university.

## RESOURCES

**On-Campus, Confidential** These reporting options will maintain confidentiality unless required by law to break confidentiality. Any parties involved in a complaint may speak with:

**Wellness Center**, 313.664.7852

*Risk of Harm to Self or Others*

Mental health professionals are required to disclose information where there is an imminent threat of the person harming themselves or others.

**Local Support, Confidential**

**Hotlines**

Confidential sexual assault hotlines can provide support as well as information on medical care, reporting, and legal options.

- **Turning Point** (24-hour crisis hotline), 586-463-6990
- **Avalon Healing Services**, *A person can request counseling services at any time during their healing process, whether it be immediately after their experience with assault or years later. All services provided by Avalon are free and confidential. To schedule an appt, please call our main office at 313-964-9701 Monday – Friday during business hours: 9am – 5pm.*

### Crisis Hotline

- **Crisis Text Line** Text HOME to **741741** from anywhere in the United States, anytime.
  - Crisis Text Line is here for any crisis. A live, trained Crisis Counselor receives the text and responds, all from our secure online platform.
- **Suicide Prevention Lifeline**: 988

This line also offers free chat functions: <https://suicidepreventionlifeline.org/chat/>

**On-Campus, Non-Confidential** All CCS employees, excluding the confidential resources detailed above, are mandatory reporters under this policy and must share all the details of the reports they receive with designated College officials. Therefore, Complainants may want to consider carefully whether to share personally identifiable details with non-confidential employees.

Matters of concern can be shared with the designated Title IX Administrator below via email, phone or in person:

**Title IX Coordinator**: Jess Ettell Irvine, [titleix@ccsdetroit.edu](mailto:titleix@ccsdetroit.edu), 313.664.7676

*Additional Reporting Options*

**Dan Long**, [dlong@ccsdetroit.edu](mailto:dlong@ccsdetroit.edu)

Dean of Students

Yamasaki Building, 2nd Floor

313.664.7675

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Campus Safety<sup>8</sup> , 313.664.7444, 24 hours/day

**Director of Residence Life**, 313.664.7678

#### 3.1.2 Anti-Harassment and Discrimination Policy

##### SCOPE

The College for Creative Studies subscribes to the principle of equal opportunity in its employment, admissions, and educational programs and activities and strives to provide an educational environment and workplace free from unlawful harassment or discrimination. The College is committed to an inclusive community that respects and values all its members, including students, faculty, and staff. This Policy prohibits discrimination, including harassment, because of age, race, color, national origin, religion, marital status, disability or any other characteristic protected by law. This prohibition includes discrimination and harassment based on the perception of an individual's protected status, even if that perception is incorrect. The Policy applies to the administration of employment and educational policies, practices, programs, and activities.

Individuals interested in the policy related to discrimination on the basis of sex, gender, and/or gender identity should refer to the Title IX and Sexual Misconduct policy.

The Policy also prohibits retaliation against an individual: (1) who files a complaint or report of discrimination, harassment, or related misconduct; (2) against whom a complaint is filed; (3) who participates in the reporting, investigation, or adjudication of possible violations of this Policy; or (4) who engages in good faith opposition to what the individual reasonably believes to be discrimination, harassment, or related misconduct under this Policy. The Policy should be read in a way consistent with all applicable federal and state laws addressing discrimination, harassment, and related misconduct.

*Academic Freedom:* This Policy shall be applied in a way that is consistent with principles of academic freedom. The College is committed to the free and vigorous discussion of ideas and issues, which the College believes will be protected by this Policy. Academic freedom and the related freedom of expression include, but are not limited to, the civil expressions of ideas – however controversial – in the classroom, residence halls, and other teaching and student living environments.

##### Clery Act Obligations

**Campus Notification** Once a report of harassment or discrimination is made, the College will take all necessary steps to protect the campus and the person who has allegedly experienced harm. This may include alerting the campus of crimes that it determines pose a threat to members of the campus community. In making such determinations, the College will consider the safety

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<sup>8</sup>Campus Safety (<https://campus.collegeforcreativestudies.edu/campus-safety/>)

of students, faculty, and staff as well as the privacy interests of all persons involved in such incidents. Regardless of the action taken by the College, the name of any person involved will not appear on security alerts. To respect the privacy rights and choices of the person reporting, as well as the rights of a person being accused, the College will consider the wishes of all individuals involved in the incident to determine the level of specific information to include in the campus crime report.

**Campus Crime Reporting** In compliance with the Clery Act and the Violence Against Women Reauthorization Act of 2013, all members of the College, excluding confidential sources, notified of sexual misconduct (or certain other possibly criminal acts) are required to inform Campus Safety; and the incident will be included in campus crime statistics. The following information is included: crime, date, location, and status (i.e. student, faculty, staff, stranger, etc.) of the individuals involved in the crime. The College never includes the names of the Complainant or the Respondent in crime statistics, and the College will not otherwise include personally identifying information about the Complainant.

## PROHIBITED CONDUCT

**Discrimination** A discrete adverse action made against an applicant, student, or employee based on age, race, color, national origin, religion, marital status, disability, or any other characteristic protected by law. Discrimination can occur under this Policy in either an employment or an educational context. Discrimination also includes failing to provide reasonable accommodations to a qualified person with a disability or to reasonably accommodate an employee's religious beliefs or practices, as required by state and federal law.

**Harassment** Unwelcome verbal, visual, physical, electronic, or other conduct based that is sufficiently severe, persistent, or pervasive to unreasonably interfere with a person's ability to participate in or benefit from the College's education program or activity or to interfere with the terms or conditions of the person's employment, as judged by a reasonable person in the position of the individual subject to the conduct and considering all the circumstances. A report or complaint may allege conduct meeting this definition by a single individual or a series of acts by a number of individuals (e.g., within a particular office or department) that, when considered together, meets this definition (see definition of "hostile environment" below).

**Hostile Environment** A form of harassment, including retaliatory harassment, created by the cumulative effect of such conduct. This includes harassment by a number of individuals, where each individual's conduct may not be severe, persistent, or pervasive (and therefore warrant disciplinary action) but the cumulative effect of the conduct is; e.g., comments and actions by a number

### 3.1. POLICY ON EQUAL OPPORTUNITY, DISCRIMINATION, AND HARASSMENT 63

of people in a particular program, office, department, or other organizational unit, with the unit being the Respondent.

**Retaliation** An adverse action carried out in response to good faith reporting of or opposition to discrimination or harassment or participation in the investigation of a complaint. Individuals are also protected from retaliation for making good faith requests for accommodation based on religion or disability. Retaliation can take the form of a discrete or individual act or ongoing harassing conduct. Adverse action does not include petty slights or trivial annoyances. Protected activity means (1) opposing a practice that is unlawful or that the individual reasonably believes is unlawful (2) filing a report, serving as a witness, assisting someone with a complaint, or participating in an investigation, proceeding, or hearing pertaining to discrimination, harassment or other prohibited conduct (3) participating in the College's reasonable accommodation processes.

#### RELATED DEFINITIONS

**Complainant:** the person subjected to alleged misconduct.

**Formal Complaint:** formal notification, either orally or in writing, of the belief that discrimination, harassment, or retaliation has occurred.

**Preponderance of the Evidence:** the evidence must show that, more likely than not, the alleged discrimination, harassment, or retaliation occurred.

**Respondent:** the organizational unit (e.g., office, department, program) or person accused of discrimination, harassment, or retaliation.

#### AMNESTY

When conducting the investigation, the College's primary focus will be on addressing the misconduct and not on other College Policy violations that may be discovered or disclosed. Fear of conduct or disciplinary violations should not be a deterrent for anyone to report an incident of misconduct. Persons reporting misconduct will be granted amnesty from College disciplinary processes if College alcohol or other non-violent Policy violations are discovered during an investigation. This same amnesty will be granted to witnesses asked to participate in the complaint resolution process.

#### TIMELY REPORTING & CRISIS ASSISTANCE

The College supports and encourages anyone who has been subject to harassment or discrimination to report the incident to the reporting source of their choice. Prompt reporting may preserve options, including the preservation of physical evidence, crisis counseling, and immediate police response. However, anyone can report an incident at any time.

**REPORTING RESOURCES**

**On Campus Resources for Students** Title IX and Equity Services Coordinator titleIX@ccsdetroit.edu

Dean of Students 313.664.7675 M-F 8:30 am – 4:30 pm

Campus Safety<sup>9</sup> 313.664.7444 24 Hours

Director of Residence Life 313.664.7678 M-F 8:30 am – 4:30 pm

**On Campus Resources for Faculty/Staff** Title IX and Equity Services Coordinator titleIX@ccsdetroit.edu

Chief Human Resources Officer 313.664.7650 M-F 8:30 am – 4:30 pm

Campus Safety<sup>10</sup> 313.664.7444 24 Hours

Provost/Vice President of Academic Affairs/CAO 313.664.7696 M-F 8:30 am – 4:30 pm

Off-Campus Resources for Students and Faculty/Staff

Wayne State Police<sup>11</sup> 313.577.2222 24 Hours

**RIGHTS OF PARTIES**

An applicant, student, employee, or visitor, or other third-party harassment may file a complaint. The following rights will be provided to any party named in a complaint process as well as the options available for assistance and how to request supportive measures.

1. A prompt, fair, and impartial investigation of all credible complaints.
2. Not be discouraged by College officials from filing or participating in a complaint.
3. Not to be retaliated against for filing or participating in a complaint in good faith.
4. To know the evidentiary standard the College applies during the complaint resolution process is the preponderance of the evidence standard.
5. To reasonably prompt time frames for completion of the investigation process, recognizing this is influenced by the facts and circumstances.
6. To have an advisor of choice accompany and assist throughout the complaint resolution process.
7. To an outcome based solely on the preponderance of reasonably available and relevant evidence presented during the complaint resolution process.
8. To petition that anyone involved in the complaint resolution process be removed due to bias or conflict of interest.

<sup>9</sup>Campus Safety (<https://campus.collegeforcreativestudies.edu/campus-safety/>)

<sup>10</sup>Campus Safety (<https://campus.collegeforcreativestudies.edu/campus-safety/>)

<sup>11</sup>Wayne State Police (<https://police.wayne.edu/>)

### 3.1. POLICY ON EQUAL OPPORTUNITY, DISCRIMINATION, AND HARASSMENT<sup>65</sup>

9. To be informed of the outcome and sanction within the bounds of what is legally permissible.
10. To appeal the finding and sanction in accordance with this Policy.
11. Assurance that the College will take steps to prevent recurrence of any discrimination, harassment, or retaliation and, when appropriate, to remedy the discriminatory effects on the Complainant and others involved/affected.

For harassing conduct that might be criminal in nature, Complainants will be notified of the option to contact proper law enforcement authorities, including Campus Safety and local police. The College will notify Wayne State or Detroit Police if a student or employee submits a Personal Protection Order (PPO) to Campus Safety and receives a report that the order was violated.

**Disability accommodations** Parties and witnesses with documented disabilities have a right to reasonable disability-related accommodation needed to participate in the complaint resolution process. To request such accommodation, students should contact the Dean of Students and employees and others should contact the Chief Human Resources Officer.

### SUPPORTIVE MEASURES IN HARASSMENT MATTERS

Students and employees of the College can contact the Office for Institutional Equity and Inclusion to request supportive measures. Supportive measures are available to a Complainant before or after the filing of a complaint or where no complaint has been filed, and to an individual Respondent after a complaint has been filed.

When the Title IX and Equity Services Coordinator, or any College official with authority to institute corrective measures, learns of possible misconduct, the Title IX and Equity Services Coordinator will promptly contact the Complainant to discuss the availability of supportive measures and explain the process for filing a formal complaint. The Title IX and Equity Services Coordinator will assist the Complainant and all parties in obtaining supportive measures and is responsible for coordinating their effective implementation.

Supportive measures may be available even if the alleged conduct does not meet the definitions of misconduct in this Policy. The College will maintain confidential any supportive measures to the extent that maintaining such confidentiality would not impair the ability of the College to provide the measures.

The College may remove a student Respondent on an interim basis if the College determines that the Respondent poses an immediate threat to the physical health or safety of the Complainant or any other student or employee arising from the allegations of misconduct. This decision will be made by a team led by the Student Concerns Committee based on an individualized safety and risk analysis, and the Respondent will be provided with notice of the decision and an opportunity to challenge the decision by meeting with the Dean of Students immediately following the removal.

The Chief Human Resources Officer may place a non-student employee Respondent on administrative leave during the pendency of a grievance process.

### **ROLE OF ADVISORS**

All parties are entitled to an Advisor of their choosing to guide and accompany them throughout the resolution process. The Advisor may be a College employee, friend, mentor, family member, or any other person a party chooses to advise them. A list of College advisors can be provided to parties upon request.

The parties are entitled to be accompanied by their Advisor in all meetings and interviews at which the party is entitled to be present. In some circumstances, the College may meet with a party before they may have established an advisor, but will not require the party to answer questions and/or give a statement unless the party chooses to do so.

All Advisors are subject to the same campus policies and procedures. An advisor is not permitted to engage in the grievance process on a party's behalf or participate directly in any related meeting or proceeding. Advisors may quietly consult with their advisee during a related meeting that does not disrupt or interfere with it. Advisors should request or wait for a break in the proceeding if they want to have a longer or more involved discussion with their advisee or wish to interact with campus administrators.

All parties are expected to be the main source of communication with campus administrators. Advisors may not initiate communication with campus administrators on behalf of their advisee in person or via technology (i.e.: phone and/or email). Campus administrators will not be expected to communicate with the advisor whenever a communication is made to the party and expect each party to take responsibility to share communications with their advisor as appropriate.

Advisors should help their advisees prepare for each meeting, and are expected to advise ethically, with integrity, and in good faith. The College cannot guarantee equal advisory rights, meaning that if one party selects an advisor who is an attorney, but the other party does not, or cannot afford an attorney, the College is not obligated to provide one.

Advisors are expected to refrain from interference with the College investigation and resolution. Any Advisor who steps out of their role in any meeting under the campus resolution process will be warned once. If the Advisor continues to disrupt or otherwise fails to respect the limits of the Advisor's role, the Advisor will be asked to leave the meeting. When an Advisor is removed from a meeting, that meeting will typically end unless the party agrees to participate without their Advisor present. Subsequently, the Title IX and Equity Services Coordinator will determine whether the Advisor may be reinstated or will need to be replaced by a different Advisor.

Advisors are expected to maintain the privacy of the records shared with them by the College. These records may not be shared with third parties, disclosed publicly, or used for purposes not explicitly authorized by the College. The College may seek to restrict the role of any advisor who does not respect

### 3.1. POLICY ON EQUAL OPPORTUNITY, DISCRIMINATION, AND HARASSMENT<sup>67</sup>

the sensitive nature of the process or who fails to abide by the College's privacy expectations.

The College expects an Advisor to adjust their schedule to allow them to attend College meetings when scheduled. The College does not typically change scheduled meetings to accommodate an Advisor's inability to attend. The College will, however, make provisions to allow an Advisor who cannot attend in person to attend a meeting by telephone, video and/or virtual meeting technologies as may be convenient and available.

A party may elect to change Advisors during the process and is not locked into using the same Advisor throughout. The parties must advise the College of the identity of their Advisor at least two (2) business days before the date of their first meeting.

#### INITIATING A COMPLAINT

Complaints of discrimination, harassment, and retaliation can be filed with the Title IX and Equity Services Coordinator or the Office of Human Resources.

Jess Ettell Irvine Title IX and Equity Services Coordinator Institutional Equity and Inclusion<sup>12</sup> 313.664.7676 [titleix@collegeforcreativestudies.edu](mailto:titleix@collegeforcreativestudies.edu)

Raquel Diroff Chief Human Resources Officer Office of Human Resources<sup>13</sup> 313-664-7651 [rdiroff@collegeforcreativestudies.edu](mailto:rdiroff@collegeforcreativestudies.edu)

Complaints of discrimination, including discrete acts of retaliation, must be filed within one (1) year of the date of the alleged discrimination. Complaints of harassment, including retaliatory harassment, can be filed if the Respondent remains a part of the College community. However, the sooner a complaint is filed, the more effectively it can be investigated (e.g., while witnesses are still available, memories are fresh, and documentation may still be available).

The College may dismiss a complaint, or any allegations within the complaint, if:

1. The Complainant subsequently asks to withdraw it;
2. The Respondent is not or is no longer enrolled in or employed by the College; however, if the Respondent subsequently seeks to re-enroll or be rehired, the complaint may be reopened and the complaint resolution process completed as a condition for re-enrollment/rehire.

In any case, in which the College dismisses a complaint, the College will provide simultaneous written notice to both parties, including the opportunity to appeal the decision.

The College will utilize all relevant internal disciplinary and administrative processes, as well as external criminal and civil reporting mechanisms, deemed

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<sup>12</sup>Institutional Equity and Inclusion

(<https://campus.collegeforcreativestudies.edu/institutional-equity-inclusion/>)

<sup>13</sup>Office of Human Resources

(<https://campus.collegeforcreativestudies.edu/human-resources/>)

appropriate when information pertaining to discrimination, harassment, or retaliation is reported. The investigator shall resolve all alleged violations of the Student Code of Conduct, the Staff Handbook, or the Faculty Handbook arising from the same set of circumstances as the allegations of conduct prohibited by the Policy.

### **PARTICIPATION BY PARTIES AND WITNESSES**

Members of the College community are expected to cooperate in the College's investigation with integrity and act in good faith. The College cannot compel a person to participate in a process. Investigations will proceed based on reasonably available information. The College will not restrict the ability of either party to discuss the allegations under investigation with others or to gather and present relevant evidence. If a minor is either a Complainant or a Respondent, the College will notify the minor's parent(s) of all proceedings in this Policy and allow them to participate in those proceedings.

**False Reporting** Any member of the College community who knowingly files a false report of harassment and/or discrimination, or who knowingly provides false information to or intentionally misleads College officials who are investigating or reviewing a report of alleged discrimination, retaliation, or harassment, is subject to disciplinary action, up to and including discharge for employees and dismissal for students.

### **TIMELINE FOR RESOLUTION**

The College endeavors for the investigation and resolution of a complaint to be completed within a reasonably prompt timeframe, typically 60 business days of receipt of the initiation resolution process. The College may extend this timeframe, or any component timeframes, for good cause. If the College requires an extension of a timeframe, the College will provide written notice to the Complainant and Respondent and provide the reason for the delay.

### **OPTIONS FOR RESOLUTION**

**Agreement-based resolution** After a formal complaint has been filed, the Title IX and Equity Services Coordinator will offer the parties the opportunity to participate in an agreement-based resolution. An agreement-based resolution may be used only when both parties agree, in writing, to the use of the resolution process. The Coordinator must also agree that the matter is suitable for resolution using the agreement-based resolution process. Agreement-based resolution may be used any time after a formal complaint has been filed but before a determination is made. The parties have the right to end the agreement-based resolution process and resume the investigation and grievance process at any time prior to agreeing to a resolution.

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A party interested in an agreement-based resolution should contact the Coordinator. The Coordinator will provide the parties with written notice disclosing the allegations, the requirements of the agreement-based resolution process, and any consequences resulting from participating in the agreement-based resolution process, including the records that will be maintained or could be shared. Before beginning the process, the parties must provide voluntary, written consent.

Agreement-based resolution will be facilitated by a trained faculty or administrator. The College will attempt to complete the resolution process within 45 calendar days after the agreement to participate is signed; this timeframe may be extended for good cause, with written notification provided to the parties of the extension and the reasons for it.

Once the matter is resolved through the agreement-based resolution process, it is considered final, and is not subject to appeal.

#### **Formal Resolution**

**Notice** Upon receipt of a complaint, the Title IX and Equity Services Coordinator, or designee, will provide written notice to the Complainant and to the Respondent that includes:

1. An explanation of the complaint procedures.
2. A description of the allegations.
3. A statement that the individual Respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility will be made at the conclusion of the investigation and adjudication process.
4. An explanation that any party may have an advisor of their choice.

Information about the prohibitions against retaliation and against knowingly making false statements or knowingly submitting false information.

If, during an investigation, the Coordinator decides to investigate allegations that were not included in the original notice, the Coordinator will provide written notice of the additional allegations.

**Investigation Standard** Complaints under these procedures will be assessed using the preponderance of evidence standard — the evidence must show that, more likely than not, the alleged discrimination, harassment, or retaliation did occur.

**Investigative Process** The Title IX and Equity Services Coordinator, or designee, will appoint a qualified investigator to conduct the investigation and prepare an investigative report. The parties to a complaint may raise issues of bias or conflict of interest with the investigator or anyone from the College

involved in conducting or managing the complaint resolution process. The Coordinator will weigh these issues and resolve them accordingly. No party has a right to disqualify an individual involved in the complaint resolution process absent a demonstrated bias or conflict.

After meeting with the Complainant and the Respondent or receiving their written statements, the investigator will gather and review any additional information and documents the investigator deems relevant, including but not limited to student and personnel files, witness statements, law enforcement and investigation documents, and additional statements from the Complainant and the Respondent. In any meetings or conversations with the investigator, any party to a complaint can be accompanied by an advisor of their choice. However, an advisor cannot speak for the party they are advising; rather, the advisor's role will be limited to quietly conferring with the party.

The investigator will create a preliminary investigation report summarizing the relevant evidence collected.

The preliminary investigation report will be provided to the Complainant and the Respondent, with five (5) business days to respond with any information they deem to be incorrect or incomplete, or to provide additional information that they believe should be included.

The investigator will review the parties' responses to the preliminary investigation report and conduct additional investigation, if warranted. If the investigator collects additional evidence, the investigator will give the parties an opportunity to review and respond.

The investigator will then create a final investigation report which will contain an analysis of the allegations and findings of whether a policy was violated.

The Complainant and Respondent may request a written update at any point from the Coordinator at any time.

## **SANCTIONS/REMEDIES**

Remedies for student and third party/visitor Complainants (where the third party/visitor is participating in or attempting to participate in a College program or activity) will be determined by the Dean of Students; remedies for employees will be determined by the Chief Human Resources Officer. Remedies can include, but are not limited, to housing changes, changes in grades, counseling services, medical services, promotion (e.g., where an employee-Complainant was denied a promotion as part of the harassment), enrollment or re-enrollment, reinstatement, academic support services, and other measures designed to put the Complainant in the position they would have been in had the discrimination, harassment, or retaliation not occurred.

In cases of harassment, including retaliatory harassment, sanctions for student Respondents will be determined by the Dean of Students and included in the Notice of Outcome to the extent permitted by FERPA. Sanctions for employee Respondents will be determined by the Chief Human Resources Officer and included in the Notice of Outcome.

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The range of sanctions under this Policy include, but are not limited to, institutional probation, no contact orders, counseling, training or other developmental assignments, removal from class(es), housing, or suspension/dismissal/termination from the institution.

Remedies for the broader College population will be determined by the Dean of Students or Human Resources Office and can include, but are not limited, to developing educational materials on discrimination, harassment, and retaliation, increased security, conducting bystander intervention and prevention programs, and/or issuing Policy statements.

## APPEALS

**Procedure** Both the Complainant and the individual Respondent are entitled to appeal the decision of the Investigator. An appeal must be filed, in writing, within 5 business days of the written Notification of Outcome. The appeal should be submitted to the Title IX and Equity Services Coordinator via email.

The Coordinator will appoint an appeal body. Members of the Appeal Body may recuse themselves if a relationship with a party or prior knowledge of the complaint would compromise their impartiality.

Any party may raise conflicts of interest regarding the Appeal Body. The Coordinator will weigh these issues and resolve them accordingly. No party has a right to disqualify an Appeal Body member absent a demonstrated bias.

The Appeal Body will first determine whether the appeal meets the grounds for appeal. If the appeal is not based on proper grounds for appeal, it may be rejected. If so, the Appeal Body will notify all parties within 10 business days of the appeal filing that the appeal will not be reviewed.

If the appeal satisfies the grounds for appeal, the Appeal Body will issue a finding, typically within 15 business days of the appeal being filed. The Appeal Body reserves the right to extend their review period and will notify the parties, in writing, of this extension. The Complainant and the Respondent will be notified simultaneously and in writing when such results become final.

All decisions by the Appeal Body are final.

In cases in which a College office, department, or other organizational unit was accused of discrimination, harassment, or retaliation, that unit cannot appeal a finding of a violation of this Policy or of the remedies imposed.

## Grounds For Appeal

1. New evidence not reasonably available at the time of the decision regarding dismissal or violation of the Policy was made that could affect the outcome.
2. Those involved in the complaint resolution process had a conflict of interest or bias that affected the matter's outcome.
3. Procedural irregularities that substantially affected the outcome.

### 3.1.3 Intimate Relationships

#### Between Students And Faculty

Faculty members are in positions of authority and influence in regard to students. Therefore, intimate relationships between a faculty member and student, whether or not the student is in the faculty member's class or department, can compromise the integrity of the student-faculty relationship. Faculty members, therefore, may not engage in romantic or intimate relationships with students, even if the relationship is welcomed and wholly consensual.

#### Between Non-Supervisory Official And Faculty/Staff

Consensual relationships between a non-supervisory official and a faculty/staff person, while not prohibited, must be disclosed to the Human Resources Director so that the Director can take any steps necessary to protect the parties involved and avoid even the appearance of favoritism.

## 3.2 Alcohol And Other Drug Policy For Students, Faculty, And Staff

The College's Alcohol and Other Drug Policy<sup>14</sup> is in keeping with the Drug-Free Schools and Communities Act<sup>15</sup> and outlines the institution's prevention, education, and intervention efforts, as well as consequences that may be applied by both the College and external authorities for policy violations. This policy applies to all faculty and staff, as well as students enrolled in credit-bearing and non-credit-bearing courses at CCS, including any and all programs located off-site. The institution's Alcohol and Other Drug Policy<sup>16</sup> is available on the CCS Policy Database.

## 3.3 Weapons

Engaging or participating in unauthorized possession or use of explosives, firearms, dangerous weapons, or other hazardous objects or substances on College premises is expressly prohibited. The institution's full weapons policy<sup>17</sup> is available on the CCS Policy Database.

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<sup>14</sup>Alcohol and Other Drug Policy ( <https://campus.collegeforcreativestudies.edu/policy/alcohol-and-other-drug-policy-for-students-faculty-and-staff/> )

<sup>15</sup>Drug-Free Schools and Communities Act ( <http://www2.ed.gov/policy/elsec/leg/esea02/pg51.html> )

<sup>16</sup>Alcohol and Other Drug Policy ( <https://campus.collegeforcreativestudies.edu/policy/alcohol-and-other-drug-policy-for-students-faculty-and-staff/> )

<sup>17</sup>weapons policy ( <https://campus.collegeforcreativestudies.edu/policy/weapons/> )

## 3.4 Confidentiality

Due to the nature of the College's work, you may be privy to confidential information. Certain information is required to be confidential by law, while other material must remain confidential in order to comply with contracts or good professional practices.

If you have access to confidential information, you must not disclose it to anyone inside or outside the College unless express authorization has been obtained from the College. If you have any questions about the confidentiality of the work you perform or the information that you receive, either in written or verbal form, please contact your supervisor or the director of Human Resources.

## 3.5 Employee Conflict Of Interest

CCS administrative staff should avoid situations where their own interests materially conflict with their obligations to CCS or create the perception of a conflict. All decisions and actions by administrative staff in the course of their professional responsibilities are to be made consistent with their obligations to CCS.

Generally, a conflict of interest arises when an administrative staff member has a personal or financial interest in a transaction or event – or is a party to a transaction or event – that might adversely affect his or her judgment in performing professional or employment duties for CCS. Examples of potential conflicts of interest include, but are not limited to, the following:

1. Engaging in any business with, or employment by, an employer that is in competition or in conflict with any transaction, activity, or objective of CCS.
2. Engaging in business with or employment by a supplier of goods or services to CCS without prior approval of CCS.
3. Using equipment, supplies, or services owned or provided by CCS in conjunction with any external work, without obtaining prior agreement, in writing, from the department that owns the equipment/supplies.
4. Making use of any confidential information acquired through employment with CCS for personal profit or advantage, or the advantage of a third party.
5. Publicly associating CCS or its prestige with an outside business interest for personal gain.

Administrative staff members who believe they have a financial, personal, or professional interest that is (or could potentially become) a conflict of interest must fully disclose the nature of the potential conflict in writing to the Director of Human Resources. All decisions concerning whether a conflict of interest exists are within the sole discretion of CCS.

