



PALOMAR COLLEGE

GOVERNANCE

AND

ADMINISTRATIVE STRUCTURE

Updated July 1, 2019

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PALOMAR COLLEGE GOVERNANCE STRUCTURE

Introduction

The Palomar College governance structure involves faculty, staff, administration, students, and the community in the planning and operation of the College.

The governance structure and practices embrace the Palomar College values of supporting inclusiveness of individual and community viewpoints in collaborative decision-making processes; promoting mutual respect and trust through open communication and actions; and fostering integrity as the foundation for all we do. The Governing Board is the final authority for governance at Palomar College. The Governing Board delegates authority to the Superintendent/President who in turn solicits and receives input through the shared governance decision-making process.

Organization

The Strategic Planning Council, as the principal participatory governance body of the College, creates the processes for recommending College policies and governance committee structures. The Strategic Planning Council reviews actions, recommendations, and requests of planning groups and task forces. The Strategic Planning Council amends and guides the Planning processes and recommends policies and procedures to respond to the changing needs of the student population and the internal and external environments. The Strategic Planning Council develops, implements, evaluates continuously and revises, if necessary, the District's plans and initiatives, both long-term and short-term. A three-year planning cycle is used to implement the Strategic Plan.

An Action Plan outlines the tasks and actions to be accomplished during the upcoming year. The Strategic Planning Council will review the Action Plan during an academic year to evaluate progress toward the Vision and strategic goals of the College.

The Superintendent/President serves as the chair of the Strategic Planning Council. To provide communication within the governance structure, all planning council chairs report progress on their objectives and activities at each Strategic Planning Council meeting.

Representation

The governance structure provides for representation from seven recognized constituencies at Palomar College; students, Faculty Senate, bargaining unit faculty, bargaining unit classified staff, Administrative Association members, Confidential and Supervisory employees, and senior and executive administration.

Appointments from the constituencies, when not specified by position, are made by the following:

- ASG – students
- Faculty Senate – faculty on academic and professional matters
- PFF/AFT – faculty
- CCE/AFT – classified staff
- Confidential and Supervisory Team (CAST) – supervisors and confidential employees
- Administrative Association – directors and managers
- Superintendent/President – senior and executive administrators

The constituent appointees serve the length of term designated by their representative group.

Responsibilities of Representatives

The primary responsibilities of representatives are as follows:

- prepare for and attend meetings
- participate in discussions
- communicate with individual constituencies; and
- contribute to informed decision making.

Recommendation Process

Recommendations shall emerge ideally as a result of group consensus. When consensus cannot be reached, a majority of members shall determine the recommendation.

Each chair is responsible for communicating recommendations through the appropriate administrative and/or governance structure.

All representatives are responsible for keeping their respective constituencies informed of the proceedings and recommendations.

The process for presenting items first for Information, then for Action at a subsequent meeting shall be followed, thus allowing sufficient time for discussion. Allowance will be made for suspending this process when deemed appropriate by a majority.

Definitions of Governance Structures

Council – A group of constituency representatives designated or selected to act in an advisory capacity that meets on a regular basis. The charge of a council entails college-wide issues and reports directly to the Strategic Planning Council (SPC).

Operational Committee – A standing committee of constituency representatives intended to consider all matters pertaining to procedural issues as defined by its role. An operational committee is part of the governance structure.

Subcommittee – A permanent sub group convened by a standing committee or council designated to consider specific subjects in detail for recommendations back to the standing committee or council. The chair must be a member of the committee or council to which it reports. Other members need not be members of the committee to which it reports but may be appointed by the appropriate constituent group(s) as defined by the subcommittee membership.

Ad Hoc Committee – A working group or sub-group created by a council or operational committee to address and make recommendations on a particular subject. The members need not be from a council or committee.

Task Force – A constituency-represented group specifically convened by and reporting to SPC or to the Superintendent/President to address a special college-wide subject/issue and meets until the subject/issue is resolved.

Not part of the Governance Structure

Advisory Committee – A group created to provide direction and/or input in compliance with state and federal regulations or other external mandates. Not part of the governance structure but may bring items to SPC as information only. Membership may be defined by state and federal regulations or external mandates and may be appointed by the appropriate constituent group(s).

Open Access

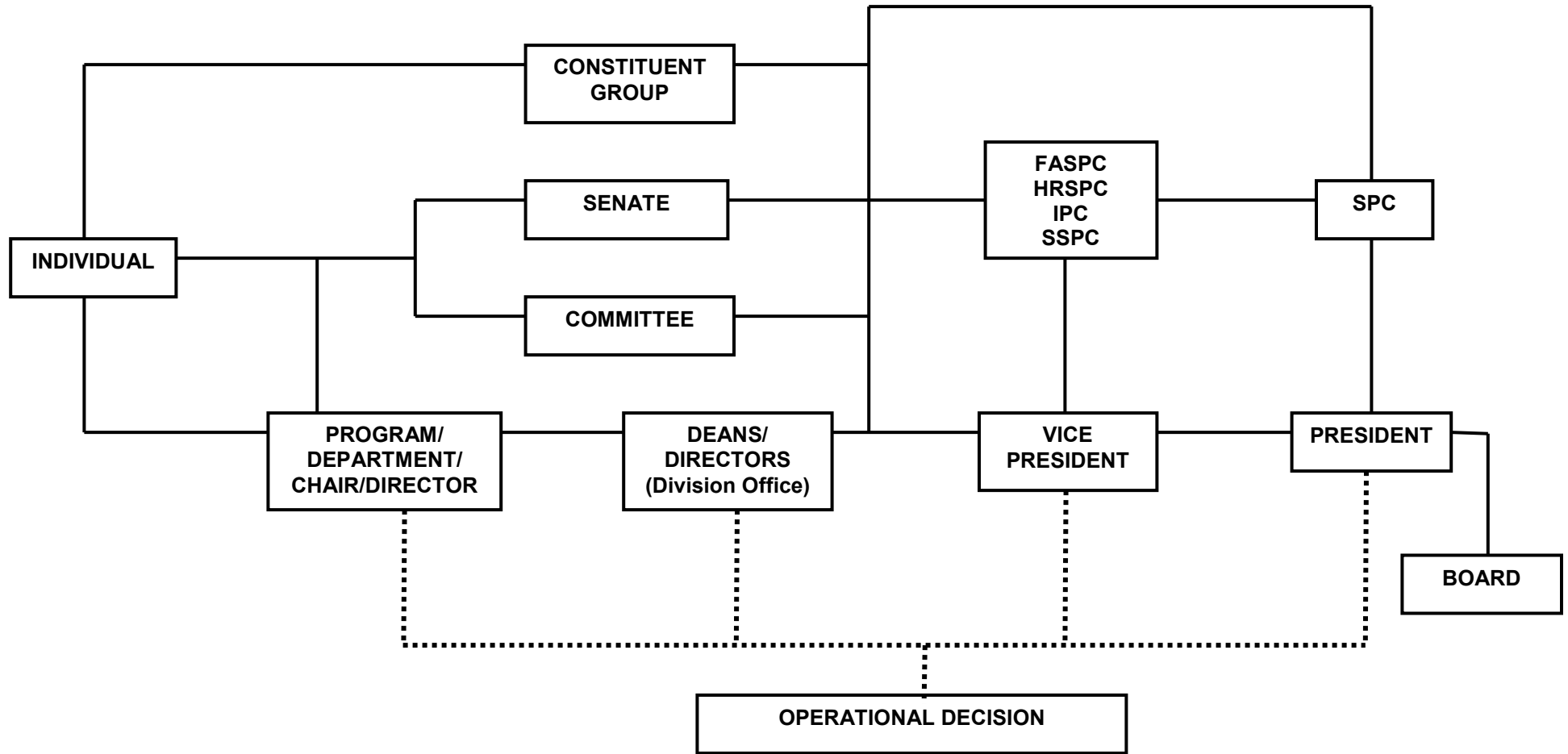
Governance meetings are public. In addition to representation afforded to individuals through constituencies, other individuals and groups may be heard in any governance meeting by requesting and receiving permission from the chair to participate and/or have items added to the agenda. Written minutes will be prepared for all governance meetings. Agendas, minutes, reports, and other work products of all governance committees and other groups involved in governance should be made readily accessible to all interested parties.

Approved/Revised by SPC 04-04-06

GOVERNANCE MODEL FLOW CHART

Governance is most effective when all constituents using the process to seek solutions, decisions, and actions understand the distinction between operational ideas, issues, or problems and governance ones. The flow chart on the following page was developed by the constituent leaders of the Strategic Planning Council in October 2003, to differentiate the communication flow of operational decisions versus governance processes from initiation through resolution. The flow is not to be interpreted as linear in one direction, but rather reflects two-way communication which can be accessed at any point through administrative structure or through governance structures and processes depending on the idea, issue, or problem.

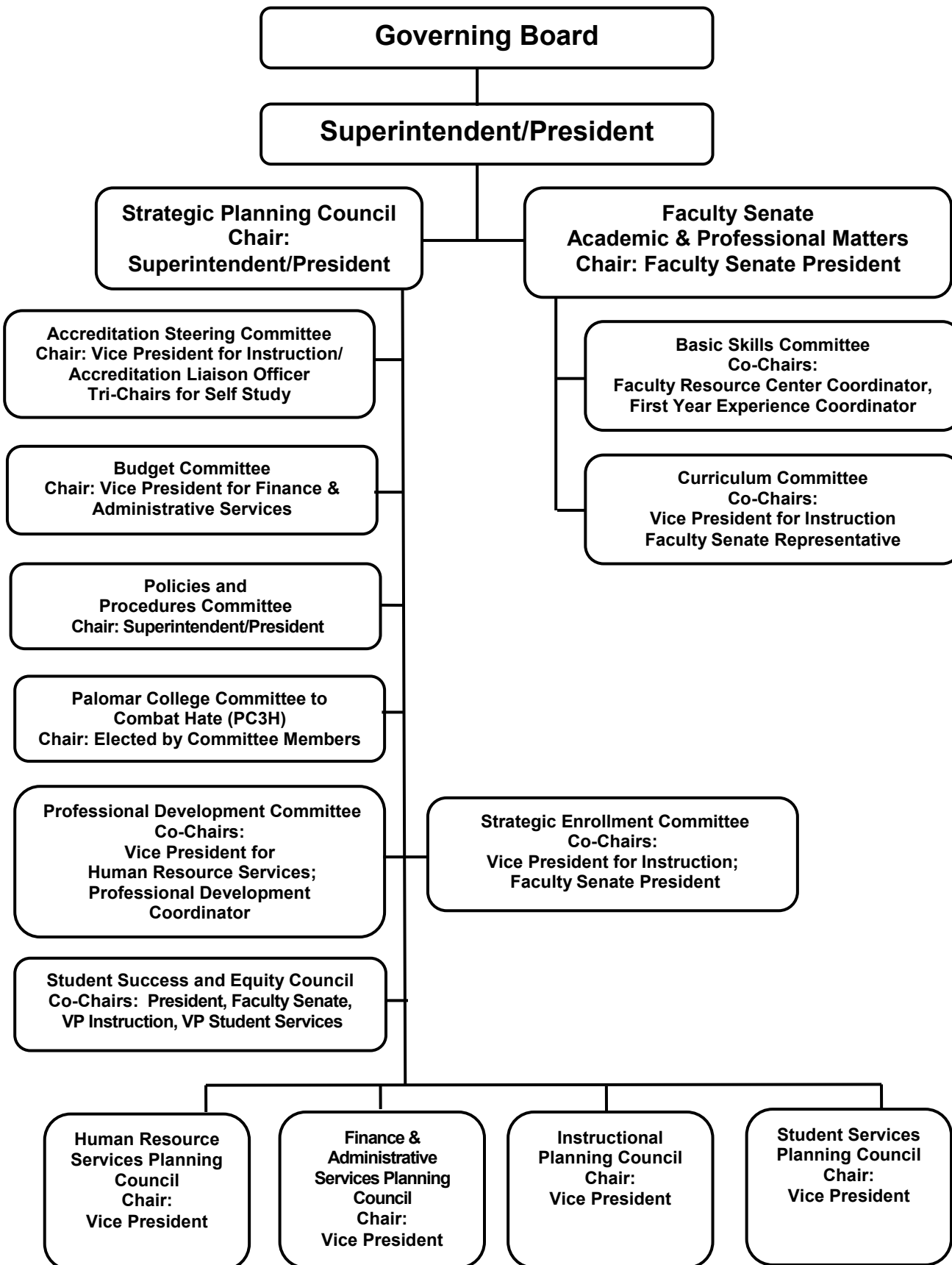
PALOMAR COLLEGE GOVERNANCE MODEL FLOW CHART
 [History of an idea/problem from conception to solution/decision/action]



