



Policy Owner:	The Vice President for Research			 جامعة حمد بن خليفة HAMAD BIN KHALIFA UNIVERSITY عضو في المؤسسة قطر Member of Qatar Foundation
Responsible Unit:	The Office of the Vice President for Research			
Policy Name:	Authorship and Publication Policy			
Policy ID Code:	RE-RP.03.001	Rev. 00	Page 1 of 11	

AUTHORSHIP AND PUBLICATION POLICY

Ver.	Approval Date	Effective Date	Type of Change	Approved by
00	09/06/2026	09/06/2026	Initial Release	President

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1. Purpose

The purpose of this Policy is to establish institutional standards and requirements governing the authorship, publication, and dissemination of research and scholarly work conducted under the auspices of Hamad Bin Khalifa University (HBKU). This Policy promotes integrity, transparency, and accountability in authorship, publication, and dissemination practices and supports the quality, credibility, visibility, and integrity of HBKU’s research and scholarly outputs.

2. Scope

This Policy applies to all individuals who contribute to the authorship, publication, or dissemination of research or scholarly output in the course of their employment, appointment, affiliation, or enrollment at HBKU. This includes, but is not limited to, HBKU regular and non-regular employees, visiting and adjunct faculty, scholars, researchers, research and software engineers, technicians, consultants, postdoctoral scholars, and students.


This Policy applies to all Research and Scholarly Work conducted under the auspices of the University, including work that is carried out as part of University related duties or activities; uses University resources, facilities, funding, or support; is subject to University supervision or sponsorship; or represents HBKU through Author affiliation, acknowledgment, or other associations in publications, presentations, or other scholarly outputs.

This Policy applies to all forms, types, and venues of publication and dissemination of Research and Scholarly Work, including, but not limited to, conference papers and proceedings, scientific journals, books and book chapters, web-based publications, published scientific posters, abstracts, grant proposals, as well as other research and scholarly publication or dissemination activities.


3. Terms, Abbreviations, and Definitions

The following terms and abbreviations used in this Policy shall have the meanings defined below:

Terms/Abbreviations	Definitions
Affiliation	The institution where the Author or Authors were affiliated when the Research or Scholarly Work was conducted. Affiliation is used for the purpose of identifying the Author(s) and providing credit to the supporting institution.
AI	Artificial Intelligence
Author	An individual who meets the applicable Authorship criteria and is formally recognized and attributed credit for his/her substantial intellectual contribution to a Research or Scholarly Work.
Authorship	The formal attribution of credit, responsibility, and accountability to individuals who have made substantial intellectual contribution to a Research or Scholarly Work.
Conflict of Interest	As defined in the University’s Conflict of Interest Policy.
Contributor	Any individual who has contributed to a Research or Scholarly Work, whether or not that contribution qualifies for Authorship under this Policy.
Dissemination	The communication of a research or scholarly output to a target audience through different dissemination methods, channels, or venues, including exhibitions and performances.
Fabrication	Making up data or results and recording or reporting them as true.
Falsification	Manipulating research material, equipment, or processes, or changing or omitting data or results such that the research is not accurately represented in the research record.
HBKU or “the University”	Hamad Bin Khalifa University

