I. IDENTIFYING INFORMATION

Course: MSA 604
Course Title: Administration, Globalization and Multiculturalism
EPN: 22321702
Term: Fall II
Location: Online
Course Dates: 10/23, 12/15/2017
Course Days and Times: N/A
Prerequisites: None.

Blackboard:
Blackboard is a web-based learning management system licensed by CMU. Within Blackboard, a course website, also known as a shell, is automatically created for every CMU course. Face-to-face courses may or may not incorporate Blackboard, whereas Blackboard course shells are always used for online courses and will be available to you prior to the course start date. Seeing the course shell listed in Blackboard with unavailable adjacent to its title is an indication that your instructor has not made it available and is in no way indicative of registration status. To access Blackboard, open a web browser and enter https://blackboard.cmich.edu/webapps/login/. After the site loads, enter your CMU Global ID and password in the respective spaces provided. Click the "login" button to enter Blackboard and then the link to the appropriate course to enter the course's Blackboard shell. If you need assistance, contact the IT Helpdesk at 989-774-3662 / 800-950-1144 x. 3662. Self-guided student tutorial resources are also available at https://blackboard.cmich.edu/webapps/login/.

Instructor: Richard Santiago
Primary Phone Number: N/A
Secondary Phone Number: N/A
E-Mail Address: santi2r@cmich.edu
Availability: Thursday, 06:30 PM to 08:00 PM EST

Academic Biography:

PhD, Business Management, Specialization in Leadership, Capella University, 2015


MSA, Specialization in Leadership, Central Michigan University, 2004

BS, Computers, Metropolitan University, 1990

Dr. Richard (Rich) Santiago is a bi-cultural and bi-lingual leader with an extensive leadership and global experience. He is a bi-cultural leader who has internalized two cultures: from Puerto Rico and the United States (US). Dr. Santiago is also bi-lingual as he speaks two languages: Spanish and English. He served in the military for over 25 years. Since 1990, he has been serving in leadership positions for organizations operating domestically and internationally. For over 5 years, he worked in multicultural environments abroad in locations such as Afghanistan, Iraq, Saudi Arabia, Bosnia, and Hungary, among others. Some of his job assignments included: (a) Commander, Baghdad, Iraq; (b), Fund Manager in support of the North Atlantic Treaty Organization (NATO), Kabul, Afghanistan; (c) Finance & Accounting Officer and Liaison Officer to the Saudi American Bank, Riyadh, Saudi Arabia; and (d) Resource Manager for the Department of Defense (DoD), the Pentagon, Washington, DC, among others.
Dr. Santiago’s international assignments provided him with unique opportunities to work with individuals from different countries in organizations such as the Saudi American Bank, the National Bank of Kuwait, and the International Security Assistance Force, among others. Today, he is performing as a Resource Manager and Branch Chief, supporting global operations for the US Army Intelligence and Security Command (INSCOM).

Dr. Santiago has been facilitating career-oriented courses for adult students since 2009. He has been teaching courses related to Cultural Diversity, Leadership, Contemporary/International Management, Business Administration, and Strategy, among others. He also has been a guest speaker for topics related to managing diversity in the workplace. During his free time, he enjoys reading, watching movies, running, lifting weights, listening to music, and spending time with family and friends. He also enjoys having small professional discussions with students, friends, co-workers and family.

II. TEXTBOOKS AND INSTRUCTIONAL MATERIALS

Order books from MBS at [http://bookstore.mbsdirect.net/cmu.htm](http://bookstore.mbsdirect.net/cmu.htm)

Textbooks and Course Materials:

| Title: | Diversity Consciousness: Opening our Minds to People, Cultures, and Opportunities, Custom Edition - Bundle (E-book Included with Delivery) (E-book Available) |
| Author: | Bucher |
| Edition: | 2017 |
| Publisher: | Pearson |
| Required: | Yes |

Course Reserves:

N/A

Required Materials:

N/A

Recommended Materials:

N/A

III. COURSE DESCRIPTION

Focuses on theoretical and applied concepts and skills essential to successfully managing an environment of workplace diversity and multiculturalism within domestic and global organizations.

