



Compton College Academic Senate Agenda



President: Amber Gillis
Date: March 21, 2019
Location: Boardroom

Secretary: Nikki Williams
Time: 12:30-2:00pm

Vision

Compton College will be the leading institution of student learning and success in higher education.

Mission Statement

Compton College is a welcoming environment where the diversity of our students is supported to pursue and attain academic and professional excellence. Compton College promotes solutions to challenges, utilizes the latest techniques for preparing the workforce and provides clear pathways for transfer, completion and lifelong learning.

Accreditation Standards

This meeting aligns to the following:

- 1.B.1. The institution demonstrates a sustained, substantive and collegial dialog about student outcomes, student equity, academic quality, institutional effectiveness, and continuous improvement of student learning and achievement.
- 2.A.16. The institution regularly evaluates and improves the quality and currency of all instructional programs offered in the name of the institution, including collegiate, pre-collegiate, career-technical, and continuing and community education courses and programs, regardless of delivery mode or location. The institution systematically strives to improve programs and courses to enhance learning outcomes and achievement for students.

Attendees

<input type="checkbox"/> E. French Preston	<input type="checkbox"/> H. Estrada	<input type="checkbox"/> S. Thomas
<input type="checkbox"/> J. Evans	<input type="checkbox"/> H. Pham	<input type="checkbox"/> D. McPatchell
<input type="checkbox"/> A. Gillis	<input type="checkbox"/> J. Villalobos	<input type="checkbox"/> R. Ekimyan
<input type="checkbox"/> J. Mills	<input type="checkbox"/> K. Schwitkis	<input type="checkbox"/> A. Cortez-Perez
<input type="checkbox"/> M. Khan	<input type="checkbox"/> R. Sidhu	<input type="checkbox"/> M. Moldoveanu
<input type="checkbox"/> B. Kooiman	<input type="checkbox"/> A. Valdry	<input type="checkbox"/> S. Atkinson-Alston
<input type="checkbox"/> V. Haynes	<input type="checkbox"/> M. Roeun	
<input type="checkbox"/> P. Richardson	<input type="checkbox"/> H. Schumacher	
<input type="checkbox"/> N. Williams	<input type="checkbox"/> P. Flor	

Agenda Items

- I. CALL TO ORDER (12:30)**
- II. APPROVAL OF AGENDA (12:30)**
- III. APPROVAL OF MINUTES (12:35-12:40)**
 - March 7, 2019 Minutes
- IV. REPORTS (12:40-1:00)**
 - 1. President's Report
 - 2. Vice President's Report
 - 3. Faculty Representative
 - 4. Curriculum Chair
 - 5. Guided Pathways
 - 6. Academic Affairs
 - 7. Distance Education
- V. NEW BUSINESS/DISCUSSION ITEMS (1:00-1:45)**
 - 1. Presentation: Compton College Update and Future Plans: Keith Curry, President/CEO
 - 2. Presentation: Market Research for Compton CCD: Lori Sanchez, Director of LA/OC Center of Excellence for Labor Market Research
 - 3. Presentation: Update on Oliver W. Conner College Promise, Fall 2019: Nelly Alvarado, Director of Enrollment Services
- VI. INFORMATIONAL ITEMS**
 - 1. AR5520 – Student Discipline Procedures
 - 2. AR5530 – Student Rights and Grievances
 - 3. Making Decisions Document Timeline
 - 4. Making Decisions Document Meeting One Notes
 - 5. Accreditation Actionable Items Document
- VII. EVENTS/ANNOUNCEMENTS (1:45-2:00)**
 - 1. Making Decisions Document Meeting 2 – Friday, March 24th
 - 2. Student Leadership Conference – Thursday, April 4th
 - 3. Transition Celebration – May 30, 2019 Compton College Gym
- VIII. FUTURE AGENDA ITEMS**
 - 1. AR5011 – Admission and Concurrent Enrollment of High School and Other Young Students
 - 2. Guided Pathways Divisions Structure (DRAFT)
- IX. ADJOURNMENT**

**The Next Scheduled Meeting: April 4, 2019
12:30pm / Boardroom**



**COMPTON COMMUNITY COLLEGE DISTRICT
BOARD OF TRUSTEES POLICIES**

BP 2520 Academic Senate

Issued: May 19, 2015

Reference:

Education Code Section 70902(b)(7);
Title 5, Sections 53200 et seq
Accreditation Standard IV.A
Board Policy 2510 Participation in Local Decision Making

The Academic Senate is organized under the provisions of the California Code of Regulations, Title 5, shall represent the faculty and make recommendations to the administration and to the Board with respect to academic and professional matters, so long as the exercise of such functions does not conflict with the lawful collective bargaining agreement.

The Board or its designee will consult collegially with the Academic Senate when adopting policies and procedures. The Board will rely primarily on faculty expertise on academic and professional matters as defined by Sub-Chapter 2, Section 53200, et seq., California Administrative Code, Title 5, and as listed below:

1. Curriculum, including establishing prerequisites and placing courses within disciplines;
2. Degree and certificate requirements;
3. Grading policies;
4. Educational program development;
5. Standards and policies regarding student preparation and success;
6. District and College governance structures as related to faculty roles;
7. Faculty roles and involvement in accreditation process, including self-study and annual reports;
8. Policies for faculty professional development activities;
9. Processes for program review;
10. Processes for institutional planning and budget development, and
11. Other academic and professional matters as mutually agreed upon between the Board of Trustees and the Academic Senate.

The Academic Senates' organization, membership functions and committee structure shall be developed by the Academic Senate.

CCC ACADEMIC SENATE MEETING DATES AND LOCATIONS (1st & 3rd Thursday)

<u>FALL 2018</u>		<u>SPRING 2019</u>	
August 30	Board Room	February 21	Board Room
September 6	Board Room	March 7	Board Room
September 20	Board Room	March 21	Board Room
October 4	Board Room	April 4	Board Room
October 18	Board Room	April 18	Board Room
November 1	Board Room	May 2	Board Room
November 15*	Board Room	May 16	Board Room
December 6	Board Room	May 30 (Tentative)	Board Room

*Adjusted for the holiday

ECC ACADEMIC SENATE MEETING DATES AND LOCATIONS (1st & 3rd Tuesdays)

<u>FALL 2018</u>		<u>SPRING 2019</u>	
September 4	Dist. Ed. room 166	February 19	Dist. Ed. room 166
September 18	Dist. Ed. room 166	March 5	Dist. Ed. room 166
October 2	Dist. Ed. room 166	March 19	Dist. Ed. room 166
October 16	Dist. Ed. room 166	April 2	Dist. Ed. room 166
November 6	Dist. Ed. room 166	April 16	Dist. Ed. room 166
November 20	Dist. Ed. room 166	May 7	Dist. Ed. room 166
December 4	Dist. Ed. Room 166	May 21	Dist. Ed. Room 166
December 11 (Tentative)	Dist. Ed. room 166	June 4 (Tentative)	Dist. Ed. room 166

Compton Faculty are encouraged to attend the ECC Academic Senate meetings when possible.

Per the Brown Act, all votes must be recorded by name. Only No's and Abstentions will be recorded by name in the minutes. If you were signed in to the meeting and did not vote No/Abstain, your vote will be assumed to be a Yes.

CCCD Academic Senate Roster

2018-2019 (19 members)

Officers:

President/ <i>Chairperson</i>	Amber Gillis (18-21)
Past President/ <i>Past Chairperson</i>	Paul M. Flor (18-19)
President-Elect/ <i>Chairperson-Elect</i>	
Vice President/ <i>Vice Chairperson</i>	Jesse Mills (18-19)
Secretary/ <i>Secretary</i>	Nikki Williams (18-19)
Curriculum/ <i>Curriculum Representative</i>	Roza Ekyiman (18-19)
<i>Adjunct Representative</i>	Mahbub Khan (18-19)
Board Representative	Jerome Evans (18-19)

Members:

Career and Technical Education (2)

Brent Kooiman (19-20)
Pamela Richardson (20-21)

Health and Human Services (2)

Shirley Thomas (18-19)
Hoa Pham (19-20)

Humanities (2)

Minodora Moldoveanu (20-21)
Nikki Williams (19-20) *Secretary/Secretary*

Social Sciences and Fine Arts (2)

Jesse Mills (20-21)
Harvey Estrada (19-20)

Mathematics (2)

Malinni Roeun (19-20)
Jose Villalobos (18-19)

Science (2)

Kent Schwitkis (18-19)
Rajinder Sidhu (19-20)

Library and Learning Resource Unit (1)

Andree Valdry (20-21)

Counseling (2)

Holly Schumacher (20-21)
Vanessa Haynes (18-19)
Paul M. Flor, *Past President/Past Chairperson*

At-Large (2)

Jerome Evans (20-21)
Amber Gillis (18-19)

Adjunct Representatives (2)

Mahbub Khan (18-19), *Adjunct Representative*
(20-21)



ACADEMIC SENATE MINUTES

Thursday, March 7th, 2019 12:30 p.m. Board Room

ATTENDANCE

Senators

Visitors

Harvey Estrada
Roza Ekimyan
Amber Gillis
Hoa Pham
Mahubub Khan
Minidora Moloveanu
Kent Schwitkis
Pamela Richardson
Malinni Roeun
Rajinder Sidhu
Holly Schumacher
Shirley Thomas
Andree Valdry
Jose Villalobos
Nikki Williams
Stephanie Atkinson-Alston

Jasmine Phillips
Evan Sorka
Aurora Cortez-Perez
Axa Maradiaga
Thomas Norton
Fazal Aasi
Kendahl Radcliff

I. CALL TO ORDER – 1:05pm

II. APPROVAL OF AGENDA – Amber Gillis 12:47 p.m. no quorum. We will begin with the informational items and we will vote on the agenda and minutes when we have quorum. 12:53 quorum- amendment to the agenda. The date of today's meeting is March 7. Motion to approve the agenda as amended. Schwitkis/Sidhu- vote taken and approved.

III. APPROVAL OF MINUTES – Schwitkis/Valdry- vote taken and approved.

IV. REPORTS

President's Report- Amber Gillis reporting.

- B. Smith promoted her two events. Social Hour is next week on Tuesday, March 12 from 1-3. This is a fun opportunity for students to get to know you by asking fun, non-academic questions. Please sign up because there is only one faculty member signed up. The 3rd Annual Leadership Conference is this semester. Students are encouraged to attend in between classes.
- A. Gillis- A lot is happening on campus. Tomorrow is the first installment of the Making Decisions document T. Norton- where is the meeting. A. Gillis- in the staff lounge beginning at 9am. It will be held every other Friday. It is a working meeting so please bring your laptops. When we met on Monday, we did not have anyone signed up from

Classified. We also need some students. I asked a couple of students but they are not fully sure if they can come. This is the opportunity for them to get involved with knowing what is happening on campus. Please encourage any students to attend.

