

2.11. Recruitment and Selection of Faculty/Faculty Screening of Administrative Personnel

2.11.1.

The District Faculty Association President shall receive printed or electronic notice of Faculty and exempt non-Faculty, (formerly MAT) personnel posted vacancies. Faculty shall be advised, via electronic mail, of all Faculty transfer opportunities.

2.11.2.

At the direction of appropriate college personnel and with the concurrence and assistance of the Director of Employment and Employee Relations, individual colleges will establish screening/selection processes to fill Faculty vacancies. Their processes will include the active participation of the appropriate members of the Faculty and/or other appropriate directors of employment. College screening/interview committees will forward a written, unranked list of at least two (2), preferably three (3) to five (5), candidates to the College President for his/her consideration. At the written request of the College President, the college screening/interviewing committee will forward a written, ranked list. (In the event the screening/interviewing committee finds there are not at least two (2) qualified candidates to forward to the College President, the committee may ask the College President to consider reopening or extending the search process.)

2.11.2.1.

Faculty who participate on screening/interviewing committees will undergo training offered through the District Human Resources Division prior to commencing a screening/interviewing process. Training updates will be provided by the District Human Resources Division as needed.

2.11.3.

Faculty participation on screening and interviewing committees shall be utilized in the selection of new college and District administrative personnel.

2.11.3.1.

The College Senate Faculty President will recommend Faculty to serve on screening and interviewing committees for college administrative personnel.

2.11.3.2.

The District Faculty Executive Council will recommend Faculty to serve on screening and interviewing committees for District administrative personnel.

2.11.4.

All new Faculty must meet MCCC minimum requirements and any additional standards as recommended by the relevant Instructional Council, approved by the Chancellor (or designee), and on file with the District Division of Human Resources.

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2.11.5. Exempt Non-Faculty (formerly MAT) Member Reassigned to Faculty

2.11.5.1.

An exempt non-Faculty (formerly MAT) member who has not previously held appointive status and is being reassigned to Faculty must be certified in the discipline to which he/she is reassigned, must meet hiring requirements that are currently in effect, and must serve the full probationary period. If the person began his/her employment as a Faculty member prior to reassignment as an exempt non-Faculty (formerly MAT) member, he/she would meet the current hiring requirements if the reassignment to Faculty is in the same Faculty position that the exempt non-Faculty (formerly MAT) member previously held. The exempt non-Faculty (formerly MAT) member shall interview with the Department/Division Chair in the discipline. The Chair will forward a recommendation to the Vice President of Academic Affairs. The reassignment must be approved by the College President, who will consult with the appropriate Vice President and Department/Division Chair, and the Faculty Senate President. The Department/Division Chair will informally consult members of that Department/Division.

2.11.5.2.

Such exempt non-Faculty (formerly MAT) member shall be given credit toward the probationary period for any prior years with the District as a Residential Faculty member.

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