

**Academic Senate
Board Policy 4.3.2, Faculty Hiring
Value Statement**

Santa Rosa Junior College values inclusion, diversity, equity, and anti-racism (IDEA). These values are intentionally and mindfully reflected throughout this policy and procedure to ensure that the College's instruction, programs, and services are provided by a diverse and highly qualified faculty that is responsive to our students' needs and experiences.

These hiring processes were developed to recruit and hire faculty members with:

- Discipline expertise
- Demonstrated excellence in teaching and pedagogical techniques
- Knowledge and demonstrated application of IDEA pedagogy
- Teaching efficacy and soft skills drawn from a wide range of cultures and experiences

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