

GRADUATE HANDBOOK

Department of Criminology and Criminal Justice

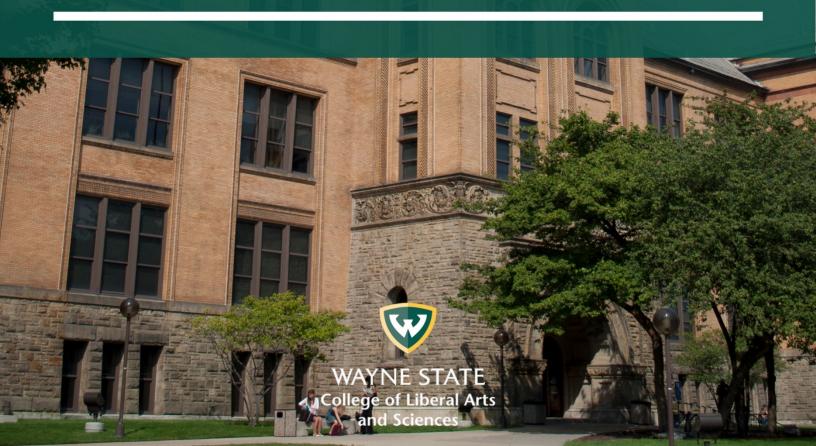


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Contact Information and Useful Offices

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Coordinator of J.D./M.S. Program 313-577-6087 aa1887@wayne.edu

Office of Graduate Admissions

5057 Woodward, Suite 6300 Phone: 313-577-4723

gradadmissions@wayne.edu

Website: wayne.edu/admissions/graduate

The Graduate School

5057 Woodward Ave., 6th floor (313) 577-2170

Website: gradschool.wayne.edu

College of Liberal Arts and Sciences Graduate Office

2155 Old Main (313) 577-2515

Website: clas.wayne.edu

Office of Student Financial Aid

Welcome Center (313) 577-2100

Website: wayne.edu/financial-aid

One Card Office

257 Welcome Center (313) 577-2273

Website: onecard.wayne.edu

Wayne State University Libraries:

David Adamany Undergraduate Library Purdy/Kresge Library Arthur Neef Law Law Library

> All: Wayne State University Detroit, MI 48202

Traditional and Online M.S. in Criminal Justice Programs

The Department of Criminology and Criminal Justice at Wayne State University offers a comprehensive and flexible program leading to the degree of **Master of Science in Criminal Justice**. The Department of Criminology and Criminal Justice curriculum provides an integrated appreciation of the entire criminal justice system and its relationship to crime in contemporary society.

The Master of Science degree in Criminal Justice is designed to prepare students for positions in criminal justice and related agencies as well as prepare students who wish to pursue a Ph.D. in Criminology/Criminal Justice or related fields. Students are provided with a broad educational foundation in criminal justice grounded in law and the social sciences. Study begins with an analysis of crime and the entire justice system. Advanced study inquires into the political, organizational, social, and behavioral aspects of various components of the system of criminal justice. Research courses give students the tools with which to independently analyze issues of crime and justice as well as the requisite skills for career development. Courses are offered in the following core areas: contemporary criminal justice, causes of crime, research methodology and statistics/data management and analysis, and a specialization of the student's choice.

Students in the Criminal Justice Graduate Program take core classes in Criminal Justice and are eligible to take elective courses in other Liberal Arts and Sciences departments and in departments in other colleges. This allows substantial flexibility in arranging a program of study that meets the student's goals. Students can choose from two options for completing the master's program: (1) the completely online program (CRJO) or (2) the traditional program (CRJ), where the majority of the classes are on campus but some are online. While students admitted to the online program will be expected to complete their courses online, they can seek permission from the University and Graduate Director to take selected classes on campus. There is also a joint degree option offered with the law school. Upon admission to the Criminal Justice Graduate Program, students meet with the Graduate Director to plan a course of study (referred to as the Plan of Work.)

