

Policy Manual



Title: Recruitment, Selection and Assignment of Faculty in the Baccalaureate Program.	Number: 6Hx2-3.47
Legal Authority: Fla. Statutes §1001.65 Bd. Ed. Rule 6A-14.060 (3); Fla. Stat. §1012.86	Page: Page 1 of 2

GENERAL STATEMENT

Broward College is committed to educating and nurturing students, creating knowledge, and providing service to our community and beyond.

This policy addresses the recruitment and selection of faculty to teach in the baccalaureate program at Broward College. Consistent with the Recruitment, Selection and Assignment Policy, (6Hx2-3.02), the Associate Vice President for Human Resources and Equity has the authority to implement all policy provisions related to recruitment, selection, and assignment of personnel. In addition, the Associate Vice President for Human Resources and Equity oversees recruitment practices and procedures including monitoring the attainment of equity and affirmative action goals, providing regular reporting to the President and Cabinet members responsible for the attainment of these goals, conducting screening committee training and streamlining existing practices. A diverse Screening Committee will be established to review applications for each advertised faculty, administrator, and professional technical staff position. Per the requirements of Florida Law, the Equity Unit of the Human Resources Department in conjunction with the appropriate Vice President or Provost reviews the composition of search committees to ensure diversity and balance in the gender and ethnic composition of the committees.

THE POLICY and THE FACULTY and STAFF

RECRUITMENT

Qualifications

Pursuant to the Principles of Accreditation established by the Southern Association of Colleges and Schools, (SACS), preference will be given to candidates with a doctorate or the highest earned degree in the discipline. The candidates are also expected to be proficient in oral and written communication in the language in which assigned courses will be taught. Additionally, the College will consider competence, effectiveness, graduate degrees, related work experiences in the field, professional licensure and certifications, publications and research in the field, honors and awards, continuous documented excellence in teaching and assessment of student learning outcomes, or other demonstrated competencies and achievements that contribute to effective teaching, student engagement, attainment of student learning outcomes and the continuous improvement of instruction.

The recruitment and selection of candidates for the baccalaureate program will follow the procedures established in the Recruitment, Selection and Assignment Procedure, A6Hx2-3.02

The assignment of faculty in these programs will be consistent with the Criteria for Assignment of Rank for Faculty, Policy 6Hx2-3.03.

History: Revised March 23, 2010, revised on September 25, 2012

Approved by the Board of Trustees	Date 09/25/2012	President's Signature 	Date 09/25/2012
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IMPLEMENTATION and OVERSIGHT

The Associate Vice President for Human Resources and Equity has responsibility for the implementation and oversight of this policy. The Associate Vice President for Human Resources and Equity will review this policy annually.

VIOLATION OF POLICY

Violations of this policy shall be investigated by the Associate Vice President for Human Resources and Equity and/or his/her designee who will work with the appropriate parties in determining the course of action. Violations of this policy may result in the employee/retiree having to repay the FRS Trust Fund any retirement benefits received in violation of reemployment regulations. Violations may also result in the loss of retirement benefits to the reemployed retiree.

DEFINITION

Diverse screening committee – a committee that has diverse gender and ethnic representation.

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