

Integrity Matrix

| Concern | Solution/ Policy/Procedure | Frequency (if applicable) | Notes |
|--|--|------------------------------|---|
| Rules Education & Enforcement | | | |
| 1. Compliance Communication with Barton Employees | KJCCC and NJCAA legislative information distributed to Athletic Coaches and Staff. | Quarterly Updates | Distribution of quarterly magazine with compliance section. Target audience: Boosters, Season Tickets Holders, Coaches and Service Area USDs. Implementation: Fall '17 <i>Notes: Implementation has shifted to Fall '18 (April 2018)</i> |
| | Head Coaches receive a copy of the NJCAA Handbook & Policies. | Annually | Upon hire and updated annually. <i>Notes: Handbook is only available online (August 2018)</i> |
| | Compliance on agenda for athletic staff meetings. | Monthly | Minutes taken and filed in AD Office. NJCAA Compliance Assessment for Athletic Staff in planning stage (17-18 implementation). <i>Notes: All Barton Athletic Staff members required to take annual NJCAA Compliance Exam (August 2018)</i> |
| | Athletic Orientation used as an educational tool for campus employees regarding KJCCC and NJCAA legislation. | Annually | Target audience: athletic staff and representatives from instruction, student services and business operations. |
| | Job descriptions directly responsible for NJCAA or KJCCC compliance reflect expectations. | Institutionalized | Filed with HR. |
| | Integrity review with President's Staff. | Monthly | Appears as agenda item. |
| | Student employee supervisor training prior to hiring student workers. | Annually | The training provides information on all aspects of supervising students including information on completing monthly timesheets; supervisors are required to confirm students worked during the clocked in hours. Student employees may not work during class time. |

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| | Student behavior expectations | Procedure is reviewed and updated as necessary and appropriate | Procedure #2611 - Student Code of Conduct https://docs.bartonccc.edu/procedures/2611-studentcodeofconduct.pdf |
| 2. Compliance Communication with Student Athletes | Ensure student-athletes are informed regarding work study program, eligibility and rules. | Biannually | Director of Athletics presents information on eligibility and rules. Student employee supervisor meets with student athletes who have student employee positions. |
| | Athletic mentor provides information (pamphlet) to second year athletes preparing to transfer. | Annually | Notes: <ul style="list-style-type: none"> • Pamphlet implementation planned for spring 2019 (April 2018) • Session on Athletic Mentor activities was offered during the spring '18 professional development series. A follow-up session was sponsored by the Vice-President's Office mid-spring. Both sessions were offered to faculty across the institution including online faculty. (April 2018) |
| 3. Compliance Assurance | Eligibility status of at least 10% of all student-athletes' on the NJCAA eligibility list to be reviewed and confirmed. | Beginning of each semester | The Registrar completes and reviews 100% of the eligibility list. |
| | Alert financial aid and athletic departments when conflicting information exists in Banner re student-athlete GED or high school diploma confirmation. | Prior to online eligibility submission | The Athletic Department provides Enrollment Services with a student eligibility list per sport. Enrollment Services confirms required documentation, requests missing paperwork and completes student record processing as documentation becomes available. Any discrepancies with high school or GED information is reported and updated as applicable to individual student records. Once all documentation is in order, online eligibility is submitted. |

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| | NJCAA Online Eligibility submitted prior to the first competition date of each season. | Prior to the first competition date of each season annually | Chuck Smrt, College Attorney, recommended eligibility review of 10% of student athletes by Enrollment Services – Barton reviews 100% of student athletes |
| | Creation of Student Employment Group composed of Human Resources, Career Center, Financial Aid Office, Academics and Athletics representatives. | Monthly | Group serves to provide cross communication re student employment issues and spot-checking of all student work study assignments. If a student is found in violation of student employment, they are immediately terminated without the ability to be rehired in another position. An internal report which monitors student check-in for work is utilized in addition to manage student employment. Minutes are taken and submitted to the Vice-President of Student Services and posted to Institutional Team website |
| | Host & Hospitality Guidelines | Annually (Athletic Department's quarterly magazine) and as warranted based on specific events and actions such as housing/meal arrangements | This small group met August 21, 2018. The group will be developing Barton specific written guidelines for general awareness to constituencies and for individuals who volunteer to provide hosting/hospitality for students. Guidelines to be completed by December, 2018. |
| Academics | | | |
| 4. Assurance of College-wide Integrity | College-wide Honor Code | Procedures are reviewed and updated as necessary and appropriate | <p>Procedure #2501 Academic Integrity, Quality, and Rigor http://docs.bartonccc.edu/procedures/2501-academicintegrity.pdf</p> <p><u>Notes:</u></p> <ul style="list-style-type: none"> • <u>Procedure #2501 was updated fall 2017. (April 2018)</u> <p>Procedure #2450 Employee Conduct and Discipline https://docs.bartonccc.edu/procedures/2450-employeeconduct.pdf</p> |