- Academic Senate at El Camino- They applied for a grant through IEPI to move over to block scheduling. Academic Senate is not on board with this so Dr. Maloney has decided not to move forward with this. They want to get the campus solidified with all of the new initiatives, such as AB 705 and Guided Pathways, before they move forward with block scheduling.
- El Camino is looking at minimum qualifications. This is something that we have some control over at the local level. The deadline to submit any changes or revisions to the state is September 30, 2019. Take a look at the minimum qualifications for your discipline and make sure that they are robust and are not so narrow that the pool of perspective applicants is too narrow. We need to look at the things that are necessary for our discipline. Look at the type of people that we are inviting to apply.
- Consultative Council got an update from L. Owens. There are new tables all around campus. This concern to have tables installed was brought up by a student. We are working on umbrella covers for the tables around campus.
- Have you noticed the construction around campus? The row buildings are down. There is a plant outage this weekend. The information for this was sent out in an email.
- A concern was brought to my attention regarding faculty textbooks and textbook deliveries. We are working on establishing a delivery system. Dr. A- one thing that can help is to include your division on the mailing address so that when it gets delivered it can go directly to your office. H. Pham- can we put a desk copy on reserve in the library? A. Gillis- Yes, we can.
- A. Gillis- I attended a conference last Thursday: Hiring Regionals- An Equitable Approach to Achieving Student Success. We discussed making more equitable hiring criteria on campuses. We heard from a lawyer who was talking about California Community Colleges and how we write our job descriptions. We may be writing our job descriptions with some discriminatory practices and thereby eliminating some people. This is something for us to look at as we go forward.

Vice President- Jesse Mills reporting.

- No report

Board Representative – Jerome Evans reporting

- No report

Guided Pathways- Stephanie Atkinson-Alston reporting.

- Yesterday we had a guest speaker who came in. She listened to our conversation and took notes; she is trying to find out the best practices and ultimately give us a report on this.

Curriculum: Roza Ekimyan reporting.

- **No report**

Academic Affairs- Stephanie Atkinson- Alston reporting.

- I have to leave a bit early today. I have a conference call with the Vice Chancellor; we have some glitches with submitting our transfer degrees. We are currently working on our

summer schedule. We are making sure that all of our board policies that go in the catalog are up-to-date. There are some that are coming up that need to be approved and we need to work through these to make sure that they are getting done. We are working on the Making Decisions document and want to make sure that we get as many voices involved in that as we can.

- The Program Mapper workshop is on March 15th from 9-12. We are trying to build out as many of those maps into the system so that we can get those done. We have some amazing people that showed up this morning as part of the advisory. Now that we are going to be our own college we need to have our own advisory committee. Dr. Murray and his crew put that together and it was very nice. I was very impressed with the people that responded that want to be part of our advisory.

Distance Education- Jasmine Philips reporting.

- The trainings schedule poster is up in the lab. Trainings are run by N. Williams, K. Schwitkis, and S. Johnson. We had Digital Literacy Day. About 30 people signed up and 15 people show up physically. Many more participated remotely.
- The IEPI met on Tuesday, March 5th and we will get recommendations from them soon. A. Gillis- I was able to meet with the IEPI and was very truthful on what we need and I am looking forward to what they have to say.
- Moving forward, we will be reviewing faculty course shells in a peer review process as well as providing trainings.

V. ACTION ITEMS-UNFINISHED BUSINESS

- Chief Box- Maxient Presentation- Incident Report and Referral Form training. This is to help document activity that has happened in your classroom or on campus. This system can be used especially if you do not need police intervention and simply want to document behavior or an incident that you witnessed. One of the perks is that if you need to add to it and send it to someone, you can. This system allows you to document what you see on campus that may not have been appropriate. It can be used for student discipline. The benefits of Maxient are that it is confidential and can only be seen by the people that you send it to. It also allows you to report mental health concerns. We have an AIMS team on campus (Assessment, Intervention, and Management for Safety Team). The system allows you to send this to you Division Office. Anything that involves sexual misconduct or violence needs to be reported. If it is an immediate threat, please contact campus police. It is a fair system so that you can document an incident fairly quickly. Please try and be as accurate as you can. Chief Box discussed the process of how to use Maxient and how to submit your report. St. Johns does mental health counseling. They are seeing patients and they have been very busy. They are getting the word out and it is working. We can modify Maxient as needed. Compton College will be buying their own version. If you feel that there is something that is not user friendly, you can send recommendations by emailing them to Chief Box.
- Lock-Down Shelter in Place Drill is on Thursday, March 14, 2019. You do not need to leave your office. Please talk to your students about what to do in a situation of an active shooter.

VI. NEW BUSINESS

- Minodora Moldoveanu presented her dissertation topic: The Meaning of Education. What keeps people in college? How can we keep students from dropping out? If we can help provide students with an insulating layer from their life stressors, it can help them do better

with their education. What I have learned from my studies is that students lack meaningful goals. Students will be more successful when they derive intrinsic meaning from their education. How can we help younger students find the meaning in their life through education? Some recommendations are: recruitment teams (outreach teams) to allow students to have a free choice, faculty need to align curriculum to make it meaningful to connect to a higher value, acknowledging that young adulthood is a tumultuous time. My hope is that we will have workshops for students to help them identify goals and meaning behind these goals as well as addressing the needs for being able to achieve these goals.

VII. Information- Discussion Items

- AR 5050 Residence Determination and AR 5055. We are not asked to take a vote on these but we can if we would like. If you have recommendations you can send them to me or directly to Elizabeth Martinez. These overlap with academics a bit, but they are the law and cannot really be changed.
- Plenary for spring is in San Francisco- This is during Spring Break. I still need a representative to attend to vote. J. Villalobos- this is in San Francisco? I may be willing to attend.
- Reminder that the Transition Celebration is on May 30, 2019. Mark your calendars.
- During our last Academic Senate meeting the topic of flex came up. Dr. A stated that we are in the process of developing the professional development system. We received an email from Dr. A. and it seems that the process has been put in place without any consultation from Senate. H. Schumacher- the forms that were sent out is language that has not been negotiated. It must be negotiated first. E. French-Preston- can we have more than one person work on this so that we can have an integration of different people? I would like to work on that with you.

VIII. Events/Meetings

MOTION TO ADJOURN – Approved – 2:01 p.m.



COMPTON COMMUNITY COLLEGE DISTRICT
ADMINISTRATIVE REGULATIONS

AR 5520 Student Discipline Procedures

Issued: March 18, 2019

References:

Education Code Sections 66300, 72122, and 76030

The purpose of this regulation is to provide a prompt and equitable means to address violations of the Standards of Student Conduct, which guarantees to the student or students involved the due process rights guaranteed them by state and federal constitutional protections. This procedure will be used in a fair and equitable manner, and not for purposes of retaliation. It is not intended to substitute for criminal or civil proceedings that may be initiated by other agencies.

The Administrative Regulation is specifically not intended to infringe in any way on the rights of students to engage in free expression as protected by the state and federal constitutions, and by Education Code Section 76120, and will not be used to punish expression that is protected.

DEFINITIONS

1. College District – Compton Community College District. Student discipline sanctions imposed to students at Compton College will also apply to all instructional sites in the Compton Community College District.
2. Student - Any person who has applied for admission or currently enrolled as a student in any program offered by the College District.
3. Instructor - Any academic employee of the College District in whose class a student subject to sanction is enrolled, or counselor who is providing or has provided services to the student, or other academic employee who has responsibility for the student's educational program.
4. Complainant - A person who submits a charge alleging that a student has violated the College District's Student Code of Conduct.
5. Accused Student - A student who has been accused of violating the Student Code of Conduct by a College District employee, student, or visitor.
6. Advisor – An advisor is anyone other than the complainant or accused student. An advisor may include, but is not limited to, another student, family member, attorney, College personnel, or community member. The advisor's role is to observe, provide counsel, or support the complainant or accused student.
7. Business Day - Unless otherwise provided, a business day shall mean a day during which the College District is in session and regular classes are held, excluding Saturdays, Sundays, and public holidays.
8. College District Property - Property under the control of the Compton Community College District or any place that is the site of a College District approved activity or function.

JURISDICTION OF THE COLLEGE

Sanctions for violations of the Student Conduct Code may be imposed for conduct which occurs on the College premises, in or out of the classroom setting, while using College technology, at off-campus instructional sites, during off-campus College-sponsored events and for off-campus conduct which materially and substantially interferes with the College's operational and educational programs.

FILING A COMPLAINT

Any person may allege a violation of the Student Conduct Code by completing a Student Conduct Incident Report and Referral Form and submitting it to the Student Development Office. The College reserves the right to initiate a student conduct process based on available information, even if a formal complaint has not been received. The complaint shall describe the conduct in question and, if known, the name of the person or persons alleged to have engaged in that conduct. The filing of a complaint assumes that the complainant desires to initiate the inquiry that may result in official disciplinary action against the alleged violator. The complainant should file a complaint within a reasonable amount of time not to exceed thirty (30) business days from the date of the incident.

OVERVIEW OF DISCIPLINE PROCESS

1. Each student is responsible for reading and complying with the Standards of Student Conduct which is made available on the Compton College website on the Student Development Office page or from the Student Development Office located in R-61 and the College Catalog.
2. Any member of the College community can initiate an accusation of an alleged violation.
3. If a student is accused of an alleged violation, he or she will receive written notice of the conduct warranting discipline via Compton College issued e-mail account with delivery notification. The notice may include a request for a review meeting and will include:
 - a. The specific code violations
 - b. A short statement of the facts supporting the accusation
 - c. The right of the student to meet with the Director of Student Development & Athletics or designee
 - d. Reference to the Standards of Student Conduct outlining the process and rights of students
 - e. The nature of the sanctions being considered.
4. Time Limits - The notice must be provided to the student within forty (40) business days of the date on which the conduct took place; in the case of continuous, repeated or ongoing conduct, the notice must be provided within ten (10) business days of the date on which conduct occurred which led to the decision to take disciplinary action.