J.D./M.S. in Criminal Justice Program

The Law School and the Department of Criminology and Criminal Justice offer a joint degree program in law and criminal justice (J.D./M.S. in Criminal Justice). Students must be separately admitted to both the Law School and the Department of Criminology and Criminal Justice.

Students must complete all the requirements for both degrees. Law School courses count for up to 9 elective credits toward the master's in criminal justice. A maximum of four (4) criminal justice courses may be applied to the requirements for the J.D. degree. A student must complete the first year of law school <u>before</u> any criminal justice courses may be taken toward the joint degree. Criminal justice courses may be taken concurrently with law school courses during the second and subsequent years of law school.

Law students applying to the joint degree program follow the admission procedures described below.

For more information about this program, contact Dr. Marvin Zalman, Coordinator of the J.D./M.S. Program at 313-577-6087 or aa1887@wayne.edu, or Dr. Bonnie Wu, Director of Graduate Studies. For more information about the J.D. portion of the J.D./M.S. in Criminal Justice Program, contact Felicia Thomas, Wayne Law Dean of Students Affairs at 313-577-8040 or f.thomas@wayne.edu.

Admission Criteria

Admission to the graduate program in Criminal Justice is based on:

- 1) Evidence of a completed Baccalaureate Degree from an accredited College or University.
- 2) Quality of the applicant's academic record, as evidenced by his/her cumulative GPA.
- 3) Two letters of recommendation.
- 4) Personal statement.

In determining admission for the individual applicant, the Graduate Committee evaluates the student's undergraduate record (with special emphasis on upper-division courses [junior/senior year]), the level of difficulty of course work, as well as the student's cumulative grade point average (GPA), the strength of recommendations, and the quality of the personal statement. The minimum standard for admission as a Master's student is a cumulative GPA of 3.0 or better.

Applicants with an undergraduate GPA between 2.75 and 2.99 may be considered for admission, but are **required** to take the Graduate Record Examination (GRE) and provide a written exception statement justifying why they are capable of graduate level work and explaining why their undergraduate GPA fell below 3.0.

Applying to the Program

Applicants to the Master of Science program in Criminal Justice must:

- 1) Complete and submit the Graduate School's online application for admission at: gradadmissions.wayne.edu.
- 2) Have official transcripts mailed directly or submitted electronically from **all** of the applicant's previous postsecondary institutions to the Graduate Admissions Office at Wayne State University. Transcripts may not be transmitted via student.
- 3) Provide two (2) letters of recommendation from former professors/instructors submitted online as part of the online application process.
- 4) Submit a personal statement responding to the question: Why do you want to pursue a master's degree in criminal justice? Personal statements should be no longer than 1 single-spaced page. Statements must be submitted as part of the online application process.
- 5) Applicants with an undergraduate GPA between 2.75 and 2.99 must have GRE scores sent directly to WSU and upload their exception statement as part of the online application process.

The <u>University Graduate Bulletin</u> contains regulations that determine admissions, tuition and fees, student records, academic procedures and degree requirements. Those regulations are supplemented by the policies and procedures contained in this document. The Bulletin can be accessed on-line at bulletins.wayne.edu.

Questions concerning the admission process should be directed to the Department of Criminology and Criminal Justice at 313-577-2705 or ab1493@wayne.edu.

Application Deadlines

Your application must be submitted by the appropriate deadline in order to be considered for the following semester.

Term to Start Deadline for Application*

Fall (September to December)

Winter (January to April)

June 1st
October 1st

Spring/Summer (May to August)

No Spring/Summer applications are accepted

*Note: Applications for Graduate School scholarships are due March 1st, so it is important to apply to the Criminal Justice program by this date if you wish to be eligible for these scholarships.

Admissions Statuses

Regular Admission This status is granted to an applicant who meets the departmental admission requirements and

whose application has been reviewed and accepted by the graduate committee.

