

RECRUITMENT OF FACULTY AND STAFF PROCEDURE

The College has established a recruitment process to ensure that recruitment of employees is done fairly, legally, and with the objectives of creating a diverse applicant pools and hiring the optimal candidate for each position.

I. Recruitment

The College recruits internally or externally as appropriate for open faculty and staff positions. Adjunct faculty pools are maintained for credit positions.

The Human Resources Office (“Human Resources”) will develop and maintain Recruitment and Selection Standards based on College policy.

II. Equal Employment Opportunity and Affirmative Action

A. The College will follow the requirements of state and federal law regarding provision of equal employment opportunity through non-discrimination in its employment practices in recruitment, hiring, training, promotional opportunities, compensation, discipline, and termination. (See Policies 03.01.001 Non-discrimination and 03.01.003 Equal Employment Opportunity).

B. All advertising will include the statement: "Allegany College of Maryland is an Equal Employment Opportunity and Affirmative Action employer and values diversity within its faculty, staff and student population”.

C. If the College uses the services of an employment agency to recruit personnel, that agency will be informed that the College is an equal opportunity employer and that referrals must be made in accordance with Policies 01.001 Non-discrimination and 01.003 Equal Employment Opportunity.

D. The office of human resources will maintain an applicant tracking system for all applicants and information indicating where advertisements have been placed and the sources used to aid in the recruitment of minorities.

E. When Search committees are required, all members participating must abide by the “*Recruitment and Selection Standards*”.

F. The College will actively seek diverse applicants by advertising all external positions on local and national diversity targeted websites/sources.

III. Recruitment Procedures for Approved Positions

A. The President shall determine whether a position will be filled or postponed. The President and the Vice-President responsible for the position will determine the parameters for filling the position.

- B. Human Resources shall process all open positions through the applicant tracking system. Human Resources will be the intermediary for all job posting procedures, communications with the applicant, and the liaison with the search committee chair/hiring supervisor.
- C. The chairperson of any search committee will ensure that the search committee abides by the “*Recruitment and Selection Standards*”. All search committees must include one trained search committee expert as identified by Human Resources.
- D. Search committee members will have access to the application materials immediately.
- E. Job announcements will be posted for a minimum of two weeks.
- F. Applications must be received during the announcement period.
- G. All applicants are required to submit application materials for review through the established protocol of the College.

IV. Recruitment Procedures for Adjunct Faculty

- A. A pool of adjunct faculty applicants by discipline is maintained by Human Resources. Department Chair and Program Directors may access these pools at any time to find an adjunct to hire. Advertisements are placed as necessary to ensure a sufficient applicant pool.
- B. Search committees are not required to hire adjunct faculty. The Department Chair or Program Director must ensure that the minimum qualifications of the position are met and must seek approval to hire from the Dean and Vice-President of Instructional and Student Affairs (“VPISA”).
- C. Human Resources will determine salaries for adjunct faculty.

V. Recruitment Procedures for Temporary Personnel

Temporary employees are normally brief appointments (by semester or activity). Examples include but are not limited to lifeguards, peer tutors, learning specialists, coaches, federal work study, and game workers. Area supervisors may hire temporary employees without a search committee and must verify with Human Resources that positions are included in the fiscal year budget. The hiring supervisor must ensure that the minimum qualifications of the position are met.

VI. Noncredit Faculty Recruitment Procedures

Most noncredit instructor appointments are brief (one or two semesters), and employment needs may emerge rapidly and cannot be anticipated in many cases; therefore, responsibility for noncredit recruitment is assigned to Continuing Education and Workforce Development. Search committees are not required for hiring of non-credit instructors.