



<p align="center">Policy Title</p> <p>Participation in Professional Organizations</p>	<p align="center">Original Adoption Date</p> <p>7/20/72</p>	<p align="center">Policy Number</p> <p>HR-340</p>
<p align="center">Responsible College Division/Department</p> <p>Human Resources</p>	<p align="center">Responsible College Manager Title</p> <p>Chief Human Resources Officer</p>	
<p align="center">Policy Statement</p> <p><u>Management and Support Employees</u></p> <p>Membership fees for participation in professional organizations, community organizations, and community activities may be approved by the supervisor.</p> <p><u>Instructional Employees</u></p> <p>Staff members who are officers of organizations and associations and who are requested to attend meetings during their scheduled working hours (nonteaching hours only) must have approval of the division dean. Approved absences for such a purpose will not involve a deduction in pay. Expenses incurred in attendance at such meetings will not be reimbursed</p>		
<p align="center">Reason for Policy</p> <p>To strongly encourage staff to participate in professional organizations.</p>		
<p align="center">Historical Data, Cross References and Legal Review</p> <p>Reviewed/Revised: 11/16/89; 9/21/94; 7/01/02; 07/01/04; 1/15/15</p> <p>Legal Counsel Review and Approval:</p> <p>Board Policy: III.A. General Executive Constraint, III.B. People Treatment, III.C. Compensation and Benefits, III.D. Budgeting/Forecasting</p>		
<p align="center">Definitions</p>		