AGRADE Accelerated Graduate Enrollment: Open to WSU undergraduate students who have completed

at least 90 credit hours, have a GPA in the upper 20th percentile, and at least a 3.6 GPA in the Criminal Justice major. Interested students should contact Marianka Holloway, the Criminal

Justice Academic Services Officer, at (313) 577-0772 for further information.

Permit to Register This status may be granted to students who are interested in receiving graduate credit for

coursework taken but are not necessarily intending to complete the graduate degree. A minimum GPA of 3.0 is necessary and proof of undergraduate degree. Students interested in continuing the degree program must apply in the usual manner for regular admission. This is

an one-semester temporary status.

An applicant may not have adequate coursework/background in certain areas (e.g., research methods). In this case, the Graduate Director may advise the applicant to complete certain requirements (e.g., take an undergraduate course during their first semester in the graduate program) to ensure successful completion of the master's degree.

Transfer Credits

The maximum number of credits that may be transferred in from other accredited colleges and universities is between 6 and 8 semester hours for up to *two courses*. Transfer courses must be taken at the graduate level with a passing grade of "B" or higher; the student must have had graduate status at the time the courses were taken.

Students petitioning for transfer of graduate coursework must complete a "Petition for Transfer of Graduate Credit" form found here, along with course descriptions. An official transcript must be sent from the university where the student took the course. The Department Graduate Director will determine the acceptability of the course(s).

Waivers

Waivers are not normally granted for the core courses in the Criminal Justice graduate program. However, a waiver for a core course may be granted if: (1) a student has taken an equivalent graduate course at another University or in another program, and (2) in the opinion of the Graduate Director the course is a satisfactory substitution for a course in the CJ master's program. The request for waiver must be submitted in writing to the Graduate Director and the waiver must be granted in writing by the Graduate Director in advance of any action by the student.

Degree Requirements

The Master of Science degree is awarded upon successful completion of thirty (30) credits in selected course work, including required core courses (see below) and electives, as described in the student's Plan of Work, and the satisfactory completion of either a master's thesis, a master's essay or a capstone seminar. All course work must be completed in accordance with the academic procedures of the College and the Graduate School governing graduate scholarship and degrees; see Graduate Bulletin. The degree is offered as a Thesis Option (Plan A), Essay Option (Plan B), or Capstone Seminar Option (Plan C) as follows:

<u>Thesis Option (Plan A):</u> Thirty (30) credits in course work, including six-credit hours of thesis. This plan is designed for students who intend to pursue doctoral work in the social sciences and who demonstrate ability in research methods. Consult the Graduate Director for further details.

<u>Essay Option (Plan B):</u> Thirty (30) credits in course work, including a three-credit essay demonstrating substantial research and mastery of a selected topic.

<u>Capstone Option (Plan C)</u>: Thirty (30) credits in course work, including a three-credit capstone course requiring students to demonstrate their knowledge and analytic skills through a series of written essays on criminological and criminal justice theory, research methods, and public policy issues.

Core Courses: (12-13 credit hours)	Credit Hours
Contemporary Criminal Justice (CRJ 7010)	3
The Nature of Crime (CRJ 7020)	3
Research Methods (CRJ 7860)	3
Choose 1 (the other may be used as elective credit):	
Data Management and Analysis for Criminal Justice (CRJ 7400)	3
OR Statistics (PS 5630 or SOC 6280)	4
AREA A: At least 2 of the following courses (6 credit hours)	
Public Policy and Criminal Justice (CRJ 7200)	3
Delinquency and Justice (CRJ 7220)	3
Policing and Society (CRJ 7230)	3
Corrections (CRJ 7240)	3
AREA B: At least 3 elective credit hours must be from CRJ courses (5-9 credit hours)	
Students electing a Master's <u>thesis</u> take 1-2 elective courses.	4-6
Students electing the Capstone Course or a Master's <u>essay</u> take	0.0
3 elective courses. AREA C: (3-6 credit hours)	8-9
Intervention of the second memory	
Master's Capstone Seminar in Criminal Justice (CRJ 7870)	3
OR	
Master's Essay Direction (CRJ 7999)	3
OR	
Master's Thesis Research and Direction (CRJ 8999)	6