IV. COURSE GOALS AND OBJECTIVES

Upon successfully completing this course, the student will be able to:

1. Demonstrate an advanced understanding of the complexities of globalization and its implications for organizations.
2. Explain how variables related to diversity and culture interact to shape the perceptions of individuals within society and organizations.
3. Compare fundamental concepts, principles and theories relevant to understanding cultural differences and similarities in the world of work.
4. Analyze and interpret the effects that variables related to diversity and culture have on the administrative process and apply this analysis to the effective strategic planning and administration of global and multicultural organizations.
5. Develop the knowledge and skills necessary to be an effective administrator and/or worker in a culturally diverse workplace.
6. Evaluate the role of organizational polices, practices, design, and structure in facilitating diversity management strategies.

V. METHODOLOGY

This course will include discussions, papers, audio podcasts, PowerPoint presentations, lectures, and real-time collaborative chats as well as individual and group projects. The course materials are available in the Blackboard.
Rubrics will be used to evaluate assignments. Rubrics are posted with the assignment instructions in the Blackboard.

During the course, students will be required to do the following: (a) in advance, read assigned chapters and material in PowerPoints as well as listening to audio podcasts, and (b) participate in the Discussion Board forums and Collaborative Chats. Students will also be required to participate individually as well as in groups to complete assigned projects. Following the group analysis, a presentation of the results will be made to the class.

VI. COURSE OUTLINE/ASSIGNMENTS

Pre-Class Assignment:
Pre-Course Assignments: Read the syllabus. Also, obtain textbook and commence reading. You are responsible for understanding and complying with course requirements and expectations.

Course Outline:
Outline of Session Topics and Activities:

Weeks run from Monday through Sunday, except for the last week of the course, which runs from Monday through Friday. Students are required to become very familiar with the syllabus and know when assignments are due. All courses will follow the Eastern Time Zone.
<table>
<thead>
<tr>
<th>Week</th>
<th>Topic(s)</th>
<th>Reading(s)</th>
<th>Task(s) Due</th>
</tr>
</thead>
<tbody>
<tr>
<td>Week 0</td>
<td>- Getting Started!</td>
<td>Syllabus &amp; Bb tutorials.</td>
<td>- Pre-class task(s).</td>
</tr>
<tr>
<td>Week 1</td>
<td>- Diversity: An Overview</td>
<td>Chapters 1 &amp; 2</td>
<td>- Discussion 1 -Chapter Group Presentation: Groups Formed** - Chat*</td>
</tr>
<tr>
<td></td>
<td>- Diversity Consciousness and Success</td>
<td></td>
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</tr>
<tr>
<td>Week 2</td>
<td>- Personal and Social Barriers to Success</td>
<td>Chapter 3</td>
<td>- Interview Paper: Your choice for approval - Chat* - Submit Chapter Group PowerPoint Presentation</td>
</tr>
<tr>
<td>Week 3</td>
<td>- Developing Diversity Consciousness</td>
<td>Chapter 4</td>
<td>- Discussion 2 - PersonalRoadmapPaper - Chapter Groups 1 and 2 Presentations** - Chat*</td>
</tr>
<tr>
<td>Week 4</td>
<td>- Midterm</td>
<td>All midterm materials</td>
<td>-Midterm Exam</td>
</tr>
<tr>
<td>Week 5</td>
<td>- Communicating in a Diverse World - Social Networking</td>
<td>Chapters 5 &amp; 6</td>
<td>- Discussion 3 - Interview Paper: Interview Questions - Chapter Groups 3 and 4 Presentations** - Chat*</td>
</tr>
<tr>
<td>Week 6</td>
<td>- Teamwork -Leadership</td>
<td>Chapters 7 &amp; 8</td>
<td>-Foreign Assignment Paper: Paper Report -Chapter Groups 5 and 6 presentations** - Chat*</td>
</tr>
<tr>
<td>Week 7</td>
<td>- Preparing for the Future</td>
<td>Chapter 9</td>
<td>- Discussion 4 - Foreign Assignment Paper: Presentation - Chat*</td>
</tr>
<tr>
<td>Week 8</td>
<td>Closing</td>
<td>- All chapters and materials</td>
<td>- Interview Paper: Final Paper (Due by Friday midnight).</td>
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* Please see the Collaborate Chats in the Blackboard for the schedule and agenda.
Assignment Due Dates:
Course weekly assignments are shown above. For more details, go to the “Syllabus | Schedule” and the “Course Materials” sections in the Blackboard website. Assignments are due during a specific course week. For more information about assignments, go to the specific assignment sections and read the requirements for each Discussion Board forums, Collaborate Chats, Projects (Individual/Group), Midterm, and Final Paper. Late submissions will be reduced 15% per day. No submission will be accepted after the last day of the course. No make-ups or post evaluation re-submissions--unless I specifically approve the re-submission.

