



Policy

Policy Title: Organizational Culture

Number: B3003

Policy Type: Board - Executive Limitations

Responsible: President

Related Policies: [B2000](#), [B2001](#), [B2002](#), [B2203](#)

Linked Procedures: None

Related Laws: None

Related Standards: None

HLC Criterion: 1B3, 1C2, 1C3, 2A2, 2E2, 2E4, 3B3, 3C, 5A, 5B

Policy Statement

The President shall create and sustain an environment that supports the achievement of the Board's Strategic Outcomes. As such, the President shall create a work environment of open, transparent, and honest communication that encourages the development of trust, cooperation, and collaboration while maintaining appropriate confidentiality.

Without limiting the scope of the above statement by the following list, the President shall not:

1. Operate without an enforced internal Code of Conduct, of which all employees are made aware, that clearly outlines the rules of expected employee behavior.
2. Permit employees and others to be without a mechanism for confidential reporting of alleged or suspected improper activities, without fear of retaliation.
3. Cause or allow research involving either human subjects or animals that does not adhere to generally accepted ethical principles and policy.
 - a. Permit potential researchers to be without readily available guidelines for ethical research and assistance in identifying and solving ethical problems.
 - b. Permit research that has not been subject to independent ethical review.
4. Fail to submit an annual human resource monitoring report that addresses factors related to the College's culture.
5. Fail to periodically monitor employee perception of the College's culture and provide the Board with a summary of the results.

Change Log

Date of Change	Description of Change	Governance Unit
03-07-22	Initial Adoption	Board of Trustees
06-15-23	Minor grammatical edits; Added monitoring expectations	Board of Trustees
04-18-24	Board Reviewed, No Changes	Board of Trustees