5. Meeting - If the student chooses to meet with the Director of Student Development & Athletics or designee, the meeting must occur no sooner than five (5) business days after the notice is provided. At the meeting, the student must again be told the facts leading to the accusation, and must be given an opportunity to respond verbally or in writing to the accusation.
 - a. Both the complainant and the accused student may be accompanied by an advisor to any meetings, interviews, or hearings. The advisor's role is to observe, provide counsel, or support the complainant or accused student. An advisor may not speak on behalf of the complainant or accused student or speak to the Director of Student Development & Athletics or designee. Advisors who do not comply with their role may be removed from the meeting, interview, or hearing.
6. Upon completion of the review meeting, the student shall have the right to the following:
 - a. Be provided a written list of findings by the Director of Student Development & Athletics or designee
 - b. Accept or deny responsibility
 - c. Have sanctions imposed, if found in violation of the Standards of Student Conduct
 - d. Request a hearing of the Disciplinary Hearing Panel should the student disagree with the finding(s) and sanction(s) of the Director of Student Development & Athletics or designee
 - e. Be informed of the appropriate policy and regulations, and procedures
 - f. Be informed of his/her right to request a copy of their student conduct file.
7. Students should be aware that the student conduct process is different from criminal and civil court proceedings. Procedures and rights in student conduct proceedings are conducted with fairness to all, but do not include the same protections of due process afforded by the courts. The standard used to determine whether a violation of the Standards of Student Conduct has occurred will be a preponderance of evidence (more likely than not). Due process within these procedures, assures timely written notice, a hearing before an objective decision-maker or panel (should one be requested) and a process for appeal.
8. Students continue to be subject to city, state, and federal laws while at Compton College and allegations, charges, or violations of those laws may also constitute violations of the Standards of Student Conduct. In such instances, Compton College may proceed with disciplinary action under the Standards of Student Conduct independently of any criminal proceeding involving the same conduct and may impose sanctions for violation of the Standards of Student Conduct even if such criminal proceeding is not yet resolved or is resolved in the student's favor.
9. No student will be found in violation of Compton College Standards of Student Conduct without information showing by preponderance of the evidence that a policy violation has occurred. At Compton College's sole discretion, sanctions will be proportionate to the severity of the violation(s).

10. If a student is found responsible for one or more violations of the Standards of Student Conduct, the student's prior conduct record will be taken into consideration and may result in progressive sanctions because of a pattern of behavior.

DETERMINATION OF SANCTIONS

The following factors may be considered in determining what sanctions are appropriate in a particular case. While sanctions are applied equitably and fairly, it is done so with consideration for the uniqueness of each individual case.

1. The nature and/or severity of the violation(s).
2. Prior violations and disciplinary history.
3. Mitigating circumstances surrounding the violation.
4. The student's motive or purpose for engaging in the behavior.
5. Sanctions which have been imposed in similar cases in the past.
6. The developmental and educational impact on the student

POSSIBLE SANCTIONS

Multiple sanctions may be imposed including, but not limited to:

1. Sanctions for Academic Dishonesty

Students found to be responsible for academic dishonesty may incur any of the below sanctions:

- a. The instructor may assign a failing grade to the examination or assignment in which the alleged cheating or plagiarism occurred
- b. The instructor may dismiss the student from the class or activity for the present and/or following class session(s)
- c. The instructor or the Division administrator may require a meeting with the instructor and/or the Administrator; and/or
- d. The instructor shall complete a Student Conduct Incident Report and Referral which a copy will be forwarded to the Division administrator and the Director of Student Development & Athletics or designee

OTHER SANCTIONS

1. Written or Verbal Reprimand - An admonition to the student to cease and desist from conduct determined to violate the Standards of Student Conduct. Written reprimands may become part of a student's permanent record at the College District. A record of the fact that a verbal reprimand has been given may become part of a student's record at the College District.

2. Educational Sanctions - An educational sanction may include additional work assignments, essays, community service, behavioral contract, administrative referral, or other related educational assignment.
3. Probation - A reprimand for violation of specified regulations. Probation is for a designated period of time and includes the probability of more severe disciplinary sanctions if the student is found to be in violation of any Standards of Student Code during the probationary period. It may include restriction from contact with specified individuals, College activities, services, offices, or designated areas. Probation shall not be imposed for a period longer than one (1) academic year.
4. Restitution - A payment to compensate an injured party for financial harm in cases involving misconduct including, but not limited to, theft, destruction of property, or deception.
5. Removal from Class/Facility/College District Entity - Any instructor or Division administrator or designee may remove a student from the class, activity, office, department, or other educational forum for the day of the incident and one additional instructional day. The instructor or Division administrator or designee shall immediately report the removal to the Director of Student Development & Athletics or designee and his or her Division Dean. The student shall not be returned to the class during the period of the removal without the concurrence of the instructor.
6. Withdrawal of Consent to Remain On-Campus - The College District's Police Department, may notify any person for whom there is a reasonable belief that the person has willfully disrupted the orderly operation of the campus, that consent to remain on-campus has been withdrawn. If the person is on-campus at the time, he or she must promptly leave or be escorted off-campus. If consent is withdrawn a written report must be promptly made to the President or designee.
7. The person from whom consent has been withdrawn may submit a written request for a hearing on the withdrawal within the period of the withdrawal. The request shall be granted not later than ten (10) business days from the date of the receipt of the request. The hearing will be conducted in accordance with the provisions of this administrative regulation relating to interim suspensions.
8. Any person as to whom consent to remain on-campus has been withdrawn who knowingly reenters the campus during the period in which consent has been withdrawn, except to come for a meeting or hearing, is subject to arrest. (Penal Code Section 626.4)
9. No Contact Order - An issuance that there should be no personal or interpersonal contact or communication between involved parties. This includes verbal and non- verbal communication.
10. Short-Term Suspension - Exclusion of the student by the Director of Student Development & Athletics or designee for good cause from one or more classes and/or from all activities

of the College District for a period of up to ten (10) consecutive days of instruction.

11. Within five (5) business days after the student meets with the Director of Student Development & Athletics or designee, the Director of Student Development & Athletics or designee shall decide whether to impose a short-term suspension, whether to impose some lesser sanction, or whether to end the matter. Written notice of the Director or designee's decision shall be provided to the student. The notice will include the length of time of the suspension or the nature of the lesser sanction. The Director of Student Development & Athletics or designee's decision on a short-term suspension shall be final.
12. Long-Term Suspension - Exclusion of the student by the Director of Student Development & Athletics or designee for good cause from one or more classes for the remainder of the school term and/or from all classes and activities of the College District for the remainder of the current term with a maximum of two (2) academic years.
13. Within five (5) business days after the student meets with the President/CEO or designee, the Director of Student Development & Athletics or designee shall, pursuant to a recommendation from the Director of Student Development & Athletics or designee, decide whether to impose a long-term suspension. Written notice of the President or designee's decision shall be provided to the student. The notice will include the right of the student to request a formal hearing before a long-term suspension is imposed, and a copy of this policy describing the procedures for a hearing.
14. Students who receive long-term suspensions are permitted on-campus to conduct student business, but must receive permission from the Director of Student Development & Athletics or designee prior to coming to campus and must check-in with the College District's Police Department to obtain a police escort while on-campus.

IMMEDIATE INTERIM SUSPENSION (Education Code Section 66017)

The Director of Student Development & Athletics or designee may order immediate interim suspension of a student where he or she concludes the following:

1. To ensure the safety and well-being of members of the College District community or preservation of College District property
2. To ensure the student's own physical or emotional safety and well-being
3. That the student poses an immediate threat or disruption of or interference with the normal operations of the College District; and/or
4. That the student has been accused of a severe violation and cannot be located and/or does not participate in the conduct process

In cases where an interim suspension has been ordered, the time limits contained in this administrative procedure shall not apply, and all hearing rights, including the right to a formal

hearing where a long-term suspension or expulsion is recommended, will be afforded to the student within ten (10) business days of the decision to impose an interim suspension.

EXPULSION

Expulsion is the permanent separation of a student from Compton College by action of the Board of Trustees for good cause when other means of correction fail to bring about appropriate conduct, or when the presence of the student causes a continuing danger to the safety of others. The student is prohibited from College District property, functions, events, and activities. Permanent notification will appear on student's Compton College official transcript.

Within ten (10) business days after the student meets with the Director of Student Development & Athletics or designee, the Director of Student Development & Athletics or designee shall decide whether to recommend expulsion to the Board of Trustees. Written notice of the Director or designee's decision shall be provided to the student. The notice will include the right of the student to request a formal hearing before expulsion is imposed, and a copy of this policy describing the procedures for a disciplinary hearing.

DISCIPLINARY HEARING PROCEDURES

1. Request for Disciplinary Hearing

Within five (5) business days after the receipt of the Director of Student Development & Athletics or designee's decision regarding a long-term suspension or expulsion, the student may request a formal hearing. The request must be made in writing to the Director of Student Development & Athletics or designee.

2. Schedule of Disciplinary Hearing

- a. The formal hearing shall be held no sooner than ten (10) to twenty (20) business days after a formal request for hearing is received by the Student Development Office (R-61).
- b. The Vice President of Student Services or designee will inform the student of the hearing date and time by certified mail, return receipt requested, e-mail to his or her Compton College issued e-mail account, with delivery notification and/or in person with signature verification of receipt at least five (5) business days prior to the hearing date. The notice will enclose a description of the procedures to be followed at the hearing.
- c. The student and the College have the right to receive copies of all documents that are to be presented to the Disciplinary Hearing Panel.
- d. The Disciplinary Hearing Chair shall provide the student copies of all documents to be presented to the panel. The Chair shall make such documents available to the student as soon as practical before the hearing but not less than two (2) business days before the hearing.
- e. If the student intends to present any documents to the Disciplinary Hearing Panel he or she shall provide copies of the same to the Disciplinary Hearing Chair no less than two (2) business days prior to the hearing.

f. If a student who has been given notice does not appear for the hearing, the information in support of the alleged violation(s) will be presented and considered in the student's absence. A student will be considered absent fifteen (15) minutes after the time the hearing was scheduled to convene.

3. Disciplinary Hearing Panel

- a. The Hearing Panel shall consist of the Vice President of Student Services or designee as the Disciplinary Hearing Chair and one representative from each of the following groups: (1) Academic Senate; (2) Classified Employees; (3) Associated Student Organization; and (4) College Administrators which may include College supervisors.
- b. An affirmative vote of three members of the Disciplinary Hearing Panel shall be required to determine responsibility and sanctions.
- c. The President/CEO or designee, the president of the Academic Senate or designee, the president of the Compton Community College Federation of Employees Classified Unit or designee, and the president of the Associated Student Body or designee shall each, at the beginning of the academic year, establish a list of at least five (5) persons who will serve on the Student Disciplinary Hearing panels. The President/CEO or designee shall appoint the hearing panel from the names on these lists. However, no administrator, faculty member, classified staff member, or student who has any personal involvement in the matter to be decided, who is a necessary witness, or who could not otherwise act in a neutral manner shall serve on a Disciplinary Hearing Panel.