## 3.6 Health And Safety

### 3.6.1 Health And Safety

CCS is committed to a safe and healthful environment. The College observes all federal, state, and local laws governing occupational health and safety. CCS policies encourage adherence to safe and healthful work practices.

Each employee is required to perform their job in a safe and careful manner. If required by law or best practices, use protective clothing or devices. If any employee observes any dangerous or potentially harmful situation, they are required to report it to their immediate supervisor or the Director of Facilities and Administrative Services. Each employee is asked to submit suggestions concerning safety in the workplace to their immediate supervisor. While direct responsibility for the safety of any operation rests with the supervisor of that operation, each employee is personally responsible for performing assigned duties with the primary concern for their own safety, as well as the safety of students and other CCS employees.

CCS Safety Rules:

1. Any accident or injury requiring medical attention must be immediately reported to a supervisor and the Office of Human Resources. An Accident/Injury Report form is available from Campus Security.
2. Hazardous conditions or unsafe job practices must be brought to the attention of a supervisor.
3. Every employee is required to know and follow all safety procedures that apply to their job.
4. Every employee must keep work areas neat and clean.
5. Employees must wear proper and prescribed protective equipment and clothing for a job or task.
6. Employees must submit health and safety guidelines pertinent to the tools and materials used in each of their courses.
7. All CCS employees must prioritize and practice safety at all times.
8. Flammable and dangerous articles and materials must be kept in their required storage places.
9. Fire extinguishers must be readily available when working with volatile materials.
10. There is no smoking allowed in any CCS building or within 15 feet of a building entrance.
11. Employees must be familiar with machinery and equipment that they use.
12. Never attempt to operate equipment that is broken or not complete.
13. Safety is every CCS employee's responsibility.

### 3.6.2 Health And Safety Committee Of The Faculty Assembly

The Health and Safety Committee of the Faculty Assembly assists in overseeing the safety and appropriate operation of academic facilities and helps to ensure that instructional practices support the safe operation of these facilities. Working with the Director of Facilities and the Director of Campus Safety, the Committee performs an annual review of academic facilities and instructional practices. Any concerns that faculty or students have regarding health and safety may be reported to the Committee, which will work with the appropriate department to ensure corrective action is taken.

The Committee also works with the academic departments to identify new equipment and practices which might improve the academic working environment.

## 3.7 Faculty Credentials and Equivalent Tested Experience

The College for Creative Studies adheres to The Higher Learning Commission (HLC) guidelines on *Determining Qualified Faculty Through HLC's Criteria for Accreditation and Assumed Practices*. These guidelines state that institutions will use *credentials* as the primary mechanism to ascertain minimal faculty qualifications. HLC recognizes that *tested experience* also may be considered in determining faculty qualifications. The following guidelines apply to all faculty members whose primary responsibility is teaching, including part-time, adjunct, dual credit, temporary, and/or non-tenure track faculty.

### 3.7.1 Credentials

Faculty credentials refer to the degrees that faculty have earned that establish their credibility as content experts and thus their competence to teach that content in the classroom. Common expectations for faculty credentials include the following:

- Faculty teaching should have completed a program of study in the discipline or subfield (as applicable) in which they teach, and/or for which they develop curricula, with coursework at least one level above that of the courses being taught or developed. Completion of a degree in a specific field enhances an instructor's depth of subject matter knowledge and is easily identifiable.
- Faculty teaching in undergraduate programs should hold a degree at least one level above the program in which they are teaching. If a faculty member holds a master's degree or higher in a discipline other than that in which he or she is teaching, that faculty member should have completed

a minimum of 18 graduate credit hours in the discipline in which he or she is teaching.

- Faculty teaching in graduate programs should hold the terminal degree determined by the discipline and have a record of research, scholarship, or achievement appropriate for the graduate program.
- Faculty guiding doctoral education should have a record of scholarship and preparation to teach at the doctoral level. Research and scholarship should be appropriate to the program and degree offered.

### 3.7.2 Equivalent Tested Experience

According to HLC, “Tested experience may substitute for an unearned credential or portions thereof.” Criterion B.2, Teaching and Learning: Quality, Resources, and Support state that “when faculty members are employed based on equivalent experience, the institution defines a minimum threshold of experience and an evaluation process that is used in the appointment process.” Consistent with HLC policy, “experience should be tested experience in that it includes a breadth and depth of experience outside of the classroom in real-world situations relevant to the discipline in which the faculty member would be teaching.”

### 3.7.3 Determining Faculty Credentials or Equivalent Tested Experience

Once a search has been authorized for a full-time faculty position, the Department Chair develops a job description in consultation with the appropriate Dean. Throughout the search process, the CCS Faculty Credential Table should be used to evaluate candidates to determine qualified faculty requirements. The Faculty Credential Table should also be used to assess qualifications for adjunct instructors as well as continuing education faculty. If a candidate does not meet the minimum required credentials as outlined in the table, the rubric for Equivalent Tested Experience should be used to determine whether or not the candidate is qualified in lieu of having the appropriate credential.

### 3.7.4 Equivalent Tested Experience Rubric

Equivalent Tested Experience<sup>18</sup> form.

Higher Learning Commission. (2020). *Determining Qualified Faculty Through HLC's Criteria for Accreditation and Assumed Practices*. Retrieved from “Determining Qualified Faculty Through HLC's Criteria for Accreditation and Assumed Practices: Guidelines for Institutions and Peer Reviewers”.

<sup>18</sup>Equivalent Tested Experience ( <https://campus.collegeforcreativestudies.edu/academic-affairs/equivalent-tested-experience/> )

| DEPARTMENT                                                                                                                                                                                                                                                                                                                                | LEVEL BEING TAUGHT       | COURSE LEVELS | REQUIREMENT                                                                                                                                                               |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|---------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>•ADVERTISING</li> <li>•ART PRACTICE</li> <li>•COMMUNICATION DESIGN</li> <li>•CRAFT AND MATERIAL STUDIES</li> <li>•ENTERTAINMENT ARTS</li> <li>•FOUNDATIONS</li> <li>•ILLUSTRATION</li> <li>•LIBERAL ARTS</li> <li>•PHOTOGRAPHY</li> <li>•PRODUCT DESIGN</li> <li>•TRANSPORTATION DESIGN</li> </ul> | BFA UNDERGRADUATE DEGREE | 100-400       | MFA WITH SPECIALTY RELATIVE TO COURSE CONTENT BEING TAUGHT OR OTHER MASTER'S DEGREE WITH AT LEAST 18 GRADUATE CREDIT HOURS RELATIVE TO COURSE CONTENT BEING TAUGHT        |
| ART EDUCATION                                                                                                                                                                                                                                                                                                                             | TEACHER CERTIFICATION    | 100-400       | MA WITH STATE TEACHING CERTIFICATION OR MAE OR MFA IN ART, STUDIO ART, OR ART EDUCATION                                                                                   |
| DEPARTMENT - GRADUATE LEVEL                                                                                                                                                                                                                                                                                                               | LEVEL BEING TAUGHT       | COURSE LEVELS | REQUIREMENT                                                                                                                                                               |
| <ul style="list-style-type: none"> <li>•COLOR AND MATERIALS DESIGN</li> <li>•INTERACTION DESIGN</li> <li>•SYSTEMS DESIGN THINKING</li> <li>•TRANSPORTATION DESIGN</li> </ul>                                                                                                                                                              | MFA GRADUATE DEGREE      | 500 – 700     | MFA or PHD WITH SPECIALTY RELATIVE TO COURSE CONTENT BEING TAUGHT OR OTHER MASTER'S DEGREE WITH AT LEAST 18 GRADUATE CREDIT HOURS RELATIVE TO COURSE CONTENT BEING TAUGHT |
| ART EDUCATION                                                                                                                                                                                                                                                                                                                             | MA GRADUATE DEGREE       | 500 – 700     | MFA or PHD IN ART EDUCATION                                                                                                                                               |

## 3.8 Terms Of Employment For Full-Time Faculty

### 3.8.1 Terms Of Employment For Full-Time Faculty

Full-time faculty are eligible to receive employment contracts of up to three academic years in length. The contract is in the form of a letter of appointment that incorporates the policies, duties, responsibilities, and other information contained in this Handbook. An appointment is to a specific department, and, in some cases, to a section or concentration within that department, but this does not preclude teaching outside of one's department. With the issuance of an initial contractual letter of appointment, faculty members are given access to the CCS Faculty Handbook<sup>19</sup>. In certain circumstances, a faculty member may be employed without a contractual letter of appointment. In such a case, the faculty member is employed at will, and either CCS or the employee may terminate the relationship, with or without cause, at any time.

### 3.8.2 Academic Year

A faculty member's responsibilities extend over the course of an academic year. The academic year begins the Monday of the week before the week in which

<sup>19</sup>Faculty Handbook ( <https://campus.collegeforcreativestudies.edu/faculty-handbook/> )

classes begin in the Fall semester, and concludes with the Student Exhibition opening on the day following Commencement. While a faculty member's responsibilities fall primarily within this part of the calendar cycle, the responsibilities of full-time faculty members may and often do require them to perform duties at times outside the academic year. Faculty members are required to honor reasonable requests from the President, the Provost, the Deans, or Department Chairs to attend to faculty responsibilities (for example, on-campus departmental meetings or representing the department or College at various events) at times other than the regular academic year.

### **3.8.3 Teaching Load**

The full-time teaching load for studio faculty is 18 contact hours and for faculty teaching lecture courses, nine contact hours per semester. There are faculty who teach both studio and lecture courses; three 3-credit courses are considered a full-time load irrespective of the contact hours.

### **3.8.4 Teaching Schedule**

The schedule of each faculty member is arranged by the Department Chair in consultation with the faculty member. Department schedules are subject to the approval of the appropriate Dean. A full-time faculty member must be scheduled to teach at least one class per semester in the department to which they are appointed unless on sabbatical or leave.

### **3.8.5 Satisfactory Performance**

CCS expects faculty members to perform their duties in a satisfactory manner. The duties and responsibilities of faculty members are described below, and CCS may assign other duties from time to time. In addition, CCS expects faculty members to adhere to the institution's guiding principles and observe the rules, regulations, policies, and procedures of the College.

### **3.8.6 Full-Time Obligation**

Full-time faculty members must devote their full time and attention to the performance of their responsibilities. In order for faculty members to fulfill their teaching responsibilities, as well as their responsibilities outside the classroom, they should spend a significant amount of time on campus in addition to their teaching hours. Faculty members must not render any full-time services to or enter into the full-time employment of any person or entity other than CCS during the academic year. Faculty members must obtain the prior approval of their Department Chair and the appropriate Dean in any semester in which they are interested in accepting part-time teaching assignments outside of CCS. The purpose is to ensure that such commitments do not conflict with CCS obligations or interests.

### 3.8.7 Duties And Responsibilities Of Full-Time Faculty

#### Duties And Responsibilities Of Full-Time Faculty

The quality of the education students receive at the College for Creative Studies depends upon the quality, dedication, and integrity of its faculty. While the combination of duties that comprise a faculty member's contributions to the institution and its students will differ for each individual, a faculty member is expected to demonstrate excellence in the areas of instructional quality; College service, including departmental contributions; and professional practice and scholarly research.

At all times, a faculty member must act in the best interests of the students, encourage their educational development, demonstrate current knowledge of their discipline, treat all students fairly and in a non-discriminatory manner, and maintain the highest standards of professionalism.

The duties in each area of responsibility are as follows:

- Instructional Quality and Departmental Contributions
- College Service
- Professional Practice and/or Scholarly Research

#### Instructional Quality And Departmental Contributions

1. Teach courses as assigned by the department, in accordance with curricular goals and criteria established by the department and the College.
2. Teach the equivalent of three 3-credit courses per semester. At least one-third of a faculty member's teaching load must be in the department to which the faculty member is appointed.
3. Prepare and distribute to students, in each course taught, a written syllabus describing the learning outcomes and expectations of the class. A syllabus must be prepared using the syllabus template provided by the Academic Affairs office. This format is available from the Program Managers. Syllabi due dates are determined by the department; upon receipt, syllabi are reviewed by the Chair who then forwards an approved copy to the Academic Affairs office prior to the start of the semester.
4. Adhere to best teaching practices:
  - (a) Demonstrate effectiveness as educators, evincing a thorough and up-to-date understanding of their field/discipline and pedagogical practices.
  - (b) Clearly communicate course-specific content as determined by their respective departments.
  - (c) Manifest openness to innovative practices that enhance student learning, including technological advancements in pedagogy.

- (d) Adhere to learning outcomes and assessment practices that have been established by their respective departments and the College.
  - (e) Determine that the classroom is properly set up for each session. Arrive punctually and remain throughout the entire class.
  - (f) Mentor students regarding their professional and academic goals.
  - (g) Conduct timely evaluations of students, including grading, according to policies and criteria established by the department and the College.
  - (h) Acquaint students with the proper use of materials and equipment, as appropriate.
  - (i) Create a learning environment that advances CCS's commitment to diversity, equity, and inclusion.
5. Seek or participate in sponsored, interdisciplinary, and/or community projects, where appropriate to their respective departments. The Chair of each department has the discretion to determine whether a project meets the educational objectives of the course and to assign the project to a particular faculty. The Chair may decline the project if it does not meet the curricular needs of the program.
  6. Faculty are responsible for establishing an attendance policy for each of their classes and for outlining that policy on the course syllabus. Students are responsible for knowing the attendance policy for their class and adhering to those requirements. Students seeking exceptions to an instructor's attendance policy should discuss their request with that instructor. For the complete policy, see CCS Attendance Policy<sup>20</sup>.
  7. Participate in departmental meetings.
  8. Participate in curriculum assessment and planning.
  9. Serve on departmental committees.
  10. Participate in the mentoring process and serve as a mentor.
  11. Establish a method for weekly office hours to enable "mentees" and students to schedule appointments. The number of office hours necessary to meet mentoring needs may vary during the semester.
  12. Participate in departmental student reviews.
  13. Assist the department, as appropriate, in determining equipment and facilities needs and in maintaining the operational readiness of equipment and facilities.
  14. Participate in preparing departmental budget submissions.

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<sup>20</sup>Attendance Policy ( <https://campus.collegeforcreativestudies.edu/policy/attendance/> )

15. Assist in coordinating and encouraging student participation in departmental exhibitions and outreach.
16. Participate in the department's student recruitment activities and enhancement of departmental and College reputation.
17. Assist, as appropriate, in obtaining outside funding to support the department's educational program.
18. Maintain up-to-date skills related to the College's Learning Management System.

**College Service**

1. Participate in the Assessment Program
2. Attend Commencement
3. Serve on one tier I and one tier II Faculty Assembly committee. Committee service beyond that will be needed and encouraged to fulfill the College's mission and vision.
4. Participate in College-wide activities such as:
  - (a) Faculty Assembly
  - (b) Installation and deinstallation of the Student Exhibition
  - (c) Strategic planning activities
  - (d) Self-Study and re-accreditation activities
  - (e) Admissions events and student recruitment
  - (f) Be a positive advocate and ambassador for the College
5. Submit content for the department's monthly report submissions

**Professional Practice And/Or Scholarly Research** Faculty should demonstrate evidence of sustained inquiry and continual professional activity and growth, consistent with the opportunities, expectations, and advancement of their disciplines or professions. They should display active engagement in an artistic, scholarly, or professional production. Professional development activities may include, but are not limited to, the following:

- Portfolio of published materials/projects
- Exhibitions, exhibition catalogs
- Peer-reviewed publications, conference papers, book chapters, and monographs
- Creative practice, such as fiction, creative nonfiction, artwork, design work, craft, films, artifacts, performances, systems, processes, or patents

- Lectures and presentations, participation in panels, symposia, etc.
- Jurying of exhibitions, guest critiques at another institution
- Guest teaching/artist residency
- Community activity, involvement, organization
- Introduction of new programs, courses, curricula
- Research
- Professional accounts/commissions
- Consulting
- Juried competitions and awards
- Practice-based/led research including artworks, films, artifacts, performances, systems, processes, or patents

The College supports Faculty Development<sup>21</sup> in the above areas as detailed in the Faculty Development section of the Faculty Handbook.

### 3.8.8 Special Projects Classes

Faculty members may offer special projects (tutorials in regularly established courses, independent studies, and experimental courses) not listed in the catalog. Special project courses are run on an occasional basis and may only run twice. A special project course allows faculty to gauge student interest and see how the course performs.

All special project and experimental courses must be reviewed and approved by the Department Chair, and the appropriate Academic Dean. If a faculty person would like to make the special project course a regular part of the curriculum, a Request for New Course form would need to be completed and approved by the Chair, Academic Affairs, and the Curriculum Committee.

### 3.8.9 Missed Classes

Instructors who cannot meet a class for valid reasons must contact the Department Chair and the Program Manager, as well as make all determined efforts to provide each student with as much advance notice as is realistically feasible. In the event of prior knowledge of valid inability to meet a class, faculty have several options:

- They may arrange for a substitute instructor with a current full-time or adjunct faculty, or a member of the department's adjunct "pool,"

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<sup>21</sup>Faculty Development ( <https://campus.collegeforcreativestudies.edu/faculty-handbook/employment-policies-procedures/faculty-development/> )

- Upon approval of the Department Chair, move the class to a synchronous or asynchronous online format where all content for that class will be covered, or
- Schedule an equivalent make-up class period.

If the faculty member misses class due to illness or another valid reason approved by the appropriate Chair, and an adjunct instructor serves as substitute instructor, the College will provide appropriate remuneration for the substitute. The Program Manager should initiate a payment request for the substitute. The request should be signed by the Department Chair and forwarded to the Academic Affairs office. Full-time faculty do not lose pay when they miss a class, nor are they paid when they offer their services as substitute instructors. As this is the case, when full-time faculty require a substitute for their own classes, they should first call upon other full-time faculty for coverage when possible.

### **3.8.10 Outside Professional Work**

The College encourages and expects faculty to remain active in their professional or academic disciplines. These activities can take many forms, including doing professional work or providing services for pay. However, such activity should not interfere with the faculty member's ability to fulfill their CCS responsibilities. In the event that the College determines that such outside professional activity conflicts with the satisfactory performance of the faculty member's obligation, the Dean of Graduate or Undergraduate Studies may require that the faculty member cease such activity or appropriately and effectively adjust the faculty member's teaching commitment and/or status.

No equipment or supplies owned or provided by CCS are to be taken off campus and used in conjunction with any external work, unless the faculty member obtains prior agreement in writing from CCS and accepts responsibility for the item as part of that agreement. A copy of such an agreement must be provided to the appropriate Department Chair or facility director.

The College assumes no responsibility and/or liability for the competence or performance of outside activities engaged in by faculty members, nor may any responsibility be implied in advertising with respect to such activities.

### **3.8.11 Annual Performance Evaluation**

It is CCS's goal to evaluate the performance of each full-time faculty member annually. The purpose of the evaluation is to provide the Department Chair and the faculty member an opportunity to review the faculty member's work during the past year, to outline the strengths and weaknesses in the faculty member's performance, to share concerns and criticisms, to lay out a plan for the faculty member's work in the coming year, and generally to provide support, encouragement, and direction to the faculty member in the pursuit of excellence.

The annual performance evaluation procedure is as follows:

Faculty are evaluated on the basis of the work of the academic year that is concluding, including how they have addressed the expectations articulated in the evaluation of the previous academic year. The evaluation is based on the criteria established in Duties and Responsibilities of Full-Time Faculty<sup>22</sup>.

The evaluation process consists of a meeting of the faculty member with the Department Chair at which the following written materials are discussed:

1. An annual performance evaluation by the faculty member of their activities in the past year and plans for the coming year is submitted to the Department Chair at least two weeks before the scheduled review.
2. A written appraisal of the faculty member's performance is prepared by the Department Chair, or in the case of the Chair themselves, their Dean taking into consideration the faculty member's annual performance evaluation. The Chair forwards their written appraisal to the faculty member at least a week before the scheduled review.
3. Institutional student evaluations are consistent with the form approved by the Faculty Assembly and College administration.

At the conclusion of the meeting, the Chair and faculty member sign the annual report and the Chair's review, indicating that each party has seen and read each document, but not necessarily indicating agreement with the comments. The Department Chair and faculty member endeavor to complete this portion of the evaluation by June 1.

The Department Chair should forward all documents pertaining to the evaluation to the Dean of Graduate or Undergraduate Studies. The faculty member should receive copies of all documents sent to the Dean, including the summary. In the event that the faculty member disputes the evaluation, the faculty member and Chair should seek to resolve the disagreement. The faculty member may respond in writing to the review. The Chair may amend the annual appraisal in light of this discussion. If the disagreement cannot be resolved, the faculty member may ask, in writing, that the Dean review the evaluation and convene a meeting of the Chair and faculty member, after which the Dean will make a determination as to whether the evaluation should be modified. The Dean's determination is final and will be made within 30 days of receiving the written request for review. However, the faculty member may bring to the Faculty Concerns Committee any grievances related to termination, contract non-renewal, or contract length reduction.

From time to time, faculty members may teach in departments other than the department to which they are appointed. It is important, in developing a complete picture of the faculty member's performance, that the annual evaluation covers performance in these classes as well. In such cases, the Chair of the

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<sup>22</sup>Duties and Responsibilities of Full-Time Faculty (  
<https://campus.collegeforcreativestudies.edu/faculty-handbook/employment-policies-procedures/duties-and-responsibilities-of-full-time-faculty/> )

additional department should write a summary of the faculty member's performance and submit it to the Chair of the faculty member's home department for inclusion in their written evaluation.

The records of all faculty evaluations are maintained in confidential digital folders created by the Academic Affairs office. Faculty have the opportunity to add documentation to these folders during the reappointment/rank advancement process. The Academic Affairs Deans supervise the evaluation process and ensure that the procedures described in the Handbook are followed. It is the responsibility of the faculty member to ensure that their file is up to date when up for renewal. The Dean of Academic Affairs establishes procedures for the maintenance and use of the faculty files, including who has access to them and for what purposes.

### **3.8.12 Salary**

#### **Salary For Full-Time Faculty**

Salaries are determined annually, based on the faculty member's performance and on salary policies established each year by the Board of Trustees. Department Chairs, at the Graduate and Undergraduate Deans' discretion, may be consulted in making salary recommendations. The Deans compile a set of salary recommendations for the faculty in their division that are submitted to the President for consideration and approval. CCS is committed, within the constraints of its budget, to recognizing excellent faculty performance through salary adjustments. Poor performance may be recognized through low or, if appropriate, no salary increases.

#### **Pay Periods**

All full-time faculty positions are classified as salaried and exempt. Salaried staff is paid twice per month (semi-monthly/24 checks) on the 15th and last working day of the month.

For Adjunct Instructors, pay is disbursed on the 15th and last day of each month. Adjunct instructors receive six payroll deposits in the fall semester, eight pays in the winter semester, and four pays in the summer semester.

Hourly staff and work-study are paid biweekly (26 checks). When biweekly employees receive three pays within a calendar month, benefits are not deducted from the third payment of the month.

If the regular payday falls on a Saturday, Sunday, or holiday, paychecks will be issued on the last workday before the regular payday.

Employees may elect to be paid via direct deposit or Wisely debit card; physical checks are not issued. Pay cannot be processed until the appropriate Human Resources forms are completed. Faculty can view their payroll information by logging into Self-Service and clicking on the Employees Menu link. For questions about Payroll, please contact the Payroll Coordinator at 313-664-7478.

Online access to pay information is available through the Self-Service link on CCS's Access Manager page.

**Deductions**

CCS will withhold deductions required by law and all voluntary deductions authorized by the employee. Deductions required by law are federal, state, and local income tax; Social Security tax; Medicare tax; state disability; and unemployment tax. These deductions are made automatically. In addition, the employee may authorize voluntary deductions for health insurance, a tax-deferred annuity plan, and reimbursement accounts. It is the policy of CCS not to make any salary deductions that are inconsistent with the requirements of federal or state wage/hour laws.

**Direct Deposit Banking**

All employees must have their paycheck automatically deposited in the bank(s) or credit union(s) of their choice or on the Wisely debit card. The College's Direct Deposit policy<sup>23</sup> can be found in the Policy Database.

**Advances**

CCS generally does not authorize pay advances. Exceptions may be made for emergency situations and only with the approval of the employee's immediate supervisor and the Vice President for Administration and Finance.

**3.8.13 Benefits****Workers Compensation**

Workers compensation insurance is designed to cover all occupational injuries and illnesses. It is paid by the College and is effective from your first day of work. Workers compensation insurance provides benefits that may apply as a result of a work-related illness or injury. These benefit payments may cover expenses incurred for medical care, replacement of a portion of your income lost as a result of disability, and lump-sum payments to beneficiaries in case of death.

If you are injured while you are at work, or become ill as a result of your job, you must report this to your supervisor immediately. In all cases of work related injury or illness, no matter how minor, an Accident/Injury Report form must be completed and forwarded to the Office of Human Resources. This record-keeping is required by OSHA and MIOSHA.

**Social Security**

Employees of CCS are covered by Social Security. As provided by law, CCS pays one half of your total Social Security taxes, and the other half is paid by you through withholding from your paycheck. In addition to providing you

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<sup>23</sup>Direct Deposit policy (  
<https://campus.collegeforcreativestudies.edu/policy/direct-deposit-banking/> )

with retirement, Social Security may provide disability pay, burial benefits, and monthly survivor benefits for your spouse and minor children if you qualify.

### **Health Insurance**

Medical, dental and vision insurance are available to all full-time employees on the first of the month following thirty days of employment. Employees may from time to time have a choice of plans and are required to pay a portion of the premium. Refer to individual plan summaries from the Office of Human Resources for details. The employee will have his/her contribution deducted on a pre-tax basis.

In certain instances, federal law requires availability of continued coverage where coverage under the group plan would otherwise end. In compliance with the federal COBRA program, CCS offers employees and their families the opportunity for a temporary extension of health coverage at group rates with the employee paying the full cost of coverage plus a 2

### **Tax Sheltered Annuity Plan (403b)**

Because CCS is a non-profit organization, the IRS allows CCS employees to place a portion of their pay in a Tax Sheltered Annuity Plan without paying current federal, state and city income taxes on the amount contributed. Full-time employees, and qualified part-time employees, are eligible to participate on the first of the month following thirty (30) days of employment. CCS contributes 3% of an employee's gross earnings per pay. Employees may choose to contribute a percentage of their pay on a pretax basis, up to IRS limitations. CCS offers numerous investment funds for employees to choose from. The CCS Tax Sheltered Annuity Plan is administered by TIAA/CREF.

### **Short-Term Disability**

The short-term disability (STD) benefit provided by CCS is a payroll practice plan providing income replacement for eligible employees unable to work due to a non-work-related illness/ injury or pregnancy and/or childbirth. STD is governed by the applicable Program Document.

**Eligibility** A regular, full-time, active employee who has completed six months (180 days) of continuous employment and who is unable to work due to a covered non-work-related illness/ injury or pregnancy/childbirth is eligible. An employee receiving worker's compensation or disability pay under any state or federal plan is ineligible for this benefit. To be eligible for the STD disability benefits, the employee must not engage in outside employment. Part-time employees are not eligible. For purposes of this benefit, regular, full-time employees are Maintenance/Environmental employees who are scheduled to be actively at work at least 40 hours a week and other administrative staff who are scheduled to be actively at work at least 35 hours each week.

**Medical Certification** Employees should notify Human Resources 30 days prior to leave, if known ahead of time, or immediately upon learning of the need for leave if the need for leave is not known 30 days prior to the leave. Human Resources will provide the employee with a short-term disability application form and a medical certification form. The employee's healthcare provider must complete the medical certification that includes the start and expected end date of the disability and other medical facts. This application and medical certification must be submitted to the third-party administrator, which will review the employee's eligibility and the STD certification and make a determination on benefit qualification as defined in the Program Document. Exclusions and limitations are described in the Program Document and apply. Periodic medical certification may be required for the continuation of benefits. Failure to provide the requested certification will result in the discontinuation of the STD benefits.

CCS or the third-party administrator has the discretion to require an independent medical examination as a condition for receiving or continuing short-term disability benefits.

**Benefit Payment** The amount of the short-term disability benefit is calculated on the employee's base wage/salary at the time of claim initiation at the following percentage payment schedule.