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Intellectual Property (IP)	As defined in the University's Intellectual Property Policy including intellectual outputs and associated rights recognized under applicable law and the University's Intellectual Property Policy that are eligible for legal protection or enforcement, including copyrights, patents, database rights, trade secrets, know-how, software, data compilations, and other protectable or enforceable intellectual outputs.
Misrepresentation	False representation of: <ul style="list-style-type: none"> • Data (suppressing or presenting flawed interpretation of relevant findings, data and/or figures), • Interests (failing to declare material interests of the researchers or the research funders), • Originality of work (e.g., Publication Redundancy), • Qualifications and/or experience, or • Involvement (inappropriate claims to authorship and/or attribution of work where there has been no significant contribution, or the denial of authorship where an author has made a significant contribution).
Organizational Unit	A formally established entity or unit within HBKU such as a College, Research Institute, Center, Administrative Department, Office, or similar entity or unit responsible for specific academic, research, support, or administrative functions.
Peer Review	The process by which independent experts in the relevant field evaluate a research or scholarly output for its quality, originality, accuracy, and relevance before publication or dissemination.
Plagiarism	The substantial copying of another person's work without proper citation or attribution, the unauthorized appropriation of intellectual property, or the appropriation or use of another person's ideas, processes, methods, information, results, or expressions without giving appropriate credit, such as giving appropriate acknowledgment or attribution for that person's work. It includes the unauthorized use of ideas or unique methods obtained by a privileged communication, such as through the review of a manuscript, grant proposal, or other scholarly materials.
Predatory Journal	Journals or publications that exploit the open-access model by charging publication fees without providing legitimate editorial and Peer Review services.
Publication Redundancy	Representing one's own rework as original when it was previously published or disseminated without proper disclosure, justification, acknowledgment, or authorization, as applicable.
Research	A systematic investigation, study, inquiry, or creative activity including experiments, tests, evaluations, demonstrations, surveys, or other forms of scholarly work designed to develop or contribute to general or discipline specific knowledge, understanding, or practice. Research includes establishing, discovering, developing, elucidating, evaluating, interpreting, or confirming information related to the matters under study, or the underlying mechanism relating to them. Research includes all basic and applied research and may result in different outputs including, but not limited to, publications, datasets, software, patents and patent applications, performances, videos, and exhibitions.
Research Integrity Officer	An individual designated by the VPR to manage and oversee Research Integrity related matters.


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Research Misconduct	As defined in the University’s Research Misconduct Policy including, but not limited to, Fabrication, Falsification, and Plagiarism, or other practices that seriously deviate from those that are commonly accepted within the research community for proposing, performing, or reviewing Research or Scholarly Work, in reporting research results, or in using AI generated content.
Research and Scholarly Record	Information and materials that document, support, or provide evidence of the research or scholarly work and its resulting output, including, as applicable, manuscripts, data, images, code, protocols, analyses, records of contribution, and published or disseminated outputs.
Scholarly Work	Work authored by individuals within the scope of their engagement with HBKU as part of or in connection with their teaching, Research, academic, scholarly, or creative activities. Common examples of Scholarly Work include: lecture notes, course materials, textbooks, journal articles, scholarly papers, books and book chapters, software, works of nonfiction, novels, lyrics, musical compositions, musical arrangements and recordings, poems, architectural drawings, visual works of art, sculpture, and other artistic creations regardless of the medium in which those works are fixed or disseminated.
VPR	Vice President for Research

4. Policy

4.1. General Provisions


- 4.1.1. Research and scholarly outputs produced under the auspices of HBKU, as defined in the scope of this Policy, shall be prepared, attributed, and disseminated in a manner that is accurate, transparent, and responsible, and that preserves the integrity of the Research and Scholarly Record.
- 4.1.2. Authors shall take appropriate and timely action to correct the Research and Scholarly Record where errors, inaccuracies, omissions, or research integrity concerns are identified.
- 4.1.3. Where necessary, Authors shall cooperate with concerned stakeholders including publishers, editors, sponsors, and research collaborators, to issue corrections, withdrawals, retractions, or other appropriate actions relating to research and scholarly outputs.
- 4.1.4. Research Misconduct compromising the integrity and credibility of Research and Scholarly Work is not permitted and shall be addressed in accordance with HBKU’s Research Misconduct Policy.
- 4.1.5. The use of AI-assisted technologies in research and publication shall not compromise Research or Scholarly Work integrity, Author accountability, or compliance with applicable ethical, legal, and University requirements.
- 4.1.6. All Authors remain fully responsible and accountable for research and scholarly outputs, regardless of whether AI-assisted technologies are used in the Research or Scholarly Work, or in the publication or dissemination processes. They remain fully responsible for AI-generated content, including verifying its accuracy, checking for Fabrication, and ensuring originality.
- 4.1.7. Authors shall disclose the use of AI tools, applications, systems, and technologies (e.g., ChatGPT, Claude, Copilot) in manuscript preparation, data analysis, code or content generation, or other aspects of Research and Scholarly Work, in accordance with HBKU requirements, publisher guidelines, and sponsor requirements, where applicable.