Master's Thesis

A master's thesis is a demonstration of the student's understanding of a topic and competence in research methodology. The purpose of a master's thesis is to demonstrate a student's ability to undertake original research on a topic in the field of Criminology and Criminal Justice. Thesis research is guided by a committee of graduate faculty. Students planning on pursuing a doctoral degree (Ph.D.) or a career in research should consider the master's thesis option. (See Master's Essay/Thesis Guidelines for complete details. A sample criminal justice thesis can be found here.)

Requirements of the Master's Thesis:

- Six (6) thesis credit hours
- Committee of three faculty: two from Criminal Justice and one from outside department
- Oral defense of the thesis

Students are required to submit an electronic copy of their thesis to the Graduate Director for a plagiarism check per Graduate School requirements. The Graduate Director will certify the thesis and, using either the Defense Final Report form or a memo, transmit the certification to the Graduate School.

Master's Essay

A master's essay is a scholarly paper demonstrating a student's understanding of the issues and research surrounding a particular topic in Criminology and Criminal Justice. The essay is guided by a faculty advisor. The finished product is an extensive paper that displays a thorough understanding and mastery of the research topic. (See <u>Master's Essay/Thesis Guidelines</u> for complete details. A sample criminal justice essay can be found <u>here</u>.)

Requirements of the Master's Essay:

- Three (3) credit hours
- Essay advisor must be a full-time faculty member possessing a Ph.D. (the essay advisor has final responsibility for grading the essay)
- A second reader may be assigned at the discretion of the essay advisor
- Oral defense of the essay is optional but may be required by the essay advisor

Students are required to submit an electronic copy of their essay to the Graduate Director for a plagiarism check per Graduate School requirements. The Graduate Director will certify the essay and transmit the certification to the Graduate School

Master's Capstone Seminar in Criminal Justice

This course serves as the capstone course for the master's degree. Students write essays demonstrating their knowledge and critical analysis of criminological and criminal justice theory, research methods, and public policy issues. Students must obtain a grade of B- or higher in the capstone course. Students are only allowed two attempts (withdrawals included) of the capstone course. The capstone class may be taken only in the last semester of the program. Students may take another class or classes along with the capstone class in their final semester.

Elective Courses

Elective courses (Area B) in the student's program are to be chosen after an advising session to determine a plan best fitting the student's educational and career goals. These courses will be specified in the student's Plan of Work. (See the sample Plan of Work.)

Any graduate level course in the College of Liberal Arts and Sciences may be taken for elective credit, with the consent of the Graduate Director. In addition, courses in the School of Business Administration, the College of Education, or

the College of Fine, Performing and Communications Arts may be of value. At least three (3) elective credits must be from criminal justice (CRJ) courses.

Graduate level courses at Wayne State are at the 5000 level or above. Courses at the 5000 and 6000 levels are both graduate and senior undergraduate level. Courses at the 7000 level are solely master's level courses and undergraduates are restricted from taking these courses. Courses at the 8000 level are both master's and doctoral level, while 9000 level courses are designed for doctoral study; master's students may enroll in these courses with an advisor's approval. No graduate credit is earned in courses taken at the 4000 level and below.

NOTE: Criminal justice graduate students are only allowed to take one 5000 level course for credit toward their master's degree. To obtain graduate credit in a 5000 level course, CJ graduate students must complete additional work beyond the standard requirements listed in the syllabus. Graduate students enrolling in a 5000 level course must contact the instructor and identify additional work necessary to ensure the course meets graduate level expectations. The additional assignment or project must be documented with the 5000 level coursework contract form. The course contract form must be submitted to the Department for approval. Students completing a 5000 level course without a signed copy of the form may not be granted graduate level credit for the course.

