

**BP 7120 EMPLOYMENT RECRUITMENT**

**References:**

Education Code Sections 70901.2, 70902(b)(7) & (d), 87100 et seq., 87360, 87400; and 87458  
Title 5 Sections 53000 et seq. and 51023.5;  
ACCJC Accreditation Standard III.A.1.

The Superintendent/President shall establish procedures for the recruitment and selection of employees including, but not limited to, the following criteria.

An Equal Employment Opportunity plan shall be implemented according to Title 5 and BP 3420 titled Equal Employment Opportunity.

Academic employees shall possess the minimum qualifications prescribed for their positions by the Board of Governors of the California Community College System.

The criteria and procedures for hiring academic employees shall be established and implemented in accordance with Board Policies and Administrative Procedures and in accordance with the Academic Senate's role in local decision making and comply with the MCCD-UPM/AFT Collective Bargaining Agreement.

---

Date Adopted: June 22, 2010

*(Replaces College of Marin Policies 5.0003, 5.0005, and 5.0006.1)*

**Date Revised: June 20, 2017**