Waiting period: 7<sup>th</sup> day of illness/injury (calendar days)

Employees will be required to use accrued PTO during the waiting period prior to disability benefits beginning, and should no accrued PTO be available, the waiting period will be unpaid.

| Length of Employment | PTO required   | Percent Of Pay |          |          |          |
|----------------------|----------------|----------------|----------|----------|----------|
|                      |                | 100%           | 90%      | 80%      | 70%      |
| Less than 180 days   | n/a            | n/a            | n/a      | n/a      | n/a      |
| 180 days to 2 years  | Waiting period | n/a            | n/a      | 12 weeks | 13 weeks |
| 2 years to 5 years   | Waiting period | 6 weeks        | n/a      | 7 weeks  | 12 weeks |
| 5 years or more      | Waiting period | 12 weeks       | 13 weeks | n/a      | n/a      |

Table 3.1: Caption

The short-term disability benefit may be paid for up to a maximum of 26 weeks, which includes the waiting period. Although the claims must be submitted to the third-party administrator for review and approval, upon approval payments will be made by CCS on regularly scheduled pay dates and will be taxable income.

If an employee has a serious health condition and is eligible for leave under the Family and Medical Leave Act (FMLA), the employee may be simultaneously entitled to up to 12 weeks of job-protected leave under the FMLA and income benefits under this short-term disability plan.

Employees will continue to be maintained on CCS's health plan while receiving STD benefits, and the employee portion of the premiums will be deducted

from the employee's STD payments.

**Return To Work** The employee must return to work (with or without accommodation) as soon as permitted by his or her healthcare provider and must submit a fitness for duty clearance to the Human Resources Director prior to returning. The Human Resources office will confirm an employee's actual return to work date with the employee and supervisor.

Should an employee's medical condition prevent them from returning to work after 26 weeks, the employee may be eligible for income replacement benefits under the Long-Term Disability Plan.

**Temporary Recovery** If an employee who has returned to work after receiving STD benefits is unable to work for the same cause(s) for which STD benefits were approved within 90 days of returning to work, this will be considered a temporary recovery. This means that the second period of disability will be considered part of the prior claim, and STD benefits will be limited to a total of 26 weeks for the successive periods of disability. Where another period of disability for the same reason occurs after the employee has been back at work for 90 days, that will be considered a new claim rather than a temporary recovery.

Please note that the STD benefits are income replacement, and the STD policy does not guarantee a job for any particular period of time. An employee's right to job continuation is governed by CCS's leave policies.

**CCS expressly reserves the right to amend or terminate the short-term disability policy at any time in its sole discretion. This statement is a brief description of the current short-term disability benefits offered. In any instances in which this document and the program document conflict, the program document language, and not this description, will control.**

### **Long-Term Disability**

CCS provides long-term disability ("LTD") insurance through a private insurer for full-time employees after they have worked at CCS for one year. Through this insurance policy, full-time employees who are unable to work for more than twenty-six weeks as the result of a non-work-related illness/injury are eligible to receive up to 60% of their regular salary, up to a maximum of \$10,000 per month when integrated with other benefits, as specified in the policy. Employees will remain eligible for benefits for as long as they meet the definition of disability and satisfy certification requirements and all other requirements imposed by the policy, up to the maximum age as specified in the policy. This insurance policy has a twenty-six-week qualification period, during which the employee may be eligible to receive short-term disability benefits as described above. This statement is a brief description of the current long-term disability benefits insurance offered. In any instances in which this document and the policy conflict, the policy language, and not this description, will control.

**CCS expressly reserves the right to amend or terminate the provision of long-term disability insurance at any time in its sole discretion.**

### **Earned Sick Time Act Policy**

**Earned Sick Time** This policy complies with Michigan’s Earned Sick Time Act (“ESTA” or “the Act”) and reflects our commitment to support employee health and safety. The College will adhere to these guidelines while maintaining a respectful approach to employee privacy.

**What Is ESTA?** ESTA provides paid leave to employees when they are unable to perform their scheduled work responsibilities due to illness or for ESTA-covered absences.

**Who Is Eligible For ESTA Leave?** The Earned Sick Time Act is applicable to all eligible CCS employees whose work is performed in Michigan:

- Full-time Staff
- Part-time Staff
- Full-time Faculty
- Stipend Paid Employees—Adjunct Faculty, CE Mentors, RA’s
- Part-time Variable Hours Paid Employees — Models, Temporary, CAP, CE, Work-Study, Graduate Assistantships

If you are unsure of your eligibility, please contact Human Resources.

**Eligibility Does Not Include:** Individuals who are employed in accordance with the Youth Employment Standards Act, 1978 PA 90, MCL 409.101 to 409.124. 15

In states where other leave laws are required, the state in which the employee resides and works will prevail.

**How Is ESTA Leave Requested?** Employees will continue to follow their internal department absence/leave process for requesting or notifying about time off.

Further, if ESTA-related leave is foreseeable, an employee shall provide at least seven (7) days advance notice of the intention to use the leave; however, if the leave is not foreseeable, an employee shall give notice as soon as practicable, which is generally the same or next business day.

Employees who are required to record work hours in TimeClock Plus (TCP) are expected to record hours weekly. For employees utilizing TimeClock Plus (TCP), the ESTA hours code is to be used to record absences taken for ESTA-related reasons.

For earned sick time of 3 or more consecutive days, the College may require reasonable documentation that the earned sick time has been used for a purpose described in the Act. If requested, the employee must provide the documentation to the College in a timely manner, not more than 15 days after the College's request. The College shall not delay the commencement of earned sick time because the employer has not yet received documentation.

**Acceptable Forms Of Documentation If Requested:**

- **Medical-Related Absence:** A note from a healthcare provider confirming a visit or need for care, without a description of the illness or specific diagnosis details.
- **Domestic Violence/Stalking:** A court document, police report, or letter from a counselor/victim advocate confirming the situation, without details of the violence.
- **Public Health Emergency:** A notice of school closure or an employer's email about workplace shutdown due to a health emergency.
- **Family Member Care:** A note verifying the employee's presence for a family member's appointment or care, again without health specifics.

**How Is ESTA Leave Earned?** Employees may earn ESTA hours through the following methods and as reflected in the below table:

- **Within Employee's PTO Calculation:** For employees who currently receive PTO benefits, ESTA hours are already included in your current PTO calculation. In other words, employees may use their earned PTO for ESTA-related reasons. There are no additional hours allocated. Employees are either front-loaded PTO at the beginning of the calendar year or accrue PTO annually based on hours worked as identified in the below table.
- **Front Load – Full-Time Employees:** The College will provide salaried exempt employees who do not currently receive PTO benefits (as reflected in the table below) with 72 hours of paid earned sick time at the beginning of the calendar year for immediate use. For 2025, employees received a prorated amount of ESTA hours for the 2025 calendar year on February 21, 2025 (which was ESTA's effective date). There will be no carryover of unused hours to the following benefit year.
- **Front Load – Part-Time, Temporary, Seasonal Employees:** The College will provide certain part-time, temporary, and seasonal employees who do not currently receive PTO benefits (as reflected in the table below) with a prorated amount of paid earned sick time that can be taken for qualifying reasons under the ESTA, up to a maximum of 72 hours, based upon the amount of sick time the employee would otherwise be expected to

accrue during the benefit year. Employees will be notified of this amount in writing. If a part-time, temporary, or seasonal employee works more hours than expected, the Company will provide additional hours accordingly on the basis of 1 hour of earned sick time for every 30 hours worked. These employees may not carry over accrued, unused PTO from one benefit year to the next.

- **Accrual Method:** The College will provide certain employees who do not currently receive PTO benefits (as reflected in the table below) accrual of one (1) hour of paid ESTA Leave for every 30 hours worked, but employees may use no more than 72 hours of PTO annually. The College's benefit year is a calendar year running from January 1 – December 31.
  - Employees may carry over up to 72 hours of unused earned sick time to the following benefit year.
  - Accrual begins on February 21, 2025 or upon commencement of the employee's employment, whichever is later.

ESTA hours are paid at the employee's normal base rate and does not include overtime pay, holiday pay, bonuses, commissions, supplemental pay, piece-rate pay, tips or gratuities.

A maximum of 72 hours of PTO may be used for ESTA-related purposes annually.

Please reference table below for further details:

| Employee Type                                                     | Method                                                                         | Hours                                                                               | Tracking Method              | Usage                                  | Carryover                         |
|-------------------------------------------------------------------|--------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|------------------------------|----------------------------------------|-----------------------------------|
| Full-Time Salary                                                  | Covered by existing PTO Bank – Front Load                                      | 72                                                                                  | TCP – ESTA Code              | Immediate                              | None                              |
| Full-Time Hourly                                                  | Covered by existing PTO Bank – Front Load                                      | 72                                                                                  | TCP – ESTA Code              |                                        | None                              |
| Full-Time Faculty                                                 | Front Load Annually                                                            |                                                                                     | Department Office            |                                        | None                              |
| Part Time Hourly                                                  | Accrual – Earn based on hours worked and included in existing PTO calculations | As earned                                                                           | TCP – ESTA Code              | As accrued                             | Yes, up to 72 hours of unused PTO |
| Adjunct Faculty                                                   | Front load based on course tally ea. Semester of 15 weeks                      | Lecture = 3.38 hours per course/semester<br>Studio = 7.75 hours per course/semester | Substitute form or Gold form | Immediate with true up at semester end | None                              |
| RA's                                                              | Front Load based on estimated hours worked each semester of 15 weeks           | 7.5 hours per semester                                                              | One-time payment form        | Immediate with true up at semester end | None                              |
| CE Mentors-Stipend                                                | Front load based on estimated hours worked each program session                | 5 hours per program session                                                         | One-time payment form        | Immediate with true at session end     | None                              |
| Graduate Assistantship                                            | Accrual – earn based on hours worked                                           | Please contact payroll                                                              | TCP – ESTA Code              | As accrued                             | Unused ESTA hours                 |
| Work Study                                                        | Accrual – earn based on hours worked                                           | Please contact payroll                                                              | TCP – ESTA Code              | As accrued                             | Unused ESTA hours                 |
| CAP Instructors, CE Instructors, Models, Temporary & other hourly | Accrual – earn based on hours worked                                           | Please contact payroll                                                              | TCP – ESTA Code              | As accrued                             | Unused ESTA hours                 |

**How Is ESTA Leave Used?**

- ESTA leave, and PTO taken for ESTA-related reasons, must be taken in one (1) hour increments.
- Employees are entitled to use no more than 72 hours of ESTA leave, or PTO for ESTA-related reasons, per year.
- Reasons for ESTA Leave are detailed below.
- An employee's ESTA leave bank will be available under Self-Service – leave bank. If ESTA hours are recorded in TCP, information will be on pay statements.

**Reasons For ESTA Leave Usage** ESTA Leave may be used only for the following reasons:

- The employee's mental or physical illness, injury, or health condition; medical diagnosis, care, or treatment of the employee's mental or physical illness, injury, or health condition; or preventative medical care for the employee.
- For the employee's family member's mental or physical illness, injury, or health condition, medical diagnosis, care, or treatment of the employee's family member's mental or physical illness, injury, or health condition or preventative medical care for a family member of the employee.
- If the employee or the employee's family member is a victim of domestic violence or sexual assault, for medical care or psychological or other counseling for physical or psychological injury or disability, to obtain services from a victim services organization, to relocate due to domestic violence or sexual assault, to obtain legal services, or to participate in any civil or criminal proceedings related to or resulting from the domestic violence or sexual assault.
- For meetings at a child's school or place of care related to the child's health or disability, or the effects of domestic violence or sexual assault on the child.
- For closure of the employee's place of business by order of a public official due to a public health emergency, for an employee's need to care for a child whose school or place of care has been closed by order of a public official due to a public health emergency, or when it has been determined by the health authorities having jurisdiction or by a health care provider that the employee or employee's family member's presence in the community would jeopardize the health of others because of the employee's or family member's exposure to a communicable disease, whether or not the employee or family member has actually contracted the communicable disease.

For purposes of ESTA Leave, "family members" include:

- A biological, adopted or foster child, stepchild or legal ward, a child of a domestic partner, or a child to whom the employee stands in loco parentis.
- A biological parent, foster parent, stepparent, or adoptive parent or a legal guardian of an employee or an employee's spouse or domestic partner or an individual who stood in loco parentis when the employee was a minor child.
- An individual to whom the employee is legally married under the laws of any state or a domestic partner.
- A grandparent.
- A grandchild.
- A biological, foster, or adopted sibling.
- An individual related by blood to the employee.
- An individual whose close association with the employee is the equivalent of a family relationship.

**Separation From Employment** Unused, accrued ESTA hours will not be paid out upon separation from employment.

Employees that separate from employment for more than two (2) months lose all accrued, unused earned sick time. Should an employee return to employment prior within two (2) months, the employee's ESTA hours balance will be reinstated.

**Job Protection And Non-Retaliation** Employees are entitled to use ESTA hours without fear of retaliation or disciplinary action. Employees are not required to find a replacement when ESTA hours are used.

**Coordination With Other Leave Policies** ESTA hours can be used in conjunction with other leave entitlements, such as FMLA or Short-Term Disability, where applicable. Employees should consult HR for specific guidance on combining leaves.

**Administration And Contact** For more information regarding your rights under the ESTA, see the legal posting located in the following buildings across the Ford and TC campuses and also outside of the Human Resources Office and on the Human Resources Office Page.

For questions about this policy, contact the HR Department. Questions regarding your PTO hours or ESTA hours, contact the Payroll Department.

**Liability Insurance / Errors And Omissions**

CCS carries insurance that covers employees if they are sued as a result of actions taken within the scope of their duties at CCS. This insurance provides for the cost of legal defense as well as financial settlements. The total amount of coverage per claim is \$5,000,000. The aggregate coverage for a single year is also \$5,000,000.

Scope of duties for an administrative staff member would include anything reasonably expected in the course of their administrative duties and any assigned tasks by CCS. This coverage includes defense costs as well. This coverage would not apply in those cases where an employee has actually committed an unlawful act, as such acts are generally not insurable.

**Life Insurance And Accidental Death And Dismemberment**

Full-time employees are eligible to participate in the group life insurance plan on the first of the month following thirty days employment. CCS pays 100% of the premium. The amount of the insurance is two times the employees' annual salary, rounded to the next highest thousand. The same amount of coverage is applied to accidental death and dismemberment coverage. Employees have optional supplemental life insurance and dependent life insurance plans available.

**Employee Reimbursement Accounts**

The Employee Reimbursement Account enables you to pay a portion of your Uninsured Health Care and Dependent Care expenses with pretax dollars. Prior to the beginning of each plan year, you will have the opportunity to elect to fund your Reimbursement Account for the coming year. The amount that you select will be deducted from your gross salary through automatic payroll deductions. Then, during the plan year, you may submit claims to the Administrator to reimburse yourself for health care expenses and/or dependent care expenses incurred during the plan year that were not reimbursed by your insurance plans.

**Tuition Remission**

After one year of service, full-time and part-time employees (including adjunct faculty), their spouses/domestic partners, and dependents may be eligible for tuition remission up to the equivalent of one full-time enrollment in the College's undergraduate and graduate programs per year. In addition, full-time employees and their spouses/domestic partners and dependents may be eligible for tuition remission toward Pre College and Continuing Studies (PCS) classes. Eligibility and amount are determined by employment status, as defined in the tables below. Dependents are defined as spouses or children up to age 25, who can legally be claimed on the employee's annual tax filings with the IRS. Domestic partners must have an Affidavit of Domestic Partnership on file with the Human Resources office. Audited courses do not qualify for tuition remission. Full-time and part-time employees may not be enrolled in courses during their normal

work schedule with the exception of courses that begin at 4pm provided the courses do not interfere with their primary responsibilities and scheduled work times. These exceptions must have supervisor approval on file with the Human Resources Office prior to enrolling.

#### Eligibility For Undergraduate And Graduate Enrollment

| Status                                                       | Employee | Spouse /<br>Domestic<br>Partner | Dependent | Amount                                    |
|--------------------------------------------------------------|----------|---------------------------------|-----------|-------------------------------------------|
| Full Time Status and Faculty                                 | Yes      | Yes                             | Yes       | 1 full time enrollment, per academic year |
| Part Time Regular Staff (working a minimum of 20 hours/week) | Yes      | No                              | No        | 6 credits per semester, per academic year |
| Adjunct Faculty                                              | Yes      | No                              | No        | of credits taught within current semester |

#### Ineligible:

CAP Faculty, PCS Faculty, Temporary, Workstudy, Models

#### Eligibility For Pre-College And Continuing Studies Enrollment

| Status                       | Employee | Spouse /<br>Domestic<br>Partner | Dependent | Amount                                    |
|------------------------------|----------|---------------------------------|-----------|-------------------------------------------|
| Full Time Status and Faculty | Yes      | Yes                             | Yes       | 1 full time enrollment, per academic year |

#### Ineligible:

Part time Staff, Adjunct Faculty, CAP Faculty, PCS Faculty, Temporary, Workstudy, Models

**Undergraduate And Graduate Courses** Full-time and part-time degree seeking employees, spouses/domestic partners, and dependents will have the class tuition waived but will be responsible to pay for registration and appropriate course fees prior to beginning classes. Failure to make this payment or to sign up for a payment plan, will result in being withdrawn from all classes for the semester. To sign up for a payment plan, please click here<sup>24</sup>.

<sup>24</sup>click here ( <https://payplan.acipayonline.com/PlanEnrollment/SelectEntityStep.aspx> )

Full-time and part-time non-degree seeking employees, spouses/domestic partners, and dependents must follow the registration policy for Guest/Non-Matriculated Students located in the College's Policy Database.

Staff members who are pursuing a CCS degree are ineligible for Student development funds. Staff members who attend classes at CCS already receive tuition benefits. CCS reserves the student development funds for tuition paying undergraduate or graduate students.

**Precollege And Continuing Studies Courses** For PCS classes, full-time employees, their spouses/domestic partners, and dependents are eligible for tuition remission on a space available basis for the fall and winter semesters, as well as adult classes during the summer. Summer semester youth and teen classes will be available to eligible dependents of CCS full-time employees at a discounted tuition rate. Additional materials and various fees must be paid in full, along with the discounted tuition, when registering for the classes. Please contact the PCS office or Human Resources for the current discounted tuition rate.

**Withdrawals, Dropped Courses, Or Failing Grade** *Employees, their spouse/domestic partner, or dependents will be responsible for the tuition charges/surrender fees for a withdrawn, dropped, or failed course(s).*

### **Free Application For Federal Student Aid (FAFSA) And CCS Scholarships And Grants**

**Degree Seeking Students** Degree seeking employees, spouses/domestic partners, and dependents receiving tuition remission must file the Free Application for Federal Student Aid (FAFSA) by February 1st to determine eligibility for financial aid from the federal and state governments and the student must accept all federal and state scholarships and grants awarded. The FAFSA may be completed at [www.fafsa.gov](http://www.fafsa.gov)<sup>25</sup>. The CCS Tuition Remission Voucher will cover the remaining eligible tuition after grants from the State of Michigan have been applied to the student's tuition and mandatory fee charges. Funding from Federal Pell Grants and Federal Direct Stafford Loans may be refunded to the student after all applicable charges have been paid in full.

CCS scholarships and grants are not available if tuition costs are covered in full by tuition remission. If the student is eligible for a partial tuition remission, this amount is compared to the amount they may be eligible for in CCS scholarship and grant funds. The student will receive the higher of the two amounts.

**Non-Degree Seeking And PCS Students** Non-degree seeking/non-matriculating and PCS students are not required to complete the FAFSA since their enrollment status is ineligible for Title IV aid.

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<sup>25</sup>[www.fafsa.gov](http://www.fafsa.gov) ( [www.fafsa.gov](http://www.fafsa.gov) )

**Withdrawals, Dropped Courses, Or Failing Grade** Non-degree seeking/non-matriculating and PCS students are not required to complete the FAFSA since their enrollment status is ineligible for Title IV aid.

Employees should contact the Office of Human Resources to determine tuition remission eligibility and to obtain the Tuition Remission Voucher and instructions.

### **Tuition Reimbursement**

**Objective** The objective of the CCS Tuition Reimbursement program is to invest in CCS employees in a way that benefits both the individual and the institution, and supplement CCS employees in pursuit of academic degrees.

**Process** The criteria for tuition reimbursement consideration are listed below. Applications will be reviewed twice a year by a committee consisting of VPs of Finance, Enrollment and Student Services and Institutional Advancement, the Director of Human Resources and the Associate Provost for Faculty Affairs.

### **Criteria**

- Must be a full-time employee for at least two years at the time of application
- Classes must be relevant to current position
- Courses of study must be in pursuit of an academic degree, and applications must include an academic plan of work (courses that employee plans to take to get to the degree)
- Employee must complete a Tuition Reimbursement Form<sup>26</sup> by July 1 for fall, November 1 for winter and April 1 for summer
- Supervisor must approve prior to submitting the form
- Reimbursement will be reconsidered annually; there is no guarantee of on-going reimbursement given the number of employees participating and limited funds
- Classes must be after work hours except with prior approval
- Class must be successfully completed the first time with a B or above prior to reimbursement
- Each approved employee is eligible for reimbursement for up to \$3,000 per year for charges they have already paid

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<sup>26</sup>Tuition Reimbursement Form ( <https://campus.collegeforcreativestudies.edu/policy/wp-content/uploads/sites/7/HR-EMPLOYEE-TUITION-REIMBURSEMENT-FORM-2017.docx> )

- Employees pursuing a Bachelor's degree must file the FASFA and accept all Federal, State, and Institutional scholarships and grants awarded by the institution. A billing statement must be submitted to HR for compliance review and approval of reimbursement.
- If obtaining/completing a degree was a condition of employment, you are not eligible for this program.
- Employee must remain with CCS for at least two years after tuition is reimbursed or may be eligible for repayment of investment.

### **Discounts**

A discount of 20% is generally offered to CCS employees in the bookstore on supplies, books, clothing and souvenir items.

### **Unemployment Insurance**

This insurance provides a continuation of a certain portion of your salary in the event you lose your job through no cause of your own. If your employment is terminated, you may be eligible to receive unemployment compensation from the state. If it is your choice to leave CCS, generally you will not be eligible for benefits. If your termination was the choice of CCS, you may be entitled to receive unemployment benefits, depending on the circumstances.

### **Employee Assistance Program (EAP)**

The College provides access to an Employee Assistance Program (EAP), which is currently through an outside organization called Ulliance. Ulliance provides confidential assistance to employees and family members to help resolve any concerns that may affect the employee's personal or work life. Services are provided for such concerns as family and children problems, marital and relationship conflicts, stress or other emotional difficulties, grief and loss issues, and alcohol or other drug use. Ulliance also provides assistance with legal issues, financial concerns, elder care referrals, and child care resources. Ulliance's role is to guide the employee and family members in finding whatever type of assistance is needed, either by providing that service directly, or connecting with an organization that can help. Ulliance is an outside vendor under contract to the College. The College pays for the services of Ulliance, up to limits set forth in its agreement with Ulliance. However, individuals providing services for Ulliance do not work for the College, and the College disclaims any liability related to the provision of services by Ulliance or any other EAP provider with whom the College may contract.

### **Pre-Paid Legal**

The College provides two voluntary benefit plans for employees. The Family Legal Plan provides for services such as creating a will, traffic violations, home

purchase, civil suits, document review, and attorney consultations. Identity Theft Shield provides for Credit Report Analysis and Monitoring, Identity Theft Restoration, and protection against crimes and unauthorized credit use in your name.

### **Campus Parking And Traffic**

The College provides at no charge secured, covered parking structures for all students, faculty and administrative staff. Access to the parking structure is through the employee ID. Parking is available on a first- come, first-serve basis. Please keep in mind that driving and parking on campus is a privilege not a right. Failure to follow the below policies/guidelines will result in ticketing and excessive violations will result in the loss of on campus parking privileges.

**Driving On Campus** In order to provide a safe environment on campus when driving, please adhere to the following:

- Drive no faster than 10 mph
- Drive in a responsible and prudent manner
- Yield to pedestrians

**Unloading On Campus** When it is necessary to park in a restricted area for the purpose of unloading:

- Put on your hazard lights
- Notify Campus Safety of your task and vehicle location
- Move your vehicle to a designated parking space within 10-15 minutes

**Parking On Campus** In order to park on campus:

- All student vehicles must have a current school year parking sticker adhered to the inside, lower left corner of the windshield or a temporary parking hangtag on the inside rear view mirror to park on campus.
- All employee vehicles must display their authorized employee parking hangtag on the inside rear view mirror.
- All visitor vehicles will be signed in by the Campus Safety Officer upon entering the parking structure.

When parking on campus everyone is expected to:

- Park in designated areas and between the lines
- Open vehicle doors carefully

- Stop at stop signs
- Report all accidents to the Campus Safety office
- Maintain current vehicle license plates
- Remove their vehicle from campus at 11:00pm, unless properly signed in after hours
- All resident guests with a vehicle staying the night will be properly signed in with Campus Safety and receive a temporary hang tag. The tag should be displayed on the inside rear view mirror.

Do not park in illegal, unmarked or restricted areas on campus. This includes, but is not limited to, parking in fire lanes, the CCS alley, or places that result in another vehicle being blocked.

The storing or repairing of motor vehicles on campus property is prohibited.

**Parking Structure** Students, employees, and visitors are welcome to park in the structure. Students and employees must use their CCS ID card to enter the parking structure. If you lose your ID, go to the Campus Safety Office for replacement at a cost of \$20. Any I.D. badge that does not function properly will be taken by the parking officer and sent to the Campus Safety office. Visitors must identify whom they are coming to visit when entering the parking structure and be signed in by the Campus Safety Officer.

Only vehicles belonging to residents of the Art Centre Building (ACB) or Taubman Center (TC) that have a current school year resident parking sticker can use the parking structure as their primary parking space.

Please note that vehicles parked in the parking structure after 11:00 pm that do not have a current school year resident parking sticker will be ticketed for unauthorized parking and subject to a \$50 fine.

**Administration / Admissions Lot** The parking lot east of the ADM Building is for assigned employees and visitors to the building.

Visitors are to park in designated parking spaces. Students are not permitted to park in this parking lot.

**Walter B. Ford II Lot** The parking lot on the south side of the Walter B. Ford II Building is for employee, student and visitor parking. Vehicles using these lots must bear a current CCS parking sticker or hangtag. Overnight parking is prohibited.

**Parking / Traffic Violation Sanctions** CCS tickets, which carry a \$50 fine, will be issued to any vehicle violating the traffic/parking guidelines on campus. Fines will be posted to student accounts, and if unpaid, will result in both registration and grade holds. The Human Resources office will track tickets issued to employees and failure to pay will result in disciplinary action.

The Office of Student Life & the Office of Campus Safety and Security will track CCS tickets. Upon receiving a third ticket, the student/employee will lose all parking privileges on campus. This will include deactivating their access to the parking structure, as well as having their vehicle placed on the Tow List. Vehicles on the Tow List that subsequently park on campus will be towed at the owner's expense.

**Ticket And Loss Of Parking Privileges** Anyone receiving a CCS traffic/parking ticket who wishes to appeal the ticket can do so by submitting their appeal in writing to the Director of Student Life (students) or the Director of Human Resources (employees) within 14 days of the date the ticket was issued.

Anyone wishing to appeal the sanction of losing their parking privileges on campus must submit a letter of appeal to the Director of Student Life (students) or the Director of Human Resources (employees) within 14 days of the date of the written notification of this sanction. If the appeal is approved the payment of a \$25 reactivation fee will be required prior to the reactivation.

**City Of Detroit Tickets** CCS has no control over tickets issued by the City of Detroit.

### MySSP

MySSP<sup>27</sup> services are accessible 24/7/365 by calling 1.866.743.7732 or downloading the My SSP app.

### 3.8.14 Americans With Disabilities Act

The Americans with Disabilities Act<sup>28</sup> (ADA) is meant to provide fair and equitable treatment of the disabled through non-discriminatory practices and reasonable accommodations.

The ADA protects people who are disabled – defined as anyone with a physical or mental impairment that substantially limits one or more major life activities. The law protects both job applicants and employees.

CCS supports and follows the provisions of the Americans with Disabilities Act and Michigan law, as stated in the law. The institution's ADA policy<sup>29</sup> is available on the CCS Policy Database.

