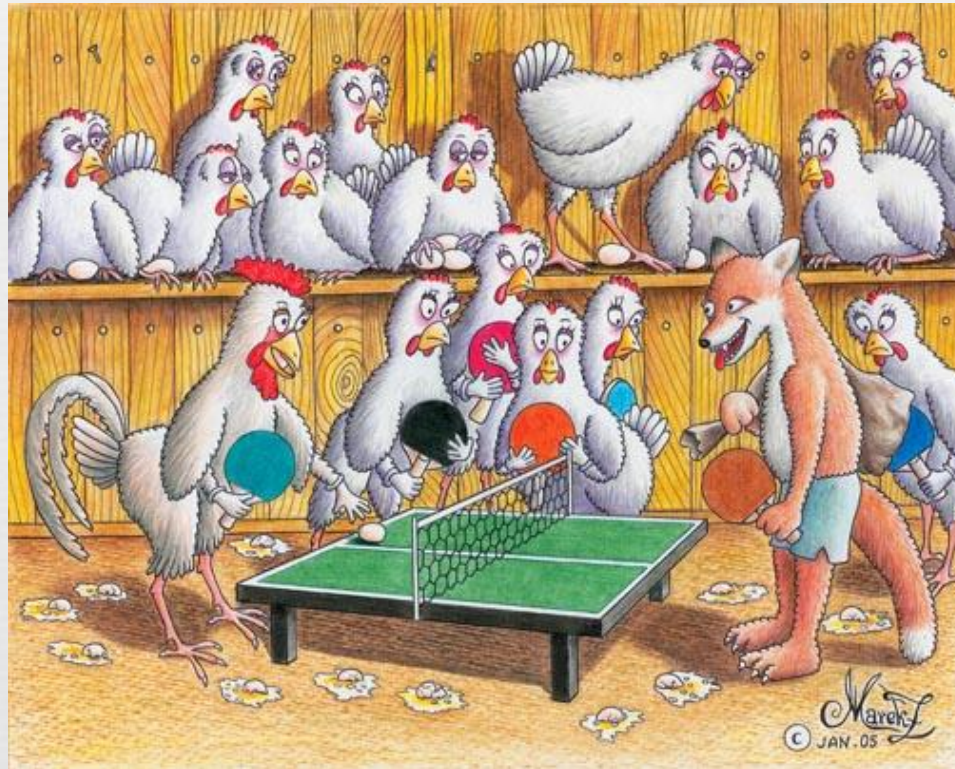


BOARD OF TRUSTEES
ETHICS



James D. Shipman

Fox in the Henhouse???



WHAT ARE ETHICS?



- ❧ Ethics are standards of right and wrong.
- ❧ Ethics go beyond legal requirements
- ❧ Legal obligations mean complying with the laws and regulations of the college
- ❧ Ethics embody legal obligations and more

ETHICAL VALUES



- ❧ TRUSTWORTHINESS
- ❧ RESPECT
- ❧ RESPONSIBILITY
- ❧ FAIRNESS
- ❧ CARING
- ❧ CITIZENSHIP

BOARD ROLES AFFECTED BY ETHICAL CONSIDERATIONS



- ❧ Represent the Common Good
- ❧ Advocate and support the college
- ❧ Student/Education Focus
- ❧ Board As a Unit
- ❧ Create a positive climate

BOARD ETHICAL CONSIDERATIONS CONTD.



- ❧ Decision-Making
- ❧ Policy Role and Delegation
- ❧ Board Relations and Communication
- ❧ Confidentiality
- ❧ Commitment
- ❧ Relationships with CEO, Staff and Community

Contd. Contd. . .



