

**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 educational 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 bargaining unit 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 Advisory Committee and Classified Management/Confidential employees 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 transfer or reorganization.
- In the absence of any such internal transfer or reorganization, 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)*

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