### 3.8.15 Pregnant Workers Fairness Act Policy

The College provides reasonable accommodation for an employee's pregnancy, childbirth, or any condition related to the employee's pregnancy, including, but not limited to, lactation or the need to express breast milk for a nursing child,

<sup>27</sup>MySSP ( <https://studentsupport.telushealth.com/ca/home> )

<sup>28</sup>Americans with Disabilities Act ( <https://www.ada.gov/pubs/adastatute08.pdf> )

<sup>29</sup>ADA policy ( <https://campus.collegeforcreativestudies.edu/policy/americans-with-disabilities-act/> )

unless the accommodation causes undue hardship to the College. Employees are entitled to reasonable accommodations for pregnancy or related conditions, even if the employee is not experiencing a pregnancy-related disability. Reasonable accommodations may include, but are not limited to:

- More frequent or longer paid or unpaid breaks
- Time off for appointments, pregnancy complications, or recovery from childbirth
- Acquisition or modification of equipment or seating
- A temporary transfer to a less strenuous or hazardous position, including light duty
- Job restructuring
- Private non-bathroom space for expressing breast milk
- Assistance with manual labor
- Modification of work schedule

Requests for accommodation should be directed to Human Resources. The accommodation request should include an explanation of the pregnancy-related limitations, the accommodation requested, and any alternative accommodation(s) that might be reasonable. Depending on the nature of the accommodation, the individual may be requested to submit a statement from a health care provider substantiating the need for the accommodation. The College engages in an interactive process with the employee to determine an appropriate accommodation. Accommodations are provided unless it creates an undue hardship. The College prohibits retaliation against an employee who requests or receives an accommodation under this policy law. Employees have the right to be free from discrimination in relation to pregnancy or related conditions, including but not limited to lactation or the need to express breast milk for a nursing child, as well as a right to reasonable accommodations as stated above.

### 3.8.16 Family And Medical Leave Act (FMLA)

The College affords eligible employees family or medical leave in accordance with the federal Family and Medical Leave Act<sup>30</sup> (FMLA). All rights and obligations under the FMLA and this policy are interpreted according to the law. All leaves of absence, including workers' compensation, temporary disability, and FMLA leaves, will be coordinated and will run concurrently as allowed by law. The College's Family and Medical Leave Act policy<sup>31</sup> can be found in the CCS Policy Database.

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<sup>30</sup>Family and Medical Leave Act ( <https://www.dol.gov/whd/fmla/employeeeguide.pdf> )

<sup>31</sup>Family and Medical Leave Act policy ( <https://campus.collegeforcreativestudies.edu/policy/family-and-medical-leave-act-fmla/> )

### 3.8.17 Appointment Of New Full-Time Faculty

#### General Principles

New full-time faculty are appointed to fill either an existing vacancy or a newly created position. The distribution of full-time faculty positions among the departments is determined through the College's planning and budgeting processes. The distribution is based on enrollments and curricular needs and may change over time.

All searches for full-time faculty are authorized by the President.

Full-time faculty positions can be filled through national and international searches. Candidates should exhibit distinguished records of achievement as teachers, scholars, and practitioners in their respective fields. Candidates should have the potential to contribute at the highest level of quality as teachers, mentors, colleagues, and active professionals. Except in unusual circumstances, candidates are expected to possess the appropriate terminal degree in their fields and provide official transcripts from their alma maters. Faculty who falsify academic records or misrepresent their qualifications or experience will be immediately dismissed.

#### Procedures

Once the President has authorized a search, the Department Chair develops a job description in consultation with the graduate or undergraduate Dean. The appropriate Dean works with the department Chair and the Director of Human Resources to appoint a search committee. In addition to the appropriate Dean, members of the search committee include, at a minimum, the following:

- Department Chair
- Full-time department faculty member
- Student department representative (non-voting), as determined by Department Chair

The search committee is responsible for the following:

- Ensure that the DEI hiring statement is included in all job postings
- Reviewing the job description for the position
- Identifying effective vehicles for advertising the position
- Identifying potential candidates
- Evaluating applications
- Agreeing upon a set of specific interview questions to be asked of each candidate

- Conducting pre-interviews using telecommunications means to select finalists
- Interviewing finalist candidates on campus
- Attending a lesson or lecture delivered by the candidates before a group of faculty and students
- Recommending to the President one or more candidates for the position

When an acceptable candidate is identified, the appropriate Dean recommends the appointment of the candidate, the length of the appointment, and the candidate's rank and compensation to the President. The President may interview the candidate. When the President approves the candidate's selection, the appropriate Dean discusses with the candidate the terms of employment. When all terms are agreed upon, the President sends the letter of appointment.

### **3.8.18 Designation Of Rank**

After considering input from the search committee, the Dean recommends to the President the rank of new full-time faculty. The ranks to which new full-time faculty may be appointed are as follows:

Assistant Professor – Entry level designation for faculty with appropriate educational credentials.

Associate Professor – Designation for faculty with appropriate educational credentials and at least eight years of distinguished teaching or professional practice.

Professor – The rank granted to those faculty with appropriate educational credentials, who have achieved a career of high distinction in teaching or professional practice of fifteen or more years.

### **3.8.19 Reappointment And Advancement Of Full-Time Faculty**

#### **General Principles On Reappointment**

Full-time faculty members who are under contract with CCS must be reviewed for reappointment. Contract renewal is not automatic and is based on a multitude of factors, including the previous performance of the faculty member, their compliance with CCS policies, and the needs of the College. The reappointment process involves assessments by the faculty member's Department Chair, the appropriate Dean, and the President. Department Chairs are reviewed for reappointment by the appropriate Dean and the President. Recommendations by Chairs and Deans are advisory in nature. Final decisions on reappointments are made by the President.

**Reappointment Procedures**

1. The Dean of Academic Affairs informs each faculty member who is to be reviewed for contract renewal of their eligibility, as well as the Chair of the faculty member's department. The Dean of Academic Affairs provides the entire list of faculty eligible for renewal to the academic Deans.
2. The Department Chair submits a letter to the appropriate Dean with their own non-binding recommendation regarding the faculty member's reappointment. The letter should summarize the strengths and weaknesses noted in the Chair's evaluations conducted during the current contract period. The Chair supports their recommendation with specific information and conclusions. The letter should be submitted according to the schedule provided by the Dean of Academic Affairs. In the case of the renewal of a Department Chair's own faculty appointment, the Department Chair's letter is omitted.
3. Upon receiving the recommendations of the Department Chair, the appropriate Dean formulates and submits to the President a recommendation on each faculty member's reappointment, including length of reappointment, if any, and rank. In doing so, the Dean may request additional information from or a meeting with the faculty member and may request clarification or elaboration from the Chair.
4. The President reviews and approves or disapproves each of the Dean's recommendations. The President may also request additional information or clarification from any of the parties involved in the reappointment procedure. The President communicates the decisions to the Director of Human Resources and Dean of Academic Affairs. The Human Resources office sends the reappointment letter to the faculty member and copies the Dean of Academic Affairs who then informs the relevant Chair and the appropriate Dean. In order to accept the reappointment and complete the process, the faculty member signs a copy of the appointment letter and returns it to the Director of Human Resources.

The schedule of the reappointment process is as follows:

1. One-year contracts
  - Chair's recommendations by March 1
  - Appropriate Dean's recommendation and President's decision by March 31
2. Two-year contracts
  - Chair's recommendations by December 1 of the second year of the contract
  - Appropriate Dean's recommendation and President's decision by February 1 of the second year of the contract

### 3. Three-year contracts

- Chair's recommendations by June 1 of the second year of the contract
- Appropriate Dean's and President's decision due ninety days thereafter

CCS understands the need to give full-time faculty ample notice of the status of their appointments. While all parties to the reappointment procedure will make their best efforts to meet the schedule described above, circumstances may occasionally prevent that from happening. In an instance when a decision will not be rendered by the target date, the Dean of Academic Affairs will inform the faculty member of the delay, the reason for it, and the date by which the review will be completed.

### Criteria For Reappointment

CCS and the faculty of the College collectively place a high value on excellence in all areas of faculty responsibility, the principal ones being instructional quality and department contributions to service the College; and professional practice, development, and research. All participants in the reappointment process are expected to observe the following criteria in arriving at their recommendations.

#### 1. For faculty members on three-year contracts:

- (a) Recommendation for a three-year reappointment would ordinarily be made if the faculty member is performing at a high level of quality in all major areas of responsibility; is making significant contributions as a teacher, mentor, colleague, artist, designer, or scholar; and is expected to continue to perform at this level.
- (b) Recommendation for a renewal of fewer than three years (i.e., two years or one year) would be made if performance in one or more areas of responsibility is below the expected high level of quality. The recommendation for the length of reappointment would depend on the assessment of the seriousness of the faculty member's deficiencies and the likelihood that they can be corrected.
- (c) Recommendation for non-renewal would be made if there are serious performance issues in one or more areas of responsibility and if the faculty member has shown either a lack of inclination or an inability to correct the deficiencies.

#### 2. For faculty members on one- or two-year contracts:

- (a) The appropriate Dean will determine the length of reappointment for which the faculty member is eligible.
- (b) A recommendation for reappointment for the longest period possible would be made if the faculty member demonstrates high-quality performance in all areas of responsibility. A recommendation for a

shorter length would be made if there are areas of responsibility in which there are performance concerns. Recommendations for non-renewal would be made if there are areas of responsibility that raise serious concerns.

### **General Principles On Advancement In Rank**

Advancement to higher faculty ranks is based on performance and not automatic with time. Advancement occurs only when a faculty member is performing at the highest level of quality in all areas of faculty responsibility and is deemed to be capable of fulfilling the performance expectations inherent in a higher rank.

Faculty members at the assistant professor level may apply for promotion to associate professor after completing five years as an assistant professor. Faculty at the associate level may apply to be full professor after their sixth year as associate professor. The faculty member must meet all the criteria for the higher rank. In exceptional circumstances, an advancement may be considered after a shorter time interval, although not until after the completion of a faculty member's first contract.

### **Procedures For Advancement In Rank**

The procedure for advancement in rank is similar to reappointment.

1. A faculty member eligible for advancement in rank submits a request letter to the appropriate Dean
2. The FRC reviews the faculty member's application for promotion according to the College's guidelines.
3. The Department Chair submits a letter to the appropriate Dean with their own non-binding recommendation regarding the faculty member's promotion. The letter should be submitted according to the same schedule as the FRC recommendation.
4. Upon receiving the recommendation of the FRC and Department Chair, the Dean formulates and submits to the President a recommendation on each faculty member's promotion. In doing so, the Dean may request additional information from, or a meeting with, the faculty member and may request clarification or elaboration from the FRC or Department Chair.
5. The President reviews and approves or disapproves each of the Dean's recommendations. The President may also request additional information or clarification from any of the parties involved in the promotion procedure.
6. Upon approval of advancement in rank, faculty members may be eligible for additional compensation, consistent with CCS's salary policy. The faculty member may schedule a meeting with the appropriate Dean to discuss compensation and other matters.

7. A faculty member who is denied promotion may reapply the following academic year
8. The schedule for consideration of advancement in rank is as follows:
  - Faculty member's request letter to the appropriate Dean by January 15.
  - Chair's and FRC's recommendations by June 1.
  - Appropriate Dean's recommendation and President's decision by September 1.

If a decision cannot be rendered by September 1, the Dean of Academic Affairs will inform the faculty member of the delay, the reason for it, and the date by which a decision will be made.

#### **Criteria For Advancement In Rank**

1. Recommendations for advancement are made when a faculty member is deemed to be performing at the highest level of quality in all areas of faculty responsibility and to be capable of fulfilling the performance expectations inherent in a higher rank.
2. In considering the advancement of a faculty member, documentation in addition to the faculty file is reviewed. This may include, but is not limited to:
  - (a) Evidence of professional accomplishments, including:
    - Newly earned academic credentials
    - Portfolio of published material/projects
    - Exhibition catalogs, reviews, and awards
    - Scholarly or literary publications
    - Lectures, participation in panels, symposia, etc.
    - Curating or jurying of exhibitions
    - Guest critiques at other institutions
    - Guest teaching/artist residencies
    - Community service activity in relation to the art and design disciplines
    - Introduction of new programs, courses, curricula
    - Published research
    - Client relationships and projects completed
    - Inclusion of films in accredited festivals and juried screening
  - (b) A letter of support from the faculty member's Department Chair, or in the case of a department Chair seeking rank advancement, a letter of support from their Dean.

- (c) A letter of support from a teaching colleague in another academic department at the College.
- (d) A letter of support from a professional educator in the faculty member's discipline at another institution of higher education. The faculty member must supply the evaluator with a complete professional history, as well as the respective department's mission statement and goals.

### **Faculty Review Committee**

**Faculty Review Committee** The Faculty Review Committee (FRC) is an elected standing committee of the Faculty Assembly. It makes non-binding recommendations to the administration regarding advancement in the rank of full-time faculty. It is the desire and intent of the administration to work in a collaborative fashion with the FRC on the promotion process. However, the extent of the FRC's influence in the process is contingent upon its adherence when making its recommendations to the schedule and criteria set forth in this handbook. There will be occasions when the administration's ultimate decision will be influenced by the existence of confidential information to which the FRC does not have access (e.g. misconduct, budget, or restructuring plans) but which has a direct bearing on a faculty member's eligibility for advancement in rank, or by performance-related events that occur after completion of the FRC review.

**Recommendations** For the advancement in rank reviews, the Committee recommends one of the following:

1. Advancement to the next rank.
2. No advancement.

**Review Documents** The Committee will base its considerations upon the contents of the faculty member's "faculty file," maintained by the Academic Affairs Office. Among the items included in the file are:

1. The "Full-Time Faculty Annual Self-Appraisal" and any other faculty review of the Chair that has occurred) which includes the following information.
  - (a) Teaching performance/departmental activities including courses taught, initiating new courses, hanging shows, serving on departmental committees, team projects, interviews, independent studies, and student mentoring and advising duties.
  - (b) Professional/creative work including exhibitions, commissions, publications, lectures, consultations, and workshops.

- (c) Service to the College, other than departmental activities, including membership on and substantial attendance at standing and ad hoc Committees of the faculty or College, release time duties, recruitment, arranging events, shows, etc.
  - (d) Professionally related external activities, including jurying/judging, donated professional services, working with other institutions, serving on grant panels, and workshops.
  - (e) Research including peer-reviewed publications/conference presentations, academic textbooks, and practice-led research.
2. The faculty member's current professional resume/CV.
  3. Other documentation relating to the faculty member's performance.

The Committee will review student evaluations from courses taught by the faculty member, as well as any other pertinent evaluative materials from the contract period. If the Committee desires clarification on any of the items in the file, it may request interviews with the faculty member, Department Chair, or appropriate Dean.

**Recommendation Procedures** The Committee's recommendation is given to the appropriate Dean on a standard recommendation form that includes the Committee's written statement on how its recommendation reflects the review criteria. The form will remain in the faculty member's file. The faculty member will be notified in writing by the Dean of Academic Affairs of the recommendation made by the Committee.

### **Confidentiality Of FRC Process**

1. All information assembled or used by the Committee will be confidential and will be contained within the Academic Affairs office.
2. Members of the FRC must respect and observe the confidentiality of the faculty review process. They should discuss their recommendations and the process leading to those recommendations only with the faculty member directly affected, other FRC members, personnel in the Academic Affairs office, the Director of Human Resources, and personnel in the Executive Office.

**Appeal Procedure** The recommendation of the Faculty Review Committee may be appealed to the Faculty Concerns Committee within sixty days of notification. Such appeals will be reviewed according to the guidelines of the Faculty Concerns Committee. The Faculty Concerns Committee does not have the authority to handle discrimination and harassment matters.

### 3.8.20 Separation of Full-Time Faculty

#### Non-Reappointment At The Conclusion Of A Contractual Term

As noted above, full-time faculty contractual appointments do not renew automatically. The reasons for non-reappointment may include but are not limited to, unsatisfactory performance, violation of CCS's policies, failure to remain professionally active and to enhance one's professional skills, a change in curricular needs, a change in enrollment patterns, or financial exigency. Decisions regarding non-reappointment at the conclusion of an appointment term are made by the President, following procedures outlined in the reappointment of full-time faculty<sup>32</sup>.

#### Termination During A Contractual Term

A faculty member's contractual appointment may be terminated by CCS before the conclusion of its contractual term for the following reasons: (1) fraud, theft or dishonesty; (2) failure to perform contractual duties and responsibilities in a satisfactory manner as determined by CCS; (3) failure to follow the rules, regulations, policies and procedures of CCS; (4) failure of a faculty member to return to full-time employment and to perform the duties outlined in this handbook within 12 months following the beginning of an approved medical leave of absence; (5) the faculty member's death during the term of the appointment, in which case CCS shall pay to the faculty member's personal representatives earnings and expenses already accrued, but unpaid, for the period prior to death and upon such payment, CCS will have no further liability except for any fringe benefits that may arise at the time of faculty member's death; and (6) threatened or actual bodily harm, intimidation, or harassment<sup>33</sup> of staff, faculty, students, or other members of the CCS community. It is understood that continued employment may be impacted by a serious decline in enrollment, a financial exigency, and/or the elimination of faculty position(s) due to changing curriculum needs. If such a reduction in the number of faculty or the reorganization of an academic department or program is deemed necessary, CCS leadership will inform the Faculty Executive Committee of the Faculty Assembly when a plan and rationale for reduction or reorganization is being implemented.

Decisions regarding termination before the conclusion of a contractual term are made by the President, following recommendations by the Dean of Academic Affairs and the graduate or undergraduate Dean. At such time as CCS determines that it may be in its best interest to terminate an appointment for reasons (1), (2), (3), (4), and/or (6) above, CCS will first deliver to the faculty member written notice of its proposed termination which shall set forth the reasons for the proposed action. If the faculty member then within fifteen

<sup>32</sup>reappointment of full-time faculty ( <https://campus.collegeforcreativestudies.edu/faculty-handbook/employment-policies-procedures/reappointment-procedures/> )

<sup>33</sup>harassment ( <https://campus.collegeforcreativestudies.edu/policy/prohibited-discrimination-harassment-sexual-misconduct/> )

(15) days requests that the matter be reviewed by the Faculty Concerns Committee<sup>34</sup> (FCC), and signs the necessary waiver of claims, then CCS will hold its decision in abeyance until the FCC has conducted its review and made a non-binding written recommendation to CCS, provided that such a review and recommendation are completed within thirty (30) days after the request for the review is made. If a termination notice is delivered with fewer than 45 days remaining in a semester, then the review by the Faculty Concerns Committee, if requested by the faculty member, must be completed within the first 45 days of the next semester.

### 3.8.21 Terms of Employment for Adjunct Instructors

Adjunct instructors receive an email letter that incorporates the class taught, rate of pay, and contact hours. All adjunct instructors are invited to a new faculty orientation that reviews policies, duties, responsibilities, and other information contained in the CCS Faculty Handbook<sup>35</sup>.

In certain circumstances, an adjunct instructor may be employed without an email letter of appointment. Adjunct instructors are appointed on a semester-by-semester basis at the sole discretion of the Department Chair. An appointment for one semester does not guarantee an appointment for any subsequent semester. Adjunct instructors are assessed twice in their first semester; subsequent evaluations take place in years three and five in their employ. Thereafter, they are evaluated every five years.

Adjunct instructors may be terminated for cause at any time during a semester. Such causes may include but are not limited to academic falsification of credentials or work product, professional or personal misconduct, incompetence, and failure to perform teaching responsibilities and/or other assigned duties. Adjunct instructor terminations are handled by the Department Chair in consultation with the appropriate Dean.

### CCS Alumni Teaching At The College

In order to ensure that an individual has developed the appropriate background and skills to qualify as an instructor, a graduate of the College for Creative Studies may be hired as an adjunct instructor only after having three years of direct or related work experience.

### Administrative Staff Teaching At The College

Administrative staff may, from time to time, teach classes in the degree, Pre-College and Continuing Studies, and Community Arts Partnerships programs. Administrative staff may teach classes in these programs providing the classes do not interfere with their primary responsibilities and scheduled work times.

<sup>34</sup>Faculty Concerns Committee ( <https://campus.collegeforcreativestudies.edu/faculty-handbook/employment-policies-procedures/faculty-concerns-committee/> )

<sup>35</sup>Faculty Handbook ( <https://campus.collegeforcreativestudies.edu/faculty-handbook/> )

Administrative staff may not teach any classes scheduled prior to 4:00 p.m. Monday through Friday unless otherwise approved by their supervisor, appropriate Dean (if applicable), or the Dean of Academic Affairs (if applicable).

### **Missed Classes**

Refer to the article on Missed Classes<sup>36</sup> for more information.

### **3.8.22 Faculty Concerns Committee**

A faculty member may seek to resolve a dispute by making a request to the Faculty Concerns Committee (FCC). The FCC serves as a body of appeal for faculty members seeking redress of grievances and concerns. Its purpose is the resolution of issues, not initiation or proposal of concerns. The FCC judges the validity of grievances reported to it by individual faculty members and recommends appropriate resolutions to the Dean of Academic Affairs, graduate and undergraduate Deans, and the President. The FCC serves as a body of appeals of Faculty Review Committee (FRC) decisions. Additionally, the FCC will hear faculty grievances related to termination, contract non-renewal, or contract length reduction. The Faculty Concerns Committee does not have the authority to handle discrimination and harassment matters. Any faculty member who wishes to institute such a grievance should notify the Chair of the committee in writing. Once the FCC has made its recommendation to the appropriate Dean, and/or the President, the administration will pass on to the aggrieved faculty member in a timely fashion, the findings of the Committee, along with the administration's final decision.

CCS will participate in an FCC proceeding regarding an employment-related claim instituted by a faculty member only if the faculty member executes a release of claims that protects CCS from litigation related to the FCC process. CCS will not provide any information to the FCC regarding an employment-related claim without such a release. The release form is available from the Office of Human Resources.

### **3.8.23 New Faculty Review Process**

New faculty are reviewed by the Department Chair or a designated full-time faculty member by the eighth week of the semester through a Classroom Observation evaluation. Faculty are evaluated on planning/preparation, creating a positive learning environment, content delivery, achieving learning outcomes, and communication style. A semester-end evaluation is completed after the course concludes, which determines whether the faculty will be retained. An action plan is included, if needed, for performance improvement. This process may be repeated in subsequent semesters should the Department Chair determine it is needed.

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<sup>36</sup>Missed Classes ( <https://campus.collegeforcreativestudies.edu/faculty-handbook/employment-policies-procedures/missed-classes/> )

### 3.8.24 Department Chairs

#### Teaching Load

Both graduate and undergraduate Chairs carry a minimum 2:1 teaching two courses in the fall semester and one course in the winter) or 1:2 (one course in the fall semester and two courses in the winter) teaching load.

#### Responsibilities

The Department Chair is a faculty member, administrator, and leader. The Department Chair is responsible for planning and managing the educational objectives and the human, financial, and physical resources of the department. The Department Chair, working closely with the faculty and Program Manager of the department, sets standards of excellence and maintains the quality and reputation of the department, encourages innovation to sustain the department's vitality, encourages cohesion and harmony within the department, supports formal and informal interdisciplinary activities and programs, and is a vigorous advocate for the department's faculty, staff, and programs. As a member of the faculty, the Department Chair is expected to fulfill the duties and responsibilities of a faculty member as described in this Handbook, although the number of credits a Chair teaches is typically fewer. In addition, the Department Chair's duties are as follows:

1. Direct and support faculty development
  - (a) In consultation with the faculty member, set development goals, motivate and encourage professional development, and conduct annual performance reviews in accordance with established College procedures, including preparing a written evaluation of each faculty member using the established template.
  - (b) Advocate on behalf of faculty in the support of professional development goals.
2. Curriculum development
  - (a) Provide leadership in the development of courses and programs of study.
  - (b) Approve the syllabi of all courses and independent study courses offered by department faculty.
  - (c) Communicate approved curriculum requirements and changes to the Academic Advising and Registration Office.
3. Planning/managing
  - (a) Hold and preside over regular department meetings throughout the academic year, preparing the agenda, and ensuring that Department minutes are posted to a College archive, as appropriate.

- (b) Make written recommendations to the Faculty Review Committee (FRC) and the appropriate Dean regarding promotion in rank, renewal of contracts, or dismissal of faculty.
- (c) Coordinate with the Program Manager to develop the teaching and course schedule of the department after consultation with the faculty, subject to the approval of the appropriate Dean, ensuring that the workloads, teaching, and departmental responsibilities are equitably distributed.
- (d) Recruit new faculty, in accordance with institutional policy and in consultation with the appropriate Dean.
- (e) Orient new faculty members.
- (f) Develop, in consultation with departmental faculty and the appropriate committees, long-range plans, and departmental objectives. Develop, prepare, and administer the yearly budget in consultation with members of the department.
- (g) Assure that faculty members provide appropriate and ongoing assessments to students, including midterm and final grades, in accordance with College deadlines.
- (h) In partnership with members of the department, develop and coordinate the department's mentoring program.
- (i) Ensure timely submissions of the department's monthly report.
- (j) Review student and faculty concerns arising within the department and handle them in accordance with College policies and, when necessary, in consultation with the Academic Affairs office.
- (k) Ensure functionality of CCS facilities of which the department is the primary user.
- (l) Hire departmental support staff according to institutional procedures, supervise their duties, and evaluate their performance.
- (m) Participate in the recruitment of new students to the College.
- (n) Partner with the Admissions Office in the screening and evaluation of applicants.
- (o) Participate in the Chairs' meetings as a partner in developing College governance and policy.
- (p) Plan activities to augment the academic program by securing visiting artists, critics, lecturers, exhibitions, workshops, and international study programs.
- (q) Coordinate responsibilities regarding accreditation requirements, assessment, strategic planning, and program evaluations.
- (r) Support and facilitate interdisciplinary activities between departments and other colleges and universities.

- (s) Partner in the development and assessment of the College retention plan.
- (t) Delegate responsibilities, as appropriate, to support the mission and goals of the department.
- (u) Support student international study opportunities by working with individual students, international institutions, and the Office of International Student Services at CCS.
- (v) Develop, facilitate, approve, and manage when appropriate, international programs through the College for Creative Studies.

#### 4. External Relationships

- (a) Coordinate the department's efforts and work with the Office of Career Development regarding internships and employment opportunities.
- (b) Collaborator with Corporate and Foundation Partnerships to develop learning opportunities through sponsored research projects.
- (c) Facilitate entering student work in national and international art and design competitions.
- (d) Maintain and develop contacts in industries and professions for which the department educates students and stay abreast of changes in those fields that may affect the department's educational mission.
- (e) Partner with Marketing and Corporate Relations in developing the tools and communications necessary to achieve the department's marketing and PR goals.
- (f) Assist and encourage student and faculty participation in community art and design partnerships.

The graduate or undergraduate Dean or President may assign other duties from time to time.

### **Evaluation**

Each year, the Chair completes an Annual Self Appraisal as a self-evaluation. The appropriate Dean provides written responses within the same document. Afterward, a meeting between the Chair and the appropriate Dean is conducted to review the evaluation.

### **Calendar Year Responsibilities**

The Department Chair's responsibilities for administering the department extend throughout the calendar year. The departments remain open during the summer, and numerous activities occur on campus, including summer classes, planning, and preparation for the coming academic year, admissions, readying of facilities, long-range planning, and community education. While Department

Chairs determine their own schedules during the summer, including vacation time, they continue to take all necessary steps to maintain the operations of the department and honor reasonable requests from the President, Deans, and other administrators to attend to College responsibilities.

### **Appointment**

The Department Chair is appointed by the President on the recommendation of the appropriate Dean and serves at the pleasure of the President. Chairs report to the graduate or undergraduate Dean.

### **3.8.25 Section Leads**

#### **Section Leads**

In departments with extensive or diverse curricula, the Department Chair may recommend the establishment of a section for administrative purposes and the appointment of a full-time faculty member as Section Lead. Usually, a section is organized around a discipline.

#### **Responsibilities**

The Section Leads serve in an advisory capacity to the Department Chair. The Section Leads make recommendations to the Chair in the areas of curriculum, faculty assignments, facilities maintenance and improvement, annual and capital budget, full and part-time faculty recruitment, and visiting artists.

#### **Position Description**

- Manages shop space in collaboration with technicians. This includes maintenance, ordering supplies, capital requests, cleaning, organizing, etc.
- Monitors shop space in collaboration with technicians; creates and enforces access policies.
- Manages course tally in collaboration with Chair and PM, determines and schedules classes for each semester, to be consistent with demand and curriculum requirements.
- Manages Adjunct Instructors in collaboration with Department Chairs. The Section Lead may be involved in hiring, reviewing, fielding questions, and ensuring teaching quality.
- Manages review, editing, and submission of course syllabi as assigned by Chair.
- Section leads are full-time faculty and are responsible for full-time faculty course load and college service.

- In collaboration with Department Chairs, manages curriculum-related tasks such as department transfer requests, independent study requests, student concerns, new courses, course updates, and curriculum charts per emphasis.