- ❧ Involving Staff and Community Members
- ❧ Fiduciary Responsibility

CODES OF ETHICS



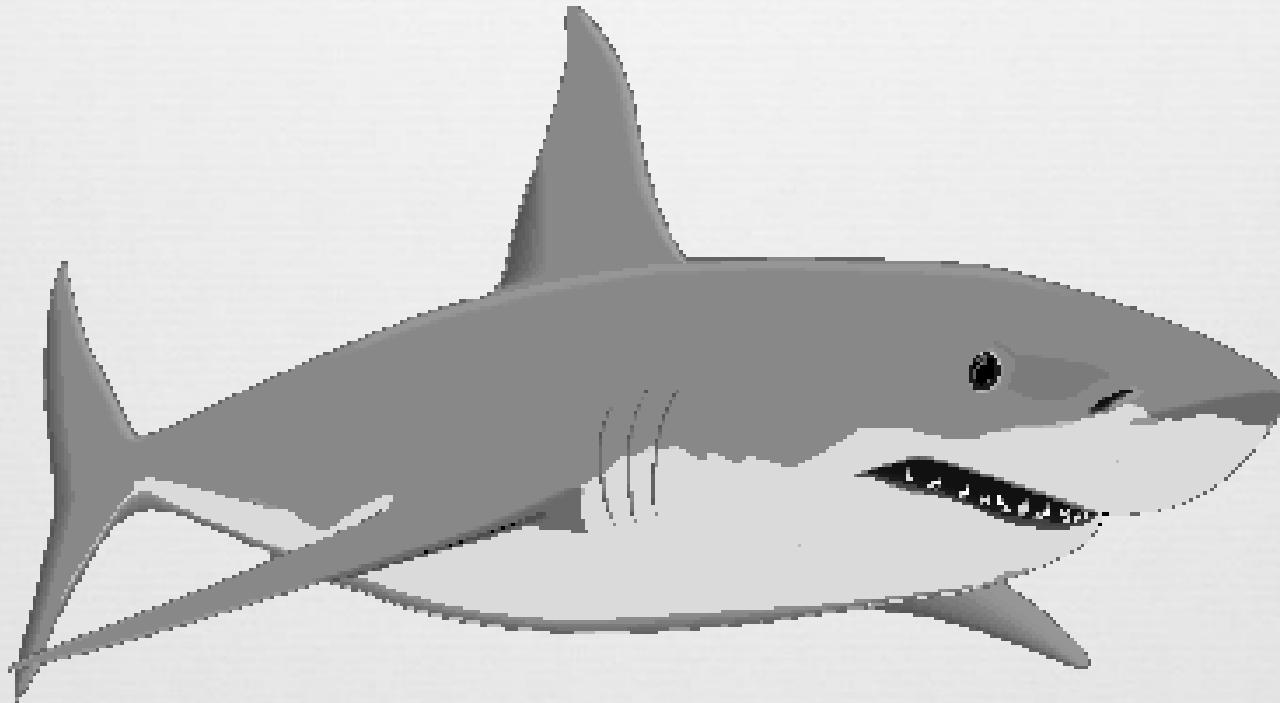
- ❧ ACCT HAS A MODEL CODE
- ❧ YOUR COLLEGE MAY HAVE IT'S OWN MODEL CODE
- ❧ IF YOU DO NOT HAVE A MODEL CODE, YOU MAY WISH TO DEVELOP ONE

ACCT MODEL CODE



- ☞ 1. devote time, thought, and study to the duties and responsibilities of a community college board member so that I may render effective and creditable service;
- ☞ 2. work with my fellow board members in a spirit of harmony and cooperation in spite of differences of opinion that arise during vigorous debates of points of issue;
- ☞ 3. base my personal decision upon all available facts in each situation; vote my honest conviction in every case, unswayed by partisan bias of any kind; therefore, to abide by and uphold the final majority decision to the board;
- ☞ 4. remember at all times that as an individual I have no legal authority outside the meetings of the board, and to conduct my relationships with the community college staff, the local citizenry, and all media of the community on the basis of this fact;
- ☞ 5. resist every temptation and outside pressure to use my position as a community college board member to benefit myself or any other individual or agency apart from the total interest of the community college district;
- ☞ 6. recognize that it is as important for the board to understand and evaluate the
- ☞ educational program of the community college as it is to plan for the business of college operation;
- ☞ 7. bear in mind under all circumstances that the primary function of the board is to establish the policies by which the community college is to be administered;
- ☞ 8. welcome and encourage active cooperation by citizens, organizations, and the media of communication in the district with respect to establishing policy on current college operations and proposed future developments;
- ☞ 9. support the state and national community college trustees associations;
- ☞ 10. finally, strive step by step toward ideal conditions for the most effective community college board service to my community, in a spirit of teamwork and devotion to public education as the greatest instrument for the preservation and the perpetuation of our representative democracy.