Post-Class Assignment:
There is no post class assignment.

Student Involvement Hours:
The hours needed to prepare for this course will vary based on students’ interests and background. However, it is not uncommon for students to spend 2 to 3 hours outside class for each hour of classroom time.

VII. CRITERIA FOR EVALUATION

Evaluation Criteria:
Course assignments and points are listed as follows:

<table>
<thead>
<tr>
<th>Category</th>
<th>Details</th>
<th>Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chapter Group Presentation</td>
<td>Group Project</td>
<td>150</td>
</tr>
<tr>
<td>Personal Roadmap Paper</td>
<td>Paper</td>
<td>150</td>
</tr>
<tr>
<td>Midterm Exam</td>
<td>Essay questions</td>
<td>150</td>
</tr>
<tr>
<td>Chat Participation</td>
<td>Minimum 4 times at 25 points each</td>
<td>100</td>
</tr>
<tr>
<td>Discussion Board</td>
<td>4 forums at 25 points each</td>
<td>100</td>
</tr>
<tr>
<td>Foreign Assignment Paper</td>
<td>Group Project: Paper -150 points &amp; Presentation – 50 points</td>
<td>200</td>
</tr>
<tr>
<td>Interview paper</td>
<td>Topic, Questions, and Final Paper</td>
<td>150</td>
</tr>
<tr>
<td></td>
<td><strong>Total</strong></td>
<td><strong>1,000 points</strong></td>
</tr>
</tbody>
</table>

Grading Scale:
It’s on a percentage scale (your total points earned/ total possible points). Please note that the grade of "C-" will not count towards a graduate degree.
Check your grades and feedback under "My Grades" on the left menu at least once a week.

Type of Performance and Evaluation Criteria: You will be required to complete seven activities in order to achieve the identified objectives. Details are explained below and in the Blackboard. Contact the instructor if you have any questions.

1. CHAPTER PRESENTATION (150 points)

The first week of class, students will be divided into groups and assigned a chapter to present to the class, beginning in Week 3. The presentation should be about 20 minutes long. The presentation should be engaging and based on the material cover in the course while incorporating the group’s ideas, perspectives and experiences. All members of the group must be involved in presenting the material.

It is highly recommended that each group practice their presentation before they present during the Live Chat. Each group should meet and practice their presentation using the “Link to Blackboard Collaborate” under the “Chat Instruction” in the Blackboard. The group presentation will be evaluated using the following criteria:

   a. Covered all major points of the chapter in an understandable manner (50%)
   b. Created an effective 20-min PowerPoint Presentation (15%)
   c. All members of the group involved in presenting the material (25%)
   d. The group involved/engaged the class in a discussion of the material (10%)

Week 1: Groups Formed
Week 2: All Groups Submit PowerPoint Presentations to Instructor by Sunday
Week 3: Presentations: Group 1 (Chapter 4) and Group 2 (Chapter 5)
Week 5: Presentations: Group 3 (Chapter 6) and Group 4 (Chapter 7)
Week 6: Presentations: Group 5 (Chapter 8) and Group 6 (Chapter 9)

2. DISCUSSION BOARDS (4 Forums at a value of 25 points = 100 points total)

Discussion Board postings enable us to share our ideas while learning from each other. Week 1, 3, 5 and 7 have an associated discussion forum. Post a response to each forum question, and start conversations with your peers. We encourage you to keep an ongoing dialogue about the discussion topic. The purpose of the discussion forum is to generate conversations about relevant topics.

Students are expected to write their initial post no later than Wednesday of the week of the forum, and respond to 2 peers’ postings no later than Sunday. Your response to the discussion question needs to be (a) related to the discussion topic, and (b) have at least 300 words.

You also need to respond to 2 peers’ postings by Sunday of that week, and each posting needs to be (a) related to the discussion topic, and (b) have at least 100 words. Please feel free to respond to more than 2 peers’ postings. We encourage you to learn from each other! Note that no points will be earned for discussion responses posted after the week ends. Also, points will be deducted (a) if your posting is not related to the discussion topic, and/or (b) you did not meet the minimum word requirement.

Points will be earned for discussion postings as follows: Up to 15 points will be earned for each substantive response
(related to the discussion topic with at least 300 words) to the main discussion question by Wednesday. Also, 10 points are earned through responding to at least 2 other peers’ postings by Sunday (related to the discussion topic with at least 100 words each - 5 points each).