#### **Department Eligibility**

- Departments that require a faculty member to oversee physical shop space and/or manage a specific curriculum are eligible.
- Departments apply for stipend funds through the budget process and complete a Change to Existing Position form.
- Workload is evaluated collaboratively by the Dean and Chair to evaluate the need.

#### **Appointment**

- Section Lead duties are designated in the job description upon hiring. The Department Chair may appoint a Section Lead from full-time faculty if approved through the budget process and a Change to Existing Position form is completed.
- Reappointment is annually based on Chair recommendation.
- Only full-time faculty are eligible.

#### **Evaluation**

- Section Leads are evaluated in the annual appraisal by the Department Chair following the procedure for all faculty.

### **3.8.26 Program Manager**

The Program Manager (PM) is responsible for providing administrative support to the Chair and faculty of the department and facilitating the delivery of educational and support services to the department's students. The Manager organizes and administers routine functions, including scheduling, budgets, ordering and purchasing, and communications. The Program Manager reports to the appropriate Chair. The Dean of Academic Affairs acts as a liaison and resolves any issues in regard to their responsibilities.

### **3.8.27 Faculty Development**

#### **Faculty Development**

The College is committed to the continuous improvement of its primary resource, the faculty. Through a variety of activities, supported in whole or in part by the College, faculty are able to strengthen educational, scholarly, and professional

abilities. Generally, individual faculty will initiate requests for funding to their Chair, or a member of the Academic Affairs office may recommend professional development opportunities to specific faculty.

The College has a strong commitment to faculty development and believes that it is through faculty development that the curriculum progresses and the instructional program is strengthened.

Examples of faculty development activities include, but are not limited to:

- Attending conferences, seminars, or workshops
- Speaking, presenting, or participating in panel discussions at conferences and other events
- Participating in discipline-related professional communities

### **Sabbaticals**

The purpose of the CCS sabbatical leave program is to enable a full-time faculty member to pursue research, scholarly and/or professional creative development with a degree of concentration and freedom not normally possible while teaching a full-time schedule. Details on the College's Sabbatical Leave Program policy<sup>37</sup> can be found on the CCS Policy Database.

### **Faculty Development Grants And Conferences**

CCS endeavors to budget funds each year to support faculty development. These funds may be used for activities that include, but are not limited to:

- workshops, seminars, training, or courses related to their field
- travel to conferences or symposia
- other activities as determined by the appropriate Dean

Courses or workshops must be successfully completed to be eligible for reimbursement. Faculty development grants are not used to support the pursuit of degrees. The College recognizes the value of faculty making presentations at and attending conferences that enhance faculty's knowledge of current trends in their respective fields, their professional practice, and scholarly activities, and the College's visibility.

1. Full-time faculty members may request financial support to attend conferences, seminars, workshops, and other means of professional development. Requests should include an explanation of the value of the event and a budget of the expenses required. Requests are given to the Department Chair for approval and then forwarded to the Dean of Academic Affairs

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<sup>37</sup>Sabbatical Leave Program policy ( <https://campus.collegeforcreativestudies.edu/policy/sabbatical-leave-program/> )

who will make a decision in consultation with the appropriate Dean based on funds available and the number and types of requests received. Faculty members who have been granted sabbatical leave are not eligible to receive faculty development grants during the leave.

2. If a request is approved, travel, lodging, and registration arrangements are the responsibility of the faculty member. Reimbursable expenses include registration fees, visa application (if necessary), air and ground travel, lodging, meals, and tips up to the amount approved and consistent with the College's policy on travel.

An approved expense report with original itemized receipts is required for reimbursement. Travel advances may be granted by completing a Payment Requisition form with the Business Office one week in advance of when funds are required.

Please refer to the policy on Travel and Entertainment<sup>38</sup>.

### **Course Release**

Course releases are a one-course reduction in a full-time faculty teaching load and are provided to further the faculty member's scholarship, research, and/or creative activity. Details on the Course Release policy<sup>39</sup> can be found on the CCS Policy Database.

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<sup>38</sup>Travel and Entertainment ( <https://campus.collegeforcreativestudies.edu/policy/travel-and-entertainment/> )

<sup>39</sup>Course Release policy ( <https://campus.collegeforcreativestudies.edu/policy/course-release/> )

## Chapter 4

# Academic Policies And Procedures

### 4.1 Registration

#### 4.1.1 Academic Advising And Registration Office

The Registrar and the Director of Academic Advising manage the Academic Advising and Registration Office. The Academic Advising and Registration Office advises students on all aspects of their academic programs. It also is responsible for processing registration forms, enrollment verification forms, deferments, mid-term and final grades, grade changes, name and address changes, transcript requests, waivers, curriculum change forms, and degree audit files. The Office produces schedule books for the fall, winter, and summer semesters, evaluates academic credits for transferability, audits prospective graduates' files, maintains student records, oversees Veterans' eligibility, maintains course equivalency guides, and maintains attendance records.

#### 4.1.2 Registration Procedures

##### New Students

New students receive a letter welcoming them to the College along with their username and password. Students are sent electronic communication from their academic advisor with directions on how to register along with an academic evaluation. New Students are encouraged to register online or in person with their Academic Advisor. Self-Service is a secure Web interface that allows students and faculty to access information contained in the College's administrative database. For example, students can view their grades and transcript, search for open classes, view account balance information, and print degree audits. Faculty members can view their class rosters, their scheduled classes, and student information, and enter grades.

### Returning Students

Returning students are emailed an academic evaluation from the Academic Advising and Registration Office. The Advisor audits the student's academic evaluation. If the student is on track with their academic program, they are free to register in person or online. If the Advisor detects a concern with the academic evaluation, they place an advising hold on the student's record. The student is then required to meet with their Academic Advisor to consult about their schedule. Once the hold is removed, the student may register online or at the Academic Advising and Registration Office. All students pay a \$100 Registration Fee.

## 4.2 Semester Course Listing

The Academic Advising and Registration Office (AARO) produces a fall, winter, and summer semester course listing<sup>1</sup> available on the AARO Campus Office page<sup>2</sup>. The AARO Campus Office page also offers information on the academic calendar and course registration. Tuition and fees information and financial policies and procedures are available on the Financial Aid Campus Offices page. The CCS community may also search for course availability using the Self-Service system.

## 4.3 Class Roster

Class rosters are available in Self-Service and are emailed by the Academic Advising and Registration Office (AARO) to the Program Managers at the beginning of the semester for distribution to their faculty. Rosters provide the following information: student ID number, student name, telephone number (local phone number will be printed, if available; otherwise the permanent phone number will be printed), Veterans Administration status, major, class (indicated as CLS, this indicates whether the student is a freshman, sophomore, etc.), credits earned for this class, add/drop date

To be in compliance with the U.S. Department of Education regulations, faculty must record attendance during each class period and Academic Affairs must monitor attendance records every day for the first fourteen days of the semester. This requirement applies to all classes, on campus, online, internships, and independent study.

Regular class attendance is essential for learning and academic success. Students are expected to attend all class meetings, on time and for the full duration, and be prepared to work on that day's assignment. Faculty are responsible for establishing an attendance policy for each of their classes and for outlining that

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<sup>1</sup>semester course listing (

<https://selfservice.collegeforcreativestudies.edu:8443/Student/Courses> )

<sup>2</sup>AARO Campus Office page (

<https://campus.collegeforcreativestudies.edu/academic-advising/> )

policy on the course syllabus. Students are responsible for knowing the attendance policy for their class and adhering to those requirements. Exceptions to an instructor's attendance policy should be discussed with that instructor.

CCS students using veterans' benefits will have attendance monitored throughout the semester for reporting purposes to the Department of Veterans Affairs (DVA).

The first week of each semester is an add/drop period during which students may drop courses for which they previously registered or register for new courses with no penalty. After the add/drop period instructors must access their attendance roster online. Instructors are required to maintain attendance records electronically, which must be submitted at the end of the semester along with final grades. The roster includes all students registered in your class(es) through the end of the add/drop period.

If there is a person in class who is NOT on the class roster, it means the student is NOT REGISTERED for the class. It is imperative that faculty members immediately send the student to the Academic Advising and Registration office. Students are not permitted to be in class unless they have officially registered for that class.

Faculty will begin to receive a weekly "drop notice" via email to inform them of any student who has officially withdrawn from their class(es). If there is a student listed on your roster who is not attending class, faculty members must contact the Academic Advising and Registration Office, and they will inquire why they have not been attending.

In addition, faculty members may notice a "V" next to the names of some students on the class roster. This means the students receive benefits from the U.S. Department of Veterans Affairs. The VA requires attendance rosters, and it is the instructor's responsibility to monitor this. The Academic Advising and Registration Office must report the non-attendance of these students to the VA within 30 days of the last date of attendance. Instructors must report any "V" student who has missed three (3) weeks of class as soon as they miss the third week.

## 4.4 Adding/Dropping Classes

Courses for which a student is enrolled at the conclusion of the Add/Drop period will be used to determine attempted courses for the Course Completion Rate. Therefore, if it is necessary to adjust one's class schedule, it is best to do so during the Add/Drop period of the semester. Courses that are dropped after conclusion of the Add/Drop period will show a recorded grade of W, WN, or WF. This will be counted as an unsuccessfully completed course, thus lowering the student's completion rate.

Students may use Self-Service<sup>3</sup> to add or drop classes up until the last day

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<sup>3</sup>Self-Service ( <https://selfservice.collegeforcreativestudies.edu:9443/Student/?hideProxyDialog=false> )

to add a class in accordance with the<sup>4</sup>. After the last day to add a course, if a student wishes to drop a course, students must complete the online drop<sup>5</sup> form that is available on the AARO Campus Office page.

Students who drop classes during the first seven business days of classes (see Academic Calendar<sup>6</sup> for specific dates) are not charged for the drop. After the seventh day, dropped classes are charged on a sliding scale and those courses will receive a grade of “W”, “WN”, or “WF”.

The academic calendar offers specific tuition reimbursement information. The last day to withdraw from a course is on the Friday of the thirteenth week of classes. No exceptions to this deadline will be made.

The College reserves the right to cancel or change classes, instructors, and schedules; to revise tuition and fee structure; and to amend College policies for the efficient operation of the College. Students are notified by the Academic Advising and Registration Office of any course changes.

## 4.5 Waived Course

A required course may be waived by the Department Chair only. Waiving a course means only that the specific course is waived, not the credits attached to that course. The student must still plan to take a course to fill the credit deficiency. The Program Chair must complete a Curriculum Change form to indicate which course will replace the waived course. The Curriculum Change form is then submitted to the Academic Advising and Registration Office.

## 4.6 Restricted Course

Students who intend to register for a course that is restricted to a particular major or class level (for example, Product Design only or juniors only) and who are not in that department or at the required class level must have the Department Chair or Program Manager complete and sign the Registration Permission form and submit it to the Academic Advising and Registration Office.

## 4.7 Independent Study

An Independent Study is available to students who are at junior or senior level standing with a cumulative grade point average of 3.00 or above. The student may receive approval to work in an area or on a project that is not otherwise offered or addressed in the curriculum. Students may receive credit toward graduation for no more than 6 credit hours of independent study.

The student, working with the supervising faculty, must complete an Independent Study form for consideration by the Department Chair and Academic

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<sup>4</sup>academic calendar ( <https://campus.collegeforcreativestudies.edu/academic-calendar/> )

<sup>5</sup>online drop ( <https://ccsedu.wufoo.com/forms/course-withdrawal-form/> )

<sup>6</sup>Academic Calendar ( <https://campus.collegeforcreativestudies.edu/academic-calendar/> )

Affairs. The student may register for the course upon approval from all signatories.

The student must submit a minimum 150-word Independent Study Proposal, along with the Independent Study Approval Form, to the Chair of the department in which they wish to study stating the reason for the independent study and their plan for study, including topics to be covered and goals.

Once the Department Chair approves the Independent Study, the instructor appointed to oversee the Independent Study must write an Independent Study syllabus with a detailed course description, learning outcomes, assignments, meeting dates (minimum of four), due dates, and grading criteria. The Independent Study Approval Form, with faculty and Chair signatures, must be submitted to the Office of Academic Affairs for final approval by the appropriate Dean.

The final approved form will be sent by Academic Affairs to the Academic Advising and Registration Office for registration of the Independent Study. Independent Study forms must be turned in no later than the final day to add a class of the semester in which the Independent Study is to be taken.

## 4.8 Academic Advising And Registration Office Forms

A list of helpful Academic Advising and Registration forms available on the College's Campus Offices page follows:

- **Academic Alert Form**<sup>7</sup> – This online form was designed to proactively help students who may need additional support with their academic progress. An instructor may submit an Academic Alert Referral for any student in order to address an academic concern.
- **Registration Permission**<sup>8</sup> – An online form that requires the signature of the Department Chair or Program Manager, granting a student permission to register for a course that is filled or that has some other restriction.
- **Drop Request**<sup>9</sup> – An online form that the student must complete in order to begin the process of dropping (withdrawing) a course. The student's Academic Advisor must sign the form for drops. If the student is changing section numbers no Advisor's signature is needed.
- **Curriculum Change** – An online form completed by a Department Chair advising Registration to alter a student's curriculum in some way. Contact

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<sup>7</sup>Academic Alert Form ( <https://campus.collegeforcreativestudies.edu/student-affairs/academic-alert-referral/> )

<sup>8</sup>Registration Permission ( <https://ccsedu.wufoo.com/forms/registration-permission-form/> )

<sup>9</sup>Drop Request ( <https://ccsedu.wufoo.com/forms/course-withdrawal-form/> )

the Academic Advising and Registration Office<sup>10</sup> to obtain the appropriate form.

- **Change of Major**<sup>11</sup> – A form with which a student may transfer from one program to another. The student must present their portfolio to the proposed new Department Chair for acceptance. The new Department Chair will sign and date the form, which indicates acceptance of the student into the major and confirms the assignment of studio credit.
- **Declaration of Minor** – A form with which an undergraduate student may declare a minor.
  - Liberal Arts Minor Declaration<sup>12</sup>
  - Studio Minor Declaration<sup>13</sup>
- **Complete Withdrawal Form**<sup>14</sup> – If a student intends a complete withdrawal from CCS for the semester they must meet with an Advisor in the Academic Advising and Registration Office and then a Financial Aid officer for an exit interview. The Academic Advising and Registration Office processes the Complete Withdrawal form and distributes it to all concerned departments.

## 4.9 Grading And Academic Progress

### 4.9.1 Grading

Grading is based on performance in coursework, growth in ability, and professionalism. A continuous record of all grades throughout a student's enrollment is kept in the Academic Advising and Registration Office. Final grade reports are available on the College's learning management system the week after classes end. Faculty must enter midterm and final grades into Canvas.

#### CCS Uses The Following Grading System:

##### Undergraduate Grading Scale

<sup>10</sup>Academic Advising and Registration Office ( [aaro@collegeforcreativestudies.edu](mailto:aaro@collegeforcreativestudies.edu) )

<sup>11</sup>Change of Major ( <https://campus.collegeforcreativestudies.edu/academic-advising/wp-content/uploads/sites/9/2019/10/2022-09-14-AARO-CHANGE-OF-MAJOR.pdf> )

<sup>12</sup>Liberal Arts Minor Declaration ( [http://campus.collegeforcreativestudies.edu/academic-advising/wp-content/uploads/sites/9/2020/02/AARO\\_LIBERAL - ARTS - MINOR - DECLARATION - FORM - 22 - 23.pdf](http://campus.collegeforcreativestudies.edu/academic-advising/wp-content/uploads/sites/9/2020/02/AARO_LIBERAL - ARTS - MINOR - DECLARATION - FORM - 22 - 23.pdf) )

<sup>13</sup>Studio Minor Declaration ( <https://campus.collegeforcreativestudies.edu/academic-advising/wp-content/uploads/sites/9/2021/09/AARO-STUDIO-MINOR-DECLARATION-FORM-22-23.pdf> )

<sup>14</sup>Complete Withdrawal Form ( <https://docs.google.com/forms/d/e/1FAIpQLSePrLcNpiNmpE8YpzhkA-ZwF9tQeswwOlfS8F8ddmMULC0bg/viewform> )

| Grade | Rating     | GPA  | Description                                          |
|-------|------------|------|------------------------------------------------------|
| A     | Excellent  | 4.00 | grade point                                          |
| A-    |            | 3.70 | grade point                                          |
| B+    |            | 3.30 | grade point                                          |
| B     | Good       | 3.00 | grade point                                          |
| B-    |            | 2.70 | grade point                                          |
| C+    |            | 2.30 | grade point                                          |
| C     | Average    | 2.00 | grade point                                          |
| C-    |            | 1.70 | grade point                                          |
| D+    |            | 1.30 | grade point                                          |
| D     | Poor       | 1.00 | grade point                                          |
| D-    |            | 0.70 | grade point                                          |
| F     | Failing    | 0.00 | grade point                                          |
| NC    | No Credit  | 0.00 | no grade point value                                 |
| P     | Passing    | 0.00 | no grade point value                                 |
| I     | Incomplete | 0.00 | no grade point value                                 |
| W     | Withdrawal | 0.00 | second through fourth week of class                  |
| WN    | Withdrawal | 0.00 | after the fourth week of class                       |
| WF*   | Wthdrawal  | 0.00 | stopped attending course without official withdrawal |

### Graduate Grading Scale

| Grade | Rating         | GPA  | Description                             |
|-------|----------------|------|-----------------------------------------|
| A     | Excellent      | 4.00 | grade point                             |
| A-    |                | 3.70 | grade point                             |
| B+    |                | 3.30 | grade point                             |
| B     | Good           | 3.00 | grade point                             |
| B-    |                | 2.70 | grade point                             |
| C+    |                | 2.30 | grade point                             |
| C     | Below Graduate | 2.00 | grade point (minimum required standard) |
| F     | Failing        | 0.00 | grade point                             |
| NC    | No Credit      | 0.00 | no grade point value                    |

### 4.9.2 Midterm Grade Procedure

CCS requires that midterm grades be submitted electronically during the eighth week of the semester. The Academic Advising and Registration office will email instructions to faculty on how to submit midterm grades via WebAdvisor during the sixth week of classes. Faculty should notify a student if their name does not appear on the electronic roster. The student **MUST** be advised to see the Academic Advising and Registration Office to verify enrollment in that course. Once all midterm grades are submitted via WebAdvisor they are made available to students. Instructors are obligated to assign a midterm grade to each student who is listed as registered for their class.

Valid undergraduate mid-term grades are: A, A-, B+, B, B-, C+, C, C-, D+,

D, D-, F, WF\*. “I,” “W,” or “WN” grades may not be assigned at midterm. A “WF” may be assigned at midterm.

Valid graduate mid-term grades are: A, A-, B+, B, B-, C+, C, F, WF\*. The “I,” “W,” or “WN” grades may not be assigned at midterm. A “WF” may be assigned at midterm.

\*The “WF” grade is counted in the student’s grade point average calculation like an “F” grade. Students that receive a “WF” grade for all classes in a semester will be completely withdrawn from CCS effective on the last date of attendance. “WF” grades may affect grade point average and satisfactory academic progress.

Midterm grades are a progress report only; they do not affect a student’s cumulative grade point average. However, these grades are an essential component in the advising process.

### 4.9.3 Final Grade Procedure

The Academic Advising and Registration Office emails faculty instructions on how to enter final grades into the WebAdvisor portal on the Monday of the thirteenth week of the semester (students are not permitted to withdraw after the twelfth week of classes).

Faculty must enter final grades into WebAdvisor, the Monday after the last day of classes for the semester. There are no exceptions to the due date. Final grades are available to students once all grades are entered and they are verified by the Academic Advising and Registration Office.

Faculty are obligated to assign a grade to each student who is still registered for their class. If a student is listed as anything other than a drop on the roster, the student is still officially registered for the class and **MUST** be assigned a grade.

Valid final undergraduate grades are: A, A-, B+, B, B-, C+, C, C-, D+, D, D-, F, I\*, W, WN, WF\*\*.

Valid final graduate grades are: A, A-, B+, B, B-, C+, C, F, I\*, W, WN, WF\*\*.

\* A grade of I (incomplete) should only be given rarely, when a student has encountered an unusual situation that prevents them from completing a SMALL portion of the semester’s work. When entering an “I” grade in WebAdvisor, the faculty must also enter an expiration date. This date will be provided by the Academic Advising and Registration Office. Incomplete (“I”) grades should NOT be assigned to a student if a student has stopped coming to class or has missed several assignments. If a grade of “I” is given to a student, faculty must also submit an Incomplete Grade Verification form and submit it to the Academic Advising and Registration Office in addition to submitting the “I” grade via WebAdvisor. The faculty and appropriate Chair must sign this form before its submission. Program Managers and the Academic Advising and Registration Office can provide the form. Grades of “I” automatically become “F” if the instructor has not submitted a grade change form by the end of the next full semester.

\*\* The “WF” grade is counted in the student’s grade point average calculation like an “F” grade. Students that receive a “WF” grade for all classes in a semester will be completely withdrawn from CCS effective on the last date of attendance. “WF” grades may affect grade point average and satisfactory academic progress.

## 4.10 Grade Change Forms

An instructor may change a student’s grade. The reason for this change may be due to the completion of work from the previous semester (grade of “I” being changed to a letter grade) or a review of the student’s work which resulted in a better grade. A student who receives an “I” grade has one semester (Fall or Winter) to complete the work and receive the appropriate grade. After the one semester deadline, the “I” grade will be changed to an “F”. Instructors and Program Managers can obtain the Grade Change form from the Academic Advising and Registration Office<sup>15</sup> (AARO). The instructor and Department Chair must sign the form, and it is then sent to the Office of Academic Affairs who returns the approved form to the AARO. Instructors must provide complete and accurate information to ensure quick processing.

Students may appeal a grade up to 60 days after the last day of the semester in which the student was enrolled in the course. Appealing students should submit a written request to the Office of Academic Affairs identifying the course, instructor, and an explanation of the circumstances and reason for the request. The request will be reviewed and decided upon by the Academic Performance Committee.

## 4.11 Course Repetitions

A student may repeat a course in which credit has been earned in order to improve their grade. When a course is repeated, the higher grade will be used in the calculation of the cumulative grade point average. Any course, or its equivalent transfer course, may be applied only once toward fulfillment of any and all degree requirements, including elective credit. Work from previous attempts at the course cannot be reused in future attempts without written approval from the faculty member teaching the repeated course.

## 4.12 Dean’s Or President’s List

Undergraduate students who complete a minimum of 12 credits during any semester and who attain a grade point average of 3.50 to 3.799 are placed on the Dean’s List. Students who achieve a GPA of 3.80 or above are placed on the President’s List. A notation will be placed on the student’s transcript for each semester that Dean’s List status is achieved.

<sup>15</sup>Academic Advising and Registration Office ( [aaro@collegeforcreativestudies.edu](mailto:aaro@collegeforcreativestudies.edu) )

### 4.13 Junior Status

A student achieves Junior Status upon earning a minimum of 60 credits, as required for Junior class level<sup>16</sup>. The completion of Studio Foundations and core Liberal Arts courses is necessary to ensure progression toward degree requirements and eligibility for Junior level (or higher) courses. Students must:

Complete all 15-18 credits of Foundation courses (based on their major requirements).

Complete 15 credits of 100/200 level core Liberal Arts credits before enrolling in Junior-level departmental studio courses, including:

- DEN 101, Composition I
- DEN 102, Composition II
- DVC 100, Material Visual Culture [applies to students on the 2024 catalog or later.]
- DAH —, History of Major or other designated art history requirement (e.g. History of Advertising, Photography etc.) [applies to students on the 2022 catalog year or later.]
- Art History Option, Choose one of the following:
  - DAH 200, Western Art History/Visual Culture
  - DAH 201, Visual Narration: Africa/America
  - DAH 202, Visual Narration Asia

Students who do not meet Junior Status requirements by the end of their sophomore year (or later) are evaluated and may receive a “Junior Status hold” to address outstanding credits; registration approval may then be required. Each department determines which departmental courses students must complete before progressing to junior-level courses within their department.

#### 4.13.1 Exceptions:

Academic Advisors or Department Chairs may grant exceptions for students with transfer credits or those in specific majors, considering degree timelines and completed credits.

Students placed in ELS 107 are exempt from the same Junior Status Policy requirements, for Liberal Arts.

Incoming transfer students who 1) are at or near Junior Status by credits and 2) have verified completion of appropriate credits through transcript review for freshman and sophomore-level major studios will be exempt from the Junior Status Policy upon entry, in order to accommodate first-semester scheduling needs, Prerequisite or other restrictions may still apply. Holds may be applied if issues are identified during annual degree progress reviews.

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<sup>16</sup>class level ( <https://campus.collegeforcreativestudies.edu/policy/class-level/> )

## 4.14 Undergraduate Student Readmission

Students returning to CCS after an absence of more than two consecutive academic years or students who seek readmission after suspension must complete the Application for Readmission<sup>17</sup>. This application along with a \$50 nonrefundable readmission fee should be submitted to the Academic Advising and Registration Office at least two months prior to the start of the semester the student wishes to attend. Official transcripts with final grades from other institutions attended during the absence from CCS should be included with the readmission application.

Readmitted students must meet the program and graduation requirements in effect at the time of readmission. Studio courses older than seven years at the time of readmission cannot be used toward the degree, except with prior written approval from the Department Chair and Director of Academic Advising and Registration. The Department Chair must review and approve studio courses completed prior to the seven-year limit or taken at another college during the absence from CCS. This approval will be based on the student's ability to demonstrate current curriculum proficiency as evidenced by a review of a current portfolio. The cumulative grade point average for all readmitted students includes all CCS grades, regardless of how much time elapsed between enrollments.

Students who have left for mandatory military service are able to resume studies at CCS without completing the readmission application for up to three academic years from the time of their withdrawal.

### 4.14.1 Procedure

#### **Readmission For Students In Good Standing:**

Readmission for Students in Good Standing: Students, who left CCS in good academic standing with a grade point average of 2.0 or higher, should complete the Application for Readmission<sup>18</sup> and attach the \$50 Readmission Fee. Students will be notified via mail when their application has been processed.

#### **Readmission After Academic Suspension:**

Students applying for readmission after academic suspension must complete the Application for Readmission<sup>19</sup>, attach the \$50 Readmission Fee, and address the problems that led to the academic suspension, and put forth the case for the student's success upon returning to CCS. This information should be provided in the "Student Explanation" section of the Application for Readmission. The Committee on Academic Performance will review appeals for readmission after

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<sup>17</sup>Application for Readmission ( <https://ccsedu.wufoo.com/forms/z1p30jppj1ldkc4/> )

<sup>18</sup>Application for Readmission ( <https://www.collegeforcreativestudies.edu/admissions/readmission/> )

<sup>19</sup>Application for Readmission ( <https://ccsedu.wufoo.com/forms/z1p30jppj1ldkc4/> )

academic suspension. If approved, the student's academic standing would carry the status of "Continued Academic Warning."

#### **Readmission After Suspension Related To Conduct:**

Students applying for readmission after a suspension related to conduct must complete the Application for Readmission<sup>20</sup>, attach the \$50 Readmission Fee, and include any relevant information that will build a case for the student's success upon returning to CCS. This information should be provided in the "Student Explanation" section of the readmission application. The Dean of Students will review appeals for readmission after a conduct suspension.

### **4.15 Graduate Student Readmission**

Graduate students returning to College for Creative Studies (CCS) after an absence of more than two consecutive academic years or students who seek readmission after suspension, must complete the Application for Readmission<sup>21</sup>. This application along with a \$50 nonrefundable readmission fee must be submitted to the Academic Advising and Registration Office at least two months prior to the start of the semester the student wishes to attend. Official transcripts with final grades from other institutions attended during the absence from CCS must be included with the readmission application.

Readmitted students must meet the program and graduation requirements in effect at the time of readmission. Studio courses older than seven years at the time of readmission cannot be used toward the degree, except with prior written approval from the Department Chair and Director of Academic Advising. The Department Chair must review and approve studio courses completed prior to the seven-year limit or taken at another college during the absence from CCS. This approval will be based on the student's ability to demonstrate current curriculum proficiency as evidenced by a review of a current portfolio. The cumulative grade point average for all re-admitted students includes all CCS grades, regardless of how much time elapsed between enrollments. Students, who have left for mandatory military service, are not required to apply for readmission to the College for up to three academic years from the time of their withdrawal.

#### **4.15.1 Readmission for students in good standing**

Graduate students, who left CCS in good academic standing with a grade point average of 3.0 or higher, must complete the Application for Readmission and attach the \$50 Readmission Fee. Students will be notified via email when their application has been processed.