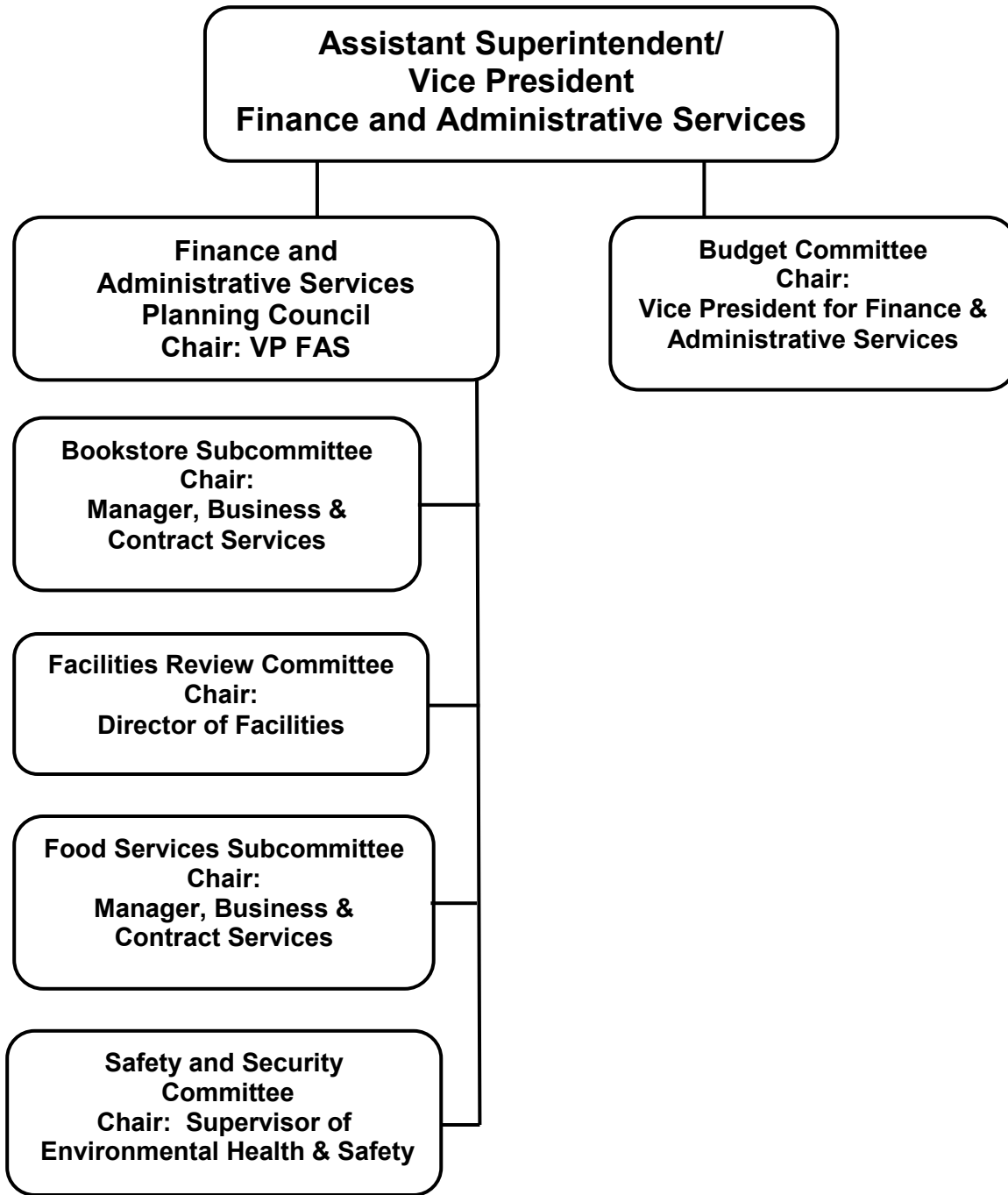
The sources of ideas, problems, etc., may be initiated at any box above or from outside mandates.

All lines	= Two-way communication
.....	= Decision
-----	= Recommendation

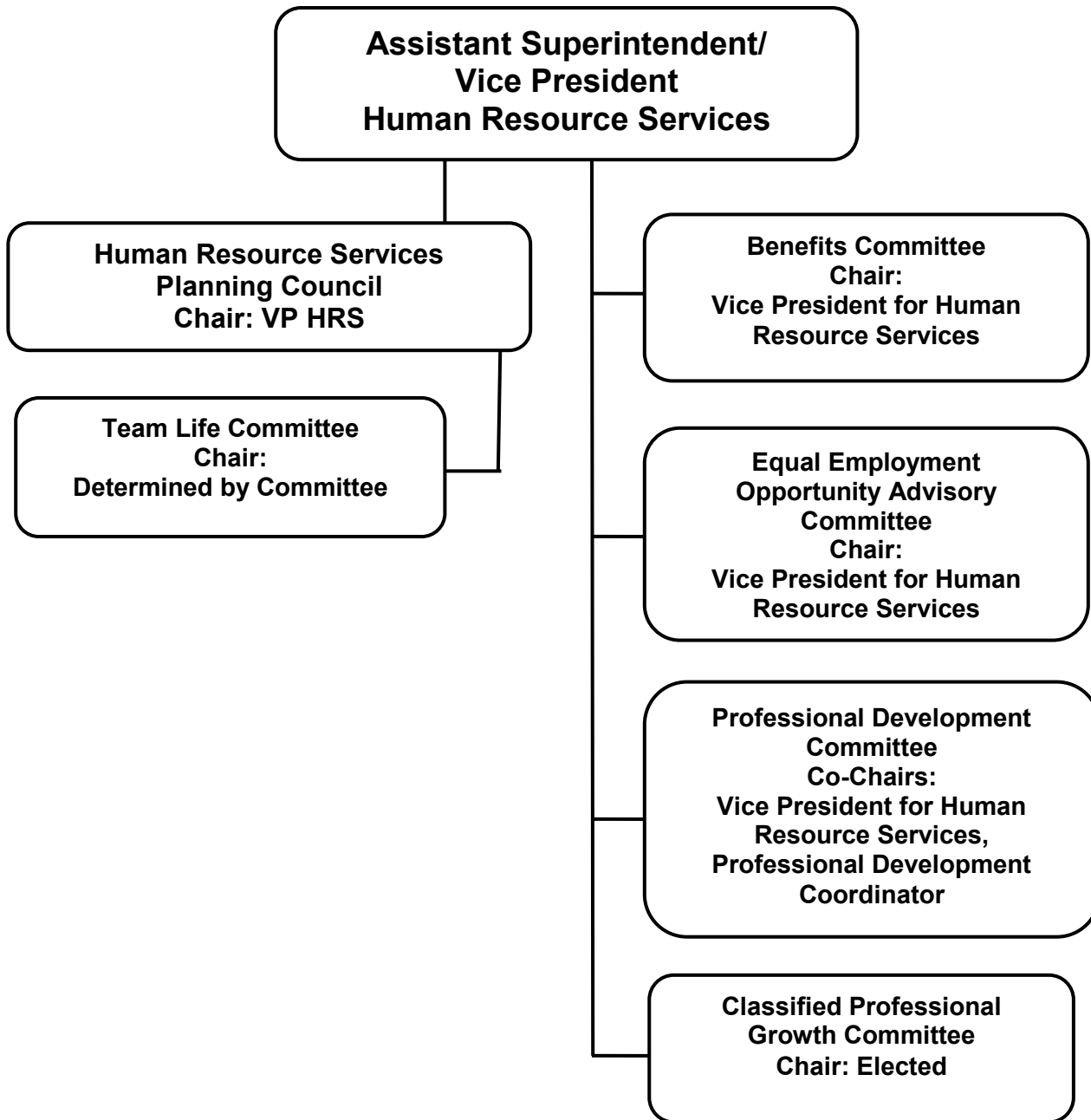
Palomar College Governance Structures



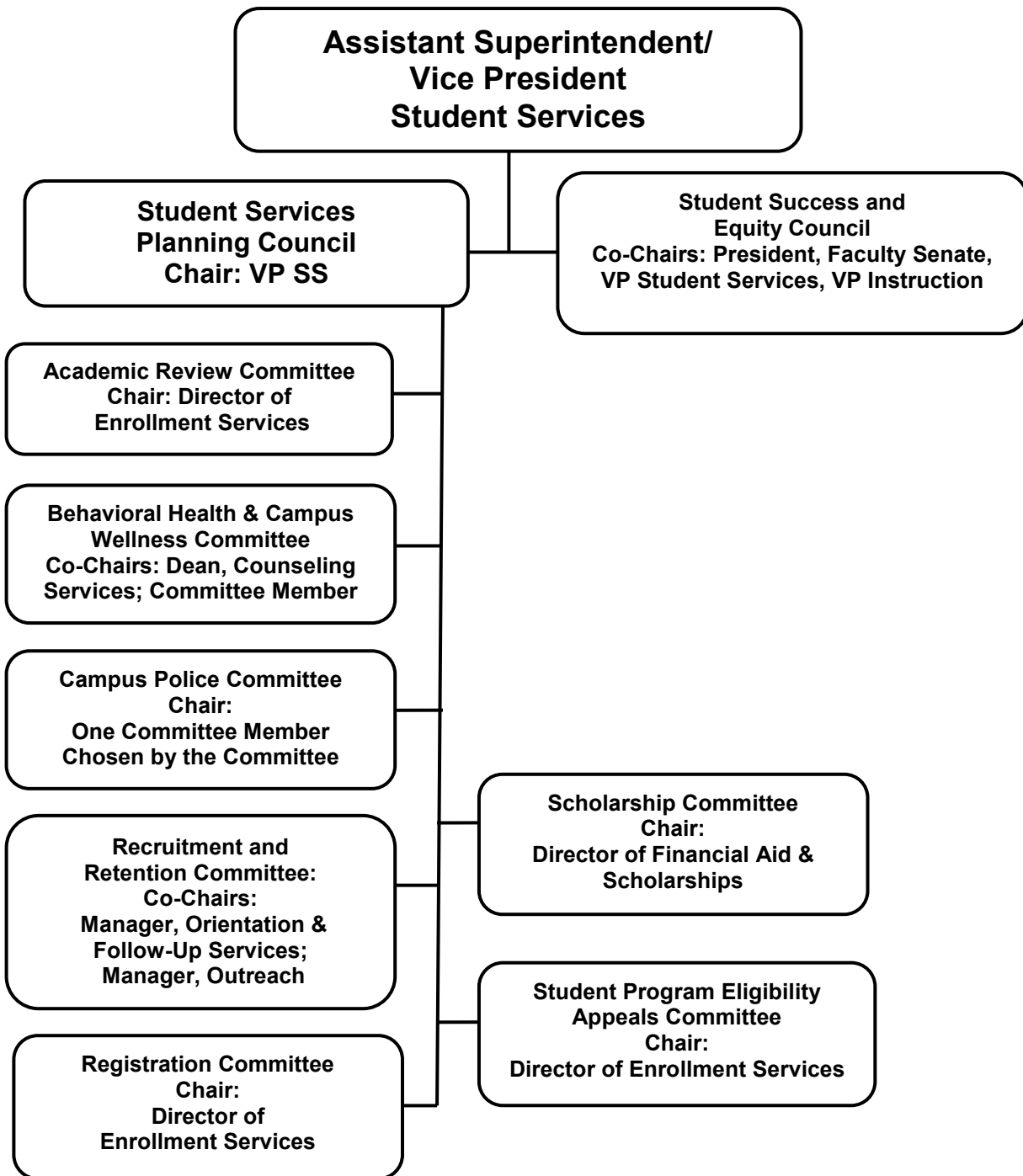
Finance and Administrative Services Governance Structure



