



<b>Policy Title</b> Employee Research and Publishing	<b>Original Adoption Date</b> 7/20/1972	<b>Policy Number</b> HR-149
<b>Responsible College Division/Department</b> Human Resources	<b>Responsible College Manager Title</b> Director of Human Resources	
<b>Policy Statement</b>		
<u>Research</u>  Individual research by employees is encouraged and supported when it contributes to the improvement of the college's programs/services. Prior approval must be obtained from the individual staff member's manager, Director of Research and Planning, or the Vice President of Instruction.		
<u>Articles for Publication</u>  Individual publications by employees are encouraged providing that all articles mention Lakeshore Technical College and pertain to the current position held by the author.		
<b>Reason for Policy</b>		
Improve college services and programs by encouraging employees to contribute expertise to professional publications.		
<b>Cross References and Legal Review</b>		
Reviewed/Revised: 11/16/89; 5/19/93; 9/21/94; 6/17/96; 7/01/02; 12/15/08 Employee Orientation and Training; Management & Support Staff Professional Development/Growth & In-Service Activities; Instructional Staff Professional Development		
<b>Legal Counsel Review and Approval: N/A</b> <b>Board Policy: III.A. General Executive Constraint, III.B. People Treatment</b>		
<b>Definitions</b>		