Candidacy

Once the student has completed one semester of coursework, s/he must file for Master's Candidate status. This is done by having exhibited a 3.0 or better cumulative GPA in the coursework and by filing a Plan of Work by no later than the completion of 9 credit hours. Courses taken without having achieved Candidate status may not be accepted toward the degree unless accepted by the Graduate Director or by prior agreement.

Plan of Work

A Plan of Work is a declaration of the student's course of study and is approved by the Graduate Director and the College of Liberal Arts & Sciences. The Plan of Work lists courses taken and courses intended (core and electives) and indicates the plan of study (Thesis Option, Essay Option or Capstone Option).

[Both a sample Plan of Work and a blank copy can be found here. Use the blank copy as a draft for your own planning.]

Time Limit for Degree

All course work and either the master's essay, thesis or capstone course must be completed within six (6) years commencing from the first term in which a grade is recorded for graduate coursework.

Grades

One grade of C or C+ in a course will be allowed. A second grade of C or C+ will result in academic probation. The student must then repeat the course and earn a grade of B- or higher. A student who receives a grade of C+ or lower when repeating a course (i.e., taking it for the second time) will be dismissed from the graduate program.

Additionally, grades of C- or lower in any course are considered failures and are recorded as an "F." Students who receive a grade of C- or lower must repeat the course and earn a passing grade. A student who receives another failing grade when repeating a course will be dismissed from the graduate program.

Students must maintain a cumulative graduate GPA of 3.0 or higher throughout their studies. A student whose GPA falls below 3.0 will have one semester to raise her/his GPA to 3.0 or higher. A student who does not raise her/his GPA to 3.0 or higher after the one semester will be dismissed from the graduate program.

Any student dismissed from the program will be removed from graduate standing in Criminal Justice and prohibited from completing any coursework or other requirements toward the Master's degree in Criminal Justice. Grounds for dismissal include, but are not limited to, academic dishonesty (e.g., plagiarism, cheating), a GPA below 3.0 for more than one semester, or one or more failing grades.

Probationary Status

Students who fail to maintain the minimum standards described above will be placed on probation. Any student placed on probation will be required to meet with the Graduate Director to develop a plan for improvement prior to being allowed to register for additional courses. This plan will specify the courses to be repeated (if necessary) and any additional remedial work deemed appropriate, among other requirements as necessary.

Course Withdrawals/Repeats

A Withdrawal from a course is at the discretion of the instructor. "Withdrawals, incompletes, as well as courses repeated in an effort to earn higher grades will count as attempts" (See <u>Grading Policy 2.34.07.070</u>). **Therefore, think carefully before withdrawing from a course.** Students are limited to three attempts, including withdrawals, at a course, except the capstone course (CRJ 7870), which is limited to only two attempts. The attempts, however, must comply with the aforementioned policy on Grades. For the statistics courses, CRJ 7400, PS 5630, and SOC 6280, any attempts at taking these three courses to satisfy the statistics requirement will be combined and treated as attempts toward taking one course.

Incomplete Coursework

According to the WSU Office of the Registrar:

The mark of I (Incomplete) is intended to allow a student to complete the required work for a course after the semester has ended, if, in the judgment of the instructor, there is a legitimate reason why the work could not have been completed during the term. Incompletes (I) may be given only when the student has not completed all of the required work and when there is a reasonable probability that the student will complete the requirements successfully **without again attending regular class sessions**. If additional class attendance is required, the student must re-register for the course in a subsequent term. The student must be passing at the time the incomplete is given.

The work must be completed and a change of grade filed with the Office of the Registrar within one year of the end of the term when the course was originally taken. Any unchanged Incomplete at the end of the one-year will be changed to a grade of "F."

The university requires a written contract, signed by the student and the instructor, specifying all work to be completed. A copy of the Contract for Completion of Incomplete Coursework can be found at the Office of the Registrar's website (reg.wayne.edu/students/forms.php). Signed copies of the contract must be submitted to the Department.