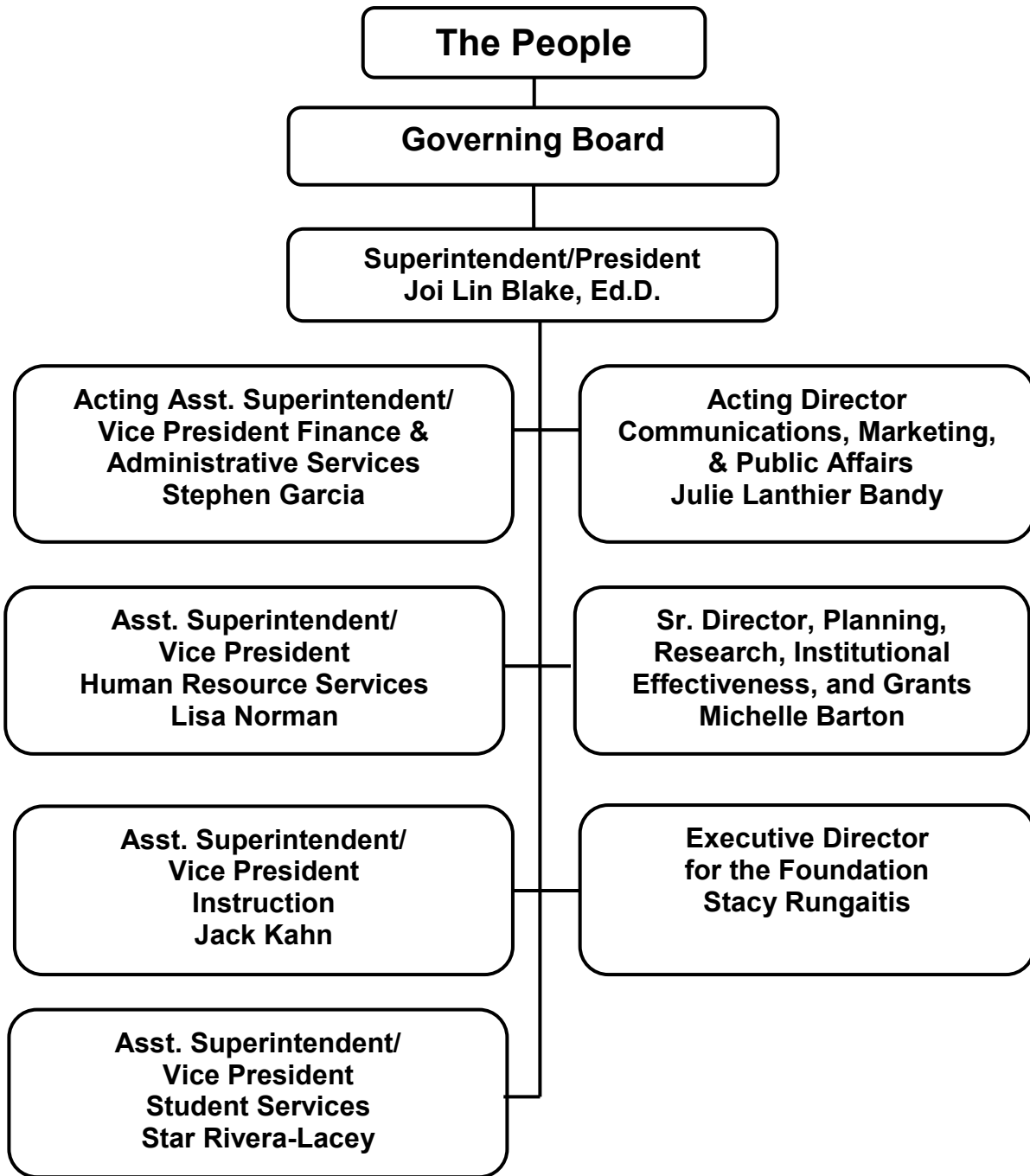
Human Resource Services Governance Structure