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<sup>20</sup>Application for Readmission ( <https://ccsedu.wufoo.com/forms/z1p30jppj1ldkc4/> )

<sup>21</sup>Application for Readmission ( <https://ccsedu.wufoo.com/forms/z1p30jppj1ldkc4/> )

### 4.15.2 Readmission after academic suspension

Graduate students applying for readmission after academic suspension must complete the Application for Readmission, attach the \$50 Readmission Fee, address the problems that led to the academic suspension, and put forth the case for their success upon returning to CCS. This information must be provided in the “Student Explanation” section of the Application for Readmission. The Committee on Academic Performance will review appeals for readmission after academic suspension. If approved, the student’s academic standing would carry the status of “Continued Academic Warning.”

### 4.15.3 Readmission After Suspension Related To Conduct

Graduate students applying for readmission after a suspension related to conduct must complete the Application for Readmission, attach the \$50 Readmission Fee, and include any relevant information that will build a case for the student’s success upon returning to CCS. This information must be provided in the “Student Explanation” section of the readmission application. The Dean of Students will review appeals for readmission after a conduct suspension.

## 4.16 Attendance

Regular class attendance is essential for learning and academic success. Students are expected to attend all class meetings, on time and for the full duration, and be prepared to work on that day’s assignment. Faculty are responsible for establishing an attendance policy for each of their classes and for outlining that policy on the course syllabus. Students are responsible for knowing the attendance policy for their class and adhering to those requirements. Exceptions to an instructor’s attendance policy should be discussed with that instructor.

CCS Students using veterans’ benefits will have attendance monitored throughout the semester for reporting purposes to the Department of Veterans Affairs (DVA).

### 4.16.1 Related Forms

ABSENCE EXPLANATION FORM<sup>22</sup>

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<sup>22</sup>ABSENCE EXPLANATION FORM ( <https://campus.collegeforcreativestudies.edu/policy/wp-content/uploads/sites/7/ABSENCE-EXPLANATION-FORM.rev2.pdf> )

## 4.17 Disruptive Students And Disciplinary Procedures

### 4.17.1 Summary And Scope

This policy covers the process for addressing disruptive student behavior in classrooms and campus environments outside of the classroom (computer labs, shared studios, Library, student support offices, academic shops, Canvas, CCS email usage, etc.). This policy is meant to supplement the Code of Student Conduct<sup>23</sup> and CCS Judicial Process<sup>24</sup> found in the Student Handbook<sup>25</sup>. This policy is not intended to address overt threats of violence or violent behavior. In the event an overt threat of violence or violent action is taken by a student, Campus Safety should immediately be contacted to remove the student from the space and notify the Dean of Students or other CCS judicial officer as defined in the CCS Judicial Process.

### 4.17.2 Definition

Disruptive behavior in the classroom or campus environment is defined as behavior that significantly limits the ability of the instructor to teach or the other students to learn or for academic tasks to be completed. Examples of disruptive behavior include but are not limited to:

- Excessive disrespect of other students or the instructor (including but not limited to insults, personal attacks, or verbal threats);
- Creating excessive and intentionally disruptive noise;
- Repeated use of obscenities;
- Failure to follow instructor directions;
- Repeatedly leaving and returning to the classroom without extenuating circumstances such as illness;
- Frequent interruptions/inhibiting other students from participating in classroom discussions;
- Distracting behaviors like phone calls, personal side conversations, and use of technology for non-academic purposes.

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<sup>23</sup>Code of Student Conduct (

<https://campus.collegeforcreativestudies.edu/policy/code-of-student-conduct/> )

<sup>24</sup>CCS Judicial Process (

<https://campus.collegeforcreativestudies.edu/student-affairs/ccs-judicial-process/> )

<sup>25</sup>Student Handbook ( <https://campus.collegeforcreativestudies.edu/student-handbook/> )

### 4.17.3 Procedure

Disruptive behavior should first be addressed by the faculty member (classroom) or appropriate staff person (campus environment) at the time the disruption occurs. If the disruptive behavior continues, the following steps should be taken in order:

1. An explanation of what behaviors are occurring and why they are unacceptable in the current environment should be provided to the student verbally. This should be done as soon as the disruptive behavior begins but does not need to occur outside of the classroom or academic environment. A simple statement such as “Student, you are interrupting and talking over your classmates, please allow other voices to be heard” may be sufficient.
2. If the disruptive behavior continues after the initial intervention
  - In the classroom, the student should be told to leave class and return at the next scheduled class time. This should be marked as an absence by the faculty member.
  - In a campus environment, the student should be told to leave the space and may return during the next normal period of access (typically the next day).
3. As soon as possible, after a student is removed from the classroom or campus environment the faculty member or relevant staff member should send an email to the Department Chair (if applicable) and the Dean of Students. This email will be used as the reporting format for the judicial process and should include:
  - Name of the disruptive student;
  - Date and time of the incident;
  - Detailed description of the incident;
  - Preferred method of communication for follow-up.
4. A follow-up conversation will happen between the faculty member/staff member and the Department Chair and/or the Dean of Students to determine the next steps and potential outcomes.
5. The Dean of Students will then meet with the student to learn any additional relevant information pertaining to the documented situation. If the student is permitted to return to the classroom or campus environment it is with the understanding that the disruptive behavior will cease and the student will be on judicial probation. Faculty/Staff will be notified if the student will be returning to the classroom prior to the next scheduled class session or environment availability by the Dean of Students and under what conditions they will be allowed to return.

6. If the disruptive behavior continues after the steps outlined above, the continued disruption should be documented in the same manner outlined in step 3 for additional follow-up. Follow-up may include other leadership team members as appropriate.
7. If the disruptive behavior constitutes a repeated offense or the first instance is potentially severe enough to warrant removal from the class or permanent loss of access to a campus environment, the Dean of Students will reach that determination in consultation with the appropriate Academic Dean and Vice President for Enrollment and Student Services based on the information provided by the faculty/staff member and the information learned through the meeting between the Dean of Students and the Student. Faculty/Staff will be notified of the final outcome of this meeting prior to the next class session or environment availability. If a student is removed from a course through this process, a grade of “W” will be entered into the student’s transcript. Students are not eligible for a tuition refund when judicially removed from a course.

#### **4.17.4 Faculty/Staff Rights And Responsibilities**

- Faculty/Staff have the right to tell any disruptive student that they need to leave the classroom/space immediately.
- Faculty/Staff have the right to enlist the support of Campus Safety at any time to remove and/or support them in resolving a disruptive situation.
- Faculty/Staff have the right to ask for support from their Department Chair or supervisor in addressing disruptive behavior.
- Faculty/Staff have the right to request additional time with their Department Chair, supervisor, or Dean of Students to process or discuss the situation as needed.
- Faculty/Staff have the right to be informed if the student will be allowed to return to the class/academic environment and additional information about the judicial outcome as outlined in the Judicial Follow Up section.
- Faculty/Staff have the responsibility to address disruptive behavior as soon as possible.
- Faculty/Staff have the responsibility to document the incident in the manner outlined above as soon as possible.

### 4.17.5 Student Rights And Responsibilities

This policy is meant to supplement the Code of Student Conduct<sup>26</sup> and CCS Judicial Process<sup>27</sup> found in the Student Handbook<sup>28</sup>. Additionally:

- Students have the right to attend classes and utilize campus environments free from disruption.
- Students have the right to report a disruption to the Dean of Students without going through the relevant faculty or staff member.
- Students have the right to a fair and impartial hearing process as outlined in the CCS Judicial Process.
- Students have the right to be held to equitable standards in all CCS environments.
- Students have the responsibility to engage with peers and CCS educators in a respectful manner that is appropriate to our professional learning environment.
- Students have the responsibility to modify their behavior in an appropriate fashion in response to reasonable requests.

### 4.17.6 Judicial Follow-Up

CCS officials will respond to reports of disruptive behavior in line with the CCS Judicial Process<sup>29</sup>. If the disruptive behavior occurred in a campus space, a determination on temporary access will be made based on the student's educational circumstances and the nature of the disruption. Temporary access may be granted on a probationary basis. If disruptive behavior occurs in the classroom, the judicial process may take more than one class session to resolve. Temporary classroom access restrictions will be determined in collaboration with the student and faculty members.

Notice will be provided by the Dean of Students to the reporting faculty/staff member regarding the final judicial outcome for the student. Full details of judicial sanctions may not be available to share with the reporting faculty/staff member but will include at a minimum whether the student is permitted to rejoin the class/return to the academic environment, any relevant probationary status, and relevant conditions/restriction for returning.

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<sup>26</sup>Code of Student Conduct ( <https://campus.collegeforcreativestudies.edu/policy/code-of-student-conduct/> )

<sup>27</sup>CCS Judicial Process ( <https://campus.collegeforcreativestudies.edu/student-affairs/ccs-judicial-process/> )

<sup>28</sup>Student Handbook ( <https://campus.collegeforcreativestudies.edu/student-handbook/> )

<sup>29</sup>CCS Judicial Process ( <https://campus.collegeforcreativestudies.edu/student-handbook/> )

## 4.18 Code Of Student Conduct

The Code of Student Conduct<sup>30</sup> is in place to ensure students are aware of the behavior expected of them as members of the CCS community. The purpose of this Code is to create an environment that fosters civility, personal responsibility, and mutual respect for others and their differences.

For further information, please see the CCS Code of Student Conduct<sup>31</sup>.

## 4.19 Academic Integrity

This statement on academic integrity applies to all undergraduate and graduate students at College for Creative Studies. Students are responsible for seeking clarification in assignments to ensure a full understanding of what practices might be deemed an incidence of academic misconduct, including unethical use of language, ideas, or creative expression.

For further detail, please see the Academic Integrity Policy<sup>32</sup>.

## 4.20 Basic Rights For Pregnant Students

- Pregnant students have equal access to classes and activities. They are entitled to academic adjustments for pregnancy and childbirth.
- The school/department must excuse student absences and reschedule exams due to pregnancy or childbirth for as long as a student's doctor says is necessary.
- When a student returns, the student's school/department must allow the student to return to the same academic and extracurricular status student had before they left.
- The school/department cannot make a student take time off if the student doesn't want to.
- The school/department cannot exclude a student from a special program because the student is pregnant.

### 4.20.1 Classes And Coursework

- **The school/department cannot make a student change their major or degree program** because the student is pregnant or parenting.

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<sup>30</sup>Code of Student Conduct ( <https://campus.collegeforcreativestudies.edu/policy/code-of-student-conduct/> )

<sup>31</sup>CCS Code of Student Conduct ( <https://campus.collegeforcreativestudies.edu/policy/code-of-student-conduct/> )

<sup>32</sup>Academic Integrity Policy ( <https://campus.collegeforcreativestudies.edu/policy/academic-honesty-plagiarism/> )

#### 4.21. FAMILY EDUCATIONAL RIGHTS AND PRIVACY ACT (FERPA)141

They also cannot force a student to attend an alternate program, like an evening program.

- **Faculty and staff should not ask the student for documentation. A student should work directly with the Title IX Coordinator for assistance.**

#### 4.20.2 School Activities And Extracurriculars

**A pregnant student can take part in activities for as long as they want.** The school/department cannot stop a student from joining clubs, going to events, or participating in research unless the same rules apply for all students who have a temporary medical condition.

#### 4.20.3 Support And Adjustments

- **Reasonable adjustments** to support a student during their pregnancy can include, but is not limited to a larger desk, elevator access, or allowing a student to make frequent trips to the restroom, when necessary.
- **Excused Absences are required** for as long as a doctor says it is necessary.
- **Faculty and staff may not refuse to allow a student to submit work after a missed deadline because of pregnancy or childbirth.** If grading is based in part on class participation or attendance the student should be allowed to make up the participation or attendance credits they didn't have the chance to earn.
- **Special services provided to students with temporary medical conditions will be granted to pregnant students.** This includes homebound instruction/at-home tutoring/independent study.

### 4.21 Family Educational Rights And Privacy Act (FERPA)

The Family Educational Rights and Privacy Act (FERPA) affords eligible students certain rights with respect to their education records. (An “eligible student” under FERPA is a student who is 18 years of age or older or who attends a postsecondary institution at any age.) These rights include:

1. The right to inspect and review the student's education records within 45 days after the day the College for Creative Studies (CCS) receives a request for access. A student should submit to the Registrar, a written request that identifies the record(s) the student wishes to inspect. The Registrar will make arrangements for access and notify the student of the time and place where the records may be inspected. If the records are not

maintained by the school official to whom the request was submitted, that official shall advise the student of the correct official to whom the request should be addressed.

2. The right to request the amendment of the student's education records that the student believes is inaccurate, misleading, or otherwise in violation of the student's privacy rights under FERPA.

A student who wishes to ask CCS to amend a record should write the Registrar, clearly identifying the part of the record the student wants changed and specify why it should be changed.

If CCS decides not to amend the record as requested, the Registrar will notify the student in writing of the decision and the student's right to a hearing regarding the request for amendment. Additional information regarding the hearing procedures will be provided to the student when notified of the right to a hearing.

3. The right to provide written consent before CCS discloses personally identifiable information (PII) from the student's education records, except to the extent that FERPA authorizes disclosure without consent.

FERPA permits the disclosure of PII from students' education records, without consent of the student, if the disclosure meets certain conditions found in § 99.31 of the FERPA regulations. Except for disclosures to school officials, disclosures related to some judicial orders or lawfully issued subpoenas, disclosures of directory information, and disclosures to the student, § 99.32 of FERPA regulations requires the institution to record the disclosure. Eligible students have a right to inspect and review the record of disclosures. A postsecondary institution may disclose PII from the education records without obtaining prior written consent of the student —

- To other school officials, including faculty, within CCS whom the College has determined to have legitimate educational interests. This includes Board of Trustees, a student serving on an official committee, contractors, consultants, volunteers, or other parties to whom the school has outsourced institutional services or functions, provided that the conditions listed in § 99.31(a)(1)(i)(B)(1) – (a)(1)(i)(B)(3) are met. (§ 99.31(a)(1))
- To officials of another school where the student seeks or intends to enroll, or where the student is already enrolled if the disclosure is for purposes related to the student's enrollment or transfer, subject to the requirements of § 99.34. (§ 99.31(a)(2))
- To authorized representatives of the U. S. Comptroller General, the U.S. Attorney General, the U.S. Secretary of Education, or State and local educational authorities, such as a State postsecondary authority that is responsible for supervising the university's State-supported education programs. Disclosures under this provision may be made,

subject to the requirements of §99.35, in connection with an audit or evaluation of Federal- or State supported education programs, or for the enforcement of or compliance with Federal legal requirements that relate to those programs. These entities may make further disclosures of PII to outside entities that are designated by them as their authorized representatives to conduct any audit, evaluation, or enforcement or compliance activity on their behalf. (§§ 99.31(a)(3) and 99.35)

- In connection with financial aid for which the student has applied or which the student has received, if the information is necessary to determine eligibility for the aid, determine the amount of the aid, determine the conditions of the aid, or enforce the terms and conditions of the aid. (§ 99.31(a)(4))
  - To organizations conducting studies for, or on behalf of, the school, in order to:
    - develop, validate, or administer predictive tests;
    - administer student aid programs;
    - improve instruction. (§ 99.31(a)(6))
  - To accrediting organizations to carry out their accrediting functions. (§ 99.31(a)(7))
  - To comply with a judicial order or lawfully issued subpoena. (§ 99.31(a)(9))
  - To appropriate officials in connection with a health or safety emergency, subject to § 99.36. (§ 99.31(a)(10))
  - To a victim of an alleged perpetrator of a crime of violence or a non-forcible sex offense, subject to the requirements of § 99.39. The disclosure may only include the final results of the disciplinary proceeding with respect to that alleged crime or offense, regardless of the finding. (§ 99.31(a)(13))
  - Information the school has designated as “directory information” under § 99.37. (§ 99.31(a)(11)). CCS defines the following as “directory information:”
    - Name
    - Dates of Attendance
    - Graduation Date
    - Major/Academic Program
    - Degrees, honors, and awards received
4. The right to file a complaint with the U.S. Department of Education concerning alleged failures by CCS to comply with the requirements of FERPA. The name and address of the office that administers FERPA is:

Family Policy Compliance Office  
400 Maryland Avenue, SW  
U.S. Department of Education  
Washington, DC 20202

#### **4.21.1 Information For Dual Enrolled High School Students**

A student attending a postsecondary institution – at any age – the rights under FERPA have transferred to the student. However, in a situation where a student is enrolled in both a high school and a postsecondary institution, the two schools may exchange information on that student. If the student is under 18, the parents still retain the rights under FERPA at the high school and may inspect and review any records sent by the postsecondary institution to the high school.

#### **4.21.2 Student Information Release Authorization**

To release PII to a parent, another individual, or organization, the Student Information Release Authorization must be completed and signed. This form is available in the Academic Advising and Registration Office (AARO).

#### **4.21.3 Request To Withhold Release Of Directory Information**

To request to withhold the release of directory information, the Request to Withhold Release of Directory Information must be completed and signed. This form is available in the Academic Advising and Registration Office (AARO).

### **4.22 Intellectual Property Rights**

The College for Creative Studies (“the College” or “CCS”) is committed to nurturing students’ creative and intellectual abilities. This is best done in an environment that encourages exploration and experimentation and in which artistic and academic freedom is respected and protected. As artists, designers, writers, and scholars, the College’s faculty and students continually produce creative works in the course of their academic activities. These works constitute Intellectual Property (“IP”). It is important that the rights to ownership and use of this Intellectual Property are understood by all members of the CCS community and by those members of the public who support their work. This policy explains those rights. It proceeds from the basic principles that the College’s primary responsibility is the education of its students and not the commercialization of their work, and those creators should in general retain intellectual property rights in their works subject to reasonable use rights held by various members of the CCS community. The policy is intended to promote innovation and excellence in educational and artistic pursuits, encourage the

best educational experiences for students, allow faculty and students to reap the benefits of their own creativity, and enable the College to celebrate the work of its faculty and students in order to promote the College to its varied constituencies.

Please see the Intellectual Property Policy<sup>33</sup> in the CCS Policy Database for further detail.

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<sup>33</sup>Intellectual Property Policy ( <https://campus.collegeforcreativestudies.edu/policy/intellectual-property-rights/> )



## **Chapter 5**

# **Student Support Services**

### **5.1 Goals**

CCS strives to engage students in an active learning environment that challenges them to grow as artists and designers while providing the support network for them to succeed. The programs and services offered through various student support offices and programs are intended to help students develop into successful and civically engaged artists and designers. Student success and persistence to graduation are the overarching goals for these offices.

### **5.2 Academic Advising**

CCS believes that academic advising is an essential part of the educational process. The advising program is intended to make advising consistent across all departments and to assure that the academic needs and progress of each student are carefully supervised so that each may achieve their full educational and professional potential.

The Academic Advising and Registration Office coordinates all advising activities. Trained advisors advise students, conduct academic evaluations, and assist students through the registration process.

### **5.3 Academic Evaluation (Degree Audit)**

The Academic Evaluation also referred to as a Degree Audit, is a computerized outline of a student's course requirements for graduation. It is an evaluation and synopsis of credits earned, credits in progress, and credits yet to be taken toward graduation.

## 5.4 Mentor Program

All full-time faculty are required to serve as formal mentors to students. Full-time Faculty will work with an adjunct or staff member, as well as alumni to create a team or “pod” for a designated number of students within their departments beginning Freshman year. Mentors will remain with their group of mentees for the duration of the mentees’ time at CCS. Groups are assigned by Chairs and PMs in communication with Academic Affairs and Institutional Advancement. Each mentor in the pod will have different mentorship responsibilities within the group. This is outlined in more detail in the Mentorship Program Guide. Full-time faculty-specific responsibilities include, but are not limited to:

- Responsible for sending out meeting email reminders and populating the calendar for the pod meetings each semester
- Goal setting focus: Program/Academic/Career
- Creating supportive departmental culture connections within the pod
- Cultivating curiosity/developing strengths
- Supporting mentee’s goals in and out of the classroom

Mentorship meetings are mapped out in the mentorship guide to provide consistency across the campus. Mentoring sessions include one-on-one and small and large groups. Mentoring activities will vary from one department to another so there is flexibility within the suggested structure. Specific information concerning departmental activities will be determined by pods in discussion with the Department Chair or Program Manager.

The time commitment for mentors varies from year to year but is designed to include approximately 16 student contact hours per academic year.

## 5.5 Center for Tutoring and Writing

The Center for Tutoring and Writing (CTW) provides academic support for all students. It is staffed by full-time higher education professionals, as well as departmental tutors who are juniors or seniors in their major. CTW services include one-on-one tutorial assistance tailored to each individual’s learning style and academic needs, writing support services, and academic coaching on topics like time and project management.

CTW services are free to all students and offer the possibility to boost classroom performance, develop better learning strategies, and hone study, writing, and time management skills. Workshops highlighting these types of topics are conducted throughout each semester. Writing assistance is also available for any type of assignment, including research papers, essays, artist’s statements, and resumes. International students can receive assistance specific to their needs

as English Language learners. Many services are available to students both in person in the CTL office, but also remotely through Zoom meetings.

Students come to the CTW on a voluntary basis but should be encouraged by faculty to utilize this resource. If a student is struggling in the classroom for any one of a multitude of reasons including, missing assignments, poor academic performance, faculty can contact the CTW with questions as well as refer the student directly. Faculty may use the form available on the College's learning management system or email or phone to discuss. CTW personnel work closely with faculty, Academic Advising and Registration staff, and other Student Affairs offices to build a network of support for students challenged by their workload. Communication between these various parties aids significantly in students' success.

In addition, faculty allowing a student to make up a test can work with the CTW to provide time for that student to come and take the test in the CTW.

## 5.6 Students with Disabilities

All students are encouraged to disclose disabilities that they feel may affect their academic success. The College wants students to succeed, and its ability to offer students the best education is more possible if they receive the appropriate assistance for their circumstances. The Americans with Disabilities Act, in conjunction with section 504 of the Rehabilitation Act, are Federal laws that protect people with disabilities, both life-long as well as short-term disabilities.

Students identified as having any type of disability are entitled and encouraged to request accommodations.

### 5.6.1 Requesting Accommodations

Students wishing to disclose a disability and/or request accommodation should contact the Dean of Students at 313.664.7675 or email to discuss. Students requesting accommodations must provide documentation substantiating their disability. CCS will then:

- Review the request for accommodations with the student
- Take appropriate measures to provide approved accommodations

Information disclosed to CCS regarding disabilities will not be shared with anyone except CCS staff who will assist in meeting student accommodation needs. Students will be notified prior to the sharing of any information regarding their disability.

Faculty will be sent accommodations notices approximately one week prior to a semester starting. The email will contain the student's name that is enrolled in their class and a list of accommodations for that semester. Accommodation notices do not include diagnosis or symptomatic information unless the student has explicitly requested that it is included. Questions about the nature of the

accommodations or how to implement them should be directed to the Dean of Students.

Students are encouraged to self-disclose their disability if they feel it will affect their academic performance. This should be done before the start of each term. Students may choose to disclose at any time during the semester but should remember – retroactive accommodations cannot be made after an assignment is due or an exam has been taken. Disabilities accommodations are not meant to guarantee academic success at the College but are meant to provide equal access to educational opportunities to all individuals regardless of disabilities.

## 5.7 Student Concerns Committee

The Student Concerns Committee (SCC) is an avenue for early communication for faculty and staff to raise concerns about College for Creative Studies students in a confidential environment. The information shared during the course of the SCC meetings is considered sensitive and is used as one tool to determine if, when, and how further intervention will take place with a student. This Committee is an information-gathering body that is used to help maintain a safe and caring environment for all community members. The SCC reviews all Academic Alert Referral forms to identify potential students of concern.

A cross-section of personnel from the College serves on the committee to gather the broadest picture possible of a student of concern. At a minimum, representatives from Student Affairs, Academic Advising and Registration, Personal Counseling, and Center for Tutoring and Writing will participate in the SCC meetings with additional staff being invited as seen fit. The members of the SCC are encouraged to share information both personally collected and those concerns reported to them by other CCS personnel.

Some examples of concerns would be unusually withdrawn behavior, a dramatic change in mood, the student expressing loneliness or depression, or a recent and significant decrease in academic performance. Please keep in mind that the Student Concerns Committee is not an emergency response team. If an emergency arises, Campus Safety should be called. Information reported to the Committee is considered highly sensitive and will be shared only with those individuals at CCS who would be responding to the situation. To make a referral to the CTW, faculty can email either the Dean of Students or the Director of Counseling and Wellness Center.

## 5.8 Student Affairs

The Office of Student Affairs is overseen by the Dean of Students and includes Student Engagement, Housing and Residence Life, the Wellness Center, the Center for Tutoring and Writing, and Dining Services. The purpose of Student Affairs is to enhance the CCS educational environment through co-curricular

programming and initiatives to engage the student body in learning and growth outside of the classroom.

### 5.8.1 Residence Life

CCS offers students the option to live on campus in the Taubman Center and on the Ford Campus in the Art Centre Building. Approximately 610 students live on campus each year in the two buildings. The Director of Residence Life and the Residence Life Coordinators oversee the operation and management of the residence life program and 21 student staff members work as Resident Assistants in the buildings. The Residence Life staff works to maintain a safe and welcoming environment in the residence halls. Staff is trained in educational programming, crisis response, conflict mediation, and similar skills to enable them to help students make the most out of their learning environment. Students must abide by both the CCS Code of Conduct, as well as the CCS Housing Policies and Regulations in addition to being full-time students to live on campus.

### 5.8.2 Counseling and Wellness Center

The Wellness Center offers free personal counseling to all registered CCS students, wellness seminars, yoga classes, and access to a nurse practitioner for basic medical care.

## 5.9 Admissions

The Admissions Office is responsible for recruiting new students through various activities such as high school visits, campus visits, virtual and on-campus events, college fairs, portfolio days, international recruitment fairs, direct mail, email, social media, and telephone campaigns. In addition to the full-time staff, a team of Admissions Student Ambassadors assists with tele-counseling, campus tours, and various Admissions events.

Department Chairs and faculty play an important role in the student recruitment process. Chairs and faculty may be asked to participate in a variety of activities including, but not limited to: Portfolio days, open houses and department-specific events, high school visits, college fairs, portfolio reviews, the review of transfer student work for the placement of transfer credit in upper-level studios, incoming student events, and phone calls/virtual meetings with prospective students, applicants and accepted students on a case-by-case basis.

In addition to the activities above, Chairs may be asked to participate in annual department liaison meetings or reporting of department highlights, art educators' breakfasts, workshops for prospective students, and other events that showcase their program to prospective students and parents.

## 5.10 Financial Aid

The Financial Aid Office is responsible for administering all federal, state, institutional, and private sources of financial assistance. This includes:

- Counseling current and prospective students on the availability and terms of aid programs and assisting them in calculating their yearly out-of-pocket expense
- Determining eligibility for need-based programs based on the results of the Free Application for Federal Student Aid (FAFSA)
- Applying scholarships awarded by CCS through the admissions process, competitions, sponsored projects in the classroom, and from third-party donors
- Processing student loan funds available through government and private sources and providing counseling regarding the rights and responsibilities of borrowers
- Recalculating aid amounts based on changes to enrollment level, such as half-time or less than half-time enrollment
- Coordinating the work-study/student-employee program

Faculty are encouraged to direct students to the Financial Aid Office when they express financial concerns or are considering withdrawing from their course(s). If faculty think the student's situation needs immediate attention, they can contact the Financial Aid Director directly at 313-664-7497.

## 5.11 International Student Services

The International Student Services Office (ISSO) is staffed by the Director, an Academic Advisor, and a part-time Coordinator. The ISSO is responsible for academic advising for undergraduate international students and all graduate student international exchange partnerships and student advising, as well as advising for all F-1 Visa and J-1 Visa International Students. The ISSO maintains (SEVI) Student and Exchange Visitor records and SEVP certification for the College and its students and offers programming.

On-campus programming includes orientation sessions for new international students, International Education Week activities; Student Ambassador Program, Curricular Practical Training (CPT) and Optional Practical Training (OPT) information sessions; and other meetings/training for students when necessary.

The ISSO maintains and grows international partnerships with CCS including advising study abroad outgoing and incoming students. The office also assists with Faculty-Led Global Programs and the student Global Club.

The ISSO maintains the College's international travel registry, as well as several related policies including Protecting CCS Students Abroad and the International High-Risk Destination Travel Policy<sup>1</sup>.

The ISSO is responsible for reviewing international student satisfaction surveys and developing strategies to address the needs revealed by those surveys as well as providing ongoing support services.