Graduation and Deadlines

Students must apply for graduation during the registration period and by no later than the second week of classes for the term in which they intend to graduate. Persons who have either elected the Essay or Thesis Options must observe the deadlines for turning in the essay or thesis. These dates are usually 6 weeks prior to the end of the term. It is strongly advised that the student inquire as to these dates, by contacting the Office of the Dean at (313) 577-2519 or CLASDean@wyane.edu.

Financial Support and Assistance

General information concerning graduate teaching assistantships, scholarships, and other funding opportunities is available at go.wayne.edu/cjms and from the WSU Office of Student Financial Aid (OSFA) at wayne.edu/financial-aid/types/.

Awards Made Through the Department of Criminology and Criminal Justice

More information on the departmental awards listed below can be found <u>here</u>. Specific questions, including available positions and deadlines to apply, should be sent to the CJ Dept. Director of Graduate Studies.

Graduate Teaching Assistantship (GTA)

The Department of Criminology and Criminal Justice awards one graduate teaching assistantship per academic year, with the possibility of renewal for a second year. This assistantship provides a salary, health insurance, and payment for up to 10 graduate credits of in-state tuition for the fall and winter semesters with the expectation of approximately 20 hours per week of assistance to department faculty and administrators.

Graduate Research Assistantships (GRAs)

Individual faculty members may receive awards enabling them to employ GRAs for 9- or 12-month appointments. These assistantships provides a salary, health insurance, and payment for up to 10 graduate credits of in-state tuition for the fall and winter semesters.

Peer Mentor and Research Award

This award provides graduate students with the opportunity to mentor undergraduate students in the Department's Learning Community. Selected applicants work eight (8) hours per week as peer mentors and are provided with a salary paid bi-weekly over nine (9) months.

DPD Chief's Scholars Program

Provides two (2) full-tuition scholarships annually to rigorously selected members of the Detroit Police Department (DPD).

Awards Made Through the College or Graduate School

For more Information about the awards listed below that are offered specifically by the Graduate School, visit: gradschool.wayne.edu/funding/awards/masters-scholarships.

Graduate-Professional Scholarships (GPS)

Offered to both incoming and current graduate students. Recipients receive up to 10 credits of graduate tuition for the fall and winter semesters, and must be enrolled in a minimum of six (6) credit hours per semester. This award may not be held concurrently with any other awards and cannot be held by full-time WSU employees, though awardees are allowed to hold jobs outside of the university. Deadline to apply is March 1.

Graduate School Thesis Research Support

The Graduate School has a grant program to defray expenses necessary to the completion of approved thesis research. Awards are limited to a maximum of \$500. Eligibility is restricted to one award per student per degree. Funds from this program must be expended within six months of receiving the award.

Graduate Student Professional Travel Awards

These awards designed to support graduate students' professional travel to national and international conferences to present their research are made by individual departments, in consultation with the dean's office. Awards are made up to a maximum of \$500 per student.

Graduate School Retention Scholarship for Master's Students

Available to degree-seeking students who demonstrate financial need and have been continuously enrolled in a Wayne State University Master's program. Applicants must be enrolled in at least 3 credits, have a completed Plan of Work on file, and have more than 12 credits left to complete their degree program. The scholarship covers up to 4 credits of in-state graduate tuition. Students already receiving graduate funding (e.g., GPS scholarship, or a GTA-ship) are not eligible.

Graduate School Completion Scholarship for Master's Students

Designed to provide tuition assistance to students who are nearing the end of their graduate studies, this award covers up to four (4) credits of in-state graduate tuition. Applicants must be enrolled in at least 3 credits, have a completed Plan of Work on file, and have no more than 12 credits left to complete their degree program. Students already receiving graduate funding (e.g., GPS scholarship, or a GTA-ship) are not eligible.