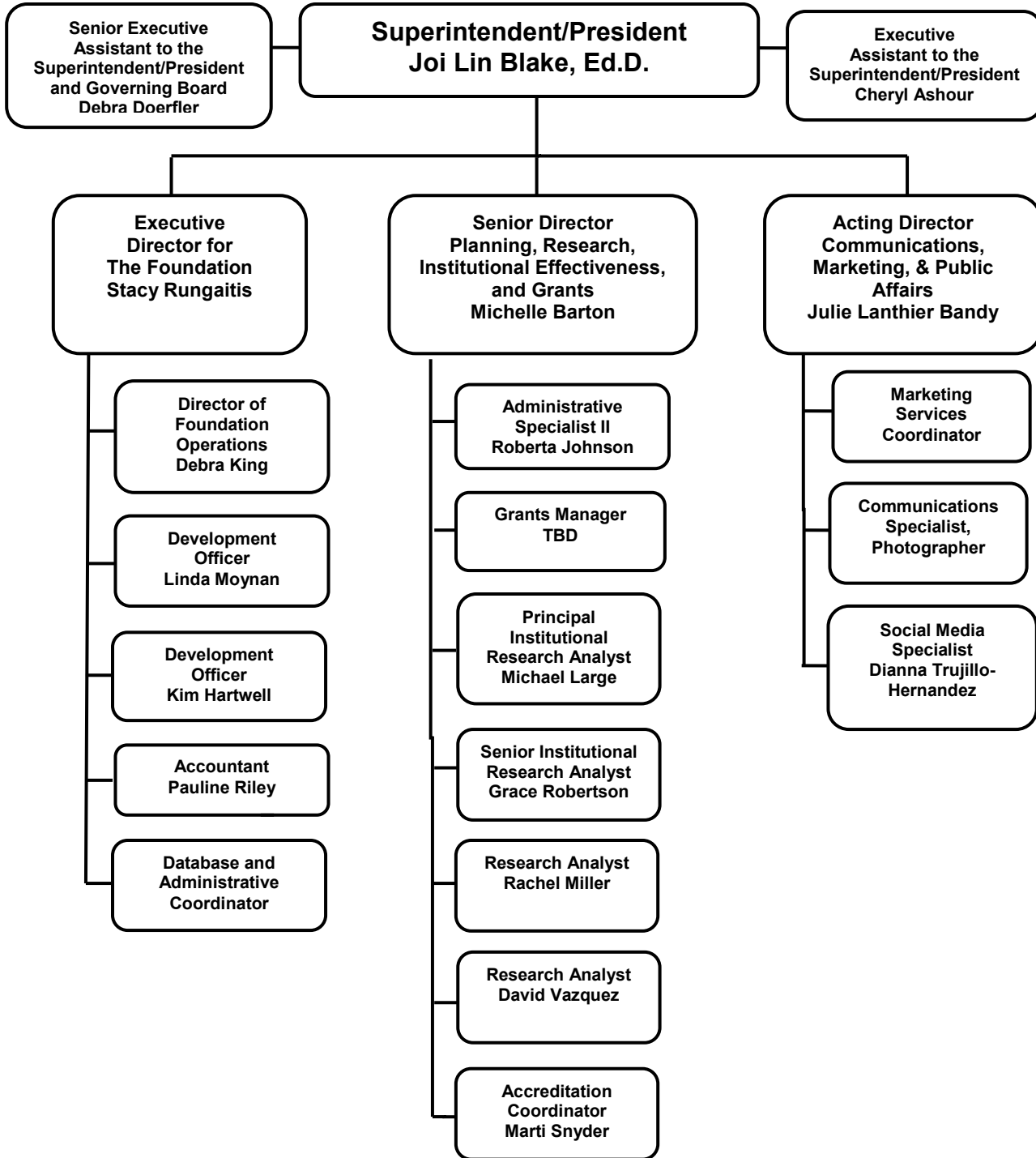
Student Services Governance Structure



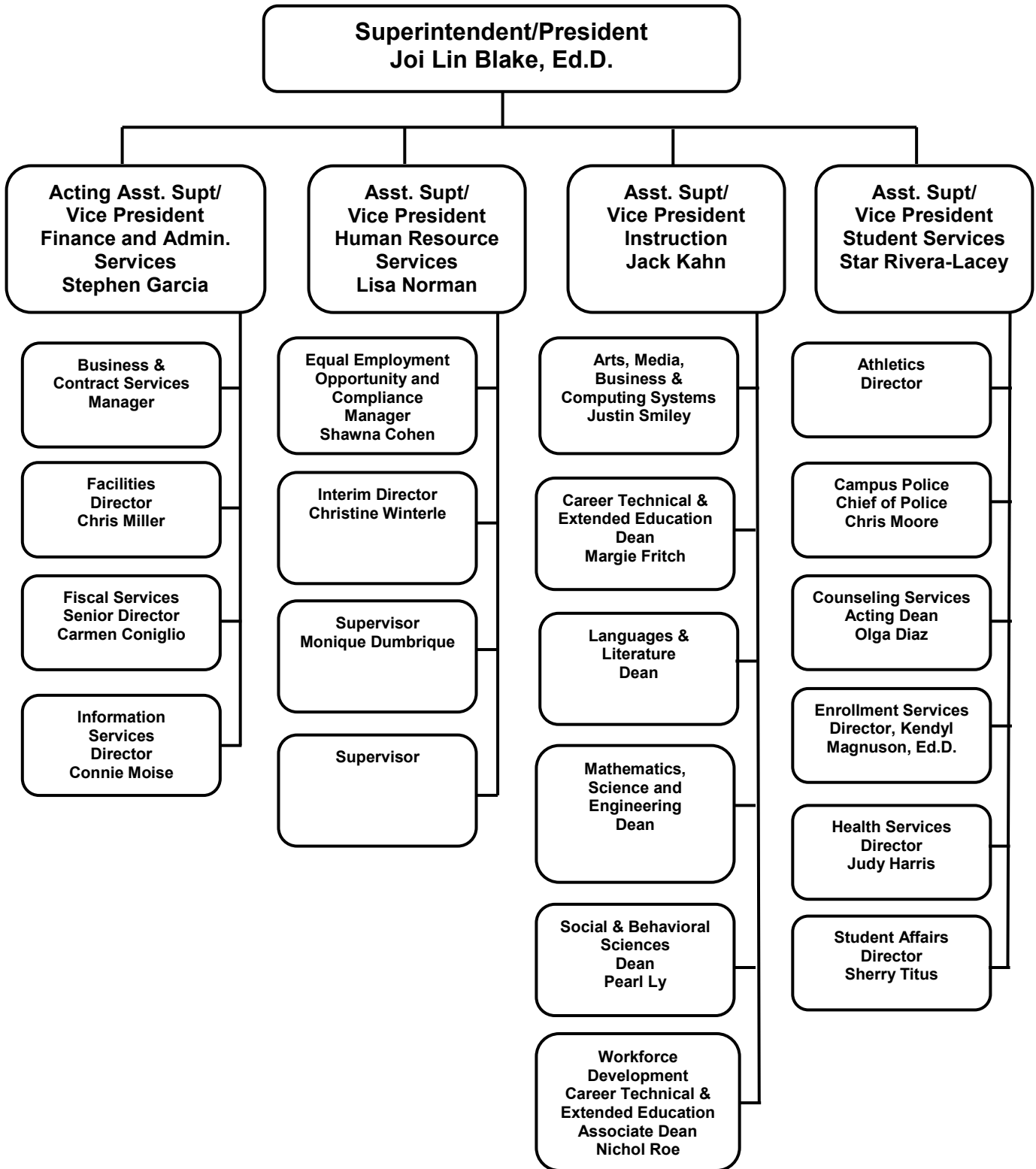
Palomar College Organization Charts



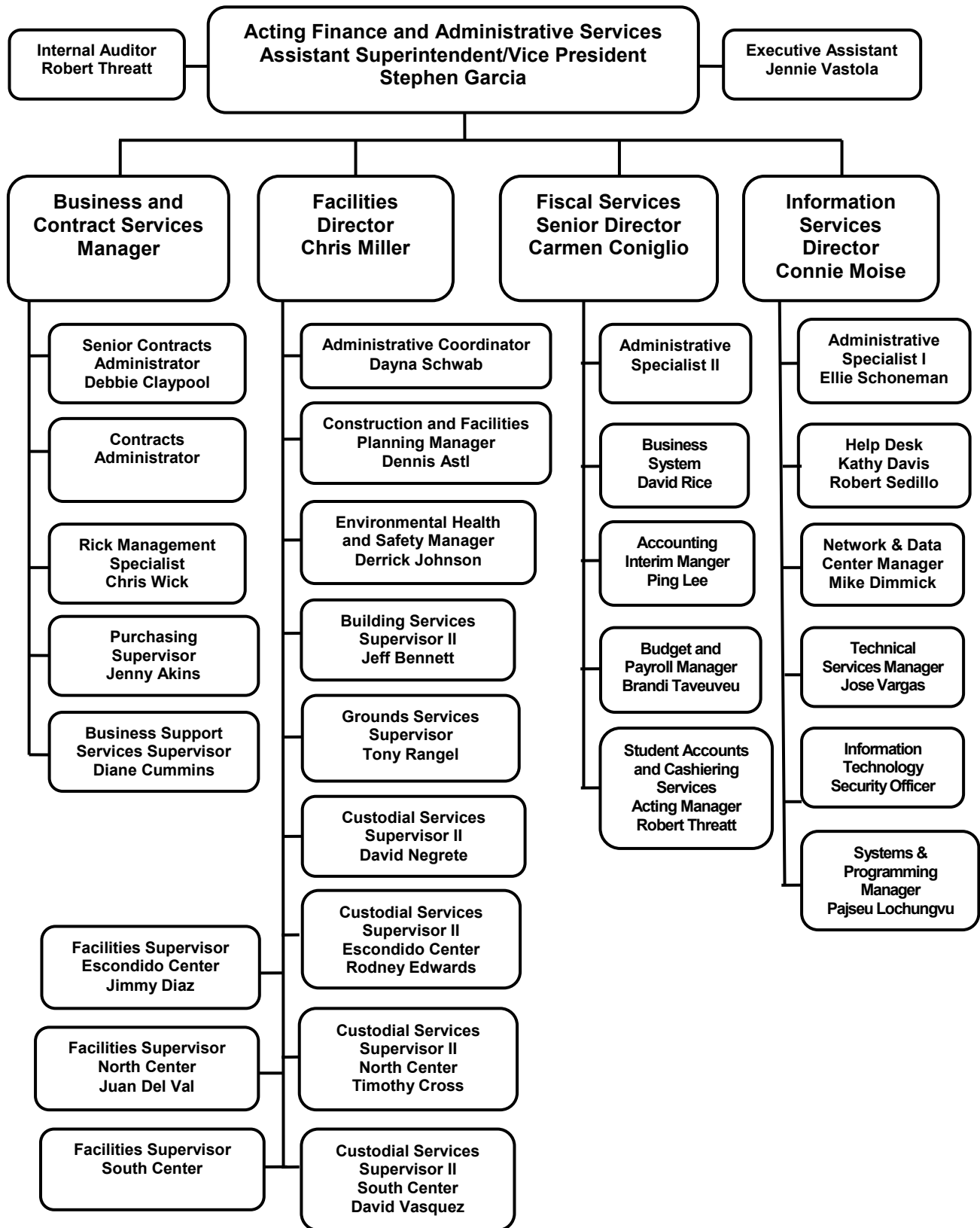
Palomar College Organization Chart Superintendent/President



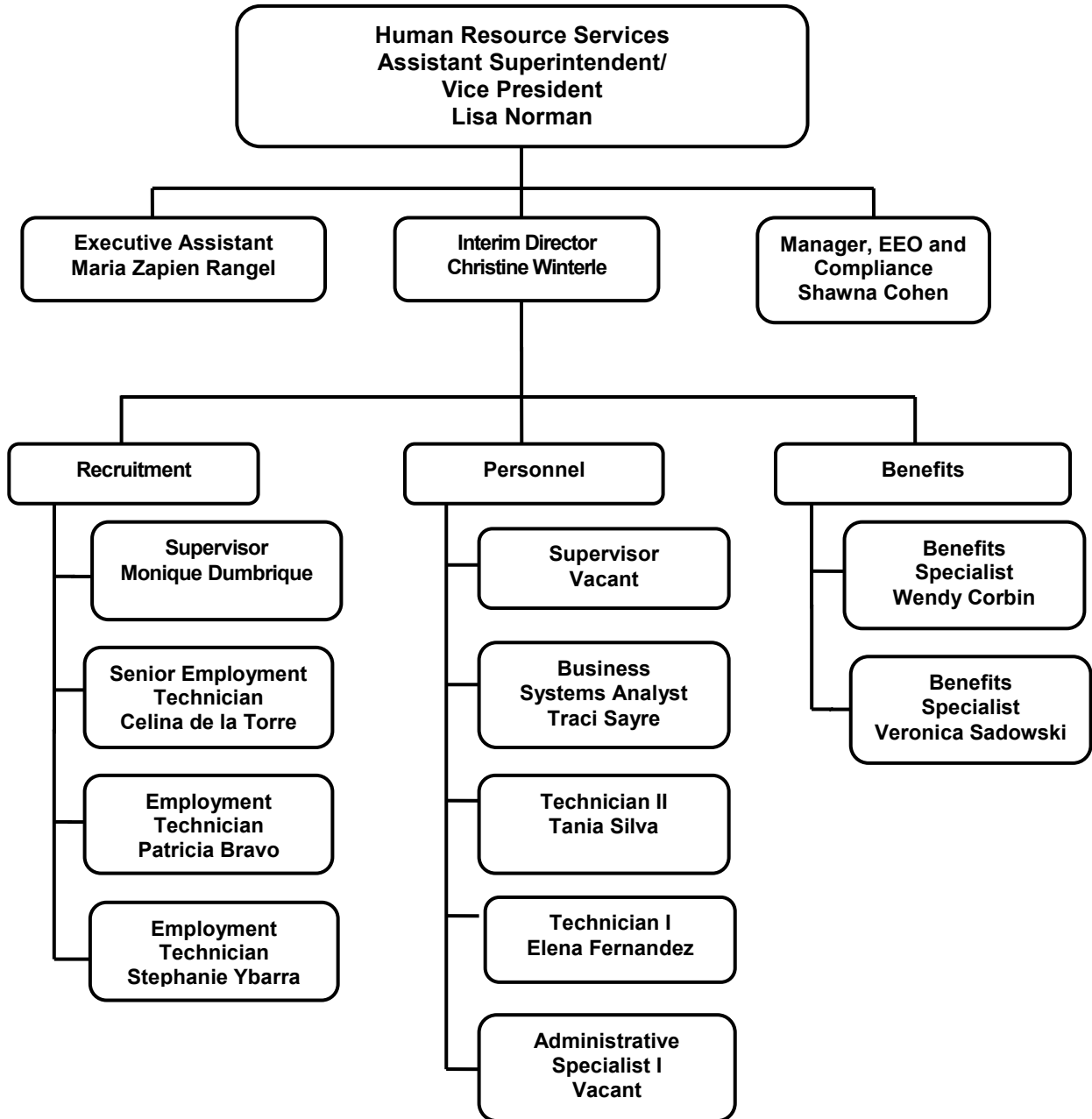
**Palomar College Organization Chart
Assistant Superintendents/Vice Presidents and Divisions**



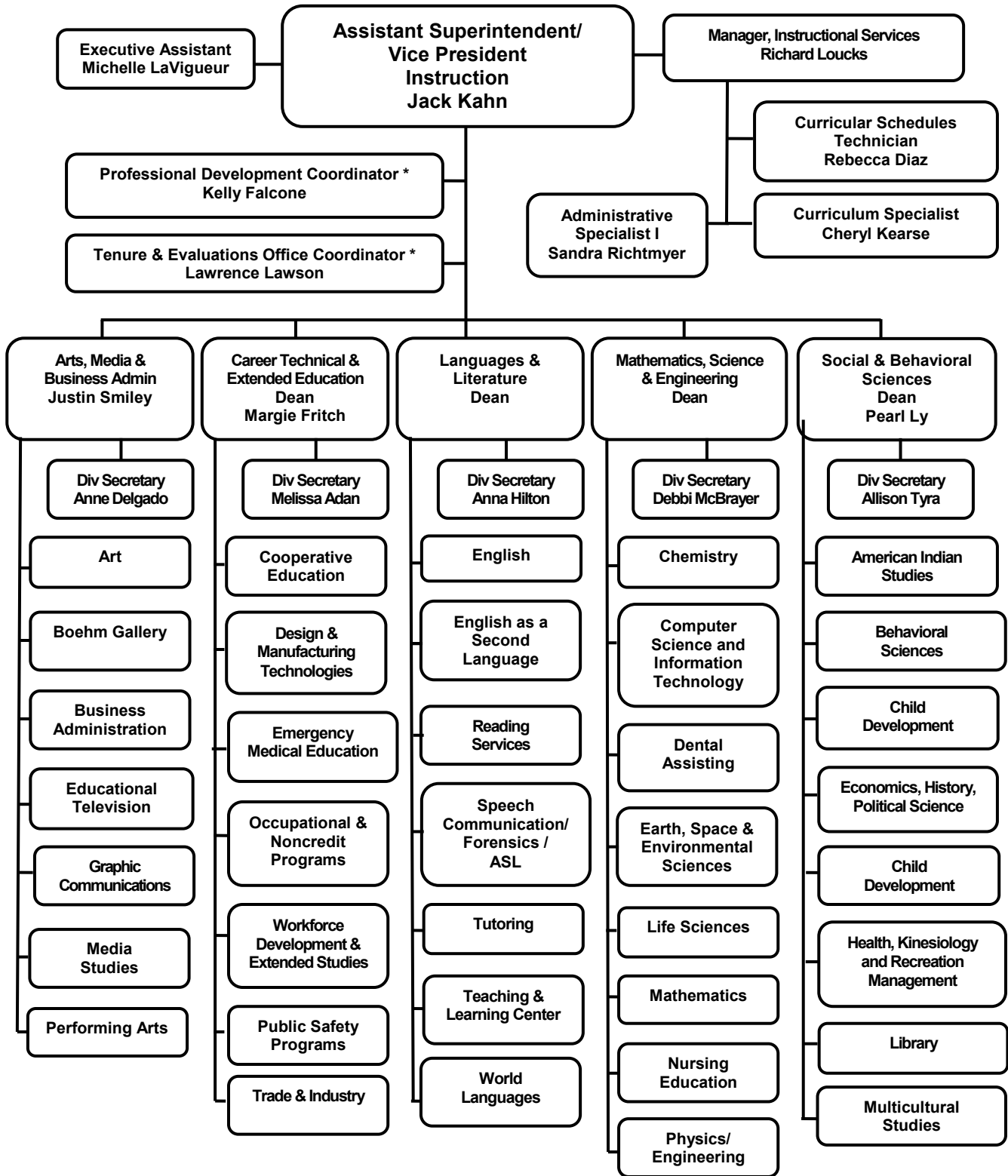
Finance and Administrative Services Organization Chart



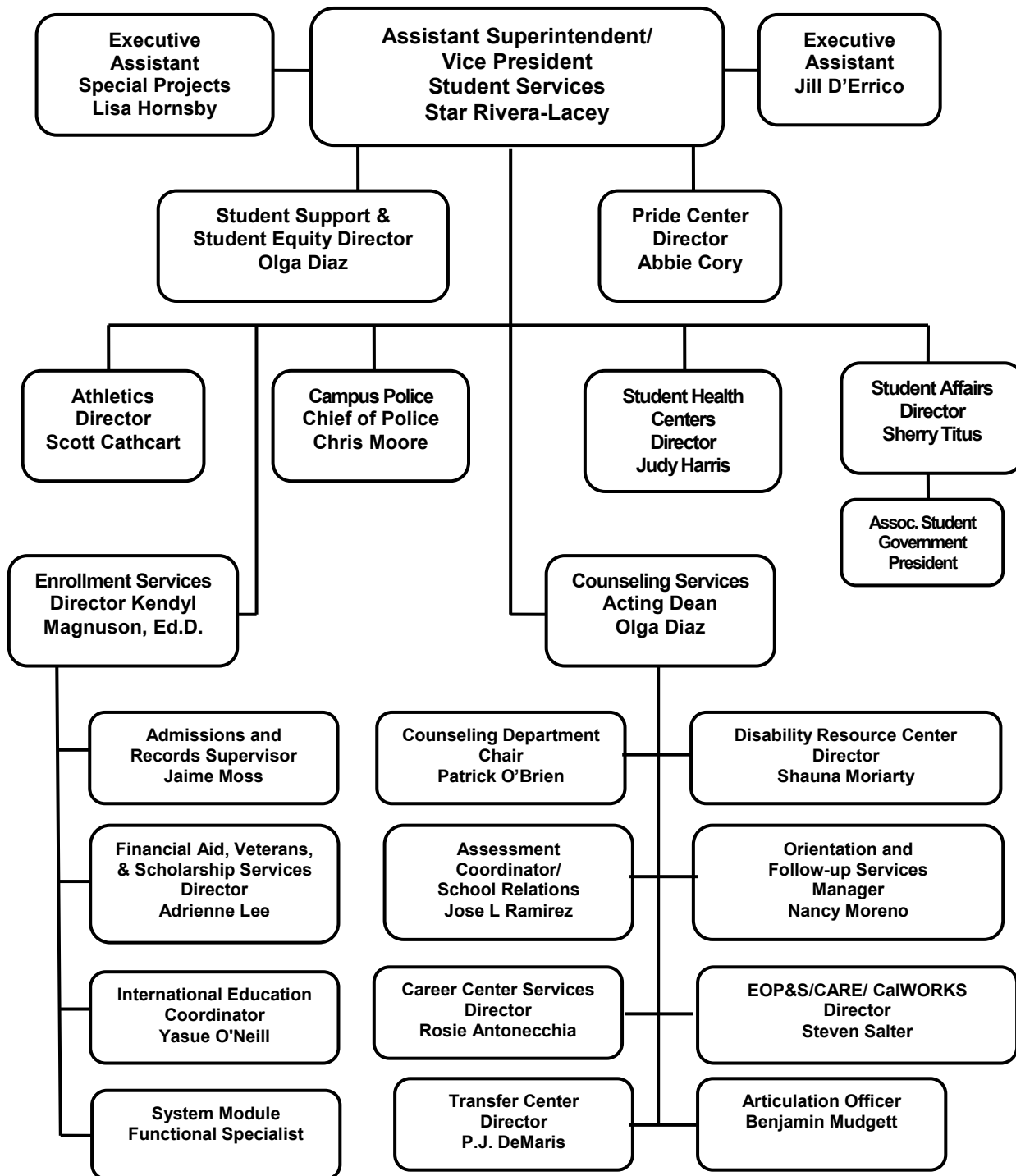
Human Resource Services Organization Chart



