PALO VERDE COMMUNITY COLLEGE DISTRICT
BOARD POLICY **7120**

Recruitment and Selection

Reference: Education Code Section 70902(d), 87100 et seq.; Title 5, Section 53000 et seq.; Accreditation Standard III.A.1

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

- An Equal Employment Opportunity (EEO) plan, implemented according to Title 5 and Board Policy 3420.
- Academic employees shall possess the minimum qualifications prescribed for their positions by the Board of Governors.
- The criteria and procedures for hiring academic employees including academic administrators shall be established and implemented in accordance with Board policies and procedures regarding the Academic Senate's and Faculty Association's roles in local decision-making.
- The criteria and procedures for hiring classified employees including classified management/confidential employees shall be established after first affording the CSEA an opportunity to participate in the decisions under the Board's policies regarding local decision-making.
- It shall further be the policy of this District to encourage active participation of all components of the college community, including that of the EEO Committee, in recruitment and hiring procedures.
- The District reserves the right to define staffing requirements in terms of community needs and services, and to fill vacancies through internal promotion or transfer.
- In the absence of any such internal transfer or promotion, the procedures established for recruitment and hiring for the appropriate position will be followed.

See Administrative Procedures 7120
See also BP/AP 3420 - Equal Employment Opportunity

(Formerly a part of PVC Board Policies 4140 and 4460)

3/5/09 College Council Approval
3/24/09 Board First Read
4/28/09 Board Second Read and Approval
7/26/11 Board Information Item

PALO VERDE COMMUNITY COLLEGE DISTRICT
ADMINISTRATIVE PROCEDURE **7120**

Recruitment and Selection

Reference: Education 87100 et seq., 87400, 88003; Accreditation Standard III.A.1.a

The District employs persons for positions classified as Academic, Classified, Classified Management/Confidential, Educational Administrators as outlined in corresponding district policies:

BP 7210	Academic Staff
BP 7230	Classified Staff
BP 7240	Classified Management/Confidential Employees
BP 7250	Educational Administrators

The recruitment and hiring procedures for the Superintendent/President are a part of the Board Bylaws. See Board Policy 2431, Superintendent/President Selection.

All recruitment and hiring practices shall be in accordance with EEO laws, regulations, and policies and procedures, and are subject to review and participation by the Academic Senate and collective bargaining units pursuant to policies regarding local decision-making.

See also BP/AP 3420 - Equal Employment Opportunity

7/26/11 Board Information Item