3. COLLABORATE CHATS (4 Collaborative Chats at a value of 25 points = 100 points total)

This virtual classroom session will be held through Collaborate Chats, a synchronous communication tool in the Blackboard. There is a total of 6 Live Chat (Week 1-3, and Week 5-7). You are required to participate in at least 4 chats so you can earn up to 100 points (25 points each chat). Contact the course instructor for alternatives if you cannot participate in any of the Collaborate Chats. Go to the Collaborate Chats section in the Blackboard for dates and times. Students’ participation is demonstrated by active involvement in the discussions, not mere attendance.

4. PERSONAL ROADMAP PAPER FOR DIVERSITY MANAGEMENT IN YOUR CAREER (150 points)

Develop a paper that identifies what you feel are your strengths and weaknesses as well as areas you want/need to learn more about for improvement, in regards to diversity management skills/assets that will position you for success in the working environment. The paper needs to be 3-4 pages, not including front page and references. The paper must also meet the following criteria:

a. Clear definition of strengths, weaknesses, and indication of areas you want/need to learn more about for improvement, in regards to diversity consciousness skills/assets (60%)
b. Provides an overall summary and conclusion (15%)
c. Correct syntax and grammar (10%)
d. Correct spelling and punctuation (10%)
e. Correct APA style usage for citations and references (5%)

Save your work in Word. Submit your paper through the title link by the end of Week 3.

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5. MIDTERM EXAMINATION (150 points)

You will answer essay questions with a minimum of 500 words. You either answer (a) 5 short essay questions with a minimum of 100 words each, or (b) 1 long essay question with a minimum of 500 words.

It is due Saturday midnight in Week 4. Attach the exam and your answers as a Word document file through the title link. See Blackboard for questions and details.

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6. GROUP PROJECT TO PREPARE FOR A FOREIGN ASSIGNMENT (Paper -150 points & 10-Min Presentation - 50 points = 200 points)

Your organization has given your team the task of preparing employees in your company for success working in a foreign country. Your team will determine which foreign country you will choose, subject to approval by the instructor. Items to address will include the country’s:

A. Hierarchy and decision-making processes;
B. Types of conflicts that may be encountered;
C. Preferred managerial qualities;
D. Privileges and/or favoritism as it relates to sex, religion, class, or status;
E. Ethnicity and gender issues;
F. Customs that may have an impact on the organization’s way of doing business;
G. Particular behaviors to avoid.

Week 6: Submit a 4-5 page paper, not including front page and references, by Sunday. This is a group paper submission – one per group.
Week 7: The group will also provide a 10-minute presentation during the Live Chat session.

7. FINAL PERSONAL INTERVIEW PAPER (Interview Questions – 50 points & Final Paper – 100 points = 150 points)

Conduct an interview with someone from a different culture or ethnicity than yours. This can be almost any individual, but it cannot be someone from the class. In that interview, explore that individual’s thoughts and experiences relating to the class material. Find out things such as challenges they have faced, obstacles they may have had to overcome, or other areas of inquiry. Due by Week 8 on Friday.

Obtain approval of who you are going to interview from the instructor by Week 3 of class, and submit your interview questions prior to conducting the interview. This paper is due no later than the last night of class. The Personal Interview Paper must include the following:

a. The extent to which you covered class concepts and ideas in the interview. These include challenges that they have faced as a result of their background, obstacles they may have overcome, and their thoughts and views on different aspects of diversity consciousness (65%)

b. Provides an overall summary and conclusion (15%)

c. Correct syntax and grammar (10%)

d. Correct spelling and punctuation (10%)

Week 2: Obtain Approval of Who You Are Going to Interview From The Instructor
Week 5: Submit Interview "Questions" Only
Week 8: Interview Paper Final Submission

Late Assignments:

LATE WORK POLICY:

- Work submitted after the due date will be reduced 15%. No submission will be accepted after the last day of course session. You are responsible for ensuring assignments are submitted on time and that your submission is received.
- Multiple file submissions will be returned for re-submission as a single file. If the assignment was resubmitted after the due date, the re-submission will be considered as a late submission.

SUBMISSION POLICY:

- All assignments should be submitted into the course assignment section electronically.
- Submissions must be in MS Word format and all work must be added into one document. Verification of assignment submission is an exclamation mark (!) in the respective assignment area in the Gradebook.
- Scores will be posted on the website under the Gradebook. If a score is missing or entered incorrectly, please let me know. You should review your grades at least once a week and no later than Monday.