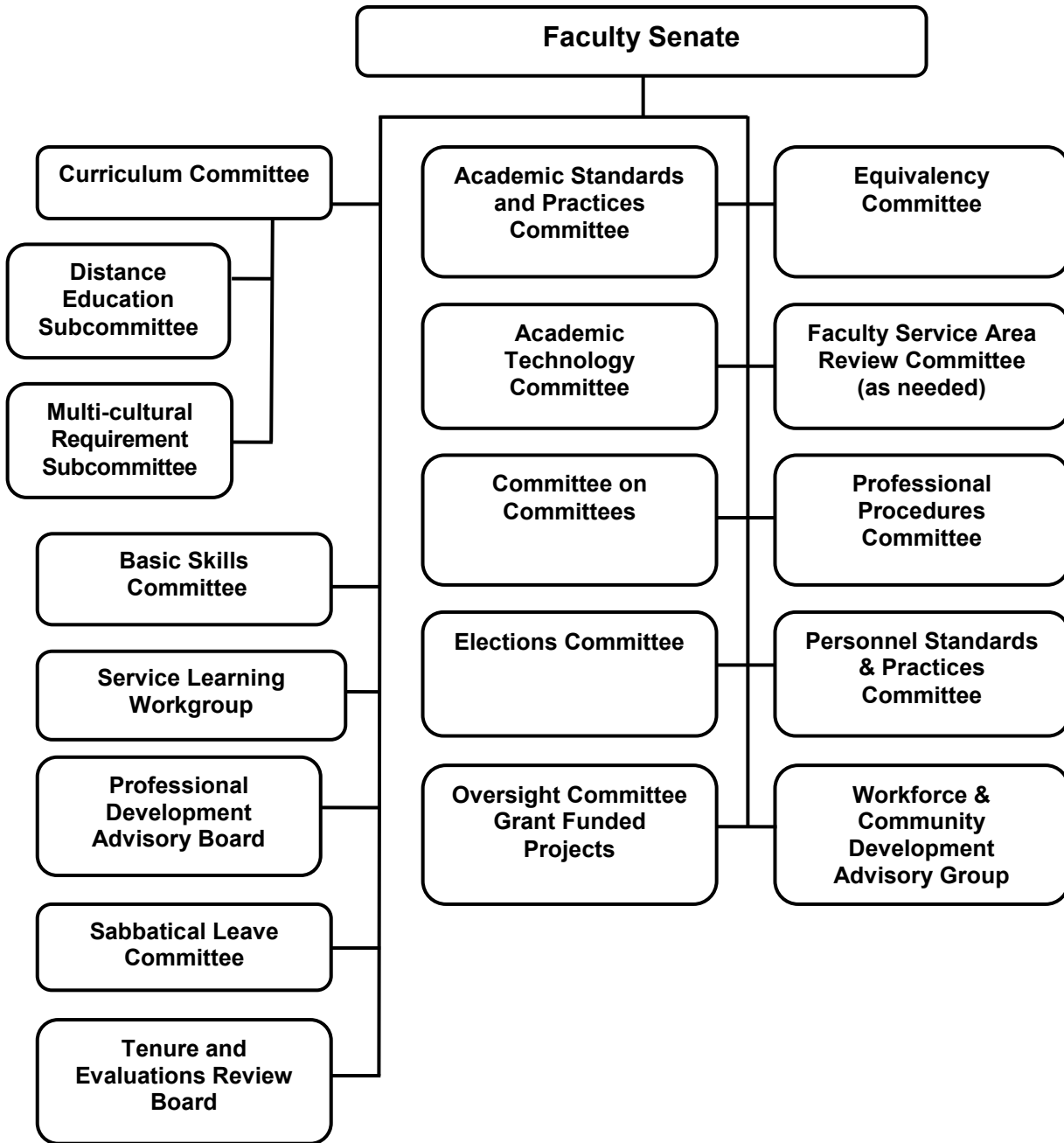
Instructional Services Organization Chart



Student Support Services Organization Chart



Faculty Senate Organization Chart



STRATEGIC PLANNING COUNCIL

The Strategic Planning Council, representing all constituent groups of Palomar College, implements the strategic plan, develops or revises governance policies, and communicates with the respective groups. The strategic planning process guides budget priorities.

Recommendations made by the Strategic Planning Council will reflect the values and support the mission of the College and be in the best interest of improving student success and serving the community.

Role

The Strategic Planning Council, as the recognized participatory governance body of the College, creates the processes for recommending College policies and governance committee structures. The Strategic Planning Council reviews actions, recommendations, and requests of planning groups and task forces. The Strategic Planning Council amends and guides the planning processes and recommends policies and procedures to respond to the changing needs of the student population and the internal and external environments. The Strategic Planning Council develops, implements, evaluates continuously and revises, if necessary, the District's plans and initiatives, both long-term and short-term. A three-year planning cycle is used to implement the Strategic Plan. An Annual Implementation Plan outlines the tasks and actions to be accomplished during the upcoming year.

Communication with individual constituencies and participation in the Council meetings are the primary responsibilities of the Strategic Planning Council members.

Products

Palomar College's Strategic Plan, Annual Implementation Plans, Criteria for Annual Evaluation of the planning outcomes, Annual Progress Report, Policies and Procedures recommendations.

Reporting Relationship

Superintendent/President

Meeting Schedule

First and Third Tuesday of the month from 2:30 p.m. to 4:00 p.m.

Chair

Superintendent/President

Members

- Vice President, Instruction
- Vice President, Student Services
- Vice President, Finance and Administrative Services
- Vice President, Human Resource Services
- One Dean, Instruction
- One Dean, Student Services
- Director, Institutional Research
- Director, Student Affairs
- Faculty Coordinator, Professional Development
- Past President, Faculty Senate (or designee)
- President, CCE/AFT
- Past President, CCE/AFT (or designee)
- Vice President, CCE/AFT

- President, Faculty Senate
- Three Faculty representatives appointed by Faculty Senate
- Two Co-Presidents, Palomar Faculty Federation
- President, Administrative Association
- President, Confidential and Supervisory Team
- President, Associated Student Government
- Executive Vice President, Associated Student Government (or designee)
- Director, Development and Governmental Relations/Foundation
- Director, Information Services
- Director, Communications, Marketing and Public Affairs

Approved by PAC: 3-19-02
Latest Revision 08-17-16

FINANCE & ADMINISTRATIVE SERVICES PLANNING COUNCIL

Role

The Finance & Administrative Services Planning Council (FASPC) annually reviews proposed budgets for all Finance & Administrative Services (F&AS) departments, ensuring alignment with the mission, goals, and objectives of the District's existing Strategic and Master Plans. FASPC reviews the Division's operational processes and procedures to provide appropriate levels of service and compliance with state-mandated requirements, recommending corrective action, if necessary. FASPC is also responsible for ensuring the development, revision, and review of operational plans for all departments within F&AS for use in determining adequate staffing and resources to provide quality customer service to students, faculty and staff. In addition, FASPC annually reviews progress on the Division's Annual Implementation Plans (AIP) for submission to Strategic Planning Council (SPC). Committees reporting to the FASPC are: Bookstore Subcommittee; Food Service Subcommittee; Safety & Security Committee; and Facilities Review Committee. FASPC also oversees the preparation and review of the District's Technology Master Plan. Members of FASPC shall ensure communication of action and discussion items to their appropriate constituency groups.

Products

- Annually reviews the proposed budgets for the F&AS Division tied to planning and submits them to SPC
- Performs regular review of F&AS Division's operational processes and procedures to ensure adequate customer service and compliance with state-mandated requirements
- Review operational plans to provide for adequate staffing and resources for the F&AS Division
- Technology Master Plan prepared and reviewed in accordance with the District's Planning Model Cycle

Reporting Relationship

- Strategic Planning Council
- Committee members responsible for communicating FASPC information to appropriate constituency group

Meeting Schedule

Second and Fourth Thursday of the month from 2:00 p.m. to 3:30 p.m.

Chair

Vice President, Finance and Administrative Services

Members

- Two Faculty representatives appointed by the Faculty Senate
- One Faculty representative appointed by PFF
- Two Classified Unit Employee representatives appointed by CCE/AFT
- One Confidential and Supervisory Team representative appointed by CAST
- One Student representative appointed by ASG
- Director, Facilities (or designee)
- Director, Business Services (or designee)
- Director, Fiscal Services (or designee)
- Director, Information Services (or designee)

Approved by SPC 5-07-02
Latest Revision 11-30-10

HUMAN RESOURCE SERVICES PLANNING COUNCIL

Role

The HRSPC is responsible for the development of the strategic plans of Human Resource Services. These responsibilities include:

- Appropriate support services to Palomar College in the area of human resource services
- Appropriate level of support and resources for level of services required
- Effective and efficient policy and procedure development in human resource services necessary to meet the needs of the College
- Guidance, direction, and oversight provided for such activities as:
 - Employee hiring
 - Staff diversity efforts
 - Development and coordination of staff training programs
 - ADA compliance

Products

The HRSPC is responsible for submitting to the Strategic Planning Council the plans, budgets, and expenditure projections of the Human Resource Services Department. The products of the HRSPC include:

- Strategic Plans for Human Resource Services
- Human Resource Services Three-Year Plan
- Annual Budget for Human Resource Services

Reporting Relationship

Strategic Planning Council

Meeting Schedule

Fourth Wednesday from 2:00 p.m. to 3:00 p.m.

Chair

Vice President, Human Resource Services

Members

- Manager, Human Resource Services
- Supervisor, HR/Employment Services
- Two Faculty representatives appointed by Faculty Senate
- Two Classified Unit Employee representatives appointed by CCE/AFT
- One Faculty representative appointed by PFF
- One Administrative Association representative appointed by AA
- One Confidential and Supervisory Team representative appointed by CAST

Approved by SPC 5-07-02
Latest Revision 11-15-16

INSTRUCTIONAL PLANNING COUNCIL

Role

- Develops, implements, evaluates and revises college plans and initiatives relevant to Instruction, both short- and long-term
- Develops, reviews, updates, and implements the Program Review and Planning (PRP) process for Instruction, including the form and data elements to be used
- Reviews, summarizes, and provides feedback on PRPs and makes funding recommendations
- Summarizes and recommends global priorities for Instruction as a result of PRP reviews, including budget allocations, equipment, technology, facilities, and other resources essential to support instruction and the success of students
- Develops and updates the Staffing Plan for Instruction utilizing PRP and data provided by Human Resource Services
- Makes recommendations and provides input to the District's Educational Master Plan and the Strategic Plan
- Implements goals and objectives of the Annual Action Plan as assigned by SPC
- Makes recommendations on matters relevant to Instruction or the District at the request of SPC
- Convenes IPC subcommittee to (a) review and update the process [qualitative and quantitative elements and instruments] and timeline for full-time faculty position requests and (b) annually develop and recommend a prioritized list of full-time faculty positions, forwarded to SPC for information

Products

- Program Review and Planning summaries and funding recommendations
- Recommendations for global needs for Instruction, as determined from PRP analysis
- Progress reports on assigned Annual Action Plans
- Annual goals and accomplishments
- Full-time Faculty Position Priority Recommendations
- Other products as determined through College planning and operational matters

Reporting Relationship

Strategic Planning Council

Meeting Schedule

Second and Fourth Wednesday of the month from 2:30 p.m. to 4:30 p.m. (or more frequently as needed for special tasks)

Chair

Vice President, Instruction

Members

- *Five (5) instructional deans
- *Seven (7) Faculty Members (one each from the five instructional divisions, Library, and Student Services appointed by Faculty Senate)
- One Professional Development Coordinator
- *One Faculty Member who is also on the Faculty Senate appointed by the Faculty Senate
- *One SLOAC Coordinator
- Two Classified Unit Employees (One from Instruction and One from Student Services) appointed by CCE/AFT
- One Student appointed by ASG
- Director of Occupational and Non-Credit Programs
- Research Analyst
- One Confidential and Supervisory Team representative appointed by CAST
- One Administrator appointed by AA
- *One Faculty Member appointed by PFF

*The Faculty Position Priority Subcommittee membership includes asterisked members plus two (2) faculty appointed by the Faculty Senate.

