

Sierra College

BOARD POLICY

BP 7120

Recruitment and Hiring

Date Adopted: 7/10/1990

Date Revised: 3/12/2019

Date Reviewed: 3/12/2019

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

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

- An Equal Employment Opportunity plan shall be implemented according to Title 5 and Board Policy 3420 titled Equal Employment Opportunity.
- 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 procedures regarding the Academic Senate's role in local decision making. The process shall include a sensitivity and understanding of the diverse academic, socio-economic, cultural, disability and ethnic backgrounds of community college students.
- The criteria and procedures for hiring classified employees shall be established after first affording the Federation of United School Employees (FUSE) and the Sierra College Management Association (SCMA) an opportunity to participate in the decisions under the Board's policies regarding local decision making.

See Administrative Procedure 7120.