

Prince Sultan University
PSU Policy Management System
Principles on Organized Crime, corruption, and Bribery Policy

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1) Introduction: Corruption is a multifaceted, multidimensional manifestation. It can be at the individual level as a single incident or at the collective level in a planned and structured form. It involves various types of felonies and breaches e.g. ranging from the minor receipt of “quick money” to the unlawful sale of land by government representatives managing a land reform.

Definition: While corruption in higher education is not a new spectacle, its magnitudes are growing, there is a serious challenge of mitigating and averting corrupt acts in academic systems. So What is “corruption,”? Scholars and experts often work with definitions established by international organizations such as the World Bank, United Nations (UN) and its subsidiary agencies, as well as Transparency International (TI) some definitions are as follows :

“Corruption is: the abuse of public office for private gain” (World Bank) (1)

“Corruption is the misuse of public power, office or authority for private benefit through bribery, extortion, influence peddling, nepotism, fraud, speed money or embezzlement” (UNDP)(2)

“Corruption is the abuse of entrusted power for private gain” (Transparency International)(3).

form of academic corruption : misuse of documents of information, by government, industry and science, affects modern society and its progress.

2) Responsibility of Leadership:

a) Responsibility of Leadership :

The responsibilities of program administrators

(department chairs or others) should be clearly defined in job descriptions. There should be sufficient flexibility at the level of the department or college offering the program to respond rapidly to needs for program evaluations and changes therein for learning outcome requirements, departments should have authority to change text or reference lists ,modify planned teaching strategies, assessment tasks or updating the course contents. Program administrators should anticipate issues and opportunities, exercise their initiatives in responding to them. Program administrators should ensure

that when action is needed it is taken in an effective and timely manner. Program administrators should have ample authority to ensure compliance within program with prior approved policies and procedures. Program administrators shall provide leadership, encourage and reward initiatives taken by the academic faculty and the other staff. Program administrators should accept responsibility and take effective action within their area of responsibility regardless of whether action is taken personally by themselves or on their behalf by others. Regular feedback should be given on performance of teaching and admin staff by the HOD (Head of department). Delegated authority should be properly documented, signed by the delegating person and the delegate. It should also clearly describe all the limits of the delegated authority and related responsibilities for reporting on decisions made. Regulations for the delegated authority should be amply established, approved by the Governing board of the institution. These regulations should indicate key functions that will not be delegated and also make it clear that delegation does not absolve the original position holder. Delegations that affect any program shall be consistent with this policy. Implementation of short and medium term targets shall be monitored and outcomes evaluated. Regular reports shall be made on key performance indicators to senior management in the institution. Planning should provide for regular reports on key performance indicators to senior management in the institution. –

- 3) **Responsibility of faculty members :** there shall be complete compliance by the teaching and administrative staff of the codes of practice relating to ethical conduct of research teaching, evaluations activities and services. Any pecuniary interest shall be declared and conflict of interests shall be avoided in all dealing by the teaching and admin staff. Advertising materials shall always be based on truthful representations and no exaggerated claims or negative comments about any other program on institutions shall be made

Terms of references (TOR) standard operating procedures (SOP) related to programs shall be established for all major committees and admin positions. Policies, regulations and related documents shall be available to all the staff and students alike, and kept in easily accessible locations to all for information, especially for new members in teaching and admin staff. Decisions by committees on all matters should be recorded into minutes and referred to as guide for future and for ensuring consistency. The policies, regulations, TORs and Job descriptions relating to management or program delivery should be periodically reviewed and amended as required due to changing circumstances. The teaching and admin staff shall cooperate in evaluating and reporting for improvement of process in their sphere of activity. Mistakes and any weaknesses should be used for better future planning and improvement. Innovation and creativity should be encouraged with clear policy framework for accountability and transparency.

- 4) **Relationship Between Sections for Male and Female Students**

Resources, facilities and staff need provisions should be comparable in both sections. Program administrators and teaching staff teaching same courses should communicate regularly and fully involved in planning and reporting processes for effective decision making. These decisions should be in line with policy of the Laws of Ministry of Education. Representation from male and female campuses should be adequate in committees and councils. Program specifications should lead to comparable standards

in both section taking into account of differing needs. Planning and reporting processes for both sides should use methods that ensure satisfactory results of key performance indicators and program as a whole.