Please find all policies for International Services and Study Abroad on the following pages:

- International Student Services<sup>2</sup>
- Study Abroad<sup>3</sup>

## 5.12 Off-campus Study

### 5.12.1 Off-Campus Study

CCS is a member of the Association of Independent Colleges of Art and Design (AICAD). AICAD operates two programs that offer the benefits of study at other institutions and locales to CCS students. In addition, CCS offers a variety of opportunities to study abroad.

### 5.12.2 Mobility Program

The Mobility Program allows students to spend a semester at another AICAD institution. A student may see that an AICAD college other than their own can accommodate specific educational needs due to special facilities, curricular offerings, particular faculty competencies, or other resources appropriate to the student's development. The request for a Mobility semester must be approved by both institutions.

Students are eligible if they are in good standing and with a GPA of at least 2.7 are eligible after completing 51 credits. The Mobility Program is restricted to second-semester sophomores and juniors (exceptions may be granted by the Department Chair to allow first-semester seniors to participate). A student must be enrolled full-time while on Mobility at another institution. Students on Mobility will pay tuition to their home institution. The student pays the same tuition to CCS as they would if attending CCS. Details and information packets may be obtained from the Academic Advising and Registration Office.

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<sup>1</sup>International High Risk Destination Travel Policy (  
<https://campus.collegeforcreativestudies.edu/policy/student-travel-to-high-risk-destinations/> )

<sup>2</sup>International Student Services (  
<https://campus.collegeforcreativestudies.edu/intl-student-services/> )

<sup>3</sup>Study Abroad (  
<https://campus.collegeforcreativestudies.edu/intl-student-services/study-abroad/> )

### 5.13 Study Abroad

To be eligible for all study abroad opportunities, students must have a cumulative GPA of 3.0 and written permission from the Department Chair. Studying for an academic semester or year abroad requires that a student be a junior or in the first semester of the senior year. Graduate students should meet with their Chair to determine the best semester to participate in a study abroad opportunity. Participation in one of the summer faculty-led programs is open to all students, regardless of year.

Studying abroad during the final semester at CCS is not permitted. For more information, please see the Study Abroad page<sup>4</sup> on the College's learning management system.

Students must meet with the Director of International Student Services and their Department Chair no later than April 1 for fall or October 1 for winter.

Students must:

1. Complete the Study Abroad Approval Form<sup>5</sup> and Packet and submit to the International Student Services Office (ISSO)
2. Comply with the CCS International Travel Policy requirements
3. Attend a pre-departure Informational Meeting with the ISSO

All forms are available from the office of International Student Services. The ISSO is located on the 2nd Floor of the Yamasaki.

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<sup>4</sup>Study Abroad page ( <https://campus.collegeforcreativestudies.edu/intl-student-services/study-abroad/> )

<sup>5</sup>Study Abroad Approval Form ( [https://campus.collegeforcreativestudies.edu/intl-student-services/wp-content/uploads/sites/22/2020/11/2019\\_03\\_14.ISS\\_studyabroadapplication.pdf](https://campus.collegeforcreativestudies.edu/intl-student-services/wp-content/uploads/sites/22/2020/11/2019_03_14.ISS_studyabroadapplication.pdf) )

## Chapter 6

# Academic Resources And Related Programs

### 6.1 Assessment Program

The College engages in the assessment of student learning to evaluate outcomes that demonstrate the effectiveness of the curriculum in meeting the educational goals and objectives of the undergraduate and graduate programs and to foster continuous improvement of the curriculum. Assessment initiatives are coordinated and administered via the office of Academic Affairs under the direction of the Dean of Academic Affairs.

The Assessment Committee of the Faculty Assembly consists of faculty members across all majors who serve a three-year term and support the College's engagement in assessment initiatives. The Dean of Academic Affairs is an ex-official member of the Assessment Committee, and also works closely with the Deans and Department Chairs, who are responsible for the implementation of assessment initiatives, evaluation of departmental student learning outcomes, and continuous improvement of the curriculum within their respective majors.

### 6.2 Library

#### 6.2.1 Library

The CCS Library, housed in the Manoogian Visual Resource Center on the Ford campus, serves both undergraduate and graduate programs. The Library contains over 70,000 print volumes, 238 print periodicals, 4,690 video/DVDs, and an extensive material sample collection. Approximately 90 percent of the Library's holdings are related to art and design.

The online Library catalog, accessible through the Library<sup>1</sup> website, allows

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<sup>1</sup>Library ( <https://lib.collegeforcreativestudies.edu/> )

students to review their check-outs, renew materials, and place holds on materials. The Library provides access to wi-fi and computer workstations for students, faculty, and staff. The Library provides access to over 100 databases with curated database lists available for each academic department. Remote access to all electronic resources is available through e-z proxy via the College's portal. Interlibrary loan services are available for resource needs that extend beyond local holdings. In addition, currently registered students have borrowing privileges at Detroit Public Library, Wayne State University libraries, and a number of other academic Detroit area institutions.

Reference services are available to provide support to students on an individual basis. Library instruction sessions are offered to classes to provide tailored information literacy and research assignment support. Classes are offered in the Library lab on the Ford campus or via in-class instruction. The Library website includes links to worksheets and resource guides on numerous topics including writing, research, citation, and academic integrity.

### **6.2.2 Library Director**

The Library Director oversees all library operations, collections, technology, and strategic planning. The Director works with the faculty, students, and staff to develop library collections and services. The Director is an ex-officio member of the Library Committee of the Faculty Assembly. The Director provides pedagogical support to faculty, as well as research assistance and instruction to students, faculty, and staff.

### **6.2.3 Library Hours**

Current Library hours are available on the Library website<sup>2</sup>.

### **6.2.4 Loan Periods**

A current CCS ID must be presented to borrow library materials. Information on loan periods<sup>3</sup> for library material is available on the library website, as well as the CCS Policy Database<sup>4</sup>.

### **6.2.5 Image Collections**

CCS's extensive digital image collections are accessible through the Luna database<sup>5</sup>. A login and password are required to obtain institutional content. Collections include CCS Images for Teaching and AMICA, which consists of digital images contributed by twenty-one art museums. Together with AMICA and common

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<sup>2</sup>Library website ( <https://libguides.ccsdetroit.edu/home> )

<sup>3</sup>loan periods ( <https://libguides.ccsdetroit.edu/guideshome/borrow> )

<sup>4</sup>CCS Policy Database ( <https://campus.collegeforcreativestudies.edu/policy/library-fines/> )

<sup>5</sup>Luna database ( <https://luna.collegeforcreativestudies.edu/luna/servlet/login> )

collections, faculty, students, and staff have access to 262,109 images for research and teaching.

Faculty must obtain basic training and sign a contract in order to obtain high-resolution images suitable for classroom use. Library staff provide instruction, research help, and fill image requests for teaching needs.

## 6.3 Educational Technology and Innovation

The Educational Technology and Innovation Office supports the technology research and training needs of all academic programs at CCS. This includes research and evaluation of emerging technologies for use in the classroom and online in consultation with the faculty and academic administration. The department also provides faculty and academic staff with technology training, support, and certifications.

The Educational Technology and Innovation office offers regular training in the College's Learning Management System (Canvas.) Training in additional technologies or software can be requested through the faculty member's department and will be arranged in conjunction with their Chair. CCS also provides full access to LinkedIn Learning, an online library of on-demand and self-paced software tutorials for all students, faculty, and staff to support effective education of digital technology.

In addition to training, the Educational Technology and Innovation office supports the development of all online programming at CCS by working with faculty in the discovery, blueprint and course build phases. Details are available from the Educational Technology + Innovation office. New course or program offerings are created in collaboration with the Department Chair and Academic Affairs. Proposals for new offerings can be arranged with Department Chairs.

## 6.4 Imaging Center

The Imaging Center (IC) provides a variety of print and binding services to the CCS community. It is located on the 6th floor of the Taubman Center in room 631. All services are processed by work-study students from various departments on campus.

The IC's regular hours are Monday – Thursday from 8am to 7pm and Friday from 8am to 4pm. There are extended weekend hours during finals, which are posted on the IC Campus Offices page

The Imaging Center has two Canon production laser printers<sup>6</sup>, two Epson wide-format printers, and two Epson sheet-feed inkjet printers<sup>7</sup>. In addition, the

<sup>6</sup>Canon production laser printers ( <https://campus.collegeforcreativestudies.edu/imaging-center/imaging-center-services/ccs-imaging-center-laser-printing/> )

<sup>7</sup>two Epson wide-format printers, and two Epson sheet-feed inkjet printers ( <https://campus.collegeforcreativestudies.edu/imaging-center/imaging-center-services/inkjet-printing-epson/> )

IC also offers draft quality wide-format printing on two Epson plotter printers<sup>8</sup>. The latest addition to the IC print services is Risograph printing<sup>9</sup>. Furthermore, the IC offers finishing services<sup>10</sup> which include stack cutting and plastic coil or wire binding.

Students must submit files to the IC that are print-ready via the online print request forms found on the Imaging Center's Campus Office page<sup>11</sup>. Turnaround times for each service vary but generally take between one and two business days. Turnaround times will increase during midterms and finals. Once a print request has been submitted, IC staff will respond with a price quote and an estimated time of completion, along with a link to schedule a pickup appointment. Students can pay for services with cash, credit card, and the CCS Flex.

The Imaging Center will accept staff and faculty print jobs through the Department Print Request Form<sup>12</sup>. If color prints or posters are being charged to a department, an 8-digit budget code number is required in order for the job to be processed. Faculty and staff are welcome to print personal projects in the Imaging Center.

For faculty teaching a sponsored project course<sup>13</sup>, or any other course that will require large-scale printing, please contact the Imaging Center within the first few weeks of the semester with information on what type and how much printing is needed to complete the project and any major due dates. In order to set up a student print budget, the Imaging Center will need a current class roster and budget authorization from Institutional Advancement.

For more information, please visit the Imaging Center's Faculty and Staff information page<sup>14</sup>. The Imaging Center is also available for digital or in-person consultations to assist with proper file setup or to give advice on projects. Consultations can be scheduled by visiting the IC Calendly page<sup>15</sup>. The IC can be contacted at (313) 664-1507 or by emailing [ic@collegeforcreativestudies.edu](mailto:ic@collegeforcreativestudies.edu).

## 6.5 Audio Visual Services

Audio Visual Services<sup>16</sup> provides equipment check-out and AV support for faculty, staff, and students. In addition, Audio Visual Services manages the reser-

<sup>8</sup>Epson plotter printers ( <https://campus.collegeforcreativestudies.edu/imaging-center/imaging-center-services/plotter-printing-epson-t5270d/> )

<sup>9</sup>Risograph printing ( <https://campus.collegeforcreativestudies.edu/imaging-center/imaging-center-services/risograph-printing-riso-mf4950/> )

<sup>10</sup>finishing services ( <https://campus.collegeforcreativestudies.edu/imaging-center/imaging-center-services/finishing-services-button-making/> )

<sup>11</sup>Imaging Center's Campus Office page ( <https://campus.collegeforcreativestudies.edu/imaging-center/lets-print/> )

<sup>12</sup>Print Request Form ( <https://campus.collegeforcreativestudies.edu/imaging-center/lets-print/form-department-print-request/> )

<sup>13</sup>sponsored project course ( <https://campus.collegeforcreativestudies.edu/imaging-center/2021/05/26/sponsored-projects/> )

<sup>14</sup>Imaging Center's Faculty and Staff information page ( <https://campus.collegeforcreativestudies.edu/imaging-center/> )

<sup>15</sup>IC Calendly page ( [https://calendly.com/ccs\\_ic](https://calendly.com/ccs_ic) )

<sup>16</sup>Audio Visual Services ( <https://campus.collegeforcreativestudies.edu/avs/> )

vations for and supports the Stage, the Green Screen Production studio, the Ford campus Wendell W. Anderson Jr. Auditorium and supports academic events on campus.

The Ford Audio Visual Center (AVC) is located on the first floor of the WBFII Building, room W109. The Ford AVC may be contacted at 313-664-7647. The Taubman Audio Visual Center is located on the 6th floor of the Taubman Center in room 623 and may be contacted at 313-664-1501.

Through the Audio Visual Centers, faculty may request 24 hour usage of equipment such as digital cameras, TV's, projectors, and tablets for class purposes. The Center also has cables and adapters available for loan. All staff/faculty are required to pick up reserved equipment (with the exception of TV carts, which are generally delivered to the classroom). Equipment is limited; please submit all audio/visual requests at least two (2) weeks in advance to ensure that the equipment needed is available. Twenty-four hour rentals are free for faculty and staff; three day rentals are free for students, but students are charged a fee for any equipment returned late. Faculty may also make reservations through the AVC for using the sound or video editing suites, and the Stages located in the WBFII Building. Certain shops, labs, and studios may also be reserved through the AVC and Patron Portal<sup>17</sup>. Reservations can be made by calling one of the Audio Visual Centers, reserving online through Patron Portal, or by emailing [avc@collegeforcreativestudies.edu](mailto:avc@collegeforcreativestudies.edu)

### 6.5.1 Equipment Checkout

- Equipment checkouts are free for current CCS students, staff, and faculty. Patrons must present a current CCS ID in order to check out equipment. No ID = No Checkout. Equipment can only be checked out in person and only during checkout desk hours. All checkouts are video recorded and monitored.
- Students may keep equipment for no more than 72 hours for each check out and renew. Students may renew a checkout one time for an additional 72 hours if the equipment has not been reserved.
- Students can check out equipment over spring break and Thanksgiving break.
- Students cannot check out equipment between semesters.
- To ensure student supply, Staff and Faculty can only check out equipment for 24 hours during the active winter and fall semesters.
- The patron is fully responsible for the care and safeguard of all equipment that they check out. The patron must pay close attention to all items being checked out to them. Read and sign the checkout agreement to avoid mistakes.

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<sup>17</sup>Patron Portal ( <https://ccs.webcheckout.net/patron> )

- The patron must check for equipment damage before they take it. Test and report any faulty equipment and return it immediately.
- The centers do not supply AA, AAA, or 9V batteries or media cards. We are not responsible for damage to the patron's card by AVC equipment.

### 6.5.2 Reservations

- Equipment can be reserved two weeks prior to pick up. Patrons may reserve in person, by phone or email.
- AVC staff are not responsible for miscommunication during phone in reservations or voicemail.
- A reservation confirmation email will be sent to the patron.
- Patrons are responsible for ensuring the information is correct on the reservation confirmation email.
- Reserved equipment will only be held for 30 minutes after the initial reservation. After 30 minutes, equipment not picked up will be available for normal checkout by other patrons.
- Equipment may be held longer for patrons who call to inform of a late pick up.
- The patron who reserved the equipment must pick up equipment.
- Consecutive reservation "No shows" (more than 3 times) may result in the semester suspension of check out privileges.

### 6.5.3 Returns

- All equipment must be returned on time.
- All equipment must be returned in the condition in which it was checked out (cords wrapped, cases packed neatly and clean).
- A \$20.00 fee will be charged if AVC/Photo staff has to repack a disheveled equipment case or clean the returned equipment.
- It is encouraged that the patron stays and observes the AVC/Photo staff while they check in the returned equipment.
- Someone other than the patron who checked the equipment out may return equipment but the patron is still responsible for the condition of the returned equipment and any fees associated with a late return.

#### 6.5.4 Late fees, fines, and suspensions

- Students, Staff, and Faculty are subject to late fines and replacement fees.
- Emails are sent by the system to notify the patron of due equipment and overdue equipment (Read system emails).
- Late fees begin to accumulate 30 minutes after items become overdue.
- Overdue fees accrue by the hour, including up to 5 hours after the checkout center closes.
- Different equipment items have different fine rates. Fines for individual items are calculated independently up to \$5.00 per hour.
- Equipment overdue by more than 24 hours will result in accumulated fines and the suspension of checkout privileges.
- 24 hours late = two week suspension plus fines
- 48 hours late = three week suspension plus fines
- A late return that adversely affects another student's reservation and project will result in an automatic four week suspension.
- Equipment overdue by 72 hours will result in a replacement fee, and indefinite suspension of check out privileges. Students will have a hold placed on their academic account. Staff and Faculty supervisors will be notified.
- Equipment overdue by one week will be considered stolen by the patron. A police report and arrest warrant will be issued.
- Overdue fines may be forgiven due to a patron involved in an automotive accident, injury requiring hospitalization, or death.
- Lost, stolen, or damaged equipment will result in a mandatory, non-negotiable, full replacement or repair charge.
- An official police report must be submitted for stolen equipment.
- Consecutive overdue returns and late fees may result in the semester suspension of check out privileges.
- Threatening or rude conduct toward any AVC checkout employee will result in the permanent loss of check out privileges.
- Fines must be paid at the CCS business office.
- Only the Equipment Checkout supervisor or Manager can override policy terms.

#### ITS\_AVC CONTRACT<sup>18</sup>

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<sup>18</sup>ITS\_AVC CONTRACT ( [https://campus.collegeforcreativestudies.edu/policy/wp-content/uploads/sites/7/ITS\\_AVC-CONTRACT.docx](https://campus.collegeforcreativestudies.edu/policy/wp-content/uploads/sites/7/ITS_AVC-CONTRACT.docx) )

## 6.6 Academic Facilities

Academic Facilities currently include the Metalshop and Foundry, Model shop and Digital Fabrication Lab (CNC/rapid prototyping, and laser cutting), and the Wood shop. These are a group of individually budgeted and managed shops or departments that operate under the Academic Facilities umbrella. The Director reports to the Assistant Dean of Undergraduate Studies at the College. There is a direct line of communication with Academic Affairs and an informal lateral reporting structure with the technical staff for the departments of Art Practice, Craft and Material Studies, and Foundation.

Academic Facilities maintains consistent open shop hours to facilitate the needs of the students, faculty, and staff. These hours are posted at the beginning of each semester and are aligned with the building hours posted by Campus Safety.

Currently, the educational structure for students to be able to work in all of the shops is to complete the Foundation course – DFN 116 3D Design Techniques. Limited access to the Model shop and Digital Fabrication Lab and the Wood shop requires completion of DFN132 – Process and Making. Students who pass these courses with a C (2.0) or better are allowed access to the corresponding shops during their curricular tenure at the college. This provides for entry-level access and does not mean they can use every tool in the shop. Department specific courses are offered that build on these basic skills. Permission to use certain tools must be obtained from the individual shop Manager(s).

The Digital Fabrication Lab, Foundry, Metalshop, Model shop, and Woodshop are not instructional facilities. All faculty are responsible for teaching their students how to utilize the tools and techniques they expect their students to use in the construction of finished projects.

Faculty must notify the shop managers if they wish to instruct their classes in any of the shops at the beginning of each semester. An Academic Project Form is required with a copy of the course syllabus, a complete timeline, roster, and support materials. These forms are necessary for any class project that needs to utilize the shop and will help us to schedule and communicate more effectively. These documents need to be turned in to your Department Chair and to the appropriate Academic Facility Manager at the same time syllabi are due. The reason for this are:

1. Overall student experience, safety, and health precautions.
2. Timelines and scheduled appointments to let the shop be better prepared for your class and identify potential overload. There are classes that are scheduled in the shops and shop classrooms that have priority for work space and equipment.
3. Identify potential training, supplies, equipment, staff, and budget needs.
4. Faculty Training. A Faculty member's personal understanding of how to use the shop equipment does not mean they are teaching consistent and

proper safety techniques to students or know the limitations and requirements of the individual facilities.

5. Open shop time is required for students who have course work in the shop for their curricular requirements. This open work time is at a premium with the current number of scheduled courses in all Academic Facilities.

Classes that wish to be held in the classroom within any Academic Facility; foundry, metalshop, model shop or wood shop for the entire semester need to be scheduled appropriately through Colleague. The curriculum, course content and learning outcomes for these courses will need to be developed and approved with the Director of Academic Facilities and the appropriate shop Manager to ensure that proper operation and safety protocols are included and competency is benchmarked.

If faculty are not capable of teaching the techniques needed to complete an assigned project the project should be modified to accommodate the skills of the instructor, or the instructor should give themselves ample time to learn the skills they wish to pass on to the student.

Shop technicians and work-study are not necessarily qualified to teach faculty and students how to use equipment. Nor are they allowed to complete work for students or faculty during working hours.

A Mandatory Safety Orientation for each individual shop area is required for all faculty and staff of the college that would like to use the shops in their course curriculum or would just like to utilize the shops in any capacity. There is at least one orientation session at the beginning of each semester. Contact the appropriate shop manager for scheduling.

Forms are required for: Academic projects, individual projects, and independent student projects. Hold Harmless Waivers are required for any visiting artist or anyone that is going to be in the shop working in any capacity and is not enrolled or in the College payroll system, as they are not covered by any liability insurance.

### 6.6.1 Director of Academic Facilities

The Director of Academic Facilities oversees all Academic Facilities operations, equipment, technology, and strategic planning. The Director works with faculty, staff, and students to strengthen the infrastructure for teaching and to learn in an interdisciplinary environment through the safe operation of the academic facilities. The Director of Academic Facilities provides direction and support for pedagogy, research, operations, equipment purchasing, training, growth, and technology. The Director is an ex-official member of the Health and Safety Committee of the Faculty Assembly that works to create a policy that improves and supports a safe and healthy working environment campus-wide and communicates those policies to the larger CCS community.

### **6.6.2 Emergency Response**

All Academic Facilities shop managers, staff, and work-study technicians are certified in First Aid, CPR, and AED. Campus Safety has implemented a step-by-step response plan for accidents, injuries, and fires that may occur in the shops. The plan is posted in each area. Faculty should familiarize themselves with these procedures.

When anyone is injured, the supervisor at the shop must fill out an Accident/Injury Report Form at the CCS Security Office.

### **6.6.3 Hazardous Waste**

Hazardous waste disposal is contracted out to a contractor licensed by the State of Michigan. Containers are provided for areas where hazardous waste has been identified. It is the department's responsibility to inform Campus Facilities of hazardous waste located in areas other than the shops and labs.

### **6.6.4 Tools And Equipment**

Certain materials are available for purchase in the shops and labs. The Campus Bookstore stocks basic personal protection equipment — face masks, gloves, and safety glasses for sale. Faculty and staff must instruct and require users of the shop to use the proper safety gear in the appropriate manner.

## **6.7 Galleries**

### **6.7.1 Center Galleries**

Center Galleries, located on the Ford Campus in the Manoogian Visual Resource Center, presents the work of faculty, alumni, and local and nationally prominent artists for the education and enjoyment of both the students and faculty of CCS and the community at large. The programs of Center Galleries are accessible to and encourage the participation of the widest possible audience consistent with its mission and resources.

Center Galleries is dedicated to exploring the relationship between culture and artistic practice, fostering intellectual inquiry, and creating multidisciplinary exhibitions and educational programming that enable diverse audiences to connect their experiences of art to everyday life. Center Galleries recognizes a special responsibility to support the academic and teaching missions of the College through close collaboration with academic departments on campus. Off-campus, Center Galleries places special emphasis on serving the cultural needs of the people of southeastern Michigan, while simultaneously participating as an active member of the national art community.

Center Galleries also showcases the work of alumni, faculty, and staff in its Alumni and Faculty Hall and the College's own art collection in the Permanent Collection Gallery. Additional programming by Center Galleries includes film,

literary, and performance events, benefits and artist receptions, and occasional special exhibitions throughout the campus. Center Galleries' educational programs are designed for the education and enjoyment of CCS students, and to help build audiences for contemporary art. Lectures, gallery talks with artists and curators, workshops, catalogs, and other publications, and ongoing gallery tours for art educators and their students introduce visitors to new artists, new work, and other issues and ideas about contemporary art practice.

### **6.7.2 Valade Family Gallery**

The Valade Family Gallery is located on the first floor of the A. Alfred Taubman Center for Design Education. The Gallery offers 5,500 square feet of event space available for internal and external use.

The Valade Family Gallery showcases the work of visiting artists, alumni, faculty, and staff. Programming of the Gallery includes special events, benefits, student exhibitions, and artist receptions. The space can accommodate up to 150 people and provides a flexible layout to accommodate all types of exhibitions and events.

### **6.7.3 U245 Gallery**

The U245 Gallery is a student-managed gallery exhibition space that offers CCS students from all departments the opportunity to showcase their creative achievements to the public. Located on the ground floor of the Art Centre Building, the gallery has easy access and good visibility from the campus. Exhibitions are open to the public.

The Chair of the Art Practice department or their designee serves as Faculty Advisor for U245 Gallery. Two work-study positions are available annually for two students from any department to manage the exhibition proposal and curatorial process. The Art Practice Chair (or faculty designee) hires the work-study positions and serves as the U245 faculty advisor. When necessary, Exhibit Services may support the installation of work.

### **6.7.4 Knight Foundation Gallery**

The Knight Foundation Gallery is located on the 11th floor of Taubman Center and is part of the Benson & Edith Ford Conference Center. It has 5,600 square feet of space designed for exhibitions and other social events such as receptions, banquets, or seated presentations. This space can accommodate 200 guests for a sit-down dinner, 300 for a reception, or 350 guests for theater-style seating.

## **6.8 Auditoria**

### **6.8.1 Wendell W. Anderson, Jr. Auditorium**

The Wendell W. Anderson, Jr. Auditorium is located on the ground floor of the Walter B. Ford II Building. This 250-person Auditorium serves the entire college for internal events, classes, and lectures, as well as College-sponsored events open to the public. It has two projectors and the capability for surround sound audio. The Auditorium further provides the capability for HD projection, lecture recording, and streaming, podium-based lectures, table lectures, or panel discussions.

The maintenance and technical support for the systems within the Auditorium are provided by Audio Visual Services staff. Reservations for the Auditorium are made through the Executive Office. Since certain events will override class presentation reservations, be sure to check before committing a reservation to a class schedule.

### **6.8.2 General Motors Auditorium**

The General Motors Auditorium is located on the 11th floor of the Taubman Center within the Benson and Edith Ford Conference Center. It has over 5,800 square feet of space and can accommodate a variety of configurations for any type of event. An ideal location for conferences, lectures, parties, luncheons, and award ceremonies, the auditorium can accommodate 450 guests with theater-style seating and 360 guests at banquet rounds. Immediately outside the auditorium is the Knight Gallery which serves as a pre-function area for auditorium events and also a site for exhibits, meetings, and other smaller events.

## **6.9 Lecture Series**

### **6.9.1 Woodward Lecture Series**

The Woodward Lecture Series is supported by an endowed fund to bring three visiting artists to campus each semester. Visitors may be selected from the areas of Art Practice, Crafts, Photography, Illustration, Art History and Criticism, and History. The visitors are well-established with national or international reputations. During each visit, there is a public lecture and an opportunity for students to interact with the visitor in a classroom or studio setting.

### **6.9.2 Toyota Lecture Series**

The Toyota Lecture Series in Design was established through a generous \$1 million endowment gift to the College for Creative Studies from Toyota Motor Company. The endowment is used to bring prominent designers and scholars in all fields of design to speak at CCS. There are between six and eight Toyota Lectures that occur throughout the academic year. Academic Affairs manages

the Series, including scheduling guest lecturers and special workshops. Ideas for lecturers are generated by the Chairs and their Departments when requested in February. The Speakers and Exhibitions Committee then reviews submissions and approves six-eight with two alternatives. The lecture schedule is determined by April end of the next academic year.

## **6.10 Community Outreach**

### **6.10.1 Community Outreach**

Located in the heart of a complex urban region and possessing unique resources of value to that region, CCS recognizes a responsibility to serve the community of which it is a part. Thus, its mission includes not only collegiate education in art and design but community education as well. The goals of its community outreach activities include:

- bringing the enrichment of art and design education to a wider population
- illuminating the satisfying career opportunities available in the art and design fields
- increasing the representation of minorities in the art and design professions
- promoting economic and community development in Detroit and Southeastern Michigan

Community outreach occurs in many ways at CCS, through the activities of individual faculty members, through the academic departments, and through special projects and programs. These offices play key roles in outreach and comprise the Community Arts Division: Center Galleries (described above), Pre-College and Continuing Studies, and Community Arts Partnerships.

### **6.10.2 Precollege And Continuing Studies**

The Precollege and Continuing Studies (PCCS) department at CCS offers art and design courses for people of all ages; pre-college programs such as Precollege Summer Experience, Teen Summer Camps, Dual Enrollment, youth programs such as Second Saturdays and Summer youth day camps; adult non-credit courses, certificate programs; and professional development programs.

### **6.10.3 Community Arts Partnerships**

Community Arts Partnerships program develops and maintains collaborations between the College and community organizations to bring educational experiences in art, design, and new technologies to underserved populations. The Director acts as a resource for faculty and programs within the College that seek to develop community partnerships.

