RECRUITMENT AND SELECTION

The College will recruit and hire faculty and staff on the basis of job-related selection criteria, demonstrated ability, experience, and training. Equal employment opportunity laws, guidelines, and the need to maintain a diverse workforce will guide all searches. Every effort will be made to ensure that recruitment and selection is conducted from diverse pools of qualified candidates consistent with College policy concerning non-discrimination and equal employment opportunity. To ensure uniformity in personnel practices and compliance with local, state and federal laws concerned with employment practices, hiring supervisors will adhere to specific institutional recruitment and selection procedures and guidelines. Also see "Employee Code of Conduct and Ethics " policy 03.07.001 and "Nepotism" policy 03.02.008 which require avoidance of conflict of interest, “non-participation” in decisions affecting relatives, and avoidance of inappropriate influence in situations such as hiring.