



Management Values

Managers will lead with integrity, demonstrating sincerity, honesty, and dependability. We will strive for excellence in every aspect of our work, centering our decisions on what best serves students and cultivating a welcoming environment grounded in fairness, respect, and care for all. Our values align with Crafton Hills College's core values—Respect, Integrity, Diversity and Inclusion, Innovation, Leadership, and Sustainability. Our professionalism will serve as a model throughout the institution.

Respect

- Engage in rigorous and civil discussions.
- Foster openness by encouraging and maintaining two-way communication.
- Respect students as individuals, learners, and independent decision-makers.
- Protect students from disparagement, embarrassment, or capricious judgment.
- Provide students with honest and compassionate guidance.
- Appreciate benefactors.

Integrity

- Demonstrate professional, academic, and personal honesty in all settings.
- Model personal and professional integrity.
- Challenge unethical behavior in a positive, professional, and timely manner.
- Act in the best interest of the district.
- Make decisions consistent with CHC's strategic vision.
- Maintain high standards of behavior and performance.

Diversity & Inclusion

- Build consensus by providing an opportunity for all voices to be heard and balancing dialogue with action.
- Recognize and appreciate individual uniqueness.
- Actively seek to understand one another.
- Protect human dignity and individual freedom.
- Encourage the expression of diverse points of view.
- Ensure and promote equity by demonstrating sensitivity to the needs of a diverse student population.
- Consider and include stakeholders when making decisions.
- Encourage participation across the college community.
- Build consensus and guide balanced decision-making.



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Innovation

- Be innovative at all levels of the institution.
- Encourage innovation with positive impact on students and the community.
- Seek new ways to solve problems and enhance learning and teaching.
- Focus on solutions.
- Support high-quality curriculum, programs, and services.
- Base planning, decisions, and actions on what is best for students.
- Continuously grow professionally and stay informed about developments in education.

Leadership

- Use our positions to benefit the entire college, not just our direct area of responsibility.
- Provide accurate, objective, and clear information to the Board.
- Be guided by Board principles and policies.
- Strive for evidence-based decision-making using reliable and objective data.
- Stay informed about the characteristics, preferences, and educational needs of the local community.
- Tolerate and learn from mistakes.
- Model excellence for others.
- Encourage and assist others with professional growth.

Sustainability

- Encourage participation of faculty, staff, and students in campus governance, activities, and special events.
- Effectively manage resources responsibly, efficiently, and ethically.
- Encourage and facilitate sharing of resources.
- Allocate resources balancing cost efficiency and student benefit.