Approved by SPC 10-07-03
Latest Revision 02-20-19

STUDENT SERVICES PLANNING COUNCIL

Role

- Develops, implements, evaluates and revises Student Services' plans and initiatives, both short- and long term.
- Develops, reviews, and updates the process (qualitative and quantitative elements and instrument) and establishes the timeline for the 2-year Institutional Program Review and Planning (IPR&P) cycle for Student Services.
- Reviews and summarizes IPR&P documents and utilizes them to develop and guide recommendations for priorities for Student Services, including budget, staffing needs, equipment, technology, facilities, and other resources essential to support Student Services and the success of students.
- Utilizes the District's Strategic Plan and the Annual Implementation Plan to guide and outline its goals, tasks and actions to be accomplished in the academic year.
- Make recommendations relevant to any matters or issues that impact Student Services and/or by request from SPC.
- Provides guidance, direction, and oversight to these committees:
 - Academic Review Committee
 - Behavioral Health & Campus Wellness Committee
 - Campus Police Committee
 - Recruitment and Retention Committee
 - Registration Committee
 - Scholarship Committee
 - Student Program Eligibility Appeals Committee
- Convenes a subcommittee to review and update the process (qualitative and quantitative elements and instrument) and timeline for requesting full-time positions and to prioritize each year's list of full-time positions for discussion and endorsement by SSPC, forwarding the recommendation to SPC as information.

Products

- Institutional Program Review and Planning documents, summaries and recommendations, including budget, staffing needs, equipment, technology, and facilities priorities
- Progress report on Strategic Plan and AIP
- Annual goals and accomplishments
- Full-time Position Priority Recommendations

Reporting Relationship

Strategic Planning Council

Meeting Schedule

Second and Fourth Wednesday of the month from 9:30 a.m. to 11:00 a.m.

Chair

Vice President, Student Services

Members

- Dean, Counseling Services
- Director, Athletics
- Director, Career Services
- Director, Enrollment Services
- Director, Health Services
- Director, Student Affairs
- Director, Transfer Center
- Chair, Counseling (or designee)
- Chief of Police
- Manager of Outreach
- Research Analyst
- One EOP&S Faculty Member
- One DRC Faculty Member
- One Faculty representative appointed by Faculty Senate from Instructional Areas
- One Faculty representative who is also on the Faculty Senate
- Research Analyst
- One Palomar Faculty Federation representative appointed by PFF
- One Faculty representative from the Pride Center, appointed by the Faculty Senate
- Two Classified Unit Employee representatives appointed by CCE/AFT (one from Student Services)
- One Student representative appointed by ASG
- One Confidential and Supervisory Team representative from Student Services appointed by CAST
- One Administrative Association representative appointed by AA

Approved by SPC 5-07-02
Latest Revision 10-04-16

STUDENT SUCCESS AND EQUITY COUNCIL

Role

The Student Success and Equity Council (SSE) will serve as a steering committee that leads the development of the Student Success and Support Program (3SP) and Student Equity Plan for the District.

The SSE Council will assist in preparing the 3SP and Student Equity Plan, monitoring the District's progress toward meeting the goals in each plan, and review and update each plan as needed. The SSE Council will coordinate its activities with those of the other Planning Councils, Curriculum Committee, Registration Committee, EEO Advisory Committee, Basic Skills Committee and other District committees as necessary.

Products

- Student Equity Plan
- Student Success and Support Plan

Reporting Relationship

Strategic Planning Council

Meeting Schedule

Second and Fourth Friday of the month from 9:00 a.m. to 11:00 a.m.

Co-Chairs: Faculty Senate President
Vice President for Instruction
Vice President for Student Services

Members

- Two Faculty representative appointed by Basic Skills Committee
- Two Faculty representatives appointed by Instructional Planning Council
- Two Faculty representatives appointed by Student Services Planning Council
- One Faculty representative from Reading department appointed by the Faculty Senate
- One Faculty representative from Math department appointed by the Faculty Senate
- One Faculty representative from English department appointed by the Faculty Senate
- One Faculty representative from ESL department appointed by the Faculty Senate
- One Faculty representative from Disability Resource Center, appointed by the Faculty Senate
- One Faculty counselor appointed by the Faculty Senate
- One Faculty representative at-large (Instruction) appointed by the Faculty Senate
- One Faculty representative at-large (Student Services) appointed by the Faculty Senate
- Two Faculty Senators appointed by the Faculty Senate
- One Student Equity Counselor
- One Administrative Association representative appointed by the AA
- One Confidential and Supervisory Team representative appointed by the CAST
- Two Classified Unit Employee representatives appointed by CCE
- One Dean – Student Services
- Two Deans – Instruction
- One Assessment Supervisor
- One Senior Director of Institutional Planning and Research
- One Manager of Orientation and Follow-up Services
- One 3SP Coordinator
- Two Student representatives appointed by the ASG

ACADEMIC REVIEW COMMITTEE

Role

The role of the Academic Review Committee is to act on petitions for exceptions to academic regulations and catalog policies.

Reporting Relationship

Student Services Planning Council

Meeting Schedule

At least once per semester

Chair

Director of Enrollment Services

Members

- Dean, Counseling Services
- Four teaching faculty representatives appointed by Faculty Senate (3 instructional-library; 1 from counseling)
- Chair, Counseling
- Articulation Officer
- Supervisor, Evaluations and Records (non-voting)
- One student representative appointed by ASG
- Director, Student Affairs

Approved by SPC 11-04-03

ACCREDITATION STEERING COMMITTEE

Role and Products

The Accreditation Steering Committee:

- provides the overall planning, guidance, and preparation for the *Institutional Self-Evaluation, Midterm Report*, and other report requirements from ACCJC/WASC;
- is responsible for coordinating and organizing information, data, and resources in preparation for accreditation-related reports and site visits;
- makes recommendations on any issues related to accreditation throughout the six-year cycle;
- maintains currency with accreditation standards and procedures, including attending accreditation workshops; and
- communicates and distributes information related to accreditation standards and procedures to the College community.

Reporting Relationship

Strategic Planning Council

Meeting Schedule

4th Friday from 11:00 a.m. to 12:00 p.m. as needed; more frequently during preparation of the *Institutional Self-Evaluation* and other report requirements.

Chair

Vice President for Instruction (Accreditation Liaison Officer)

Tri-Chairs for Institutional Self-Evaluation:

- Faculty member appointed by Faculty Senate
 - Non-faculty member appointed by CCE/AFT
 - Non-faculty member appointed by CAST or Administrative Association
- (Tri-chairs are/may be in addition to the Members/Designees)

Recorder: Administrative Technician - Accreditation

Members/Designees:

- President, Faculty Senate
- Director, Institutional Research and Planning
- Faculty Co-chair, Curriculum Committee
- Faculty Co-chair, Learning Outcomes Council
- Instructional Planning Council representative
- Student Services Planning Council representative
- Finance & Administrative Services Planning Council representative
- Human Resource Services Planning Council representative
- One Faculty Senate representative appointed by Faculty Senate
- One Administrative Association representative appointed by AA
- One Classified Unit Employee representative appointed by CCE/AFT
- One Confidential and Supervisory Team representative appointed by CAST
- One Palomar Faculty Federation representative appointed by PFF
- One Associated Student Government representative appointed by ASG

BASIC SKILLS COMMITTEE

ROLE:

The Basic Skills Committee will assist in identifying and implementing academic and non-academic student support services for students enrolled in pre-collegiate courses.

DUTIES:

- Promote dialogue, understanding, and response to the Basic Skills Initiative
- Implement, evaluate, and revise the Basic Skills action plan.
- Assess how the college uses its BSI funds, and how these funds are related to the college's educational master plan, recommending improvements if necessary
- Continue to research and develop other learning structures/opportunities to meet the needs of basic skills, Hispanic, and low-income students.
- Review the operational planning of the First-Year Experience Program, Summer Bridge, Learning Communities and both TLCs, recommending improvements if necessary.
- Identify and recommend best practices that address Basic Skills deficiencies in the first year.
- Identify and recommend support activities for basic skills students.

PRODUCTS

- Increased awareness of and involvement in students' Basic Skills needs
- Annual Basic Skills Report to identify best practices and support activities for basic skills students
- Updated annual action plan

Reporting Relationships

Faculty Senate

Meeting Schedule

Third Thursday of the month from 2:00 p.m. to 3:30 p.m.

Co-Chairs

- Faculty Resource Center Coordinator
- First-Year Experience Coordinator

Members

- Faculty Representatives from the following departments, appointed by the Faculty Senate:
 - Library
 - Reading
 - English
 - Math
 - Counseling
 - Professional Development
 - DRC
 - ESL
- Three Full-Time Faculty representatives, at-large appointed by the Faculty Senate
- One Part-Time Faculty representative, at-large appointed by the Faculty Senate
- Dean, Languages and Literature
- Dean, Counseling Services
- Vice President, Instruction, or designee
- Director, Occupational and Non-Credit programs
- Tutoring Center Coordinator
- Director, Institutional Research and Planning, or designee
- One Confidential and Supervisory Team representative appointed by CAST
- One Administrative Association representative appointed by AA
- One Classified Unit Employee representative appointed by CCE/AFT
- One Student representative appointed by ASG
- Supervisor, Teaching and Learning Center

Reviewed by Strategic Planning Council:

04-16-08 Approved by Learning Outcomes Council (LOC)

05-04-09 Revised by LOC

03-16-10 Revised – Moved from reporting to LOC to reporting to the Faculty Senate

12-06-10 Revised by Faculty Senate

04-28-14 Revised by Faculty Senate

BEHAVIORAL HEALTH AND CAMPUS WELLNESS COMMITTEE

Role

To promote a safe and healthy learning environment for all Palomar College students and employees through collaborative, preventive and supportive resources and activities that facilitate behavioral health and campus wellness.

Products

To promote and provide educational awareness; develop and recommend prevention strategies, encourage communication and collaboration among departments; serve as both a campus resource and developer of resources; recommend policies, procedures and training opportunities; and facilitate periodic needs assessments.

Reporting Relationship

Student Services Planning Council

Meeting Schedule

Second Thursday of the month from 1:30 p.m. to 3:00 p.m.

Chair(s)

Dean, Counseling Services
Elected Committee Member

Members

- One Instructional Dean
- Director, Health Services
- Director, Student Affairs
- Behavioral Health Counselor
- One Faculty, DRC
- One Faculty, Non-Instructional appointed by the Faculty Senate
- Two Faculty, Instructional appointed by the Faculty Senate
- Supervisor, Counseling Services
- One representative from Palomar Police Department
- One representative from Escondido Center
- One Classified Unit Employee representative appointed by CCE/AFT
- One Student representative appointed by ASG

Approved by SPC 01-21-14
Latest Revision by SSPC 01-14-15

BENEFITS COMMITTEE

Role

The Benefits Committee reviews current benefits and makes recommendations for additions and changes to employee and retiree health and welfare benefits. It reviews benefits changes in light of federal and state laws, as well as District planning and policy decisions. The Committee seeks input from employees and retirees for benefits needs, considers costs of benefits, and advises employee and retiree groups and the administration as necessary.

Products

- The Committee makes recommendations to the appropriate representative group.

Reporting Relationships

- Palomar Faculty Federation
- Administrative Association
- Confidential and Supervisory Team
- CCE/AFT
- President's Cabinet

Meeting Schedule

First Wednesday of the month from 3:00 p.m. to 4:00 p.m.