4. Disciplinary Hearing Panel Chair

The decision of the Chair of the Disciplinary Hearing Panel shall be final on all matters relating to the conduct of the hearing unless there is a vote by other members of the panel to the contrary.

CONDUCT OF THE DISCIPLINARY HEARING

All hearings shall be held in closed session and are confidential - they are not open to the public.

1. The members of the disciplinary hearing panel shall be provided with a copy of the complaint(s) against the student and any written response provided by the student before the hearing begins.
2. The facts supporting the accusation shall be presented by a College representative who shall be the Director of Student Development & Athletics or designee.
3. The College representative and the student may call witnesses and introduce oral and written testimony relevant to the issues of the matter.
4. Formal rules of evidence shall not apply. The standard of proof for Student Disciplinary Hearings will be a preponderance of evidence.

5. Unless the disciplinary hearing panel determines to proceed otherwise, the College representative and the student shall each be permitted to make an opening statement. Thereafter, the College representative shall make the first presentation, followed by the student. The College representative may present rebuttal evidence after the student completes his or her evidence. The burden shall be on the College representative to prove by preponderance of evidence that the facts alleged are true.
6. The student has the right to be assisted in the hearing by an advisor. The advisor may provide counsel or support to the student, but are not permitted to speak to the panel or participate directly in the hearing. Advisors who do not observe this restriction can be removed from the hearing by the Chair of the Disciplinary Hearing Panel.
7. If the student is a minor, the student's parent(s) or legal guardian must accompany him or her to the disciplinary hearing and may act on his or her behalf.
8. Witnesses shall not be present at the hearing when not testifying.
9. The student and the Vice President of Student Services or designee may arrange for witnesses to present pertinent information to the Disciplinary Hearing Panel. Witnesses will provide information to and answer questions from the Disciplinary Hearing Panelists. All questions and responses are to be directed to the Panel, preferably the Chair, not between witnesses, complainant, and accused student.
10. If the complainant is unable to attend the hearing, his or her written statement will stand as his or her testimony.
11. The student and his or her advisor, if any, will be allowed to attend the entire portion of the hearing at which information is received, excluding deliberations of responsibility or sanctioning.
12. Should a student have an attorney present to advise him or her, the student must notify the Vice President of Student Services or designee in writing at least five (5) business days prior to the Disciplinary Hearing of his or her intent to bring an attorney.
 - a. The student discipline process is an administrative process, not a court-like trial or proceeding. Attorneys are allowed to serve as advisors in meetings, interviews, or hearings but may not speak on behalf of the complainant or accused student or speak to the Vice President of Student Services or designee during the meeting, interview, or hearing. If complainants or accused students bring an attorney to a meeting, interview, or hearing, College personnel may request legal assistance.
13. In hearings involving more than one student in the same situation, the Vice President of Student Services or designee may permit the hearings concerning each student to be conducted jointly.
14. Supporting documentation, including pertinent records, exhibits and written statements may

be accepted as information for consideration at the discretion of the Chair. Prior student conduct violations may be considered in a hearing and for determination of sanctions.

15. Questions of whether potential information will be received will be resolved at the discretion of the Chair. All procedural questions are subject to the final decision of the Chair.
16. The Panel will determine whether the student is responsible for violating each section of the Standards of Student Conduct which the student is accused of violating. The Panel's determination will be made on the basis of whether it is more likely than not (preponderance of evidence) that the student violated the Standards of Student Code.

The Panel will then determine what sanctions they deem appropriate for such violations.

17. Hearings (excluding deliberations) will be audio-recorded and made a part of the student's conduct file.
18. The Chair will prepare a written report detailing the finding, the vote, the information cited by the Panel in support of its findings and any information the Panel excluded and why, concluding with any recommended sanctions. The Chair will forward this document to the Director of Student Development & Athletics or designee within five (5) business days upon the conclusion of the hearing.

Additionally:

1. Complainants are to be notified when written notice of the allegation/hearing is delivered to the accused student.
2. All parties to an allegation have a right not to face questions or discussion of their history or character unless the Hearing Panel Chair determines that such information is highly relevant to determining whether the policy has been violated.
3. Each party has the right to be present for all testimony and questioning. However, if requested, the Hearing Panel must make arrangements so that the complainant and accused are not in the same room at the same time.
4. The College must not require a complainant to be present as a prerequisite for the hearing to proceed or sanctions imposed.
5. Neither party is allowed to cross-examine each other or witnesses. All questions must be submitted to the Hearing Panel Chair.
6. Both parties have the right to appeal the decision of the panel.
7. The hearing shall be recorded by the College District by tape recording, and shall be the only recording made. No witness who refuses to be recorded may be permitted to give testimony. In the event the recording is by tape recording, the Hearing Panel Chair shall, at

the beginning of the hearing, ask each person present to identify themselves by name, and thereafter shall ask witnesses to identify themselves by name. The tape recording shall remain in the custody of the College District at all times, unless released to a professional transcribing service. The student may request a copy of the tape recording.

SPECIAL PROVISIONS FOR SEXUAL AND GENDER-BASED MISCONDUCT

Cases of alleged sexual and gender-based misconduct as defined in Board Policy 3540 and Administrative Regulation 3540 will be directed to the Title IX Coordinator for review and investigation. The Title IX Coordinator will work in coordination with the Director of Student Development & Athletics or designee to address any violations to the Standards of Student Conduct that are in addition to the allegations of sexual and/or gender-based misconduct as outlined below.

Sexual and gender-based misconduct includes, but is not limited to:

1. Bullying
2. Dating Violence
3. Discrimination
4. Domestic Violence
5. Intimidation
6. Retaliation
7. Sexual Assault
 - a. Non-consensual sexual contact
 - b. Non-consensual sexual intercourse
8. Sexual Exploitation
9. Sexual Harassment
 - a. Hostile environment caused by sexual harassment
10. Stalking
11. Threatening or causing abuse including physical and verbal
12. Violence between those in intimate/dating relationships to each other

NOTICE OF THE DECISION

The Vice President of Student Services or designee shall provide the student written notice of the final resolution of charged violation(s). The written notice shall be sent to the student by certified mail, return receipt requested, or receipted for personal delivery or via Compton College issued e-mail account with delivery notification, within five (5) business days of the written findings and decision of the Student Disciplinary Hearing Panel. In cases alleging gender-based or sexual misconduct, the complainant will receive comparable notice of the relevant findings and sanctions from the Title IX Coordinator or designee.

1. The written notice to the student shall include:
 - a. The specific provision of the Standards of Student Conduct that was violated.
 - b. The sanction(s) imposed and the date(s) on or periods for which they are in effect.
 - c. A statement of the student's right to appeal in writing to the President/CEO.
 - d. A statement that the failure to file a request for such an appeal within the time provided shall be deemed a waiver of the right to an appeal.

APPEALS TO THE PRESIDENT/CEO OR DESIGNEE

An appeal to the President/CEO or designee as a result of a Student Disciplinary Hearing Panel may be filed on the following grounds:

1. Proper procedures were not followed
2. There is new relevant evidence not reasonably available at the time of the hearing or the imposition of the sanction(s)
3. The evidence does not clearly support the finding(s)
4. The sanctions are inappropriate relative to the violation
5. Discrimination as defined in Board Policy 3410 and Administrative Regulation 3410

In cases alleging a violation of gender-based or sexual misconduct, both the accused student and the complainant have the right to appeal the findings of responsibility and/or sanctions based on the above criteria.

An appeal must be submitted in writing to the President/CEO or designee within five (5) business days of receiving written notification of the hearing decision. The President/CEO or designee will review the appeal and the hearing findings and may make a decision to uphold, reverse, revise, or modify the decision and sanctions imposed on the student.

The President/CEO or designee will notify the student in writing by certified mail, with registered receipt, or via Compton College issued e-mail account with delivery notification within ten (10) business days following receipt of the request for appeal of his or her decision.

The decision of the President/CEO or designee shall be final, except in the case of expulsion.

PROCEDURES FOR EXPULSION

The Board of Trustees is authorized to expel a student for good cause when other means of correction fail to bring about proper conduct or when the presence of the student causes a continuing danger to the physical safety of others. The notice of expulsion will be sent to the student with copies to the student file, Director of Student Development & Athletics or designee, Vice President of Student Services or designee, Director of Admissions & Records or designee, President/CEO or designee, and College District's Police Department. In the event the Vice President of Student Services or designee has determined that he or she will seek a student's expulsion, the following procedures will be followed:

1. Recommendation for Expulsion:

- a. If the Vice President of Student Services or designee determines that the student should be expelled, he or she shall deliver a written recommendation for the student's expulsion to the President/CEO. A copy of the Vice President of Student Services or designee's recommendation shall be provided to the student or, if the student is a minor, to his or her parent or guardian. The Vice President of Student Services or designee's recommendation for expulsion shall contain a statement of the charges against the student that provide the basis for his or her request that the student be expelled, including a factual description of the conduct upon which the charges are based, the action(s) taken by the Student Conduct Administrator and the recommendation of the Student Disciplinary Hearing Panel.
- b. The Board of Trustees shall consider any recommendation from the President/CEO for expulsion at the next regularly scheduled meeting of the Board of Trustees after receipt of the recommended decision. The Board shall consider any expulsion recommendation in closed session, unless the student has requested that the matter be considered in a public meeting in accordance with these procedures (Education Code Section 72122).
- c. The student shall be notified in writing, by registered or certified mail, by personal service, or via Compton College issued e-mail account with delivery notification at least five (5) business days prior to the meeting, of the date, time, and place of the Board of Trustees' meeting. The student may, within forty-eight hours (48) after receipt of the notice, request that the hearing be held as a public meeting. Even if a student has requested that the Board consider an expulsion recommendation in a public meeting, the Board will hold any discussion that might be in conflict with the right to privacy of any student other than the student requesting the public meeting in a closed session.
- d. The Board may accept, modify, or reject the findings, decisions, and recommendations of the President/CEO. If the Board modifies or rejects the decision, the Board shall review the record of the hearing, and shall prepare a new written decision which contains specific factual findings and conclusions. The decision of the Board shall be final. The final action of the Board on the expulsion shall be taken at a public meeting and the result of the action shall be a public record of the College District.
- e. The Vice President of Student Services or designee shall notify the student in writing

within five (5) business days of the decision made by the Board of Trustees. The decision of the Board of Trustees shall be final.

- f. The final action by the Board of Trustees on the expulsion shall be taken at the public meeting, and the result of the action shall be a public record of the District.

GENERAL PROVISIONS

1. Failure of Student to Participate

Student conduct procedures under this policy may proceed or continue notwithstanding the failure or refusal of a student to respond, attend, or otherwise participate after having been properly notified of the proceeding as provided herein.