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- 4.1.8. The University recognizes that publishing practices and requirements for Authorship and Contributor status may vary across disciplines and subject areas.
- 4.1.9. The University academic and research Organizational Units may establish supplemental discipline and subject specific regulations appropriate for their discipline and subject areas to be approved by the VPR and recorded in the Discipline Specific Supplemental Regulations for Authorship and Publications document to be associated with this Policy.
- 4.1.10. In the event of any conflict between the provisions of this Policy and the discipline and subject specific regulations, the provisions of this Policy shall prevail.
- 4.1.11. While all individuals who qualify for Authorship should be listed, any person can refuse to be listed as an Author if (s)he elects to do so. Such refusal should be documented by the Lead Author.
- 4.1.12. Research and scholarly outputs are subject to HBKU's Intellectual Property Policy. Authors shall comply with HBKU requirements relating to Intellectual Property ownership, protection, and disclosure prior to publication or dissemination.
- 4.1.13. Research and scholarly outputs shall comply with applicable requirements imposed by funding agencies, collaborators, publishers, and relevant agreements.

4.2. Attribution of Authorship

- 4.2.1. Authorship and the attribution of credit for research and scholarly outputs shall accurately reflect the nature and extent of each Author's intellectual contributions and shall not misrepresent the roles, responsibilities, or involvement of any individual.
- 4.2.2. Authorship and publication or dissemination practices that misrepresent intellectual contribution, responsibility, or involvement in Research or Scholarly Work are prohibited, including inappropriate inclusion or exclusion of Authors, attribution without an acceptable contribution, Plagiarism, and undisclosed duplicate or Redundant Publication.
- 4.2.3. Authorship determinations shall be made in accordance with this Policy and the university approved discipline and subject specific supplemental regulations and shall apply consistently across all research and scholarly outputs, regardless of format, or publication or dissemination methods, channels, or venue.
- 4.2.4. Authorship attribution shall be agreed by the Contributors and recorded by the Lead Author in a clear and transparent manner prior to submission or dissemination of the research and scholarly output.
- 4.2.5. Attribution decisions shall be reviewed and updated where there are material changes to contributions in the Research or Scholarly Work.
- 4.2.6. **Authorship Criteria.** Attribution of Authorship shall be limited to individuals who meet all of the following criteria:
 - **Substantial Intellectual Contribution:** The individual has made a substantial and direct intellectual contribution to Research or Scholarly Work. Such contributions may include one or more of the following:
 - Conception of the work,
 - Theoretical or experimental design and execution of the work,
 - Artistic or creative design of the work,
 - Software, products, content, or tool development,
 - Interpretation or proof of results, or the
 - Analysis, or interpretation of data.
 - **Accountability and Responsibility:** The individual agrees to be publicly identified as an Author and to be accountable for his/her contribution by taking responsibility for the integrity of their contribution and, collectively with other Authors, for the

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overall integrity of the work, and to cooperate in addressing questions related to the accuracy or integrity of any part of the research or scholarly output.


- **Drafting or Critical Revision:** The individual has actively participated in drafting the Research or Scholarly Work or in critically revising it for important intellectual, scholarly, or artistic content.
- **Approval of the final version:** The individual has reviewed and approved the final version of the research or scholarly output prior to submission or dissemination.

4.3. Prohibited Authorship Attribution Practices

- 4.3.1. Authorship shall not be granted to individuals whose involvement in a Research or Scholarly Work does not meet the Authorship criteria set out in this Policy.
- 4.3.2. Authorship attribution is limited to individuals and may not be granted to AI tools, applications, or systems. These must not be listed or identified as authors or co-authors.
- 4.3.3. **Unacceptable Attributions.** Attribution of Authorship shall not be based on the following grounds:
 - Holding a position of authority such as head of a research group or a supervisory role,
 - Facilitating the acquisition of funding, materials, infrastructure or access to equipment,
 - Providing routine assistance in some aspects of the work, and/or
 - Providing routine technical support, advice or assistance, data that has already been published, or materials obtained from third parties without having substantial input to the research or scholarly output.
- 4.3.4. In addition, the following forms of Authorship do not meet satisfactory criteria for attributing Authorship and constitute violations of this Policy:
 - **Guest Authorship** (i.e. Honorary, Prestige, or Courtesy Authorship) that involves granting Authorship based solely on prestige or affiliation of the individual or on their influence to better the chances of publication.
 - **Gift Authorship** that involves granting credit solely as an obligation or tribute to an individual who has not substantially contributed to the work.
 - **Ghost Authorship** that involves the omission from the list of Authors of an individual who made a significant intellectual contribution to a Research or Scholarly Work. Failure to appropriately disclose the role of commercial entities, professional writers, or other forms of substantive assistance undermines the integrity of the Research and Scholarly Record and is prohibited.