Chair

Vice President, Human Resource Services

Members

- Manager, Human Resource Services
- Four Faculty representatives appointed by PFF
- Four Classified Unit Employee representatives appointed by CCE/AFT
- Two Administrative Association representatives appointed by AA
- Two Confidential and Supervisory Team representatives appointed by CAST
- Four Retiree representatives appointed by PCRA
- Vice President, Finance & Administrative Services, or designee
- Benefits Specialist (Ex Officio)

Approved by SPC 9-20-05
Latest Revision 10-20-15

BOOKSTORE SUBCOMMITTEE

Role

Works as a liaison between students, faculty, staff, Business Services, and the bookstore vendor to assist in providing quality services from the vendor, and to make recommendations to the vendor for improvement/changes in services to students, faculty, and the college.

Product

Written quarterly report on services and quality of operations

Reporting Relationship

Finance and Administrative Services Planning Council

Meeting Schedule

Third Monday of the month from 2:00 p.m. to 3:00 p.m.

Chair

Manager of Business and Contract Services

Members

- Two Faculty Members appointed by the Faculty Senate
- Two Students appointed by ASG
- One Administrative Association representative appointed by AA
- One Classified Unit Employee representative appointed by CCE/AFT
- One Confidential/Supervisory representative appointed by CAST
- Bookstore vendor representative

Approved by SPC 10-07-03
Latest Revision 12-02-08

BUDGET COMMITTEE

Role

The Budget Committee (BC) recommends the process for development of the guidelines for the preparation of the unrestricted and designated budgets. Through the development of annual fiscal plans, The BC recommends budgeting parameters that aligns the college's priorities to budgets and institutional planning. The committee reviews revenue projections for the upcoming fiscal year based upon estimated and reported FTES. In times of fiscal instability, the BC reviews and recommends to SPC reallocation and reductions of expenditures. Annually the BC, along with SPC, reviews budgets developed at the unit level and submitted through the appropriate planning council and makes recommendations as necessary. The BC members are responsible for communicating information related to budgeting to their appropriate constituency groups; however, Tentative and Adopted Budgets are approved by the Governing Board.

Products

- Recommends process for development of Guidelines for Budget Development
- Reviews annually the budget development timeline as proposed by Fiscal Services
- Recommends budgeting parameters to align college priorities to annual budgets
- Recommends an annual fiscal plan to SPC for its approval and implementation

Process

- Reviews revenue estimates based upon reported FTES
- Reviews budgets as developed at the unit level and submitted through appropriate planning council

Reporting Relationship

- Strategic Planning Council
- Committee members responsible for communicating information to appropriate constituency group

Meeting Schedule

Second and Fourth Tuesday of the month from 2:00 p.m. to 3:30 p.m.

Chair

Vice President, Finance and Administrative Services

Members

- President, Vice President and Secretary of the Faculty Senate (or designee)
- Past President, Faculty Senate
- Co-Presidents, PFF (or designees)
- One Palomar Faculty Federation representative appointed by PFF
- Vice President, Instruction
- Vice President, Student Services
- Vice President, Human Resource Services
- Director, Enrollment Services
- One Administrative Association representative appointed by AA
- One Confidential and Supervisory Team representative appointed by CAST
- Five Classified Unit Employee representatives appointed by CCE/AFT
- One Student representative appointed by ASG

Approved by SPC 2-18-03
Latest Revision 02-02-16

CAMPUS POLICE COMMITTEE

Role

To provide input and recommendations on Campus Police Department services.

Products

Written quarterly report on the efficiency and effectiveness of the department on parking, traffic control, safety and security.

Reporting Relationship

Student Services Planning Council

Meeting Schedule

Third Thursday of the month from 3:30 p.m. to 5:00 p.m.

Chair

One committee member (contract employee) chosen by the committee annually

Members

- Chief of Police (Advisor)
- Police Sergeant or Designee appointed by Chief of Police (Advisor)
- Three Faculty representatives appointed by Faculty Senate (request for a counselor)
- One Administrative Association representative appointed by AA
- One Confidential and Supervisory Team representative appointed by CAST
- Two Classified Unit Employee representatives appointed by CCE/AFT (request for a representative from special populations: EOPS, DSPS, Child Care Center, etc.)
- Director, Student Affairs
- Director, Education Centers/Extended Education
- Two student representatives appointed by ASG

Approved by SPC 5-21-02
Latest Revision 11-17-09

CLASSIFIED PROFESSIONAL GROWTH COMMITTEE

Role

The Classified Professional Growth Committee reviews and approves the professional growth programs for classified employees and monitors the progress of classified employees enrolled in professional growth programs. The Committee recommends changes and additions to the requirements and structure of the program.

Product

Professional Growth Program for Classified Employees

Reporting Relationship

Vice President, Human Resource Services

Meeting Schedule

Three times yearly or as needed

Chair

Chosen by the Committee

Members

- Five Classified Unit Employee representatives appointed by CCE/AFT
- Three Confidential and Supervisory Team representatives appointed by CAST
- One Administrative Association representative appointed by AA
- Vice President, Human Resource Services or designee

Approved by SPC 10-07-03

CURRICULUM COMMITTEE

Role

The Curriculum Committee shall be the preeminent body for the development and recommendation of curricular policy to include philosophy, goals, strategic and long-range planning. The Curriculum Committee shall coordinate, evaluate and review the college curricula to encourage innovation and excellence in instruction.

Reporting Relationship

Faculty Senate for ratification of its action and then via the Vice President for Instruction and the Superintendent/President to the Governing Board.

Meeting Schedule

First and Third Wednesday of the month from 3:00 p.m. to 5:00 p.m., or as needed.

Chairs

- Vice President, Instruction, Co-chair
- Faculty Senate Representative, Co-chair

Members

- Four faculty representatives from each of the following divisions:
Languages and Literature; Social and Behavioral Sciences; Mathematics and the Natural and Health Sciences; Arts, Media, Business and Computing Systems; and Career, Technical, and Extended Education
- Vice President, Instruction (Co-Chair)
- All Instructional Deans
- Faculty Senate Representative (Co-Chair)
- Faculty Representative from Library
- Faculty Representative from Student Services
- Articulation Officer
- Representatives from appropriate areas will be solicited and appointed by the Senate.
- Student appointed by ASG
- Members will serve a three-year term with 1/3 of the membership confirmed each year.
- Learning Outcomes Liaison (ex-officio)

I. Tasks

- A. It shall be the responsibility of the co-chairs to keep matters of strategic and long-range planning before the Curriculum Committee. Each fall semester, the co-chairs shall identify the strategic planning goals for the year and shall produce a report for Committee review no later than the last meeting of the year on goals met. In addition, the philosophy and goals of the college shall be reviewed annually from the perspective of the College Curriculum Committee.
 1. Approval of new instructional, AA Degree, Certificate and Noncredit programs.
 - a. Reviews proposed programs to determine consistency with educational master plan
 - b. Prevents unnecessary duplication and overlap among programs and courses.
 - c. Validates transfer and vocational programs in terms of educational and employment opportunities

2. Approval of new courses for inclusion in the College Catalog.
 - a. Edits language of catalog description
 - b. Validates appropriate unit value
 - c. Assigns placement within Associate Degree and CSU GE requirements
 - d. Approves placement within AA and Certificate Programs
 - e. Approves course prerequisites and co-requisites
 - f. Approves basic skills entrance requirements
 - g. Approves cross-listings
 - h. Validates appropriateness of transfer and vocational courses
 - i. Monitors consistency of course numbers
3. Approval of changes to existing programs and courses in keeping with 1 and 2 above.
4. Approval of deactivations of courses and programs from the College Catalog.
5. Establishes procedures for, and conducts a periodic review of, programs and courses.
 - a. Annually reviews courses inactive for four years
 - b. Receives the annual report of the Articulation Officer
6. Recommends college-wide academic performance standards including, but not limited to:
 - a. Graduation requirements
 - b. Minimum academic qualifications and standards for:
 - i. Math and English
 - ii. AA Degree applicable courses
 - iii. Non-AA Degree applicable courses
 - iv. Noncredit courses
 - c. Writing Across the Curriculum
 - d. Reading Across the Curriculum
 - e. Critical Thinking Across the Curriculum
7. Monitors Course Outline of Record routine reviews.
8. Establishes standing and/or ad hoc committees as needed.

II. **Division of Labor**

- A. Membership to the subcommittees shall be appointed by the Co-Chairs maintaining the balance and continuity reflected in the membership of the Curriculum Committee as a whole. The tasks identified above shall be accomplished through the following subcommittees/or task force:
 1. Committee of the whole:

Duties apply to all new courses, programs, and changes in existing courses and programs:

 - a. Prevents unnecessary duplication and overlap among programs
 - b. Approves placement within AA and Certificate Programs
 - c. Approves cross-listings
 - d. Develops criteria for a timely and systematic review of Course Outline of Record
 - e. Edits language of catalog description and Course Outline of Record
 - f. Recommends college-wide academic performance standards including, but not limited to:
 - i. Writing Across the Curriculum
 - ii. Reading Across the Curriculum
 - iii. Critical Thinking Across the Curriculum

- g. Monitors consistency of course numbers
 - h. Validates appropriate unit value
 - i. Approves course prerequisites and co-requisites
 - j. Approves distance learning offerings.
2. Articulation Officer– General Education and Standards
Duties:
- a. Assigns placement of new courses within Associate Degree, CSU GE and IGETC.
 - b. Approves changes to existing courses with respect to assigning placement within Associate Degree, CSU GE and IGETC.
 - c. Creates the annual report. Recommends college-wide academic performance standards including, but not limited to:
 - i. Graduation requirements
 - ii. Minimum academic qualifications and standards for:
 - 1) Math and English (basic skills)
 - 2) Associate Degree applicable courses
 - 3) Non-degree applicable courses
3. Multicultural Requirement Subcommittee
Duties: To review:
- a. Multicultural courses.
 - b. Equivalency of multicultural courses.
 - c. Review of multicultural status every five years.
 - d. Other issues as assigned
4. Distance Learning Subcommittee
Duties: To review:
- a. Distance Learning components of all courses

III. **Procedure**

- A. Any proposal will proceed through the following channels:
Faculty originator, Program/Department, Division Dean, the Articulation Officer, the Multicultural Requirement, Distance Learning and Requisite Subcommittee if appropriate, Curriculum Co-Chairs, Main Curriculum Committee, Faculty Senate, Vice President for Instruction, Superintendent/President, Governing Board. The Curriculum Committee as a whole shall have responsibility for recommending approval to the Governing Board via the Faculty Senate. It shall be the responsibility of the faculty co-chair to facilitate this procedure.

Approved SPC 12/03/03
Latest revision approved by Faculty Senate 04/28/14

FACILITIES REVIEW COMMITTEE

Role

The Facilities Review Committee generates the 20-Year Facilities Master Plan and keeps the plan current. It develops policy and plans to increase the quality and effective use of College facilities. It recommends the Scheduled Maintenance Plan and the Five-Year Capital Outlay Plan. It reviews requests for changes to the physical plant and the impact on various operations of Palomar College. It reviews (and recommends environmental impact studies by qualified consultants if significant environmental resources are potentially endangered by proposed earth movements or alterations of the natural habitat) the impact of the environment of all proposed earth movements or alterations of the natural habitat prior to the beginning of any project, work, or activity. It recommends measures for mitigating the impact within the mandated guidelines of the California Environmental Quality Act of 1970. Decisions will be made by majority vote. The committee will utilize an agenda which identifies and separates information and action items and requires that items be identified before being moved to action.

Products

- Five-year Capital Outlay Plan
- Scheduled Maintenance Plan
- Resource impact analysis of recommended policies and plan

Reporting Relationship

Finance and Administrative Services Planning Council

Meeting Schedule

First and Third Thursday of the month from 3:00 p.m. to 4:00 p.m.

Chair

Facilities Director

Members

- One Senior/Executive Administrator (Instruction) or designee
- One Senior/Executive Administrator (Student Services) or designee
- Construction & Facilities Planning Manager
- One Classified Unit Employee Representative appointed by CCE/AFT
- Four Faculty representatives from different divisions appointed by Faculty Senate
- One Administrative Association representative appointed by AA
- One Student appointed by ASG
- One Confidential and Supervisory Team representative appointed by CAST

Approved by SPC 2-18-03

Latest Revision by FASPC: 02-13-14

FOOD SERVICES SUBCOMMITTEE

Role

Works as a liaison between students, faculty, staff, Business Services, and the food services vendor to assist in providing quality services from the vendor, and to make recommendations to the vendor for improvement/changes in services to students, faculty, and the college.