Make-ups and Rewrites:

Missing assignments may prevent you from successfully completing the course. If you foresee any difficulties (i.e., an illness, employment change, etc.), which may prevent you from completing the assignments or this course, notify the instructor as soon as possible. Failure to do so in a timely manner may prevent you from (a) earning points for the assignments, and (b) successfully passing the course.

VIII. EXPECTATIONS

Attendance and Participation:
STUDENT ATTENDANCE AND EXPECTATION STATEMENT:
CMU students are required to participate in Discussion Board Forums, Group Projects, and Individual Projects. Students are also required to attend and participate in at least 4 out of the 6 Live Chats. Students must notify the instructor in advance if they are not able to participate in any of these chats. The instructor will lower students’ grades for lack of attendance, regardless of the students’ academic assignment grades. If the instructor is notified in advance and appropriate documentation such as military orders, medical emergencies or employment demands is provided, post approval for lack of attendance may be granted.

STUDENTS SHALL USE PROPER ETIQUETTE

- Do not use all Caps (ALL CAPS IS CONSIDERED SHOUTING) during chats, discussions and emails as it is much harder to read.
- Do use classmates’ names in responding to chats, discussions and emails (i.e. “Mary, you said …”).
- All disagreements shall be constructive and politely shared (i.e. “Sam, you mentioned that … but I believe … because …”).
- All interactions during chats, discussions and emails shall be polite and respectful. We all learn from each other. Personal attacks, offensive language, or inappropriate comments will not be tolerated.
- Any violation during chats, discussions and emails may severely affect a student’s grade. It may also be a cause for removal from the discussion, dismissal from the class and/or action by the university.

FACULTY EXPECTATION/COMMUNICATION:

- Primary forms of communication are emails, discussion board forums, and my feedback on submitted assignments.
- If you are to communicate with me via email, place the course identifier (MSA 604) in the email subject line. Also, add your full name in the body of the email.
- I will acknowledge receipt of students’ email messages within 24 hours. I will provide complete response or resolution within 48 hours, 7 days a week.
- I will evaluate and grade assignments, exams, and other materials within five (5) working days of their receipt.

INCOMPLETE:
The Incomplete (I) is a temporary grade used in cases when a student is unable to complete course requirements because of illness or other justifiable circumstances. Students should not enter the course with an anticipation of receiving an (I) grade. An (I) grade is assigned in cases in which the student has completed satisfactorily the major portion (50%) of the course requirements, and has the ability to complete the remaining work without re-registering for the course. The (I) grade is also granted by the instructor only for exceptional circumstance and is based upon circumstances which are unanticipated and out of the student's control. If you receive the (I) grade due to unforeseen or unexpected circumstances, you will be given no more than 60 days to complete the course requirements. Further information on (I) grades can be found in the current Bulletin.

COPIES OF ASSIGNMENTS:
Attention CMU students: It is your responsibility to retain a copy of all the assignments that are submitted to the instructor via the Blackboard. This includes, but is not limited to, exams, projects, cases, discussion board postings, and reports.

CMU EMAIL:
You are required to obtain and use the CMU email address that is automatically assigned to CMU students. All official correspondence (including bills, statements, emails from instructors and grades, etc.) will be sent ONLY to your CMU email address.

CMU’s HELP DESK:
CMU Help Desk is open seven days a week to provide support with Blackboard and a wide variety of technical issues. The Help Desk should always be your first step in reporting any technical difficulties. They can be reached at (800) 950-1144, ext. 3662 or helpdesk@cmich.edu.

LATE REGISTRATION:
Students who register late or immediately before or after the course start date, may get off to a slow start. Students who fall
into this category are expected to catch up, and there are no exceptions. Online courses are concentrated in time and academic workload. Students who do not feel they can meet this deadline should not enroll in the class. Also note that late registration may mean you do not receive your book in time to make up the work you missed in Week 1. Not having your book on the first day of class is not an excuse for late work after the deadlines in the schedule.

**Academic Integrity:**

Because academic integrity is a cornerstone of the University's commitment to the principles of free inquiry, students are responsible for learning and upholding professional standards of research, writing, assessment, and ethics in their areas of study. Written or other work which students submit must be the product of their own efforts and must be consistent with appropriate standards of professional ethics. Academic dishonesty, which includes cheating, plagiarism and other forms of dishonest or unethical behavior, is prohibited. A breakdown of behaviors that constitute academic dishonesty is presented in the CMU Bulletin (https://bulletins.cmich.edu/).

