



RICK SNYDER
GOVERNOR

STATE OF MICHIGAN
DEPARTMENT OF TALENT AND ECONOMIC DEVELOPMENT
LANSING

STEVE ARWOOD
DIRECTOR

OFFICIAL
Talent Investment Agency (TIA)
Policy Issuance (PI): 16-21

Date: November 4, 2016

To: All university employees, employees of contractors, or agents in relationship with the King-Chávez-Parks Initiative (KCP) Programs, including Equity Within the Classroom Conference Planning Participants

From: Wanda M. Stokes, Director **(SIGNED)**
Talent Investment Agency

Subject: KCP Program Conflict of Interest Policy for External Partners

Programs Affected: All KCP Initiative Programs, including the Equity Within the Classroom Conference

Rescissions: None

References: None

Background: The KCP was created by the Michigan State Legislature in 1986 after a statewide analysis of participation and graduation rates of Michigan's most educationally disadvantaged students. The legislative intent is to improve college access, retention, and graduation rates for students underrepresented in postsecondary education.

The Equity Within the Classroom Conference is hosted annually as a collaborative effort between the TIA and the state's public and independent colleges and universities. The Equity Within the Classroom Conference provides an annual forum for faculty, administrators, staff, and postsecondary education supporters to review current research findings, annual retention outcome data, best practice strategies, and the positive impact specific KCP developed retention strategies that form equality of opportunity and degree achievement of KCP targeted students.

The KCP consists of seven (7) education/college access programs designed to assist students along the academic pipeline from 7th grade through postgraduate work:

1. The **Michigan Gaining Early Awareness and Readiness for Undergraduate Programs (MI GEAR UP)** is a federally funded program from the United States Department of Education, designed to increase the number of low-income students who are prepared to enter postsecondary education. The MI GEAR UP Program partners with Michigan's fifteen (15) public universities, and valuable external community partners to provide early intervention services and a scholarship

TED is an equal opportunity employer/program.

Auxiliary aids, services and other reasonable accommodations are available upon request to individuals with disabilities.
201 N. WASHINGTON SQUARE | LANSING, MICHIGAN 48913 | www.michigan.gov/tia | 517-335-5858

component for low-income students. The MI GEAR UP program serves a cohort of students, beginning in the 7th grade and follows them through the first year of college.

2. The **College Day Program (MI GEAR UP/CD)** was created by the Michigan State Legislature in 1986 as part of the larger KCP Initiative. The legislative intent is to stem the downward spiral of college graduation rates for students underrepresented in postsecondary education. Michigan's KCP CD programs target low-income students in the state of Michigan and provides them with support services to increase opportunities to succeed during higher education at Michigan's postsecondary institutions.

The CD mission is to provide an opportunity for underrepresented students to discover, first hand, the potential of a college education and to expose students to the information, knowledge and skills they need to prepare themselves adequately for college entry and success.

3. The **Select Student Support Services (4S)** Program provides State of Michigan funding to Michigan's four-year public and independent colleges and universities to increase the graduation rates of admitted academically or economically disadvantaged students.
4. The **Michigan College/University Partnership (MICUP)** Program provides State of Michigan funding to Michigan's four-year public and independent colleges and universities to increase the number of admitted academically or economically disadvantaged students who transfer from community colleges into baccalaureate degree programs at four-year institutions.
5. The **Morris Hood, Jr., Educator Development (MHED)** Program provides State of Michigan funding to Michigan public and independent institutions with state-approved Teacher Education Programs. The legislative intent of the MHED Program is to increase the number of academically or economically disadvantaged students who enroll in, and complete, K-12 teacher education programs at the baccalaureate level.
6. The **Future Faculty Fellowship (FFF)** Program provides financial support to Michigan's public universities to increase the number of traditionally underrepresented instructors in the classroom available as role models for students.
7. The **Visiting Professors (VP)** Program provides financial support to Michigan's public universities to increase the number of traditionally underrepresented instructors in the classroom available to serve as role models for students.

Policy:

As noted in the contract language for KCP funding, no employee at a KCP Program site, employees of contractors, or agents in relationship with KCP, including the Equity Within the Classroom Conference Planning Participants shall create, or allow to be created, any situation that causes a conflict of interest, or the appearance of a conflict of interest, with the employee's job responsibilities. A conflict of interest is a situation where the employee's conduct or the personal or financial interests of an employee or a member of the employee's immediate family may tend to impair the employee's independence of judgment or action in the performance of official duties. Immediate family includes a person's parents, spouse, siblings, and children.

Purpose: The existence of trust is crucial to our continued success in promoting equity within our university classrooms. It is important for employees to discuss any possible conflict with the KCP Manager, or the Ethics Office at your university to make sure that you have asked all the right questions, considered the implications, and chosen a correct path.

Accountability: Failure to comply with any part of this policy may lead to discipline up to and including termination of your involvement with KCP. University employees and the Equity Within the Classroom Conference Planning Participants should report all instances of non-compliance with this policy to Mr. Allen Williams, Director, Office of Audit and Compliance, Department of Talent and Economic Development by telephone at 517-335-9247 or email at williamsa6@michigan.gov.

Inquiries: Questions regarding this policy issuance should be addressed to Mr. Keenan Wade, KCP Manager, by telephone at 517-373-8281 or email at WDA-kcpinitiative@michigan.gov.

**Expiration
Date:** None

WMS:DW:jdt