

# BOARD POLICY

WESTERN IOWA TECH COMMUNITY COLLEGE

Series Number 400.17

Title All Personnel

Recruitment and Selection

Recruitment, selection, and recommendation for appointment of college staff shall be the President's responsibility or the responsibility of such other supervisory or administrative staff as he/she may designate.

Selection shall be based on the bona fide occupational qualifications needed for performance of the required duties and the merits of the candidates, without regard to race, creed, color, gender, national origin, religion, age, disability, sexual orientation or any other protected basis as defined in Iowa or federal law as amended from time to time.

The Board shall employ persons after receiving a recommendation from the President. However, the President shall have the authority to employ persons on a preliminary basis until a recommendation can be made and acted upon by the Board.

Any requirements regarding qualifications, recruitment, and selection of employees which may be stated in a collectively bargained master agreement shall be followed.

Date of adoption 11/17/86

Legal Reference: (Code of Iowa)

Date of last revision 12/11/95

20; 35C; 216; 294.1

Date of current revision 8/13/07

Related Administrative Procedures and Cross References \_\_\_\_\_

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