BP 7838 Faculty Hiring

References:
42 U.S.C. §§ 2000d et seq. (Title VI)
42 U.S.C. §§ 2000e et seq. (Title VII)
20 U.S.C. §§ 1681 et seq. (Title IX)
Executive Order 11246, as amended by Executive Order 11235
Education Code Sections 87100-87105, 87360
Title 5, Sections 53000-53006 and 53020-53026

The goal of the Coast Community College District is to recruit, select and employ qualified, diverse faculty dedicated to providing students with educational opportunities and intellectual insights necessary to optimize their potential and achieve individual goals. This is achieved through consistent hiring processes that have integrity, are honest and cooperative, and that support diversity and the principles of equal opportunity employment. Hiring processes are compliant with Board Policy 7121.

The Coast Community College District ensures academic quality through the adherence to established District procedures for hiring faculty, who are:

- experts in their field;
- skilled at teaching and creating an enriched learning environment;
- responsive to the varied learning needs and abilities of our students;
- engaged in the life of the college;
- committed to professional development;
- representative of the diverse communities we serve;
- sensitive to the needs of, and committed to the success of, the students, faculty, staff and community.

The Board of Trustees, represented by the administration, has the principal legal and public responsibility for ensuring an effective hiring process. Hiring criteria, policies, and procedures for new faculty members shall be developed and agreed upon jointly by representatives of the governing board and the academic senate and approved by the governing board.

Hiring quality faculty is accomplished through the development of fair and consistent screening criteria by committees, with diverse representation, that forward recommendations to the
President or appropriate administrator. Recommendations for employment will be made through the Chancellor to the Board of Trustees. Coast Community College District hiring committee members will participate cooperatively and effectively in all appropriate phases of the hiring process.

The Coast Community College District does not discriminate unlawfully in providing educational or employment opportunities to any person on the basis of race, color, sex, gender identity, gender expression, religion, age, national origin, ancestry, sexual orientation, marital status, medical condition, physical or mental disability, military or veteran status, or genetic information.

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Renumbered from CCCD Policy 060-1-11, Spring 2011
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