

**4.3.2P Recruitment**  
**Senate Discussion September 1, 2021**

IV. Recruitment

1. The Screening and Interviewing Committees for regular and ~~adjunct part-time~~ faculty shall prepare a clear and complete job announcement for each position, including all job-related skills, essential functions, requirements and any additional qualifications recommended by the committee. The desired or **preferred** qualifications set by the District must exceed the state's minimum qualifications or the locally determined equivalent.
2. Each job announcement shall be reviewed and approved by **the screening committee**, department chair, the appropriate Dean, **in consultation with** the Vice President of Human Resources **where legally required?** ~~the appropriate Vice President(s), and the Superintendent /President before each position is announced.~~
3. In order to achieve its goal of a highly skilled, multi-cultural, diverse faculty, the District shall support efforts by the Human Resource Department, in consultation with Department and/or Program in which the vacancy appears, to advertise positions to and recruit from a broad population, in multiple venues and **appropriate publications to advertise positions to and recruit from a range of venues and publications, including relevant cultural associations and local groups.**
4. ~~Adjunct~~ Part-time faculty employed by the District shall be notified of open regular faculty positions through email. Human Resources shall forward a copy of job postings to all ~~adjunct part-time~~ instructors **in a timely manner.**
5. ~~The District?/screening committee/department shall encourage and support faculty members' efforts to network with colleagues? from underrepresented groups representing diverse academic, socioeconomic, cultural, disability, and ethnic backgrounds for recruiting purposes. (clarify? What does this mean? Does this mean money?) strike/clarify, internally? Outside?~~
5. **The District shall be sensitive to and understanding of the diverse academic, socioeconomic, cultural, disability, and ethnic backgrounds of community college students.**
6. **The District will honor Diversity, Equity, and Inclusion (DEI) and assure recruitment of colleagues from Latin, Asian Pacific Islander, Black African American, Native American, LGBTQ+, Veterans, and low-income groups. (redundant with 3?)**

*\*suggestion: Screening committee, department chair, appropriate Dean (strike the rest)*

*\*suggestion: keep VP of HR for legal reasons.*

*\*Approved by the department chair and the appropriate Dean in consultation with the Vice President of Human Resources.*