2. Technical Departures from this Policy

Technical departures from this policy shall not be grounds to void the District's right to take disciplinary action against a student; unless the technical departure or error prevented a fair determination of the issue.

3. Time Limits

Any times specified in this administrative procedure may be shortened or lengthened if there is mutual concurrence by all parties.



**COMPTON COMMUNITY COLLEGE DISTRICT
ADMINISTRATIVE REGULATIONS**

AR 5530 Student Rights and Grievances

Issued: March 18, 2019

References:

- Education Code Section 76224(a);
- Title IX of the higher Education Amendments of 1972

For the purpose of this regulation, a student grievance is defined as a claim by a student that his/her student status, rights, or privileges have been adversely affected by a college decision or action. This regulation is available for students who desire to pursue grievance procedures against an employee of the District. The student shall be entitled to representation, by a person of his/her choice, other than legal counsel, at all informal complaint meetings. District employees will be notified of student grievances received by the Grievance Officer or designee and are entitled to representation at all informal complaint meetings.

Note: The District is committed to resolving student grievances in a fair and equitable manner. Students should work through the District's process first before escalating issues to other agencies. Issues that are not resolved at the District level may be presented to the California Community Colleges Chancellor's Office, the U. S Department of Education, or other federal, state or local applicable entity.

This regulation is not available for use by any student who believes he/she has been subjected to unlawful discrimination, including sexual and gender-based discrimination as prohibited by Title IX of the Higher Education Amendments of 1972. The basis for alleging unlawful discrimination, including sexual and gender-based discrimination, and the procedures to be used to file such a complaint are set forth in the District's Board Policy and Administrative Regulation 3430 – Prohibition of Harassment and Board Policy and Administrative Regulation 3540 – Sexual and Other Assaults on Campus. The District's Title IX Coordinator will be notified immediately upon the receipt of such grievances by the Grievance Officer or designee.

Students who make a false or malicious charge against an employee of the District are subject to disciplinary action as outlined in Board Policy 5500 and Administrative Regulation 5500 – Standards of Student Conduct.

The regulation shall include, but not be limited to, grievances regarding:

1. Admissions
2. Financial Aid
3. Access to or receipt of aid from student service entities
4. Noncompliance with board policies and administrative regulation
5. The exercise of rights of free expression protected by state and federal constitutions and Education Code Section 76120.

This regulation does not apply to the following:

1. Student disciplinary actions, which are covered under Board Policy 5500 and Administrative Regulation 5520 – Student Discipline Regulation.
2. Complaints about police citations (e.g.,” tickets”). Complaints about citations must be directed to the District’s Campus Police Department.
3. Course grades to the extent permitted by Education Code Section 76224(a). Grade appeals, which are addressed in Board Policy 4231 and Administrative Regulation 4231 – Grade Change. Students may not grieve solely for receiving substandard grades.

Definitions:

1. Party - The student or respondent(s) together with their representatives. “Party” shall not include the Grievance Hearing Committee or the Grievance Officer.
2. President/CEO – The President/Chief Executive Officer or a designated representative of the President.
3. Student – A currently enrolled student, a person who has filed an application for admission to Compton College, or a former student. A grievance by an applicant shall be limited to a complaint regarding denial of admission. Former students shall be limited to grievances relating to course grades to the extent permitted by Education Code Section 76224(a).
4. Grievant – A student who has filed a grievance.
5. Respondent – Any person claimed by a grievant to be responsible for the alleged wrong doing.
6. Business Day – Unless otherwise provided, business day shall mean a day during which the college is in session and regular classes are held, excluding Saturdays, Sundays and public holidays.
7. Grievance Officer – Appointed by the President/CEO or designated representative to assist students in seeking resolution.

Informal Resolution

1. The President/CEO or designee shall appoint an employee who shall assist students in seeking resolution by informal means. This person shall be called the Grievance Officer. The Grievance Officer and the student may also seek the assistance of the Associated Students Body President or designee in attempting to resolve a grievance informally.
2. A Student who believes that he/she has been treated unfairly by a District employee must make a reasonable, good faith attempt to resolve the problem on an informal basis by first meeting individually with the employee. In the event that the student first contacts the employee’s supervisor (including the Dean of the faculty of the faculty or classified staff member), the supervisor shall first direct the student to meet with the employee. If the issue is not resolved in that meeting (or reasonable attempts to arrange the meeting fail), then the employee’s supervisor shall meet with both parties, in an earnest and good faith attempt to resolve the matter successfully. If, after this, the matter cannot be resolved informally, the student may file a formal grievance.
3. At no time shall any of the persons directly or indirectly involved in the case use the fact of such informal discussion, the fact that a grievance has been filed, or the character of the informal discussion for the purpose of strengthening the case for or against persons directly involved in the dispute or for any purpose other than the settlement of the grievance.
4. Any student who believes he/she has a grievance shall file a Statement of Grievance with the Grievance Officer within ten (10) business days of the incident on which the grievance

- is based, or ten (10) business days after the student learns of the basis for the grievance, whichever is later. The Statement of Grievance must be filed whether or not the student has already initiated efforts at informal resolution, if the student wishes the grievance to become official. Within ten (10) business days following receipt of the Statement of Grievance Form, the Grievance Officer shall advise the student of his or her rights and responsibilities under these procedures, and assist the student, if necessary, in the final preparation of the Statement of Grievance form. All parties to the grievance shall be given notice not less than seven (7) business days from the filing of the grievance form.
5. If, at the end of the ten (10) business days following the student's first meeting with the Grievance Officer there is no informal resolution of the complaint which is satisfactory to the student, the student shall have the right to request a grievance hearing. The respondent(s) will be informed at this stage within two (2) business days.
 6. This concludes the Informal Resolution Process.

Grievance Hearing Committee

The President/CEO or designee shall at the beginning of each semester, including any intersession, establish a standing panel of members of the College community, including students, classified staff, faculty members, and administrators, from which one or more Grievance Hearing Committees may be appointed. The panel will be established with the advice and assistance of the Associated Student Body, Compton Community College Federation of Employees Classified Unit, and the Academic Senate, who shall each submit names to the President/CEO or designee for inclusion on the panel. A Grievance Hearing Committee shall be constituted in accordance with the following:

1. It shall include one student, two faculty member, one classified employee, and one administrator selected by the President/CEO or designee.
2. No person shall serve as a member of a Grievance Hearing committee if that person has been personally involved in any matter giving rise to the grievance, has made any statement on the matters at issue, or could otherwise not act in a neutral manner. Any party to the grievance may challenge for cause any member of the hearing committee prior to the beginning of the hearing by addressing a challenge to the President/CEO or designee who shall determine whether cause for disqualification has been shown. If the President/CEO or designee feels that sufficient ground for removal of a member of the committee has been presented, the President/CEO or designee shall remove the challenged member or members from the panel described above. This determination is subject to appeal as defined below.
3. The Grievance Officer shall sit with the Grievance Hearing Committee but shall not serve as a member nor vote. The Grievance Officer shall coordinate all scheduling of hearings, shall serve to assist all parties and the Grievance Hearing Committee to facilitate a full, fair and efficient resolution of the grievance, and shall avoid an adversary role.

Request for Students Grievance Hearing

1. Any request for a grievance hearing shall be filed with the Grievance Officer on a request for a Student Grievance Hearing Form within ten (10) business days after filing the statement of Grievance as described above.
2. Within fifteen (15) business days following receipt of the request for a grievance hearing, the President/CEO or designee shall appoint a Grievance Hearing Committee as described

- above. The Grievance Hearing Committee shall meet in private, without the parties present, to select a chair to determine the basis of Statement of Grievance.
3. If the hearing is warranted, the determination of whether the Statement of Grievance presents sufficient grounds for a hearing shall be made by the Grievance Officer based on the following:
 - a. The statement contains facts which, if true, would constitute a grievance under these procedures;
 - b. The grievant is a student as defined in these procedures, which include applicants and former students;
 - c. The grievant is personally and directly affected by the alleged grievance;
 - d. The grievance was filed in a timely manner; and
 - e. The grievance is not clearly frivolous, clearly without foundation, or clearly filed for purpose of harassment.
 4. If the grievance does not meet each of the requirements, the Grievance Officer shall notify the student in writing of the rejection of the Request for a Grievance Hearing, together with the specific reason(s) for the rejection and the procedures for appeal. This notice will be provided within ten (10) business days of the date the decision is made by the Grievance Officer.
 5. Any appeal relating to a Grievance Officer decision that the Statement of Grievance does not present a grievance as defined in these procedures shall be made in writing to the President/CEO or designee within five (5) business days of that decision. The President/CEO or designee shall review the Statement of Grievance and Request for a Student Grievance Hearing in accordance with the requirements for a grievance provided in these procedures but shall not consider any other matters.
 6. If the Request for a Grievance Hearing satisfies each of the requirements, the Grievance Officer shall schedule a grievance hearing. The hearing will begin within fifteen (15) business days following the decision to grant a Grievance Hearing. All parties to the grievance shall be given not less than seven (7) business days' notice of the date, time and place of the hearing, a copy of the grievance, any supporting documentation, and the opportunity to provide a written response.