M.S. Scholarships for AGRADE Students

An award for AGRADE students who are making the transition to their Master's-only year of study; applicants must have been enrolled in AGRADE as undergraduates. They must be in either their first of second semester of Master's-only coursework, be enrolled in at least 3 credits, and have a GPA of at least 3.0. The scholarship covers up to four (4) credits of in-state graduate tuition. Students already receiving graduate funding (e.g., GPS scholarship, or a GTA-ship) are not eligible. General information on the AGRADE program can be found at clas.wayne.edu/students/agrade.

College of Liberal Arts and Sciences (CLAS) Scholarships

Most CLAS scholarships apply only to undergraduate students, but a few are available to master's students. March 1 application deadline. Visit clas.wayne.edu/students/scholarships for more information.

WSU Private Scholarships

Dozens of private awards are available to WSU students. Some are need-based, as determined by the FAFSA, which must be successfully on file with WSU by March 31. The private scholarship application and any required supplemental material(s) must be submitted by March 31. Visit https://wayne.edu/scholarships/private for more information and view the list of specific scholarships here.

Other Sources of Financial Assistance

Officer Collin Rose Memorial Foundation Scholarship

The Officer Collin Rose Memorial Foundation Scholarship honors the memory of fallen Wayne State University Police Officer Collin Rose. The award provides \$1,000 annually and may be renewed once for the following academic year. April 1 application deadline. For more information, visit: collinrosememorial.org/scholarship-application/.

David Adamany-WSU Alumni Association Endowed Scholarship

This scholarship seeks to reward students who have participated in extracurricular activities at WSU, at either/both the undergraduate and graduate levels. Awards are for tuition and other educational expenses for full- or part-time

study in the fall, winter and spring/summer semesters, and can cover up to 12 credits for each the fall and winter semesters. January 31 application deadline. For more information, visit: alumni.wayne.edu/about/scholarships.

Humanities Center Graduate Travel Program

The Humanities Center annually budgets funds to encourage graduate students in the humanities and the arts to present their research or artistic work at national conferences and exhibitions. Each awardee is funded up to \$300 for travel to conferences or exhibitions held nationally or internationally between September and August. For more information, visit: research2.wayne.edu//hum/studentfunding/graduatetravel/guidelines.html.

Additional External Funding Opportunities

Graduate study funding opportunities are available from public and private institutions. The following webpage from the Graduate School provides a list of websites to assist students in identifying some external sources of financial assistance: gradschool.wayne.edu/funding/external. Additionally, WSU subscribes to Pivot, a searchable database that contains external funding opportunities from many government and private sources, accessible to WSU students, faculty, and staff. It is one of the largest, most comprehensive databases available of external funding opportunities. Users can build profiles, save searches, track opportunities, and set up funding alerts.

These pages describe the policies and procedures for graduate study in Criminal justice. They discuss **Departmental** requirements, policies and procedures, but DO NOT discuss in full the graduate policies and procedures of the College of Liberal Arts and Sciences at the University. Graduate students are expected to obtain a copy of the <u>University Graduate Bulletin</u> and read the sections pertaining to College of Liberal Arts and Sciences and University Graduate policies. Where allowed by the *Graduate Bulletin*, policies in this document supersede that of the College or University. The Criminal Justice Graduate Committee reserves the right to modify these policies and procedures.

It is strongly recommended that any uncertainties as to the definition of policies or procedures be clarified by contacting the Criminal Justice Graduate Director, the Liberal Arts and Sciences Graduate Office, or the Dean of the Graduate School.

THESE POLICIES AND PROCEDURES SUPERSEDE PREVIOUS POLICIES AND PROCEDURES

(Revised 6/86, 8/90, 10/91, 5/92, 4/94, 1/95, 4/96, 5/96, 1/98, 7/00, 5/01, 6/02, 11/04, 12/06, 9/08, 5/09, 1/11, 10/11, 12/11, 12/12, 10/13, 4/14, 9/14, 1/15, 9/15, 6/16, 2/17, 8/18)