4.4. Authorship Roles

- 4.4.1. Research and scholarly outputs may involve different Authorship roles, depending on disciplinary practices, publication norms, and the nature of the work.
- 4.4.2. All individuals identified under any Authorship role must meet the Authorship criteria set out in this Policy.
- 4.4.3. HBKU requires that Authorship roles be agreed upon by all Authors and assigned in a manner that accurately reflects the contributions made by each Author and that such designations be applied consistently. An individual may hold more than one Authorship role.
- 4.4.4. HBKU recognizes the following Authorship roles:
 - **Lead Author:** The Author who assumes an overall supervisory role and responsibility for coordinating the preparation of the Research or Scholarly Work including coordinating contributions from Co-Authors and overseeing the preparation of the research or scholarly output.

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- **First Author:** The Author listed first in a publication where Authorship order reflects the relative magnitude of contribution, in accordance with disciplinary or publisher practices. First Author does not imply having overall supervisory responsibility.
- **Senior or Last Author:** The Author listed last in a publication where disciplinary practice associates this position with an overall supervisory role and responsibility for coordinating the preparation of the Research or Scholarly Work. This Authorship role is discipline specific and may not apply in all disciplines or subject areas.
- **Co-Author:** The individual who meets the Authorship criteria set forth in this Policy and shares responsibility for the content and integrity of the Research or Scholarly Work. All listed Authors are Co-Authors.
- **Corresponding Author:** The Author designated to communicate with the publisher or other dissemination channel or venue on behalf of all Authors throughout submission, peer review, publication, and post-publication processes. Designation as Corresponding Author does not imply seniority or level of contribution.

4.5. Authorship Order


- 4.5.1. In disciplines in which Authorship order reflects relative contribution, the order of Authorship shall be determined in a manner that accurately reflects the relative contributions of the Authors to the research or scholarly output.
- 4.5.2. The method used to determine Authorship order shall be appropriate to the relevant discipline and subject area and consistent with the standards of the publication or dissemination channel or venue.
- 4.5.3. Authors shall agree collectively on the order of Authorship prior to submission or dissemination of the research or scholarly output.
- 4.5.4. Authorship order shall not misrepresent the nature or extent of any Author's contribution.
- 4.5.5. The Lead Author should coordinate discussions relating to Authorship order and ensure that agreement among Authors is reached.
- 4.5.6. A record of the basis on which Authorship order was determined shall be maintained by all Authors and made available where required to support transparency and the resolution of any subsequent Authorship concerns including Authorship disputes.
- 4.5.7. Disputes regarding Authorship order shall be addressed in accordance with the dispute resolution section of this Policy.

4.6. Non-Author Contributions and Acknowledgements

- 4.6.1. Individuals who have contributed to research or scholarly output but do not qualify for Authorship shall be acknowledged in a manner appropriate to the relevant discipline and publication or dissemination channel or venue.
- 4.6.2. Acknowledgement of contributions shall accurately reflect the nature of the contribution and shall not be used as a substitute for Authorship where the Authorship criteria have been met.
- 4.6.3. Contributions suitable for acknowledgement may include, but are not limited to, technical assistance, data collection performed without substantive intellectual contribution, administrative or logistical support, editorial or language assistance, general supervision, funding acquisition, or advisory input.

4.7. Responsibilities of Authors and Publication Practices and Ethics


- 4.7.1. All Authors shall disclose any actual, potential, or perceived conflict of interest related to Research or Scholarly Work and publication or dissemination activities and shall comply with the University Conflict of Interest Policy.
- 4.7.2. Authors shall fully disclose all relevant financial interests and outside activities that could be viewed as a potential conflict of interest in all research and scholarly outputs.

