

1 **HUMAN RESOURCES**2 **BP 7120 RECRUITMENT AND HIRING**3 **References:**

- 4 Education Code Sections 70902(d) and 87100 et seq.;
- 5 Title 5 Sections 53000 et seq.;
- 6 Accreditation Standard III.1.A

7 The Superintendent/President shall establish procedures to recruit and select faculty,
8 staff, and administrators who have a clear understanding of and commitment to the
9 mission, vision, and values of the institution. In order to best promote student learning
10 within a culture of inclusion, successful candidates must be sensitive to, understand,
11 and work well with individuals with a broad range of backgrounds and needs, including
12 but not limited to individuals with disabilities and those with diverse academic,
13 socioeconomic, cultural, and ethnic backgrounds. Academic employees shall possess
14 the minimum qualifications prescribed for their positions by the Board of Governors.
15 Classified employees shall possess minimum qualifications described by their
16 classification specification.

17 Faculty hiring procedures shall be established and implemented in accordance with
18 Board Policies and Administrative Procedures regarding the Faculty Senate's role in
19 local decision-making (see BP 2510 titled Participation in Local Decision-Making) as an
20 academic and professional matter.

21 Staff hiring procedures shall be established after first affording the staff constituent
22 groups an opportunity to participate in the formulation of staff hiring policies and
23 procedures under the Governing Board's policies regarding local decision-making.

24 Hiring procedures for administrative, confidential, and supervisory employees shall
25 encourage participation of executive and senior administrators, the Administrative
26 Association, the Confidential and Supervisory Team, faculty, and classified staff in all
27 appropriate phases of the process.

28 Also see BP 3410 titled Nondiscrimination and BP 3420 titled Equal Employment
29 Opportunity.

Date Adopted: 11/08/2011

(Replaces current Palomar Policy 7120)