

Policy 3.26 Faculty Hiring Policy
for Tenure Track and Categorically/Specially-Funded Positions

SECTION 1: PHILOSOPHY

1.1 It shall be the policy of the Peralta Community College District that a faculty hiring process be established to provide for highly qualified college faculty who are expert in their subject areas, who are skilled in teaching and serving the needs of a varied student population, who can enhance overall college effectiveness, and who are sensitive to, and representative of, the ethnic and cultural diversity of the District community.

1.2 The Board of Trustees of the Peralta Community College District derives its authority from statute and from its status as the elected community entity holding the institution in trust for the benefit of the public. As a result, the governing board has the principal legal and public responsibility, for ensuring an equitable hiring process.

1.3 Faculty members derive their authority from the laws of the State of California, from their expertise as teachers and subject matter specialists and from their status as professionals. As a result, the faculty, represented by the Academic Senate, has the professional responsibility to insure the quality of their faculty peers and to participate in the development and implementation of policies and procedures governing the hiring process.

1.4 The District Academic Senate has the legal responsibility and authority to develop jointly with the governing board the hiring criteria and policies for new faculty as set forth in this agreement between the District Academic Senate and the Board of Trustees.

SECTION 2: CONFIDENTIALITY

2.1 Application materials, as well as all screening, hiring and equivalency deliberations and documents shall remain confidential.

SECTION 3: SEARCH

3.1 Approval of open positions and initiation of the hiring process shall be early enough in the academic year to allow for all procedures to be undertaken in a thorough and thoughtful manner.

3.2 The length of the advertising period shall be long enough to ensure a pool of well qualified applicants, and one that furthers the College's and District's affirmative action goals.

3.1 The search and selection process for contract or regular appointments to fill vacant faculty positions shall take place during the regular academic year, whenever possible. If circumstances exist, based on business necessity, by which the normal recruitment and selection process cannot be followed to fill a faculty position, the

College President shall consult with the college Academic Senate President, as appropriate, to establish an emergency procedure.

SECTION 4: EQUIVALENCY

4.1 The District Academic Senate (DAS) is responsible for making the final determination of any applicant claiming equivalent minimum qualifications.

SECTION 5: REVIEW AND REVISION

5.1 This policy is subject to review and revision at the request of the District Academic Senate or the Board of Trustees leading to a new joint agreement.

Source of Law:

Education Code Sections 87357, 87359,87360 and 87400

Title 5 Sections 53021, 53022, 53023 and 53024

Approved by Board of Trustees: May 27, 1997

Revised/Approved: October 10, 2000