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- 4.7.3. Authors are responsible for the integrity, accuracy, completeness, and originality of research and scholarly outputs and for compliance with applicable ethical, legal, contractual, and funding requirements.
- 4.7.4. Authors are responsible for ensuring that research and scholarly outputs are accurate, complete, and reliable, including the truthful recording and reporting of data.
- 4.7.5. Authors shall ensure transparency in Research and Scholarly Work and outputs by appropriately disclosing methodologies and data sources and by providing sufficient information to support understanding and evaluation of research and scholarly outputs.
- 4.7.6. Authors shall ensure that research and scholarly outputs are prepared, reviewed, and disseminated in accordance with accepted publication and dissemination methods, channels, or standards of the relevant publication or dissemination venue and shall present findings fairly and comprehensively without selective, misleading, or incomplete reporting.
- 4.7.7. Authors shall ensure that all appropriate protections are in place to safeguard HBKU's Intellectual Property in relation to the Research or Scholarly Work or output in accordance with the University Intellectual Property Policy.
- 4.7.8. Authors shall ensure that, prior to publication or dissemination, all reasonable efforts are made to ensure that the research or scholarly output is free of Falsification, Fabrication and Plagiarism, including the use of the University supported similarity evaluation tools in addition to their best professional judgment.
- 4.7.9. Authors shall ensure that all research and scholarly outputs are published or disseminated through reputable and recognized dissemination methods, channels, or venues (e.g. journals, publishers, conferences, websites, exhibitions) and that publishers with questionable and/or predatory practices such as Predatory Journals or Conferences are avoided.
- 4.7.10. Authors and those involved in the publication or dissemination of research or scholarly outputs are required to be familiar with and comply with all applicable University policies and procedures, including the University Research Misconduct Policy, the Intellectual Property Policy, the Conflict-of-Interest Policy, and the University Code of Conduct.
- 4.7.11. Authors shall ensure that Affiliation with HBKU is mentioned in all research and scholarly outputs as per the provisions of the Affiliation section of this Policy.
- 4.7.12. **Publishing Ethics.** Authors should be aware of and shall not engage in any of the following forms of publishing ethics misconduct:
 - Conspiring with one or more Co-Authors, editors or referees to the detriment of another Author or the Research and Scholarly Record. (Collusion).
 - Forceful behaviors such as the use of threats or offering incentives to achieve a particular outcome. (Coercion or Bribery).
 - Fabrication, Falsification, intentional Misrepresentation, or the use of stolen or misappropriated data.
 - Plagiarism, Self-Plagiarism and Publication Redundancy.
 - Duplicate submission to journals or inappropriately dividing the results of a single Research or Scholarly Work into multiple publications with the primary purpose of increasing publication counts and citation, (Salami slicing).

4.8. Author Affiliation

- 4.8.1. Authors shall list HBKU as an institutional Affiliation in any publication, presentation, or dissemination of Research or Scholarly Work that is conducted as part of University related duties, responsibilities, or activities; that used University resources, facilities,


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funding, or other institutional support; or that was conducted under the University supervision, sponsorship, oversight, or auspices in accordance with the scope of this Policy.

- 4.8.2. Author Affiliation shall accurately reflect the Author's institutional relationship with HBKU at the time the Research or Scholarly Work was conducted in accordance with applicable disciplinary standards and publisher or dissemination method, channel, or venue requirements.
- 4.8.3. Failure to appropriately identify HBKU as an institutional Affiliation, where required under this Policy, constitute a clear violation of this policy and may result in corrective or disciplinary action in accordance with the applicable University policies, procedures, contractual terms, student rules, or other governing instruments, as applicable.
- 4.8.4. In cases of joint appointments, visiting or adjunct appointments, or multi-institutional collaborations, Authors shall list all relevant institutional Affiliations in a transparent and accurate manner.
- 4.8.5. Affiliation with HBKU shall not be claimed for Research or Scholarly Work that was substantially completed prior to an Author's employment, appointment, or enrollment at HBKU, or that was conducted independently without the use of the University resources, support, or supervision. Where appropriate and consistent with publisher practices, the University may be identified separately as the Author's current address or present Affiliation, to be clearly distinguished from the Affiliation under which the work was conducted.
- 4.8.6. Whenever possible, Authors are encouraged to use Open Researcher and Contributor ID (ORCID iD) and other applicable persistent identifiers in research and scholarly outputs to ensure accurate attribution and the integrity of the Research and Scholarly Records.
- 4.8.7. The use of the University or University Organizational Unit's name, logo, or institutional identifiers in publications or other research or scholarly outputs shall comply with applicable University branding and communication policies and guidelines.
- 4.8.8. Authors who are no longer affiliated with HBKU shall include HBKU in the list of institutional Affiliations in the publication or dissemination of Research or Scholarly Work conducted under the auspices of the University during the period of the Author's employment, appointment, Affiliation, or enrollment at HBKU.
- 4.8.9. Authors who are no longer affiliated with HBKU are expected to continue to ensure the accuracy of Authorship attribution, institutional Affiliation, and disclosures for such work, and to cooperate in good faith with any necessary corrections, clarifications, or integrity-related processes relating to that work, in accordance with applicable laws, contracts, and publisher or dissemination channel or venue requirements.