## 6.11 Design Core Detroit

Design Core Detroit is an economic development organization within the College with the mission of developing Detroit into a global resource for creative talent. Design Core serves design-driven industries that specialize in design or utilize design as a central discipline of their business strategy. The steward of Detroit's UNESCO City of Design designation, Design Core is located on the first floor of the A. Alfred Taubman Center for Design Education. Design Core Detroit champions design-driven businesses and their role in strengthening Detroit's economy through its three main programs: Detroit Design Network, Detroit Month of Design, and Detroit City of Design. It offers services to strengthen, grow and attract design businesses, increases market demand for design services and tells Detroit's design story locally and globally. More information can be found at [designcore.org](http://designcore.org)<sup>19</sup>.

## 6.12 Book And Art Supply Stores

The CCS Bookstore<sup>20</sup> is located on the ground floor of the Taubman Center. It is open Monday through Saturday during the academic year. Throughout the summer months, it is open Monday through Friday, 9:00 AM to 4:00 PM. Textbooks and other supplies<sup>21</sup> are stocked each semester based on the faculty's needs. The bookstore sends out a request to all academic departments in January for information regarding required texts for the full academic year. Based on these requests, the bookstore will carry the necessary textbooks and supplies. Federal guidelines require that textbook information for required books are available when registration is open for their courses.

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<sup>19</sup>[designcore.org](https://designcore.org) ( <https://designcore.org> )

<sup>20</sup>CCS Bookstore ( <https://campus.collegeforcreativestudies.edu/bookstore/> )

<sup>21</sup>other supplies ( <https://bookstore.collegeforcreativestudies.edu/> )

## Chapter 7

# Administrative Support Services

### 7.1 Human Resources

The Human Resources Office is responsible for the administration of all human resource-related functions. These include policy and procedure development and administration, recruitment, employment, employee development, compensation and benefits. The Director provides leadership for college administrators to develop and sustain positive employee relations, policies and procedures, performance management, and salary and benefit plan administration.

### 7.2 Business Services

The Business Office is located in the Yamasaki Building, main floor. Please make sure to have your CCS ID.

Business Services Training Manual<sup>1</sup>.

### 7.3 Information Technology Services

Information Technology Services (ITS) supports the College's mission by implementing and maintaining academic, administrative, and enterprise (shared) infrastructure technologies and systems. These include the institution's administrative and student information systems software, Colleague; the institutional communication portal, Canvas; the room scheduling system, R25; as well as managing the institutional technology help desk. ITS also manages the campus-wide network and Internet access, email, and voice and data services.

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<sup>1</sup>Business Services Training Manual ( <https://campus.collegeforcreativestudies.edu/policy/wp-content/uploads/sites/7/Business-Services-Training-Manual-01-14-19.pdf> )

ITS further oversees compliance with required governmental and contractual policies and protocols. Finally, ITS manages the College's physical and virtual computing resources including computer labs, virtual desktop infrastructure, and faculty and staff computers.

## **7.4 Facilities And Administrative Services**

### **7.4.1 Buildings And Grounds**

The Office of Facilities and Administrative Services is responsible for the maintenance and repair of the institution's buildings and grounds. Cleaning is performed on a daily basis. To avoid harming student or faculty work, classrooms and studios will only have trash removed. Faculty should communicate with Facilities if classrooms and studios are not being cleaned properly.

For most maintenance and repair, a Maintenance Service Request (MSR) should be completed and submitted to Facilities. MSR's are assigned a priority. Every effort is made to fulfill all MSR's in a timely manner. If the work has not been performed within two weeks, the Facilities staff will inform the department as to the status of the MSR. The department should call the Facilities department coordinator if there has been no communication regarding a submitted MSR within the indicated time.

The Facilities department also oversees major construction projects, and will coordinate these activities with the normal operations of CCS.

### **7.4.2 Mailroom**

All CCS mail is processed through the mailroom. Incoming mail is picked up by Facilities staff in the morning from the post office, and all outgoing mail is picked up from CCS offices by 3:00 p.m. so it can be delivered to the post office by 4:30 p.m. Personal mail sent from CCS must have the proper postage affixed. Under no circumstances may CCS postage be used for personal mail.

## **7.5 Campus Safety**

### **7.5.1 Campus Safety**

Campus Safety provides 24-hour security at both the Ford Campus and the Taubman Center. Three college administrative positions (Director, Assistant Director, Security Manager) are responsible for enforcing the security policies and procedures, as well as directing and overseeing security guard services. Other Security personnel are employed by a contract guard agency that provides fixed and mobile security patrols, patrol supervisors and shuttle drivers supervised by CCS personnel. Services provided by Campus Safety include safety patrols, escort service to parked vehicles on campus, auto lock out service, battery jump starts and tire inflation, and issuing and replacing access cards.

Campus Safety participates in new student orientation and offers periodic specialized training on topics such as active shooter is provided, in coordination with the Student Affairs Office.

Campus Safety also maintains fifty-eight First Aid stations located throughout the campuses that provide immediately accessible first aid supplies to injured persons. The department also has trained first medical responders located on each campus. If immediate medical attention or transportation is needed, Campus Safety will contact the contracted ambulance company which will provide transport to a local medical facility.

### **7.5.2 Campus Emergency Alert Program**

The College for Creative Studies uses an electronic emergency notification system called Alert Emergency Notification System. This system has the capability of sending electronic emergency notices regarding severe weather, school closings and emergency situations to all students, staff and faculty via their CCS email account, and cell phone (if registered with the Alert system). In the event of an emergency situation on campus, the message will include the location of the emergency and instructions on what action to take. Register your information with the Campus Emergency Alert Program by going to your Blackboard account and completing the alert notification system section.

### **7.5.3 Security Procedures And Services**

If you notice any suspicious or inappropriate activity, please notify the Security office (extension 7444, Ford Campus or extension 1444, Taubman Center) immediately, or push the red “assistance button” on one of the Emergency phones located around each campus and in the parking decks. When Campus Safety is notified of an incident, they will take the appropriate action to ensure your safety on campus.

In addition to the emergency phones and patrols, activity on campus and in the parking deck at CCS is monitored and digitally recorded by 250 closed circuit television cameras strategically placed on the campuses.

Victims of a crime while on campus or in the vicinity of campus should call Campus Safety immediately or report to the Campus Safety office on the main level of the Kresge Ford Building, across from the CCS bookstore or on the main floor of the Taubman Center. Campus Safety will provide immediate assistance and first aid if required. If additional assistance is needed, the shift supervisor will make the necessary notifications.

If at any time an escort is needed anywhere on campus, the patron should dial extension 7444 at the Ford Campus and 1444 at the Taubman Center and let the Campus Safety officer know their location. The on duty supervisor will send a Campus Safety officer to escort them to their indicated destination on campus.

A pamphlet on emergency procedures is available in each administrative office. Additional copies can be obtained from the Office of Campus Safety and

Security or the Human Resources office.

#### 7.5.4 Crisis Management Plan

The College has a Crisis Management Plan<sup>2</sup>, developed by Campus Safety and Human Resources, that details procedures for responding to man-made and natural emergencies that might confront the College. The plan covers medical emergencies, crimes in progress, bomb threats, tornadoes and fires. The focus is on reporting emergencies, critical infrastructure assessment, evacuations of buildings, recovery of services and return to operating standards. The full plan<sup>3</sup> is available on the CCS Policy Database and, additionally, a pamphlet is available from Campus Safety with important summary information.

### 7.6 Institutional Advancement

#### 7.6.1 Institutional Advancement

Philanthropy helps the College for Creative Studies accomplish its mission by supporting scholarships, faculty, programs, student wellbeing, facilities, and more. A growing base of donors – individuals, corporations, foundations, and government – supplement the financial resources provided by tuition and other operating income. Institutional Advancement (IA) is responsible for overseeing the acceptance of charitable gifts, fundraising initiatives, and alumni engagement at the College-level to complement activities at the department level. Moreover, IA collaborates with the Office of Partnerships (7.6.5), to support their leadership efforts to engage the Corporate community in support of funds to impact the College.

#### 7.6.2 Development

The Development unit in IA raises funds to support CCS at all levels, from supporting general operations and addressing ongoing needs to enabling special projects, new initiatives, endowed programs, and positions, reducing the financial burden of students through scholarships, capital improvements, and more. The Development team is also responsible for all gift processing, compliance with IRS laws related to receipting/acknowledgment of gifts, documentation of gifts to support the audit and donor intention, coordination with the Office of Business Services related to philanthropy, as well as coordinating efforts on behalf of the College related to donor relations and stewardship.

If faculty and staff are interested in raising money or securing/accepting a gift-in-kind for a project or initiative, they should begin by discussing their idea with their Department Chair and/or Dean to ensure that their initiative

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<sup>2</sup>Crisis Management Plan ( <https://campus.collegeforcreativestudies.edu/policy/emergency-response-and-crisis-management-plan/> )

<sup>3</sup>full plan ( <https://campus.collegeforcreativestudies.edu/policy/emergency-response-and-crisis-management-plan/> )

aligns with the College's mission and priorities. Once approved at a conceptual level, faculty and staff should contact the Office of Institutional Advancement for further conversation. Policies related to fundraising may be found in the policy database in the section pertaining to Fundraising and Marketing<sup>4</sup> or by searching the database using the keywords "charitable gifts<sup>5</sup>."

For gifts-in-kind specifically, the College accepts gifts-in-kind on a limited basis and they must be approved by Institutional Advancement (IA) in advance of accepting any such gift. If the donor stated value of the gift exceeds \$105,000, approval by the Vice President for Administration and Finance is also required to ensure the College is complying with IRS laws that require an independent appraisal/documentation to determine the value of goods, reporting after use/sale, and more. Refer to the policy in the College's database titled, "Charitable Gifts – Types and Acceptance<sup>6</sup>" for additional information. The Gift-in-Kind Form<sup>7</sup> can be obtained from the Institutional Advancement<sup>8</sup> (IA) office and should be returned to IA once the donor completes the form for acknowledgment and record-keeping purposes.

### 7.6.3 Marketing And Communications

#### Marketing And Communications

The Marketing and Communications unit is responsible for planning, budgeting, writing, design, production and distribution of official external CCS communications including student recruitment materials and the CCS website and social media channels. The Marketing and Communications unit also manages the CCS brand and graphic identity standards.

CCS staff needing print, video, or web-based marketing materials should contact the Director of Marketing or the Director of Communications. CCS personnel other than Marketing and Communications staff should not hire designers, contract printing, or develop websites or social media channels for external audiences without the involvement of Marketing and Communications. All external print jobs must go through the Marketing and Communications office.

#### Public Relations

Public Relations, primarily news media outreach, is managed from within Marketing and Communications. The CCS Public Relations function is charged

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<sup>4</sup>Fundraising and Marketing ( <https://campus.collegeforcreativestudies.edu/policy/category/fundraising-marketing/> )

<sup>5</sup>charitable gifts ( <https://campus.collegeforcreativestudies.edu/policy/?s=charitable+gifts> )

<sup>6</sup>Charitable Gifts – Types and Acceptance ( <https://campus.collegeforcreativestudies.edu/policy/charitable-gifts-types-and-acceptance/> )

<sup>7</sup>Gift-in-Kind Form ( <https://campus.collegeforcreativestudies.edu/institutional-advancement/> )

<sup>8</sup>Institutional Advancement ( <https://campus.collegeforcreativestudies.edu/institutional-advancement/> )

with engaging key audiences (potential students, donors and potential donors, industry and government opinion leaders) to promote and strengthen the CCS brand image. Communications staff initiates and maintains relationships with the media, promotes newsworthy CCS events and activities to key audience segments, manages CCS announcements, and engages external public relations consulting support. Any requests made to faculty or staff for media interviews, tours, etc. should be run through the Director of Communications prior to being accepted.

#### **7.6.4 Special Events**

The Special Events is responsible for overseeing all the logistics of fundraising, community, and third-party events for the College. It works with academic and administrative departments, outside organizations, and individuals to schedule auditoriums, galleries, and conference spaces for purposes other than regular classes. The events team books facilities ensuring that the appropriate facilities are used, and coordinates audio-visual and other equipment set-ups, catering, crowd control, security, and parking arrangements.

The College has outlined General Event Policies for events being held at the A. Alfred Taubman Center for Design Education, and the Walter and Josephine Ford Campus in the Facility Use and Special Events Manual.

#### **7.6.5 Office of Partnerships**

Corporate and community partnerships are central to CCS's educational mission. Collaborating with external partners enhances CCS' ability to assure success by keeping the institution's programs' curricula on the cutting edge. In turn, businesses recognize the importance of creative professionals to economic competitiveness, and industries across the world seek the creatives that CCS produces. The newly established CCS Office of Partnerships is the entry point for external partners to connect with the talent and resources that exist at the College. The team will help external partners engage with CCS in meaningful ways and will develop and sustain long-term partnerships and relationships that fit the mission and vision of the College. In addition, the team will deliver career development services to students and support the growth of experiential learning at the college.

## Chapter 8

# Administrative Policies And Procedures

### 8.1 Personnel Records

#### 8.1.1 Staff

A master personnel record containing administrative staff records and other pertinent data is maintained in the Human Resources office. The Human Resources office maintains records concerning employment, performance, payroll, benefits, and other miscellaneous items. No information, except verification of employment dates and job title, will be released to outside sources without the employee's written authorization, unless disclosure is required by subpoena or court order or is necessary to meet some legal obligation of CCS. A written authorization from the employee is required for the Human Resources office to release salary information.

It is each administrative staff member's responsibility to inform the Human Resources office of any changes in the following: name, address, telephone, marital status, dependents, beneficiaries, and emergency contacts.

Administrative staff have the right to review their Personnel Record in the Human Resources office, with a prior appointment. These Personnel Records are confidential and may only be reviewed by the administrative member, or the appropriate supervisory personnel of the administrative staff member.

#### 8.1.2 Faculty

A master personnel record containing faculty records and other pertinent data is maintained in the Human Resources office. The Human Resources office maintains records concerning employment, performance, payroll, benefits, and other miscellaneous items. The Academic Affairs Office also maintains records on each faculty member which include: Full-Time Faculty Annual Reports,

Department Chair Annual Reviews of Full-Time Faculty, faculty member's resume, and correspondence. No information, except verification of employment dates and job title, will be released to outside sources without the employee's written authorization, unless disclosure is required by subpoena or court order or is necessary to meet some legal obligation of CCS. A written authorization from the employee is required for the Human Resources office to release salary information.

It is each faculty member's responsibility to inform the Human Resources office of any changes in the following: name, address, telephone, marital status, dependents, beneficiaries, and emergency contacts.

Faculty members have the right to review their Personnel Record in the Human Resources office or their file in the Academic Affairs Office, with a prior appointment. These Personnel Records are confidential and may only be reviewed by the faculty member, or the appropriate supervisory personnel of the faculty member.

## 8.2 Budget

CCS's fiscal year is a twelve-month period, beginning on July 1, and ending June 30. The budget for CCS is prepared annually, with formal Board of Trustees approval in the May preceding the commencement of the next budget year. The process of preparing the budget begins in the fall preceding the start of the next fiscal year. At that time, enrollment projections are made for the following year, and by December, the tuition rates for the following year are established and approved by the Board of Trustees. Following soon thereafter, the process of developing detailed revenue, expense and capital acquisition budgets commences.

In January, all cost center directors, department chairpersons, and other staff with budget responsibilities are given information regarding the budget preparation process. They prepare revenue, expense and capital budget requests based upon the information in the budget package, as well as needs they might have due to curriculum or enrollment expectations. These requests are submitted in late February, with individual departmental presentations made to senior management in early March. Following these presentations, senior management makes final budget decisions, and the budget is prepared for submission to the Finance and Audit Committee of the Board in early April. This is followed by presentations to the Executive Committee of the Board in late April and to the Board of Trustees for final approval in May.

## 8.3 Contractual Commitments

Any contract that legally binds CCS or any of its employees to perform a service, pay a fee, or fulfill any other responsibility must be signed by either the Vice President for Administration and Finance or the President. Faculty may not sign contracts on behalf of CCS. In all matters that require an official signature

on a contractual commitment the following steps shall apply in order for CCS to be legally responsible:

- Faculty members may recommend contractual commitments to their department Chairs or directors.
- Department Chairs may initiate and recommend contractual commitments within their area of responsibility to the appropriate Dean.
- The appropriate Dean and/or the Vice-President for Administration and Finance must review and approve all contractual commitments for official authorization.
- The Vice-President for Administration and Finance will determine the necessity for the President's signature. In all cases, any contractual arrangements between CCS and another party will only be considered officially approved if signed by the Vice President for Administration and Finance and/or the President, or their designee.

## 8.4 Emergency Weather Closing

CCS's policy is to keep the school open during periods of inclement weather, if at all possible. In the event it is necessary to close due to severe weather conditions or any other emergency, the following procedures for notification are followed:

The decision to close or cancel Day Classes will be made by 6:00 a.m. and to cancel Evening Classes will be made by 2:00 p.m. Faculty may call 313-664-7400 after 7:00 a.m. or listen to local radio/TV stations for information. Closings and class cancellations will also be announced through Campus Emergency Alert Program, the College emergency notification system.

Faculty are required to reschedule any classes that are canceled due to weather or emergency closings.

## 8.5 Identification Cards

Identification cards are issued to all employees at the time of hire. Faculty must display their ID card at all times while they are on campus and must present it when asked by Security personnel. ID cards are issued through the Campus Safety and Security Office, upon completion of new hire employment forms with the Human Resources Office. Faculty are responsible for their ID card; if lost, there will be a \$20 replacement fee.

## 8.6 Access To Buildings And Parking Areas

Faculty who need access to College buildings outside of posted hours should contact the CCS Ford Campus Security Office at 313-664-7444 or the Taubman

Security Office at 313-664-1444. They must check in with the Security Office upon arrival and check out when departing. The faculty member's CCS ID must be presented to be admitted to the building.

## 8.7 Keys

Keys for use on gates, doors, desks, file cabinets, vehicles and other CCS equipment are issued through the Facilities Department. They remain the property of CCS. If you are provided with a key, you are responsible for its safekeeping. You will be required to pay for the replacement of lost or stolen keys that have been assigned to you. If your job changes or you leave CCS, you must return all keys to the Director of Human Resources. You may not duplicate keys without authorization.

## 8.8 Children In The Workplace

All College employees, including faculty, staff, and students, may occasionally experience the need to bring children to campus. The following guidelines are established to clarify the College's practice regarding such situations.

Employees and students who are responsible for the care of minor children are expected to arrange childcare away from the workplace and campus. The College does not condone bringing children into the workplace and on campus, except as provided below. The College accepts no responsibility for the actions of children on campus; the parents or custodians assume all such responsibility. Bringing children into the workplace or classroom creates a distraction, for the parent or custodian, for other employees and for students, impeding the performance of College duties and could also endanger the child. The immediate supervisor or instructor will counsel or notify employees or students who bring children to campus without proper authorization in advance.

### 8.8.1 Exceptions For Employees

Employees may bring children to campus under the following conditions:

An employee is coming to campus for a short visit, or errand, of less than two (2) hours:

- delivering College-related work (forms, reports, grades, pay a bill, etc.)
- bringing a new baby to introduce to co-workers
- other casual, informal College business with co-workers
- College for Creative Studies sponsored special events

Other conditions to bring children to campus will need approval from the immediate supervisor and Director of Human Resources.

### 8.8.2 Exceptions For Students

- delivering College-related work (forms, registration, reports, grades, pay a bill, etc.)
- bringing a new baby, outside of class time, to introduce to classmates, instructors
- College for Creative Studies sponsored special events

Other conditions to bring children to campus will need approval from the Dean of Students.

## 8.9 College Purchasing

A purchase order is a promise to pay for goods and services that is sent to a vendor in order to process an order before payment is received. A purchase order **MUST** be used to procure goods and services unless prior authorization has been obtained from the office of the Vice President of Finance/CFO or is travel and entertainment related. Any purchases made by an employee without prior authorization may not be reimbursed!

Mastercards are available and provided to employees for the purpose of charging legitimate travel and entertainment expenses to the College. Cardholders should not use the corporate credit cards to circumvent the Colleges purchasing function by charging for other than approved travel-related expenses unless previously approved by the VP of Finance/CFO. Authorization to obtain a card must be through the VP of Finance/CFO. Although the card is issued in an individual's name, it should be considered College property. Complete details and more information may be obtained through the Business Services department.

The purchase requisition form is available on the public directory in the Business Services folder and on the office's campus office page. This is an electronic form.

### 8.9.1 Credit Application

Credit applications are available from Business Services. It may be necessary to send a credit application to a new vendor so a PO will be accepted. If a new vendor requires the completion of their credit application, please contact the Business Services Department.

### 8.9.2 Tax-Exempt

CCS is a non-profit organization and is tax-exempt. The College's tax-exempt ID # is available from Business Services, as well as a tax-exempt letter. Business Services can provide a copy of a W-9 form, the Request for Taxpayer Identification and Certification if necessary.

## 8.10 CCS Smoking Policy

State and local laws prohibit smoking in all parts of College buildings. City ordinance prohibits smoking within 15 feet of any building entrance. The detailed CCS Smoking Policy<sup>1</sup> can be found in the College's Policy Database.

## 8.11 Electronic Communications

CCS continues to adopt and make use of new means of communication and information exchange. This means that many of our employees have access to one or more forms of electronic media and services, including: computers, e-mail, telephones, voice mail, fax machines, external electronic forums, wire services, on-line services, the Internet, and the World Wide Web.

CCS encourages the use of these media and associated services because they can make communication more efficient and effective and because they are valuable sources of information. However, all employees and everyone connected with CCS must be aware that electronic media and services provided by CCS are for the purpose of facilitating and supporting CCS educational and business use.

This policy cannot establish rules to cover every possible situation. Instead, it is designed to support CCS's Mission Statement and set forth general principles employees should apply when using electronic media and services.

The following procedures apply to all electronic media and services that are:

- accessed on or from CCS premises;
- accessed using CCS computer equipment or via CCS paid access methods;  
or
- used in a manner that identifies the individual with CCS.

### 8.11.1 Prohibited Communications

Electronic media cannot be used for knowingly transmitting, retrieving, or storing any communications that are:

- discriminatory, annoying, or harassing;
- derogatory to any individual or group;
- offensive, obscene, defamatory, or threatening;
- attempting to test, circumvent, or defeat security or auditing systems;
- SPAMMING, the method of mass distribution of communications, that does not support CCS related business;

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<sup>1</sup>CCS Smoking Policy ( <https://campus.collegeforcreativestudies.edu/policy/smoking/> )

- engaged in for any purpose that is illegal, fraudulent, malicious, or contrary to CCS policy or educational and business interests.
- CCS reserves the right for interpretation of the above prohibited communications.

### **8.11.2 Personal Use**

Electronic media and services are provided by CCS primarily for employees' educational and business use. Limited, occasional, or incidental use of electronic media (sending or receiving) for personal, non-business purposes is understandable. Personal use of CCS's electronic media and services cannot interfere with an employees' position responsibilities. Employees are expected to demonstrate a sense of responsibility and not abuse this privilege.

### **8.11.3 Access to Employee Communications**

CCS does not routinely access or monitor employee communications directly. However, individual use patterns – telephone numbers called, sites accessed, call length, and time at which calls are made – are monitored for the following purposes:

- cost analysis;
- resource allocation;
- optimum technical management of information resources; and
- detecting patterns of use that indicate employees are violating CCS policies or engaging in illegal activity

CCS reserves the right to review any employee's electronic files and messages at any time to ensure electronic media and services are being used in compliance with the law, this policy, and other CCS policies. Employees should not assume that electronic communications are private.

### **8.11.4 Software Use**

CCS licenses the use of various computer software for educational and business purposes and does not own the copyright to this software or its related documentation. The employees of CCS do not have the right to reproduce such software for use on more than one computer, or use the software for purposes other than those authorized by the license. In most cases, educational use only is allowed by the license and software licensed by the College may not be used for personal, professional, or profit making use.

Employees may only use software on local area networks or on multiple machines according to the software license agreement. CCS prohibits the illegal duplication of software and its related documentation.

### 8.11.5 Security / Appropriate Use

Employees must respect the confidentiality of other individuals' electronic communications. Except in cases in which authorization has been granted by CCS management, employees are prohibited from engaging in, or attempting to engage in:

- monitoring or intercepting the files or electronic communications of other employees or third parties;
- hacking or obtaining access to systems or accounts they are not authorized to use;
- using other people's log-ins or passwords; and
- breaching, testing, or monitoring computer or network security measures

No e-mail or other electronic communications can be sent using CCS equipment that attempt to hide the identity of the sender or represent the sender as someone else.

Electronic media and services should not be used in a manner that is likely to cause network congestion or significantly hamper the ability of other people to access and use the system.

Anyone obtaining electronic access to other organizations' or individuals' materials must respect all copyrights and cannot copy, retrieve, modify, or forward copyrighted materials, except as permitted by the copyright owner.

See also the College's Information Security Plan<sup>2</sup> which can be found on the CCS Policy Database.

### 8.11.6 Confidential Information

The confidentiality of student and employee records is protected by state and federal laws. No employee may access confidential information unless authorized to do so. CCS confidential information should never be transmitted or forwarded to outside individuals or organizations without authorization. Employees are required and expected to protect CCS confidential information.

Please also see the College's FERPA Policy<sup>3</sup> which can be found on the CCS Policy Database.

### 8.11.7 Participation in On-Line Forums

Employees must be aware that any messages or information sent on CCS provided facilities to one or more individuals via an electronic network (i.e.: Internet mailing lists, bulletin boards, and other on-line services) are statements identifiable and attributable to CCS.

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<sup>2</sup>Information Security Plan (

<https://campus.collegeforcreativestudies.edu/policy/information-security-plan/> )

<sup>3</sup>FERPA Policy ( <https://campus.collegeforcreativestudies.edu/policy/family-educational-rights-and-privacy-act-ferpa/> )

CCS recognizes that participation in some forums might be important to the performance of certain employees' positions. Employees should include the following disclaimer in all of their postings to public forums:

- The views, opinions, and judgments expressed in this message are solely those of the author. The message contents have not been reviewed or approved by CCS.

Employees should note that, even with a disclaimer, connection with CCS exists and a statement could be imputed legally to CCS. Therefore, employees should not rely on disclaimers as a way of insulating CCS from the comments and opinions they contribute to forums. Instead, employees must limit their discussion to matters of fact and avoid expressing opinions while using CCS systems or a CCS provided account. Communications must not reveal information about CCS's business or confidential information and must not otherwise conflict with this or other CCS policies.

### 8.11.8 Policy Violations

Employees who abuse or violate the privilege of CCS-facilitated access to electronic media or services are subject to corrective action, up to and including termination.

Complete technology-related policies<sup>4</sup> can be found on the CCS policy database.

## 8.12 Social Media Policy

Policies related to the development, design, maintenance, and use of CCS Social media sites<sup>5</sup> can be found on the Policy database.

## 8.13 Field Trips

From time to time, a faculty member will want to take a group of students on a field trip. Faculty should follow the Student Domestic Travel Policy and Procedures for all field trips and ensure that students complete the field trip waiver of liability form<sup>6</sup>.

<sup>4</sup>Complete technology-related policies ( <https://campus.collegeforcreativestudies.edu/policy/category/facilities-technology/> )

<sup>5</sup>CCS Social media sites ( <https://campus.collegeforcreativestudies.edu/policy/ccs-social-media-policy/> )

<sup>6</sup>field trip waiver of liability form ( [https://campus.collegeforcreativestudies.edu/policy/wp-content/uploads/sites/7/form\\_field\\_trip\\_waivers.pdf](https://campus.collegeforcreativestudies.edu/policy/wp-content/uploads/sites/7/form_field_trip_waivers.pdf) )

## 8.14 International Travel Policy

The College for Creative Studies (CCS) is committed to developing global partnerships, increasing international diversity on campus, and providing international study opportunities for students.

The College and the individual travelers have a responsibility for promoting health, safety, and security while traveling abroad. This policy defines institutional requirements that promote safety during international travel.

Individual travelers are responsible for compliance with this international travel policy. Academic departments and College offices sponsoring CCS Related Travel are responsible for informing travelers of this international travel policy and for facilitating compliance for individuals where appropriate.

The International Travel Policy<sup>7</sup> outlines the College's requirements for CCS related travel abroad.

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<sup>7</sup>International Travel Policy ( <https://campus.collegeforcreativestudies.edu/policy/international-travel/> )