

Human Resources

BP 7120 RECRUITMENT AND SELECTION

Reference(s):

Education Code Section 70901.2, 70902(b)(7) & (d), 87100 et seq. and 87458;
Title 5 Sections 53000, et seq. and 51023.5;
Accreditation Standard III.A.1

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

An Equal Employment Opportunity Plan will be implemented according to Title 5 and BP 3420 titled Equal Employment Opportunity.

All district employees shall demonstrate the ability to work with and serve individuals within a diverse community college campus environment.

Academic employees shall possess the minimum qualifications prescribed for their positions by the Board of Governors.

The criteria and procedures for hiring academic employees shall be established and implemented in accordance with board policies and administrative procedures regarding the Academic Senate's role in local decision making.

The criteria and procedures for hiring classified employees shall be established after first affording classified employees an opportunity to participate in the decisions under the Board's policies regarding local decision making.

The final selection of the best qualified applicant for a vacant position will be made by the Chancellor upon recommendation of the College President or Vice Chancellor. Such selection will, in all cases, be subject to the final appointment and approval of the Board, and will be in accordance with existing federal and state laws and regulations relating to staff diversity and equal employment opportunity.

Adopted: August 18, 2015; Edited November 2016

Board Reviewed: April 16, 2024