4.9. Authorship Disputes.

- 4.9.1. Authorship disputes shall be addressed in a timely, fair, impartial, and transparent manner in accordance with this Policy and applicable University procedures.
- 4.9.2. Authorship disputes are limited to matters of Authorship and attribution including, but not limited to, eligibility for Authorship, attribution of contributions, Authorship roles or order, and institutional Affiliation. Research Misconduct Allegations shall be addressed in accordance with the University Research Misconduct Policy and procedures.
- 4.9.3. Authors are encouraged to make good-faith efforts to resolve Authorship disputes informally through open and transparent discussion among all Contributors.
- 4.9.4. When informal resolution is not possible, Authors may seek mediation by referring the


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matter to the head of an appropriate Organizational Unit or the University Research Integrity Officer who may facilitate mediation in accordance with applicable University procedures.

- 4.9.5. All parties to an Authorship dispute should maintain appropriate records of agreements reached through direct discussion or mediation.
- 4.9.6. Where an Authorship dispute cannot be resolved through informal discussion between the Authors or mediation, the matter shall be referred to the University Research Integrity Officer who shall manage the process in accordance with applicable HBKU procedures governing Authorship and publication disputes. In case where the Research Integrity Officer has an actual, potential, or perceived conflict of interest, the matter shall be referred to an individual designated by the VPR who will assume the role of the Research Integrity Officer for that case.
- 4.9.7. The authority to determine the outcome of an Authorship dispute that was not resolved through mediation or informal discussion between the Authors, shall rest with the University official or body designated under applicable University procedures, which may include the Dean, Executive Director, Provost, VPR, or their delegate. In making a determination, consideration shall be given to relevant disciplinary norms, this Policy, and applicable University policies and procedures.
- 4.9.8. Decisions regarding Authorship disputes may be appealed to the Provost or the VPR in accordance with the applicable University procedures. Decisions rendered by The Provost or the Vice President for Research, as applicable, shall be final and may not be further appealed.
- 4.9.9. Pending resolution of an Authorship dispute, the disputed work should not be submitted, published, or otherwise disseminated, unless required by a publisher or funder or unless interim arrangements are agreed upon by all parties.
- 4.9.10. Retaliation against any individual who raises or participates in the resolution of an Authorship dispute in good faith is prohibited.

4.10. Compliance and Violations

- 4.10.1. Compliance with this Policy is mandatory. Instances of non-compliance shall be addressed in accordance with applicable HBKU policies and procedures.
- 4.10.2. Failure to take appropriate and timely action to disclose errors and correct the Research and Scholarly Records and to cooperate with concerned stakeholders to issue corrections, withdrawals, retractions, or other appropriate actions relating to Research and Scholarly Work output constitute a violation of this policy.
- 4.10.3. Violations of this policy may result in corrective or disciplinary actions in accordance with applicable University policies, procedures, and governing instruments, and may give rise to other sanctions, including administrative or academic sanctions, as appropriate, and as determined through the relevant University processes and authorities including the VPR and/or the Provost.
- 4.10.4. Individuals who, in the course of their official duties or supervisory or managerial responsibilities, become aware of suspected intentional breaches of publication ethics, improper attribution of Authorship, or Research Misconduct are required to report such concerns promptly to the University Research Integrity Officer in accordance with applicable University policies and procedures.
- 4.10.5. All members of the University community are encouraged to report instances of non-compliance with this Policy in good faith. Reports made in good faith shall be handled confidentially to the extent possible and without retaliation.

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5. Associated Procedures, Guidelines, and Supporting Documents

Discipline Specific Supplemental Regulations for Authorship and Publications
 Authorship and Publication Guidelines and Procedures

6. References and Related Policies and Procedures

Research Misconduct Policy
 Conflict of Interest Policy
 Intellectual Property Policy
 Code of Conduct

7. Source, Responsible Office, Authority

This Policy was developed by the Office of the VPR in collaboration with the Office of the Provost and the Office of Institutional Effectiveness. This Policy was reviewed by the University Policy Committee, endorsed by the Provost, the VPR, and the University Policy Officer and approved by the University President. The Office of the VPR is responsible for the implementation and for ensuring compliance with this Policy.