

Sierra College

BOARD POLICY

BP 7120

Recruitment and Hiring

Date Adopted:	7/10/1990
Date Revised:	11/4/2025
Date Reviewed:	11/4/2025
References:	Education Code Sections 70901.2, 70902(b)(7) & (d), 87100 et seq., 87458, and 87604.5; Title 5 Sections 53000 et seq., 51023.5; ACCJC Accreditation Standard 3

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

- This District's recruitment and hiring procedures will demonstrate a commitment to diversity, equity, and inclusion in order to achieve the District's mission and support students in achieving their educational goals.
- An Equal Employment Opportunity plan shall be implemented according to Title 5 and Board Policy 3420 titled Equal Employment Opportunity. The District's Equal Employment Opportunity Plan will document the multiple measures that capture the broad array of strategies and actions the District uses or will use to ensure equal employment opportunity. The Superintendent/President will provide the Board with an annual report regarding the District's Equal Employment Opportunity Plan.
- 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 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 Classified Union an opportunity to participate in the decisions under the Board's policies regarding local decision making.

See Administrative Procedure 7120.