**Student Rights and Responsibilities:**

Each member of the Central Michigan University community assumes an obligation regarding self conduct to act in a manner consistent with a respect for the rights of others and with the University's function as an educational institution. As guides for individual and group actions within this community, the University affirms the general principles of conduct described in the Code of Student Rights, Responsibilities and Disciplinary Procedures at https://www.cmich.edu/ess/studentaffairs/Pages/Code-of-Student-Rights.aspx.

**IX. SUPPORT SERVICES AND OTHER REQUIREMENTS**

**Library Research and Instruction Services**

As a CMU student you have full access to the services and resources of the CMU Library. Reference librarians will help you find information on your research topic and answer other questions related to the library. The library's Documents on Demand office will obtain copies of the books and journal articles for you. Check out the library's website at https://library.cmich.edu for more information.

**Reference librarian contact information:**
1. By email: libref@cmich.edu
2. By online form: http://libguides.cmich.edu/askalibrarianform
3. By phone: (989) 774-3470.

**Documents on Demand office contact information:**
1. By email: docreq@cmich.edu
2. By online form: https://illiad.cmich.edu/
3. By phone: (989) 774-3022.

**Writing Center**

The CMU Writing Center is a free online service for all CMU students, providing help with grammar, citations, bibliographies, drafts, and editing of academic papers. Suggestions and feedback are typically provided within two business days. For additional information and to submit work, visit https://www.cmich.edu/global/writingcenter/Pages/default.aspx

**Mathematics Assistance Center**

The CMU Mathematics Assistance Center provides free tutoring in mathematics and statistics to students enrolled in select courses. Tutoring is available online and via telephone. To see what courses qualify and to register with the Math Assistance Center, visit http://global.cmich.edu/mathcenter/tutoring-request.aspx.

**ADA**

CMU provides individuals with disabilities reasonable accommodations to participate in educational programs, activities
and services. Students with disabilities requiring accommodations to participate in class activities or meet course requirements should contact Student Disability Services at (800) 950-1144, extension 3018 or email sds@cmich.edu, at least 4 weeks prior to registering for class. Students may find additional ADA information and forms at https://www.cmich.edu/ess/studentaffairs/SDS/Pages/default.aspx

Note to faculty: CMU Administration will notify you if applicable; otherwise, the student will provide a "Notification Letter to the Instructor" outlining the accommodations the student is approved to receive.

X. BIBLIOGRAPHY


Tadmor, C. T., & Galinsky, A. D., & Maddux, W. W. (2012). Getting the most of living abroad: Biculturalism and


Center Information

Student & Enrollment Services for CMU Online Courses
(800) 688-4268 or (989) 774-1129 or cmuonline@cmich.edu

Drop & Withdrawal Policy for Online Courses
http://global.cmich.edu/courses/drop-withdraw.aspx

Academic Calendar and
Credit/No Credit Deadlines for Online Courses
https://www.cmich.edu/global/calendar/Pages/default.aspx

Office of Information Technology Help Desk
https://www.cmich.edu/office_provost/OIT/help/help_desk/Pages/default.aspx

Pre-Class Checklist for Online Courses
http://www.global.cmich.edu/cmuonline/checklist.aspx

Online Learning Resource Center
http://www.global.cmich.edu/cmuonline/about/

Certified Testing Center & Proctoring Information
https://www.cmich.edu/global/cmuonline/proctoring/Pages/default.aspx

Harassment and discrimination: You have a right to feel safe and supported while pursuing your degree at CMU. If any professor, student, or staff member makes you feel that you have been discriminated against, disrespected or stuck in a hostile environment, the Office of Civil Rights and Institutional Equity (OCRIE) is here to help: Bovee UC 306, (989) 774-3253. For resources and more information, please see https://www.cmich.edu/office_president/OCRIE/

Sexual misconduct policy: With the exception of the confidential resources named explicitly within the Sexual Misconduct Policy, all CMU staff and faculty are responsible employees and are required to report any information they know about possible sexual misconduct to the Title IX Coordinator in OCRIE at (989) 774-3253. This means that any information you may divulge about such an incident in the classroom or with a faculty member cannot be confidential. Reports to OCRIE are intended to provide options and resources to survivors. Please keep these reporting obligations in mind as you seek support from staff and faculty you trust, and know that there are also support centers on campus that will maintain confidentiality, which include Sexual Aggression Peer Advocates (989-774-2255) and the CMU Counseling Center (989-774-3381). For resources and more information, please see https://www.cmich.edu/office_president/OCRIE/