

# *San Diego Community College District*

Policy  
4200

June 25, 1976

## **PERSONNEL EMPLOYMENT**

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### CONDITION

The District receives applications from many people responding to job-opportunity notices posted by the District in its effort to secure superior personnel to fill faculty, classified or administrative positions.

### POLICY

The San Diego Community College District is an equal employment opportunity employer and is committed to an aggressive affirmative action program.

The Board, acting on the Chancellor's recommendations, acts on all personnel appointments. The Chancellor is authorized to employ temporary personnel and to appoint persons to acting positions prior to formal Board approval.

To maintain the flexibility required to meet student and community needs full-time and part-time personnel shall be employed as deemed appropriate by the Board of Trustees.

All positions, except acting appointments and those excluded by administrative transfer, shall be subject to a competitive process. The dates for filing applications shall be announced far enough in advance to assure fairness to present employees and to develop an adequate list of qualified candidates. A district wide publication shall include a listing of all openings.

Superior candidates shall be recruited for all positions. However, the Chancellor shall endeavor to maintain a balance between internal promotions and external selections. The Chancellor shall develop staff development programs and career ladders to provide opportunities for upward mobility, job enrichment and improved performance of District employees.