Products

Written quarterly report on services and quality of operations

Reporting Relationship

Finance and Administrative Services Planning Council

Meeting Schedule

Third Wednesday of the month from 3:00 p.m. to 4:00 p.m.

Chair

Manager of Business and Contract Services

Members

- Two Faculty Members appointed by the Faculty Senate
- Two Students appointed by ASG
- One Administrative Association representative appointed by AA
- One Classified Employee representative appointed by CCE/AFT
- One Confidential/Supervisory representative appointed by CAST
- Food Services vendor representative

Approved by SPC 5-21-02
Latest Revision 12-02-08

PALOMAR COLLEGE COMMITTEE TO COMBAT HATE (PC3H)

Role

- To celebrate differences and advocate the civil rights and safety of all people, with specific focus on the LGBTQ community.
- To combat hate on campus.
- To condemn in the strongest possible terms the abuse of those who are lesbian, gay, bisexual, or transgender.
- To demonstrate commitment, in compliance with all applicable state and federal laws.

Products

- Raise awareness of hate issues at Palomar College through workshops, forums, and other types of communication.
- Make recommendations regarding concerns of the LGBTQ community at Palomar College.
- Provide information and educational resources for the LGBTQ community.
- Annual report to the college on the state of the LGBTQ community at Palomar College.

Reporting Relationship

Strategic Planning Council

Meeting Schedule:

To Be Arranged

Co-Chairs

Elected by the committee from its members

Members

- *Two Faculty representatives appointed by Faculty Senate
- *Two Palomar Faculty Federation representatives appointed by PFF
- *Two Student representatives appointed by ASG
- *Two Administrative Association representatives appointed by AA
- *Two Confidential and Supervisory Team representatives appointed by CAST
- *Two Classified Unit Employee representatives appointed by CCE/AFT
- *Two Senior Administrator representatives appointed by the Superintendent/President
- *Pride Center Director
- *Pride Center Assistant

*Defined members of the committee for voting purposes.

Additional members from the college community and the community as a whole are welcome

Approved by SPC 03-17-09

Latest Revision 04-02-19

POLICIES AND PROCEDURES COMMITTEE

Role

The Committee reviews and recommends approval of proposed changes and updates to Governing Board Policies and Administrative Procedures. These proposed changes and updates are submitted to the Committee through periodic legal updates received from the Community College League of California ("CCLC") and proposed changes recommended by appropriate planning councils and/or committees. After review, the proposed policy updates and related administrative procedures are submitted to Strategic Planning Council ("SPC"). The Committee oversees a 3-year review cycle of all Board Policies and Administrative Procedures and assigns chapter review to the appropriate Office of Primary Responsibility.

Products

Updated District Board Policies and Administrative Procedures

Reporting Relationship

Strategic Planning Council

Meeting Schedule

First Fridays from 9:00 a.m. to 11:00 a.m. (No meetings in January, July, or August)

Chair

Superintendent/President

Members (16)

- One (1) Governing Board member
- Two (2) Faculty, appointed by the Faculty Senate
- One (1) Faculty, appointed by PFF
- Two (2) Classified Unit Employee representative appointed by CCE/AFT
- One (1) Administrative Association representative appointed by AA
- One (1) Confidential and Supervisory Team representative appointed by CAST
- One (1) Student representative appointed by ASG
- One (1) Dean appointed by VP of Instruction
- One (1) Representative from Student Services appointed by the VP SS
- Vice President for Instruction
- Vice President for Student Services
- Vice President of Finance and Administrative Services
- Vice President of Human Resource Services
- Sr. Director of Institutional Research and Planning
- Sr. Executive Assistant to the President/Governing Board

Task Force Approved by SPC 04-18-06

Task Force Revised by SPC 05-02-06

Task Force changed to a Committee by SPC 09-18-12

Committee Revised by SPC 02-04-14

Committee Revised by SPC 04-02-19

PROFESSIONAL DEVELOPMENT COMMITTEE

Role

Identify and assess faculty and staff development and training needs, recommend funding, review outcomes, and ensure all PD aligns with Ed Code and Title 5.

Products:

Develop the Human Development Resource Plan.
Ensure the college is providing learning opportunities for all employees.
Oversee the reporting and tracking of learning from all employee groups.
Oversee the budget and expenditures for all PD.

Reporting Relationship

Strategic Planning Council

Meeting Schedule

Second and fourth Tuesday of the month from 3:00 p.m. to 4:30 p.m.

Co-Chairs

Vice President, Human Resource Services
Professional Development Coordinator

Members

- One (1) Instructional Dean representative appointed by the Superintendent/President
- Eight (8) Faculty representatives: one from each Instructional Division, one from Student Services Faculty, one from the Library, and one Adjunct Faculty, appointed by the Faculty Senate
- Two (2) Administrative Association representatives, one Educational, one Classified, appointed by the AA
- One (1) Confidential and Supervisory Team representative appointed by CAST
- Two (2) Classified Unit Employee representatives appointed by CCE/AFT
- Two (2) representatives from the Professional Growth Committee
- One (1) PFF representative appointed by PFF
- One (1) representative from Human Resource Services appointed by the VPHRS

Approved by SPC 11-03-16

RECRUITMENT AND RETENTION COMMITTEE

Role

Act as an official governance body to collect and develop suggestions for recruitment and retention activities, coordinate with others for vetting ideas, work with various campus constituents, develop and coordinate actionable plans and strategies, and assist in the implementation of these plans. Coordination will need to take place between Student Services, Instruction, Information Systems, the Foundation, local education partners, local business, and the community in general.

Products:

In coordination with the above constituent groups; seek input, develop actionable plans, and implement these plans in order to enhance recruitment and retention activities in a cost effective and efficient manner that will lead to increased enrollment and reduced attrition for students.

Reporting Relationship

Student Services Planning Council

Meeting Schedule

To Be Arranged

Co-Chairs

Manager, Orientation and Follow-up Services
Manager, Outreach

Members

- One (1) Faculty representative appointed by the Faculty Senate
- One (1) Faculty Counselor from the Counseling Department
- One (1) Faculty Counselor from a categorical program
- One (1) Marketing staff
- One (1) Systems Module Functional Specialist
- Two (2) Student Services staff
- One (1) Grand Funded Student Programs (GFSP) staff

Approved by SSPC 04/13/16

REGISTRATION COMMITTEE

Role

The Registration Committee serves primarily to review and examine the registration process and plan for system improvement.

Reporting Relationship

Student Services Planning Council

Meeting Schedule

Once per semester

Chair

Director of Enrollment Services

Members

- Supervisor, Admissions
- Director, Information Services
- Supervisor, District Cashiering Services
- Curricular Scheduling Technician appointed by CCE/AFT
- Dean, Counseling Services
- Dean, Instructional appointed by VP, Instruction
- Chair, Counseling Department
- Director, Extended Education
- One Faculty representative appointed by Faculty Senate
- One Student representative appointed by ASG
- Director, Communications
- Coordinator, Assessment/School Relations

Approved by SPC 11-04-03

SAFETY AND SECURITY COMMITTEE

Role

The Safety and Security Committee examines the operation of the College with respect to safety and security. Areas considered by the Committee are: safety manual, periodic safety inspections, general security of facilities, inspection of hazardous materials and equipment, designation of dangerous areas, general laboratory safety, and all matters concerning risk management.

Products

SP198 requires all California employers to establish and maintain effective injury and illness prevention programs. These must be written and include elements of California Labor Code Section 10.6401.7

Reporting Relationship

- Vice President, Finance and Administrative Services
- Finance and Administrative Services Planning Council

Meeting Schedule

First Wednesday of the month from 1:00 p.m. to 2:30 p.m.

Chair

Supervisor, Environmental Health and Safety

Members

- Director, Business Services
- Director, Escondido Center – Extended Studies
- Child Development Representative
- Manager, Human Resource Services
- Three Faculty representatives, representing different divisions, appointed by Faculty Senate
- Director, Facilities
- Two Classified Unit Employee representatives appointed by CCE/AFT
- Director, Health Services
- One Library representative
- One Student Services representative
- One Administrative Association representative appointed by AA
- Chief of Police
- One Student representative appointed by ASG
- One Palomar Faculty Federation representative appointed by PFF
- One Confidential and Supervisory Team representative appointed by CAST

Approved by SPC 2-18-03

Latest Revision 09-12-13 by FASPC

SCHOLARSHIP COMMITTEE

Role

The Scholarship Committee reviews applications for Palomar College scholarships, selects award recipients, and assists the Director of Financial Aid and Scholarships in establishing policy relative to the administration of the scholarship program.

Reporting Relationship

Student Services Planning Council

Meeting Schedule

Once a year

Chair

Director, Financial Aid and Scholarships (non-voting of recipients)

Members

- Director, Enrollment Services
- Six Faculty representatives appointed by the Faculty Senate
- One Classified Unit Employee representative appointed by CCE/AFT
- One Student representative appointed by ASG
- One Confidential and Supervisory Team representative appointed by CAST
- One Financial Aid Advisor (Scholarship) as process coordinator

Approved by SPC 5-13-03

STRATEGIC ENROLLMENT COMMITTEE (SEM)

Role

To develop and implement Palomar College's strategic enrollment plan.

Reporting Relationship

Strategic Planning Council

Meeting Schedule

TBD

Co-Chairs

Vice President of Instruction; Faculty Senate President

Members

- One Faculty representative from each Instructional Division (5) appointed by the Faculty Senate
- Two Counselors (1 General/1 Categorical) appointed by the Faculty Senate
- Two Deans appointed by the Vice President, Instruction
- VP of Finance (or designee)
- VP of HR (or designee)
- VP of Student Services (or designee)
- Senior Director of Enrollment Services
- Outreach Manager
- Director, Institutional Research and Planning (or designee)
- Marketing Representative appointed by Director, Communications, Marketing and Public Affairs
- Information Services Representative appointed by Director, Information Services
- Foundation representative appointed by the Director, Foundation
- Student representative appointed by the ASG
- Facilities representative appointed by the Director, Facilities
- Four classified staff: Enrollment, Instruction, & Finance appointed by CCE/AFT

Approved by SPC 09-19-17

STUDENT PROGRAM ELIGIBILITY APPEALS COMMITTEE

Role

The Committee advises and makes recommendations to the appropriate program director on matters related to the application of policy, procedures, and practices relative to the administration of federal, state, and institutional student aid programs. The Committee reviews and makes recommendation on written appeals from students regarding financial aid status, EOPS/CARE/Cal Works, and Veterans program eligibility.

Reporting Relationship

Student Services Planning Council

Meeting Schedule

First Week in October, First Week in December, Fourth Week in April

Chair

Director of Enrollment Services

Members

- Director Financial Aid, Veterans and Scholarship Services (non-voting permanent member)
- Director, EOP&S (non-voting permanent member)
- One Faculty representative appointed by Faculty Senate
- One Generalist Counselor appointed by Faculty Senate
- One EOP&S Counselor appointed by Faculty Senate
- One DRC Counselor appointed by Faculty Senate
- One Athletic Faculty representative appointed by Faculty Senate
- One Fiscal Services representative appointed by CCE/AFT
- One Financial Aid Counselor appointed by Faculty Senate
- One Financial Aid Advisor appointed by CCE/AFT
- One Student representative appointed by ASG

Approved by SPC 12-17-02

Revised by SPC 10-19-10 – Name of Committee changed from Financial Aid and Appeals Committee

TEAM LIFE COMMITTEE

Role

To provide opportunity for achieving mind, body, social, and spiritual wellness. To cultivate positive change in a supportive campus community environment.

Product

Offer faculty and staff health screenings, social events, workshops, health lectures, weight management programs in support of workplace wellness. Also TEAM LIFE will work towards offering programs to improve employee morale and help adopt healthy lifestyles thus reducing time missed from work and workers' compensation claims.

Reporting Relationship

Human Resource Services Planning Council

Meeting Schedule

Monthly

Chair

To be determined by committee

Members

- Two faculty representatives appointed by Faculty Senate
- Two Administrative Association representatives appointed by AA
- Two Classified Unit Employee representatives appointed by CCE/AFT
- Two Confidential and Supervisory Team representatives appointed by CAST
- One representative from Health Services
- One representative from PE/Athletic Department
- One representative from HRS (Benefit Committee)
- One representative from Human Resource Services Planning Council
- One representative from Health & Safety Department

Approved by SPC 09-06-05

Revised by SPC 5-15-12