

Standard Nine Institutional Integrity

9.A.1 Institutional Integrity

The College has a long history of operating under the highest ethical standards. There have been very few student, staff or public concerns raised with the College as reflected in the lack of grievances, concerns, mediations, arbitrations or lawsuits. Meetings and discussions are held with strict adherence to the Oregon public meeting laws. See figure 9-1 for a summary of concerns over the last few years.

9.A.2 Self-Evaluation

The COCC board of directors by policy (GP-10, see Exhibit 9.1 and <http://www.cocc.edu/general/plans.htm>) reviews and updates its policies on a regular basis as reflected in the changes made to its policy manual. The president is responsible for reviewing and updating the procedures manual, which is done annually in concert with the recommendations of the committees of the College.

2000–2001 Annual Summary of Grievances, Complaints and Concerns

Types of Concerns	Number	Disposition
Union grievances		
Faculty Forum	0	
OSEA Local 153	0	
OSEA Local 700	0	
Sexual harassment		
Employee	0	
Student		
formal		
informal	8	resolved without appeal
Public	0	
Complaints procedure		
Employee	0	
Student	0	
Public	1	resolved without appeal
Civil litigation		
Employee	0	
Public	0	
Agency charges		
BOLI	1*	dismissed by BOLI
EEOC	0	
OSHA	0	
Dept of Education	1*	resolved

* same complainant

Figure 9-1

9.A.3 College Publications

COCC has worked hard to ensure all its publications are accurate and consistent. The College Relations Office has won a number of national awards for the quality of its public information materials.

9.A.4 Conflict of Interest

Board policy (GP-8) clearly articulates to board members their need to avoid any conflict of interest with regard to their role in providing leadership to the College. College staff must adhere to the same standards as outlined in College Procedure HR-4-2: Conflict of Interest (Exhibit 9.1).

9.A.5 Academic Freedom

The College has articulated in a number of places that the institution will operate as a community of free inquiry. Board policy clearly sets out the parameters that not only will the College be an open institution but that the president has an affirmative responsibility to brief the board on staff and external views with regard to College and board business... “particularly with respect to faculty opinion on instructional matters” (EL 7-3, see Exhibit 9.1). COCC encourages open dialogue on all issues as reflected in the extensive use of electronic communications and discussion conferences.

9.1 Policy on Institutional Integrity

COCC has long been recognized as an institution of both high quality and institutional integrity. To that end, it has followed strict ethical guidelines for its academic and administrative operations. COCC is perhaps best known for the quality of its academic program starting with its experienced faculty. Faculty quality is the result of rigorous selection, tenure, promotion and advancement practices. The instructional environment is student centered with strict application of academic freedom ensuring faculty represent their discipline and share their views and opinions in a learning environment that supports and encourages continual inquiry. The College protects the learning process for both students and faculty ensuring that the COCC learning environment is free of any form of personal harassment or other learning impediments (see Exhibit 9.2 or <http://www.cocc.edu/bdavey/equalopportunity/>).

COCC as a college, and each of its staff members, is aware that they are governed by the rules set forth by the Oregon Ethics Commission. The College regularly

informs all employees about changes in the law and emphasizes the need for ethical behavior as educators and public employees.

Standard 9 Figures, Appendices and Exhibits

In-Text

Figure 9-1: 2000-01 Annual Summary of Grievances, Complaints and Concerns

Exhibits

- 9.1 Board of Directors policy
- 9.2 Equal Opportunity Policy Procedures and Nonharrassment Policy
- 9.3 Student Handbook
- 9.4 Copies of print and promotional material