THIS SLIDE IS BROUGHT TO YOU BY THE LAW
OFFICES OF PODRASKY, SHIPMAN & SHIELDS



UNETHICAL???



- ❧ PROMOTING YOUR BUSINESS INTERESTS DURING AN OFFICIAL COLLEGE FUNCTION IS LIKELY UNETHICAL.

CASE STUDY #1



- ☞ Joe is a Desert Storm veteran who has been a trustee at Douglas Fir Community College for three years. He is a vocal advocate for veterans' programs. He got on the board about six months after the board voted to move a veterans' tuition waiver program from a waiver to all veterans to a waiver for low-income veterans. The board took the action so the college could give higher awards to veterans demonstrating need instead of smaller awards to all veterans. Joe opposed the board's decision and he has voiced his disapproval several times during open meetings. There is a popular Solar Panel design, installation and repair program on campus. Enrollment is limited and there is a long waiting list of students wanting to be admitted to the program. Three veterans were among those on the waiting list. Joe got a call from a reporter saying Douglas Fir Community College had released the names of those who will be admitted to the Solar Panel program, and none of the veterans had been admitted. The reporter asked Joe for a statement. Joe blasted the college, saying the head of the Solar Panel program was a "peacenik" who showed no respect for veterans who had risked their lives so the faculty member can hide behind "freedom of speech" in a classroom. He said the Student Services department was not meeting its responsibilities to provide much-needed support services to returning vets and the president wasn't strong enough to force his employees to do what is "right". Joe went on to say he was disgusted with the college and as a Board member he planned to "do something" about it.

QUESTIONS



- ❧ What ethical principles are at play here?
- ❧ What should the board chair do? What should the rest of the board do?
- ❧ How does the college president ethically defend the college without responding unethically about Joe?

CASE STUDY #2



- ❧ The Board of Trustees at Blue Sky Technical College received a formal complaint by the head of the faculty labor union against their college president claiming she had violated the fair practices laws of the state during their contentious contract negotiations. The complaint alleged punitive action by the president against those who vocally disagreed with the administration on several contract points; that the president had agreed to several points during the course of the negotiations, only later to pull back from the agreements; and that the president had broken the confidentiality of the negotiations by talking about the discussions in inappropriate settings. However, there also was a letter of support for the president signed by 10 faculty members denying the charges.
- ❧ The Board decided to hire an investigator from the state's Attorney General's Office to look into the allegations. They wanted an impartial third party to do the investigation and to present the Board with a report on the findings.
- ❧ Orville was a retired machinist and had been active in his union for several decades. He supported the decision to contract with an outside investigator, but later decided to do his own investigation so he could weigh the validity of the report when it was completed. Orville proceeded to take a variety of faculty out to coffee – had some over to his house for dinner – and on occasion wandered the halls and stopped faculty so he could talk to them. He would read the list of complaints against the president, then say, “what do you think -- guilty as charge?”

CASE STUDY 2 THE SEQUEL



- ❧ The other board members learned of Orville's activities and held a special executive session. They told Orville they strongly disapproved of his actions and asked him to stop. Orville was told he was interfering with the investigation. To convince Orville the investigatory process was sound, the investigator went over his process and initial findings with Orville while they were in executive session.
- ❧ Orville was not convinced any attorney knew how to run an investigation on a college campus and he didn't like being "shut down". He felt he had an obligation to ensure the president was behaving ethically and following the state's labor laws. He felt it was his right and responsibility to get to the bottom of the story. Therefore, he continued his own investigation.

QUESTIONS:



- ❧ What are the ethical principles involved here?
- ❧ What actions could the board chair ethically take?
- ❧ What sanctions can a board take against a trustee they deem to be acting unethically? Should they take action?

ETHICAL QUESTIONS



- ❧ Gambling the college budget at the Roulette wheel today to try to cover the economic shortfall?
- ❧ Can you teach at the college and serve on the board?
- ❧ Appropriate to use the college facilities to create a logo if you follow the same requirements as anyone else?
- ❧ Is it appropriate to meet with college interest groups as a board member?
- ❧ Should you identify yourself as a board member of the college in communications with the press on other issues?