



Book	VCCCD Board Policy Manual
Section	Chapter 7 Human Resources
Title	BP 7120 Recruitment and Hiring (Draft with Tracked Changes)
Code	BP 7120
Status	Under Review
Legal	ACCJC Accreditation Standard III.1.A California Code of Regulations, Title 5, Section 51023.5 California Code of Regulations, Title 5, Section 53000, et. seq. California Education Code Section 70901.2 California Education Code Section 70902, Subdivisions (b)(7) and (d) California Education Code Section 87100 et. seq. California Education Code Section 87458
Adopted	May 17, 2007
Last Revised	September 13, 2016
Last Reviewed	September 11, 2018

[NOTE: Legal references updated](#)

The District's recruitment and hiring procedures will demonstrate a commitment to diversity, equity, and inclusion in order to achieve the District's mission and support students in achieving their educational goals. The District's recruitment and hiring procedures will allow the District to engage in diversity hiring that increases the representation of underrepresented communities in the District's workforce. Diversity hiring includes a hiring process that mitigates unconscious bias and eliminates unnecessary barriers to employment to allow the District to hire the best candidate regardless of the candidate's protected classes. Underrepresented communities consist of individuals holding identities broadly underrepresented in the District's workforce in comparison to their representation in the field or job category within the state of California or nationally in higher education.

The Chancellor shall establish procedures for the recruitment and selection of employees including, but not limited to:

- [An Equal Employment Opportunity Plan shall be implemented according to Title 5 and BP 3420 Equal Employment Opportunity;](#)
- The criteria and procedures for the recruitment and selection of management employees including college presidents;
- The criteria and procedures for selection and hiring of academic employees in accordance with established and implemented board policies and procedures regarding the Academic Senate's role in local decision-making. Academic employees shall possess the minimum qualifications prescribed for their positions by the Board of Governors or the equivalent in accordance with established procedures;
- The criteria and procedures for hiring classified employees shall be established by the Personnel Commission; and
- The criteria and procedures for hiring all employees shall comply with all applicable laws and regulations, including all Presidential Executive Orders and all Federal regulations regarding the employment of all personnel with diverse backgrounds and ethnicities.
- In compliance with Title 5, section 53021, when an interim is needed to fill a position, the Chancellor may choose between the regular or an abbreviated version of the selection process, unless not possible or practicable, following consultation with the Vice Chancellor of Human Resources.

See:

[Board Policy BP 2431 CEO Selection](#)

[Administrative Procedure AP 2431 Recruitment and Hiring: Chancellor](#)

[Board Policy BP 7100 Commitment to Diversity](#)

[Administrative Procedure AP 7120-A Recruitment and Hiring: Vice Chancellor\(s\)](#)

[Administrative Procedure AP 7120-B Recruitment And Hiring: College President](#)

[Administrative Procedure AP 7120-C Recruitment And Hiring: Academic Managers](#)

[Administrative Procedure AP 7120-D Recruitment And Hiring: Full-Time Faculty](#)

[Administrative Procedure AP 7120-E Recruitment And Hiring: Part-Time Faculty](#)

Governance Review

[2021 10.28 District Council on Human Resources](#)

2021 09.23 Policy, Planning and Student Success Committee