Hearing Procedure

1. The decision of the Grievance Committee chair shall be final on all matters relating to the conduct of the hearing unless there is a majority vote of the other members of the panel to the contrary.
2. The members of the Grievance Hearing Committee shall be provided with a copy of the grievance and any written response provided by the respondent before the hearing begins.
3. Each party to the grievance may call witnesses and introduce oral and written testimony relevant to the issues of the matter. Formal rules of evidence shall not apply. Any relevant evidence shall be admitted.
4. District employees will be notified of grievance hearings in advance by the Grievance Officer or designee at least seven (7) business days in advance and are entitled to representation at grievance hearings. District employees will be provided with a copy of all documentation collected related to a grievance at least two (2) business days prior to

- grievance hearings. Student grievant will also have the right to request all documentation collected related to a grievance at least two (2) business days prior to grievance hearings.
5. Unless the Grievance Hearing Committee determines to proceed otherwise, each party to the grievance shall be permitted to make an opening statement. Thereafter, the grievant or grievant shall make the first presentation, followed by the respondent or respondents. The grievant(s) and respondent(s) may present rebuttal evidence after the respondents(s) evidence is presented. The burden shall be on the grievant or grievant(s) to prove by substantial evidence that the facts alleged are true and that a grievance has been established as specified above.
 6. Each party to the grievance may represent himself/herself and may also have the right to be represented by a person of his/her choice; except that a party shall not be represented by an attorney unless, in the judgement of the Grievance Chair, complex legal issues are involved. If a party wishes to be represented by an attorney, a request must be presented no less than (5) business days prior to the date of the hearing. If one party is permitted to be represented to by an attorney, the other party shall have the right to be presented by an attorney. The hearing committee may also request legal assistance through the President/CEO or designee. Any legal advisor provided to the hearing committee may sit with it in an advisory capacity to provide legal counsel but shall not be a member of the panel nor vote with it.
 7. Hearing shall be closed and confidential unless all parties request that it be open to the public. Any such request that it be open to the public. Any such request must be no less than five (5) business days prior to the date of the hearing.
 8. In a closed hearing, witnesses shall not be present at the hearing when not testifying, unless all parties and the committee agree to the contrary.
 9. The hearing shall be recorded by the Grievance Officer by audio tape recording and shall be the only recording made. No witness who refuses to be recorded may be permitted to give testimony. The Grievance Hearing Committee Chair shall, at the beginning of the hearing, ask each person present to identify themselves by name, and thereafter shall ask witnesses to identify themselves by name. The audio recording shall always remain in the custody of the District, unless released to a professional transcribing service. Any party may request a copy of the audio recording.
 10. All testimony shall be taken under oath. The Grievance Hearing Committee Chair shall administer the oath. Written statements of witnesses under penalty of perjury shall not be used unless the witness is unavailable to testify. A witness who refuses to be audio recorded shall be considered unavailable.
 11. Within five (5) business days following the close of the hearing, the Grievance Hearing Committee shall prepare and send to the President/CEO or designee a written decision. The decision shall include specific factual findings regarding the grievance and shall also include a specific recommendation regarding the relief to be afforded the grievant, if any. The decision shall be based only on the record hearing, and not on matters outside of that record. The record consists of the original grievance, any written response, and the oral and written evidence produced at the hearing.

The President/CEO or Designee Decision

Within five (5) business days following receipt of the Grievance Hearing Committee's decision and recommendation(s), the President/CEO or designee shall send to all parties his/her written decision, together with the Grievance Hearing Committee's decision and recommendations. The

President/CEO or designee may accept or reject the findings, decisions and recommendations. The President/CEO or designee may accept or reject the findings, decisions and recommendations of the Grievance Hearing Committee. The factual findings of the Grievance Hearing Committee shall be accorded great weight; and if the President/CEO or designee does not accept the decision or a finding or recommendation of the Grievance Hearing Committee, the President/CEO or designee shall review the record of the hearing and shall prepare a new written decision which contains specific, factual findings and conclusions. The decision of the President/CEO or designee shall be final, subject only to appeal as provided below.

Appeal

Any party to the grievance may appeal the decision of the Grievance hearing Committee by writing to the President/CEO within seven (7) business days of the date on the written notification by the Grievance hearing Committee.

1. The President/CEO shall examine all documents received and shall grant review of the matter only if he or she determines from these documents that the decision of the Grievance hearing Committee was in error.
2. If the President/CEO determines that review is not appropriate, he or she shall, within ten (10) business days after receipt of the request for review, send written notice denying review and affirming the decision of the Grievance hearing Committee.
3. If the President/CEO determines that review is appropriate, he or she shall, within ten (10) business days after receipt of the request schedule a meeting with the grievant or respondent and the Grievance Hearing Committee chair, giving the grievant or respondent at least five (5) business days written notice. The grievant or respondent will be allowed to present his or her objections to the President/CEO decision, and the Grievance Hearing Committee chair will be allowed to respond thereto.
4. After such meeting, the President/CEO may reverse, revise or modify the decision or the President/CEO may let the decision stand.
5. The President/CEO's decision shall be in writing and shall include a statement of reasons for the decision. President/CEO's decision shall be final. The decision will be sent in writing to the grievant and respondent no more than five (5) business days following the appeal.

Time Limits

Any times specified in this administrative regulation may be shortened or lengthened if there is mutual concurrence by all parties.



Compton College “Making Decisions Document” Timeline

Due Date	Task	Responsible Party	Outcome
December 10, 2018	<ol style="list-style-type: none"> 1. Conduct research about what other colleges are doing in their “Making Decisions” documents. 2. Seek ideas and information from various constituent groups as well to bring back to Consultative Council. 	Consultative Council committee members.	Bring to the table best practices from other colleges that are considered noteworthy by Consultative Council committee members and their constituent groups.
January 2019 (Dates TBD)	<ol style="list-style-type: none"> 1. Discuss research findings. 2. Establish tentative Table of Contents. 	Consultative Council committee members.	Narrow down scope of the document to begin narrative sections.
February 2019 (Dates TBD)	<ol style="list-style-type: none"> 1. Finalize Table of Contents. 2. Assign Table of Content sections to appropriate Consultative Council members. 	Consultative Council committee members.	Finalize scope of document.
February 7, 2019 (Flex Day)	<ol style="list-style-type: none"> 1. Tentative: CCLC and ASCCC to provide presentations and workshops at Flex Day. 2. Announce Friday Workgroup/Writing Teams meetings and recruit volunteers. 	<ol style="list-style-type: none"> 1. Dr. Curry, Amber Gillis, Dr. Atkinson-Alston, 2. Consultative Council committee members. 	<ol style="list-style-type: none"> 1. Provide constituent groups on campus with definitions and best practices for collegial consultation. 2. Identify campus community members that wish to serve on writing teams.

February 14, 2019	Last day to sign up for Workgroup/Writing Teams.	Consultative Council committee members.	Recruit and identify campus community members that wish to serve on writing teams.
February 18, 2019	Construct Workgroup/Writing Teams subcommittee members.	Consultative Council committee members.	Ensure that Writing Teams subcommittee members are robust and contain subject matter experts.
February 25, 2019	Establish Writing Teams tasks and set agenda for Writing Teams Meeting 1	Consultative Council committee members.	Documentation for accreditation and planning.
March 8, 2019 (9am-12pm)	Making Decisions Document Writing Teams Meeting 1	Consultative Council committee members, Writing Team subcommittee members.	Begin drafting process and preliminary evidence gathering.
March 11, 2019	1. Making Decisions Document Writing Teams Meeting 1 debrief and next steps. 2. Set agenda for Writing Teams Meeting 2.	Consultative Council committee members.	Identify best practices, review feedback.
March 22, 2019 (9am-12pm)	Making Decisions Document Writing Teams Meeting 2	Consultative Council committee members, Writing Team subcommittee members.	Continue drafting process and evidence gathering.
March 25, 2019	1. Making Decisions Document Writing Teams Meeting 2 debrief and next steps. 2. Set agenda for Writing Teams Meeting 3.	Consultative Council committee members.	Identify best practices, review tentative drafts, and provide feedback ahead of next Writing Teams Meeting.

April 5, 2019 (9am-12pm)	Making Decisions Document Writing Teams Meeting 3	Consultative Council committee members, Writing Team subcommittee members.	Finalize drafting process and evidence gathering.
April 15, 2019	1. Making Decisions Document Writing Teams Meeting 3 debrief and next steps.	Consultative Council committee members.	Identify areas that still need additional work.
April 29, 2019	First Complete Rough Draft to be sent out to campus.	Consultative Council committee members.	Allow campus community to review the tentative rough draft to provide feedback.
April 29-May 21, 2019	All campus committees to place Complete Rough Draft on their agendas as an “actionable item.”	All CCCD employees and students.	Allow campus community to review the tentative rough draft, engage in meaningful discussion, and to provide feedback.
May 21, 2019 (1pm)	Campus Forum	Consultative Council committee members.	Answer questions and receive last feedback before final draft.
May 27, 2019	Final Draft Due	Consultative Council committee members, Heather Parnock.	Integrate last feedback from constituent groups and complete final edits and formatting.
May 30, 2019	Academic Senate Final Reading and Vote to Adopt final draft.	Amber Gillis, Academic Senate.	Adoption of document.
June 3, 2019	Final Review of Document in Consultative Council.	Consultative Council committee members.	Adoption of document.
June 2019 (Date TBD)	CCCD Board of Trustees first read.	Dr. Curry	First read and discussion.



Notations from Making Decisions Document Meeting
Friday, March 8, 2019
9:00am-12:00pm
Staff Lounge

Things that are Working:

- Dedication to students
- Providing for physical needs (EOPS, CARE, Financial aid, etc)
- Celebrating success (Commencement, press releases, campus banners)
- Flex Day (they have been improving over the years)
- Committee Structure (makeup of committee members is robust)
- Amenities on campus (water fill stations, new tables)
- Transition from ECC
- College Promise – Affordable college/access to education

Things that are not Working:

- No shared communication.
- No transparency (Ex: English Major fair – Dalia Juarez requested that the flyer for the event be uploaded to CC's IG account but was told that we don't include flyers; however, a flyer for a community event was later added to the account. Dalia was confused and hurt because it demonstrated to her that preferential treatment was given. We should remain consistent, if there are rules in place.)
- We are reactive instead of proactive (this rushes things and dissolves opportunities for feedback) (examples – class schedule delays, Fall 2018 evaluation, Board Policies and Administrative Regulations rushed).
- Lack of collegiality (Ex: name-calling, spread of rumors, etc. This occurs between administration and faculty and staff, and it also occurs among faculty and among staff. This is demoralizing and creates a negative working environment.)
- Input not appreciated – taken as a threat to leadership. This creates an atmosphere of a lack of trust. There is a top down approach when it comes to making decisions about processes (Classified: not able to attend meetings, some people don't want to try and attend because they have to ask their supervisors, and this can be intimidating. Faculty: Tom Norton: AB705 professional development paid vs. unpaid. Dalia brought up when she talks to her supervisors about problems in the classroom that she is perceived as “complaining,” rather than being seen as an advocated for students. Norton says that services are not available for evening students, despite recommendations from faculty.)
- Selective communication.
- Selective listening.

