## The Alliance of Awesome: Policy and Investigator Partnerships that Win!

Kelly Cross Institute Policy Manager Georgia Institute of Technology

Dr. LaTeisha Jeannis Senior Ethics and Compliance Investigator Georgia Institute of Technology







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## **Session Agenda**

- Introductions
- Learning Outcomes
- Overview of an Investigation
- Overview of Policy Administration
- Investigator/Policy Administration Intersections

## Introductions!

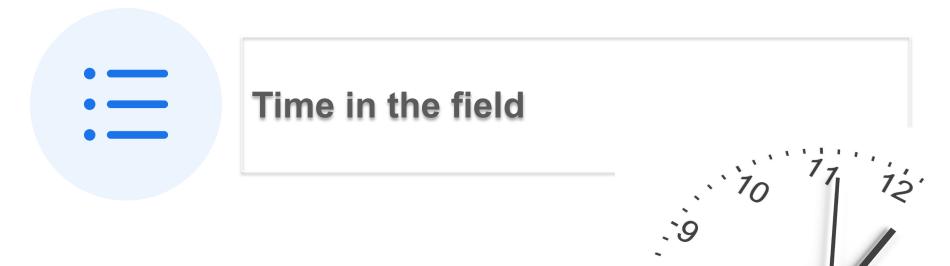






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## **Learning Outcomes**

As a result of the presentation, participants will be able to:

- Identify differences and similarities between Investigator and Policy Administrator perspectives;
- Name 2 strategic actions for collaboration;
- Identify an action item for your campus processes.



## **Policy Foundations**

- Policies should help employees/students understand requirements.
- Policies should be clear, concise, relevant, and easily understood by end users.
- Policies should be developed in a transparent process.





## **Investigation Foundations**



• An Investigation should be a complete fact-finding process related to an allegation of misconduct or a problem.

• An Investigation should be a comprehensive and formal process.



## Investigations

- 1. Intake and Evaluation
- 2. Investigative Proceedings
- 3. Reporting
- 4. Recommendation Process



## **Partnerships**





## **Alignment/Competing Interests**

#### Policy Administrator

- Enterprise-wide norms
- Policy vs Procedure
- Scope Drift
- Policy is not the communication device

#### Investigator

- What does the policy (or intersecting policies) state?
- What actions did the employee take?
- How can this policy be accessed?
- Identification of trends and metrics

#### Content Area Expert/Policy Owner

- Campus Culture/Needs
- Campus Systems Intersections
- National/Regional Regulations or Trends Intersections
- Audit Intersections



#### **Pair and Share**



With a partner or member of your table please discuss potential alignment/competing interests on your campus



### **Structures for Partnerships**

- Recurring Meetings
  - Team vs One on One
- Cross Representation in Committees
- Metric Review
- Intentional Early Content Review



#### Ideas in Action: HR Strategic Policy Update Process

- 60+ Policies
- Payroll, Compensation, Employee Relations, etc
- Working group of 10 + campus leaders

Engagement with:

- Training
- Representation on committee
- Contextual awareness
- Recurring meetings
- Identification of gaps, common misconceptions



## Ideas in Action: Investigations Weekly Team Meetings

- Policy Administrator, HR Investigators, Financial Investigators, Academic Investigators
- Current work:
  - Themes/Trends?
  - What's in Queue?
- Risk Evaluation and Capacity
  - Where is more support needed?
- Scope Drift Feedback
- General Awareness
  - Policy Prioritization





#### **Pair and Share**

With a partner or member of your table please discuss the structures you might pursue for collaboration on your campus



## **Benefits of Structured Partnerships**

- Risk Mitigation
- Awareness
- Collaboration
- Consensus
- Alignment
- Establish Ownership of Content
- Communication



# **Questions?**

