



**MONTEREY PENINSULA**  
College

**GOVERNING BOARD POLICIES**

**Chapter 7 Human Resources**

**7120**

**BP 7120 Recruitment and Hiring**

The District's recruitment and hiring procedures will demonstrate a commitment to diversity, equity, inclusion, accessibility, and anti-racism 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 irrational barriers and inequitable selection criteria 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 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 Board Policy 3420 - Equal Employment Opportunity.

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

The criteria and procedures for hiring academic employees shall be established and implemented in accordance with board policies and procedures regarding the Academic Senate's role in local decision-making.

The criteria and procedures for hiring classified employees shall be established after first affording the Monterey Peninsula Classified Employees Association (MPCEA) an opportunity to participate in the decisions under the Board's policies regarding local decision-making.

When required to maintain continuity of services in the District, the Superintendent/President is authorized to offer employment for part-time and temporary positions subject to subsequent ratification by the Board of Trustees.

See Administrative Procedure 7120 - Recruitment and Hiring



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

**Formerly Board Policy 5005 – Employment**

**Adopted:** May 10, 1989

**Revised:** August 20, 1991

**Revised, Renumbered, and Adopted:** May 25, 2016

**Revised and Adopted:** June 24, 2020; May 11, 2022; February 22, 2023