



BP 7120 Recruitment and Hiring

References:

NWCCU Standard 2.F.1, 2.F.3

The College President shall establish procedures to recruit and select faculty, staff, and administrators who are dedicated to student success and have a clear understanding of and commitment to the mission, vision, and values of the College in accordance with College policies and procedures and/or requirements of any applicable Collective Bargaining Agreement.

In order to promote student learning within a culture of equity and inclusion, successful candidates must demonstrate through a series of pre-qualifying and interview questions that they have an understanding of how to work well with individuals from a broad range of backgrounds and needs. This includes, but is not limited to, individuals with disabilities and those with diverse academic, socio-economic, cultural, racial, and ethnic backgrounds and it is the policy of the College that there will be no discrimination or harassment on the grounds of race, color, sex, gender, marital status, religion, national origin, age sexual orientation, gender identity or expression, or disability in any education programs, activities, or employment.

Employees shall possess the minimum qualifications prescribed for their positions by federal law, state law, and/or College policies/procedures.

END OF POLICY

President's Cabinet Approval Date:	July 21, 2021
College Council Approval Date:	May 27, 2021
Board Adoption Date:	October 12, 2021
Last Revised:	October 12, 2021

Rescinds: 4.005 Personnel Policy Goals