- Need for consensus building across all stakeholders.
- No more arbitrary, last minute decision-making.
- Members do not actively participate in committees (input not valued, work not accepted, either no participation, or objectives/goals are not being reviewed and addressed)
- Program Reviews not submitted on time – how can we fund you in a timely matter when we don't know what your needs are? Amankwa indicated that asking faculty and classified to complete PRs in addition to all of their other responsibilities is asking them to do a lot – especially since many programs only have one full-time faculty member. He also said that people are not aware of how things are funding. Keith Curry responded that he agrees that we need to continue working on how to communicate funding and the process with faculty and staff and indicated that's why we need training and this document to be designed so that processes are clearer. Keith Curry also indicated that our current Planning and Budget Calendar is flawed and that we are working on it.
- Counseling division chair needed.
- Recruitment/enrollment.
- Helping students understand the importance of reading their email/navigating our website (Example: Release of Authorization Form, more last minute “scrambles” to make things happen. We have to constantly deal with revolving top priorities.)
- Professional Development for counseling – campus employees need a variety of times to participate.
- Job training – there's a need for this, campus-wide (everyone needs it: classified, faculty, administrators)
- Let go of the “sink or swim” mentality for new hires.
- Increase the morale of campus community.
- Promote from within.
- Greater student participation – not just ASB doing all of the work. Diane Collins: Faculty can help by incentivize student participation. Could we build out elected positions for students to help lighten the load? Nikki Williams: communication of knowing where we want students so we can support them is needed. Keith Curry: can we recommend a student leadership committee that are not part of ASB so that they can serve on committees and then report back to ASB? ASB Rep: can we put together a communication committee to tell students about the transition? Aurora Cortez-Perez: Can we host campus-wide meetings? Keith Curry: yes, we already do them, but students are not participating. How can we get them to show up? Dalia Juarez: we need to simplify our processes because things currently take weeks and this taxes the system. We either have no process or a too-detailed process. An over-detailed process discourages activities from happening. Sylvia Barakat: why does it have to be ASB students serving on committees? Keith Curry: it doesn't, but ASB has to make the appointment – that is their process. They have to tell the college what they want.
- Flex Activities and Professional Development needs to be improved. Lynell Wiggins: what does faculty get for flex? Gerson Valle: We have to compete 24 hours of flex per our contract. Like many faculty, I go way over my hours obligation but I continue to

participate because the payoff is the experience I earn and the fact that my voice is heard. Keith Curry: we will develop new Flex criteria for the fall. We are currently using what El Camino has until the end of the partnership. Lynell Wiggins: could we develop service learning/communities for students so that they can learn skills and earn credit?

- Classes being dropped for low enrollment.
- Culture/Staff Culture: clarification is needed on how are committees structured
- Need for staff/college norms: this helps us establish our values and helps us develop together. Present this for new faculty and staff during onboarding.
- Professional learning communities – where do we seek feedback and help? Standardizing this helps build culture and values.
- Communication – emailing is not enough.
- Retention of Part-time faculty
- Unequal participation: committees and faculty duties – Gerson Valle: I am personally struggling. Keith Curry: the same people are always in the room – how do we get more people engaged in the conversations on campus? We need to value one another.
- Childcare – changing tables needed in all restrooms (both male and female restrooms).
- Mentorship – Ms. Haynes: there is a need for official mentors or shepherds
- Lack of participation from administration – Kendahl Radcliffe: where are the deans and VPs? They should be here.
- Diane Collins: there is an opportunity for all of the new faculty coming in – the onboarding process needs to be evaluated and further developed. Keith Curry: This has to be everyone’s responsibility. More people have to be involved in this conversation – it can’t just be me.
- Amankwa: I recommend that everyone look at AB119 – this is our onboarding process. We can use this to revise our processes for both classified and faculty.
- Dalia: a cultural change from our current top down model has to change completely. We see some progress, but more validation is needed. She reported that she is offered jobs often and is offered opportunities to grow at other colleges. She says that Compton should be saying, “I would like to see you grow here.” This change takes purposeful effort.

For the Future and for Next Time

To Do List:

- 1) Establish a “Communication Committee,” with a goal to establish innovative ways to communicate with the campus various events, happenings, and to celebrate faculty and staff successes.
- 2) Establish a “Student Leadership Committee” that assists ASB with tasks.
- 3) Establish a “Student Communications Committee” so that students can be better informed about various campus topics such as the transition.
- 4) Order and install changing tables in the restrooms on campus.

Parking Lot Items

Spearheading communication issues (report out, social media, and students)

Homework

Review participatory governance documents from other colleges. Report back to your lead areas of your assigned document that you feel are best practices and/or avenues for us to consider for our document. Deadline to return notes to Keith Curry and Amber Gillis: Wednesday, March 20th 2019.

- Document Review Leads (Research teams were created through table designations):
 - Dalia – Gavilan College
 - Citlali – Cerritos College
 - Lynell – Mt. San Jacinto College
 - Juan Tavares – El Camino College



Making Decisions Document Ground Rules

Friday, March 8, 2019

Staff Lounge

To ensure a collegial process during the construction of our “Making Decisions Document,” the workgroup commits to the following ground rules:

1. We will be respectful of one another; no “snark,” sarcasm, or name-calling.
2. We will maintain an open mind regarding the perspectives of others.
3. We will exhibit good faith, collaboration, and open communication among all stakeholders.
4. We will wait for a person to finish talking, especially if we disagree.
5. We will bring up our thoughts and beliefs in the room to avoid side conversations that might benefit the larger team.
6. We will establish an “issue box,” or “parking lot,” to place our thoughts, beliefs, and/or concerns into that are not addressed immediately by the larger team. We will address these thoughts and beliefs openly with the larger team at a later, designated time.
7. We will demonstrate respect for the time of our team by beginning and ending on time.
8. We will value and respect the input of our team members.
9. We will demonstrate a positive perspective in this writing process by focusing on affirming responses, rather than negative or demeaning responses.
10. We will remember that this document is a fluid and enduring text that is reflective of the voices of our campus community.



COMPTON COLLEGE
 Institutional Self-Evaluation – March 2019
 Actionable Items

Standard I: Mission, Academic Quality and Institutional Effectiveness and Integrity	Action Item	Follow-Up	Status
Standard I.A. - Mission			
I.A.1	Ensure all meeting agenda and related documents include the college mission statement.	President/CEO, VP Academic Affairs, Institutional Standing Committees co-chairs	Completed. However, the college is in the process of revising the mission statement to be in alignment with California Community College Chancellor's Office Vision for Success.
I.A.3	Outline how decisions are made to guide stakeholders in the governance and mission-centric practices of the institution. (IV.A.1, IV.B.3)	President/CEO, President of Compton College Academic Senate, members of Compton College Consultative Council	Ongoing. Compton College is currently working on the Making Decision document. The development timeline for the Making Decision document is available here . Our goal is to have the Making Decisions document completed by June 2019.

Standard I.B. - Assuring Academic Quality and Institutional Effectiveness			
I.B.1	Establish an institutional-wide program review timeline and ensure that program reviews are reviews are completed in accordance with this timeline (R1: I.B.1, I.B.8, I.B.9, ER19)	VP's, Director of Research and Planning, Program Review Coordinator	Completed. The Institutional Effectiveness Committee to monitor and ensure completion of program reviews.
	Program review reports and shared governance committee meeting minutes are to be disseminated in a timely manner (R2: I.B.1, I.B.8, I.B.9, ER19)	President/CEO, VP's, Institutional Standing Committees co-chairs, Program Review Coordinator.	Completed. Program Reviews are currently posted on the Compton College website. President/CEO and Director of Community Relations to work on a schedule to ensure information is communicated to the campus community.
I.B.2	Implement Institutional Effectiveness Partnership Initiative - College Innovation and Effectiveness Plan (IEPI) (III.D, IV.A)	President/CEO, VP's, SLO's Faculty Coordinator, Program Review Faculty Coordinator, Director of Research and Planning	In-Progress. Efforts led by the Compton College Core Planning workgroup. Will continue to review the IEPI Plan that contains multiple components to complete this task. Subsets currently being developed and reviewed. Software purchased, and the College has asked for a modification to ensure effective planning as it relates to accreditation.
	Disaggregate learning outcome data for SLOs, PLOs, and SAOs (I.B.6)	Director of Research and Planning, SLO's Faculty Coordinator, Institutional Effectiveness Committee	Ongoing. Need to discuss with the Institutional Effectiveness Committee. The Director of Research and Planning will be the lead on this project.

	Disaggregate learning outcomes data between DE and traditional courses	Director of Research and Planning, SLO's Faculty Coordinator, Institutional Effectiveness Committee, Distance Education Faculty Coordinator	Ongoing. Need to discuss with the Institutional Effectiveness Committee. The Director of Research and Planning and the Distance Education Faculty Coordinator will be the lead on this project.
I.B.6	Disaggregate student achievement data and implement strategies to reduce achievement gaps that are identified	VP Academic Affairs, VP Student Services, Deans, Director of Research and Planning, Director of Enrollment Services, Director of Student Equity, President of Compton College Academic Senate	Ongoing. Student Equity Report covers these "gaps." Director of Student Equity to look at additional ways to meet this actionable item. The Student Success Committee will work with the Director of Student Equity on this item.
I.C. Institutional Integrity			
I.C.1	Develop a schedule to regularly assess and update Compton College's website to present clear and accurate information (R3: I.C.1, II.A.10, ER 10, ER20)	VP Academic Affairs, Director, Community Relations	Ongoing. Through the Transition of Compton College from El Camino College, the college will be updating the Compton College website and moving the district.compton.edu, site to the Compton College website.

I.C.5	Develop board policies and procedures for Compton College under the authority of CCCD (II.A.10)	President/CEO, President of Compton College Academic Senate	Ongoing. List of Board Policy and Administrative Regulations to be reviewed was developed for the 2017, 2018, and 2019 years. Currently, Compton CCD reviews Board Policy and Administrative Regulations three-year cycle, which is consistent with Board Policy 2410- Board Policies, Administrative Regulations, and Procedure.
Standard II: Student Learning Programs and Services	Action Item	Follow-Up	Status
II.A. Instructional Programs			
II.A.1	Develop a curriculum process at the Compton College	VP Academic Affairs, VP Compton College, Deans, President of Compton College Academic Senate	Completed. Curriculum Committee Handbook and Procedures were approved by the Academic Senate on November 15, 2018.
II.A.3	Delineate Program Learning Outcomes among the general program, degrees, and certificates (R4)	VP Academic Affairs, Deans, SLO's Faculty Coordinator	In-Progress.
II.A.5.	Develop DE advisory committee at the Compton College	VP Academic Affairs, Dean of Student Learning Division # 2, President of Compton College Academic	Completed. Distance Education Advisory Committee was established spring 2017 and fully operational in spring 2018. Compton College is currently working with IEPI to improve our Distance Education Program.

