



## **BP 7120 Recruitment and Selection**

The District will recruit and retain diverse faculty and staff who are:

- professionals in their respective fields,
- devoted to lifelong learning,
- committed to work effectively with the diverse student/staff population, and
- qualified by appropriate education, training, and experience to support programs and services.

The Superintendent/President shall establish procedures for the recruitment and selection of employees including, but not limited to, the following criteria.

Operate with the goals of equal opportunity and diversity with an Equal Employment Opportunity Plan that includes standards and procedures necessary for the recruitment, support, and retention of a diverse and qualified work force.

Academic employees shall possess the minimum qualifications prescribed for their positions by the Board of Governors. (See AP 7211 titled Faculty Service Areas, Minimum Qualifications, and Equivalencies.)

The criteria and procedures for hiring faculty members are established and implemented in accordance with board policies and administrative procedures regarding the Faculty Senate's role in recommending local decision making.

The criteria and procedures for hiring classified employees are established after first affording the Classified Senate an opportunity to participate under the Governing Board's policies regarding recommending local decision making.

The criteria and procedures for hiring management employees are established by the Superintendent/President.

See BP/AP 2510 titled Participation in Shared Governance and BP/AP 3420 titled Equal Employment Opportunity.

References: Education Code Sections 70901.2, 70902(b)(7) & (d), and 87100 et seq.;  
Title 5 Sections 53000 et seq. and 51023.5;  
Accreditation Standard III.1.A



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Policy

Category: Executive Expectations

Adopted: 7/26/12

*(Replaces former Board Policy 7.1.2 and Ends Policies 8.3.3 and 8.5.1)*