

Managers will act with integrity by demonstrating sincerity, honesty, and dependability. We will aim for excellence in all we do and will focus on the best interests of our students. Our levels of professionalism will serve as a model throughout the institution.

Foster a climate of trust, collaboration, and interdependence

- Use our positions to benefit the entire college not ourselves
- Demonstrate professional, academic and personal honesty in all settings
- Model our personal and professional integrity
- Engage in rigorous and civil discussions
- Encourage participation of faculty, staff, and students in campus governance, activities, and special events
- Foster openness by encouraging and maintaining two-way communication
- Challenge unethical behavior in a positive, professional and timely manner
- Build consensus by providing an opportunity for all voices to be heard and striking a balance between dialogue and action
- Consider and include stakeholders when making decisions

Focus on Students and Their Success

- Our planning, decisions, and actions are based on what is best for students
- Facilitate the development and maintenance of high quality curriculum, programs, and services
- We respect students as individuals, as learners, and as independent decision-makers
- Protect students from disparagement, embarrassment or capricious judgment
- Provide students with honest and compassionate guidance

Demonstrate and encourage innovation and continuous improvement

- Be innovative at all levels of the institution
- Encourage innovation that shows potential for a positive impact on our students and the communities we serve
- Seek and generate new ways to solve problems and to enhance learning, teaching and the college community
- Tolerate and learn from mistakes

Effectively Manage Resources

- Encourage and facilitate the sharing of resources to meet group objectives
- Allocate resources in a way that balances cost efficiency and student benefit
- Manage resources responsibly, effectively, and efficiently
- Appreciate benefactors

Continuously grow professionally and personally

- Maintain high standards of behavior and performance for ourselves
- Always seek to improve ourselves professionally and personally
- Model excellence for others
- Improve performance by participating in professional activities, conferences, and workshops
- Stay informed about developments in education in general and in the community college in particular
- Encourage and assist others with professional growth

Inclusiveness

- Recognize and appreciate individual uniqueness
- Encourage the expression of diverse points of view
- Actively seek to understand one another
- Ensure and promote equity by demonstrating sensitivity to the educational needs of our diverse student population
- Protect human dignity and individual freedom

Maintain positive relationships with the Board, District Staff, and Community Members

- Provide accurate, objective, and clear information to the Board so that it can act in the best interests of the District, community members, and students
- Act in the best interest of the District
- Be guided by the principles and policies established by the Board
- Stay informed about the characteristics, preferences, and educational needs of the local community

Demonstrate evidence-based problem solving and decision-making

- Strive to make decisions that are informed by the analysis of reliable and objective evidence balanced with collective wisdom
- Focus on solutions
- Make decisions consistent with CHC's strategic vision