		Senate, Distance Education Faculty Coordinator	
II.A.10	Develop a course articulation process at the Compton College	VP Academic Affairs, VP Student Services, President of Compton College Academic Senate	Ongoing. Currently in the process of hiring a Counselor/Articulation Officer.
II.A.14	Develop a method to improve the Compton College tracking of results for external certification exams for programs offered at Compton College	VP Academic Affairs, Deans	In-Progress. Nursing and Welding completed; updates from Career and Technical Education are pending.
II.A.15	Develop a Program Discontinuance Policy for CCCD	VP Academic Affairs, Deans, President of Compton College Academic Senate	Completed. Board Policy - 4020 Program, Curriculum, and Course Development and Administrative Regulation – 4021 Program Discontinuance.
II.B. Library and Learning Support Services			
II.B.1	Library and Student Success Center staff and the Career Technical Education faculty to work together to explore strategies to improve information sharing (e.g. tutoring, supplemental instruction). (R5: ER17)	VP Academic Affairs, Dean of Student Learning Division 2, Dean of Student Success, Librarians, Student Success Center staff	In-Progress. Compton College has established a Compton College Learning Centers workgroup to explore strategies to improve the writing and math center and provide recommendations for improvement.

II.C. Student Support Services			
II.C.8	Digitize student records currently stored as hard copies	VP Academic Affairs, VP Student Services, Chief Technology Officer	In-Progress. El Camino College is working with the Compton College Student Services departments to address the Compton College student records from 2006 through June 2019.
Standard III: Resources	Action Item	Follow-Up	Status
III.A. Human Resources			
III.A.9	Staffing needs given priority and continuously assessed in preparation for College/District status (R7: III.A.10, ER8)	President/CEO, VP's, and Compton College President of Compton College Academic Senate	Completed. Compton CCD Board of Trustees approved the Compton College Human Resources Staffing Plan on July 18, 2017. However, the Human Resources Staffing Plan is in the process of being revised to be in alignment with California Community College Chancellor's Office Vision for Success.
III.A.14	Strengthen efforts to provide ongoing professional development for all employees, and increase the engagement of classified and adjunct employees (R6)	VP Human Resources, Professional Development Committee	Ongoing. Classified staff has been participating in the Professional Development Day activities, College. In spring 2018, Compton College implemented the first annual Classified Professional Development Day.
III.C. Physical Resources			
III.B.4	Develop and implement a best-practices process so that its long-range capital plans reflect projections for the total cost of ownership for new facilities and equipment. (R8)	President/CEO, Vice President of Administrative Services, Chief Facilities Officer	No Update. The meeting with the leads will be scheduled in spring 2019 to address this recommendation.
III.C. Technology Resources			

III.C.1	Update Technology Plan	Chief Technology Officer, Technology Committee	Ongoing. Compton CCD Board of Trustees approved the Compton College Technology Plan on December 12, 2017. However, the Technology Plan is in the process of being revised to be in alignment with California Community College Chancellor’s Office Vision for Success.
III.D. Financial Resources			
III.D.2	Create and distribute more transparent documentation of how planning and budget is linked to resource allocations; clarify how priorities are decided; and improve communication of this information. (R9: III.D.3)	President/CEO, Director of Research and Planning, Planning and Budget Committee, Institutional Effectiveness Committee, Core Planning Workgroup	Ongoing. “Making Decisions” document will be developed in Spring 2019 and will be updated yearly.
Standard IV: Leadership and Governance	Action Item	Follow-Up	Status
IV.A. Decision-Making Roles and Processes			
IV.A.7	Complete another cycle of evaluations of institutional standing committees (IV.B.3)	President/CEO, Director of Research and Planning, President of Compton College Academic Senate,	Ongoing. For the past three years, Compton College has evaluated the governance structure and the institutional standing committees. The evaluations are conducted in May of each year and communicated to the campus community in the fall semester.

		Compton College Consultative Council	
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STUDENT LEADERSHIP CONFERENCE

TARTAR SUCCESS: You Are A Leader

~ FREE BREAKFAST, LUNCH, GIFT BAGS, LEADERSHIP CERTIFICATE ~

Thursday, April 4, 2019
9 a.m. to 3 p.m.
Student Lounge

Please join us for our annual student leadership conference
with guest speaker:



HÉCTOR PRECIADO
Director, Global Sales Development Hired, Inc.

RSVP online at: <http://bit.ly/tartar-success>

Faculty Session: 12:45 - 3:00 p.m., SSC 220



STUDENT EQUITY PROGRAM
Student Services

www.compton.edu   

310-900-1600, ext. 2538 | bsmith@compton.edu

The Compton Community College District is committed to providing an educational and employment environment in which no person is subjected to discrimination on the basis of actual or perceived race, color, ancestry, national origin, religion, creed, age (over 40), disability (mental or physical), sex, gender (including pregnancy and childbirth), sexual orientation, gender identity, gender expression, medical condition, genetic information, marital status, military and veteran status, or retaliation; or on any other basis as required by state and federal law.



Guided Pathways Divisions for Fall 2019

Science, Technology, Engineering, and Math (STEM)

DEGREES AND CERTIFICATES AVAILABLE

General Science ^{AS}
 Physical Science ^{AS}
 Physics ^{AST}
 General Studies ^{AA} with an emphasis in
 Biological & Physical Sciences
 Mathematics ^{AST}

KEY:

AST – Associate of Science for Transfer
 AAT – Associate of Arts for Transfer

AA – Associate of Arts
 AS - Associate of Science

CERT – Certificate of Achievement

OTHER COURSES AVAILABLE: Degree or certificate *not* available at Compton College.
 Anatomy, Astronomy, Biology, Chemistry, Geography, Geology, Physiology

SUCCESS TEAM

- Dean of Student Learning
- Division Chair
- Faculty (by discipline within a meta-major).....
- Guided Pathway Counselor.....
- Academic Counselor
- Instructional Coordinator
- Student Services Advisor*
- EOPS
- CalWORKs.....
- DSPS
- Health Center
- Financial Aid.....
- Admissions & Records
- Student Success Center.....
- Strong Workforce/Adult Education
- Research & Planning.....



Guided Pathways Divisions for Fall 2019

Public Health & Social Services

DEGREES AND CERTIFICATES AVAILABLE

- General Studies ^{AA} with an emphasis in
Kinesiology & Wellness
- Kinesiology ^{AAT and CERTs}
- Nursing ^{AS}
- Administration of Justice ^{AST and CERT}

KEY:

AST – Associate of Science for Transfer
AAT – Associate of Arts for Transfer

AA – Associate of Arts
AS - Associate of Science

CERT – Certificate of Achievement

OTHER COURSES AVAILABLE: Degree or certificate *not* available at Compton College.
Contemporary Health, Fire & Emergency Technology, First Aid, Human Development, Medical Terminology

SUCCESS TEAM

- Dean of Student Learning
- Division Chair
- Faculty (by discipline within a meta-major).....
- Guided Pathway Counselor.....
- Academic Counselor
- Instructional Coordinator
- Student Services Advisor*.....
- EOPS
- CalWORKs.....
- DSPS
- Health Center
- Financial Aid.....
- Admissions & Records
- Student Success Center.....
- Strong Workforce/Adult Education
- Research & Planning.....



Guided Pathways Divisions for Fall 2019

Business and Industrial Studies

DEGREES AND CERTIFICATES AVAILABLE

- Business Administration ^{AST}
- Business Management ^{AS}
- Computer Information Systems ^{AS and CERTs}
- Marketing ^{AS and CERT}
- Air Conditioning & Refrigeration ^{AS and CERTs}
- Auto Collision Repair/Painting ^{AS and CERTs}
- Automotive Technology ^{AS and CERTs}
- Cosmetology ^{AS and CERTs}
- Machine Tool Technology ^{AS and CERTs}
- Welding ^{AS and CERT}

KEY:

AST – Associate of Science for Transfer
AAT – Associate of Arts for Transfer

AA – Associate of Arts
AS - Associate of Science

CERT – Certificate of Achievement

OTHER COURSES AVAILABLE: Degree or certificate *not* available at Compton College.
Accounting, Electronics/CPU Hardware, Manufacturing Technology, Real Estate

SUCCESS TEAM

- Dean of Student Learning
- Division Chair
- Faculty (by discipline within a meta-major).....
- Guided Pathway Counselor.....
- Academic Counselor
- Instructional Coordinator
- Student Services Advisor*
- EOPS
- CalWORKs.....
- DSPS
- Health Center
- Financial Aid.....
- Admissions & Records
- Student Success Center.....
- Strong Workforce/Adult Education
- Research & Planning.....



Guided Pathways Divisions for Fall 2019

Social Sciences

DEGREES AND CERTIFICATES AVAILABLE

- Early Childhood Education ^{AST}
- Child Development ^{AA} and CERTs
- History ^{AAT}
- Political Science ^{AAT}
- Psychology ^{AAT}
- Sociology ^{AAT}
- General Studies ^{AA} with an emphasis in
Social & Behavioral Sciences
- Ethnic Studies ^{AA}
- Liberal Studies (Elementary Teaching) ^{AA}
- Elementary Teacher Education ^{AAT}

KEY:

AST – Associate of Science for Transfer
AAT – Associate of Arts for Transfer

AA – Associate of Arts
AS - Associate of Science

CERT – Certificate of Achievement

OTHER COURSES AVAILABLE: Degree or certificate not available at Compton College.
Anthropology, Economics, Women’s Studies

SUCCESS TEAM

- Dean of Student Learning
- Division Chair
- Faculty (by discipline within a meta-major).....
- Guided Pathway Counselor.....
- Academic Counselor
- Instructional Coordinator
- Student Services Advisor
- EOPS
- CalWORKs.....
- DSPS
- Health Center
- Financial Aid.....
- Admissions & Records
- Student Success Center.....
- Strong Workforce/Adult Education
- Research & Planning.....



Guided Pathways Divisions for Fall 2019

Fine Arts, Humanities, and Communication

DEGREES AND CERTIFICATES AVAILABLE

Music ^{AA and CERTs}
 Communication Studies ^{AAT}
 Studio Art ^{AAT}
 General Studies ^{AA} with an emphasis in:
 Culture & Communication;
 Fine & Applied Arts; or,
 Arts & Humanities
 Transfer Studies ^{CERT}
 English Literature/Rhetoric & Composition ^{AAT}
 Spanish ^{AAT}

KEY:

AST – Associate of Science for Transfer
 AAT – Associate of Arts for Transfer

AA – Associate of Arts
 AS - Associate of Science

CERT – Certificate of Achievement

OTHER COURSES AVAILABLE: *(Degree or certificate not available at Compton College.)*

Dance, English as a Second Language, Film/Video, Japanese, Philosophy, Sign Language/Interpreter, Theatre

SUCCESS TEAM

Dean of Student Success.....
 Division Chair.....
 Faculty (by discipline within a meta-major).....
 Guided Pathway Counselor.....
 Academic Counselor.....
 Instructional Coordinator.....
 Student Services Advisor.....
 EOPS.....
 CalWORKs.....
 DSPS.....
 Health Center.....
 Financial Aid.....
 Admissions & Records.....
 Student Success Center.....
 Strong Workforce/Adult Education.....
 Research & Planning.....