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| | | | Procedure #2451 Ethical Behavior https://docs.bartonccc.edu/procedures/2451-ethicalbehavior.pdf |
| | Coaching job descriptions | Reviewed prior to each search | Learning & instruction emphasis is included. |
| 5. Administration of Instructional Delivery | Attendance & grade reporting | Procedures are reviewed and updated as necessary and appropriate | Procedure #2511 https://docs.bartonccc.edu/procedures/2511-gradeandattendance.pdf <u>Notes:</u> <ul style="list-style-type: none"> • <u>Procedure #2511 is currently under review for updates. (April 2018)</u> • <u>Revised procedure #2511 approved June 2018</u> |
| | Employee performance reviews | Staff annually; faculty per schedule | Procedure #2480 Performance Evaluation http://docs.bartonccc.edu/procedures/2480-performanceevaluation.pdf Procedure #2481 Faculty Evaluation Process https://docs.bartonccc.edu/procedures/2481-faculty_eval_process.pdf <u>Notes:</u> <ul style="list-style-type: none"> • <u>Workgroup will begin summer 2018 to consider changes to faculty and staff evaluation/appraisal systems. (April 2018)</u> • <u>Workgroup is evaluating two software packages for consideration. (July/August 2018)</u> |

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| | Training for online faculty | Per online instructor | e-Certification process Notes: <ul style="list-style-type: none"> Dean's Council is working in conjunction with Associate Dean Mather and BOL committees to identify online faculty professional development needs beyond initial e-Certification. (April 2018) |
| 6. Assurance of Academic Program Quality | Instructional Program Reviews | Annually | All instructional areas are included in annual program reviews. Notes: <ul style="list-style-type: none"> Plans for a spring debriefing of current Program Review process; working towards enhanced templates suitable for both program and location reviews. Researching rubric system. (April 2018) Review of current Program Review system is occurring (Fall 2018) |
| | Course Syllabi Management | Monthly | The Learning, Instruction & Curriculum Committee (LICC) oversees syllabi creation and updates. Notes: <ul style="list-style-type: none"> New software system (Concourse) approved with FY 19 strategic plan; project and timeline for implementation forthcoming |
| | Program Curriculum Guide Reviews | Annually – fall semester | Reviewed and updated via Program Topics & Processes Committee and Deans |
| 7. Assurance of Student Academic Integrity | Academic Integrity | Per course enrollment | Online & Fort Riley students complete embedded quiz before beginning each course Notes: <ul style="list-style-type: none"> Dean's Council will begin discussions this summer about the development of enhanced awareness/training for all students (all delivery venues) on cheating. (April 2018) |

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| | | | <ul style="list-style-type: none"> • <i>New Academic Integrity Council named (June 2018)</i> • <i>College Membership with International Center for Academic Integrity (Fall 2018)</i> |
| | Student Verification Processes | Ongoing | Student Authenticity Committee is evaluating multi-measures to verify student identification Notes: <ul style="list-style-type: none"> • <i>Examity Proctoring System purchased; pilot implementation with BOL Session #3 & #4 (Fall 2018)</i> |
| | Arranged and Late Starting Class Procedure | As necessary to meet student circumstances | Procedure #2515 https://docs.bartonccc.edu/procedures/2515-arrangedclasses.pdf |
| | Exam Proctoring Procedures | As necessary to support face-to-face and online proctored examinations | Procedure #2510 https://docs.bartonccc.edu/procedures/2510-proctoredexaminations.pdf Procedure #2516 https://docs.bartonccc.edu/procedures/2516-alternativedelivery.pdf |
| | Grade & Degree Revocation Procedures | As necessary to support student deceit, fraud and/or misrepresentation | Procedure #2505 https://docs.bartonccc.edu/procedures/2505-graderevocation.pdf Procedure #2506 https://docs.bartonccc.edu/procedures/2506-degreerevocation.pdf Notes: <ul style="list-style-type: none"> • <i>Registrar & Instructional Council #2505 procedure review (fall 2018)</i> |

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| | Student Academic Integrity Procedure | As necessary to address academic integrity violations and required sanctions | Procedure #2502 https://docs.bartonccc.edu/procedures/2502-academicintegrity.pdf Notes: <ul style="list-style-type: none"> • <i>Procedure #2501 was updated fall 2017. (April 2018)</i> |

| Boosters /Booster Club & Camps | | | |
|--|--|--------------------------|---|
| 8. Compliance Communication | Booster Club general meetings | As needed | Compliance agenda item |
| 9. Athletic Camp & Booster Club Fiscal Tracking and Oversight | Established procedure for conducting Athletic Camps | Reviewed as necessary | Procedure #2140 https://docs.bartonccc.edu/procedures/2140-camps.pdf |
| | Booster Club expenditures are issued through Business Office via a check | Per expenditure | This eliminates the provision that a member of the Cougar Club must be one of two signatories on all checks written on the Cougar Club account Notes: <ul style="list-style-type: none"> • <i>Solution/Policy/Procedure language updated (April 2018)</i> |
| | A fundraising reconciliation sheet is completed for Booster Club events | Conclusion of each event | Reconciliation occurs for income of \$1,000 |
| | Business Office maintains accounting of Cougar Booster Club | Annually | Reports are prepared as part of the College's financial audit |