Proposed Addition to
Kern Community College District
Board Policy Manual
Section Six – Certificated Academic Senate

Policy 6H

Governance Process: Share as Informational Only
Reason for Addition: To Establish District Policy

6H  Adjunct Employment

6H1 The Board of Trustees shall appoint all adjunct faculty to provide instruction or services for the District.

6H2 All adjunct appointments by the Board of Trustees shall be provided by the Administration which will involve the active participation and recommendation of faculty.

6H3 The District shall adopt administrative procedures for hiring adjunct faculty who meet the following needs:

a.

b. skilled in teaching and serving the needs of a diverse student population

c. expand course offerings or services that meet the District’s core mission

d. demonstrated sensitivity of the ethnic and cultural diversity of our communities

6H4 It is the responsibility of the Human Resources office to establish and maintain applicant pools for Adjunct. To the extent possible, the adjunct pools shall have applicants in all disciplines the college provides for the District.
6H5 Unless a circumstance under contingency or emergency situation exists, the Department/Division administrator shall offer adjunct employment only to candidates from these adjunct faculty hiring pools.

6H6 The Human Resources office is responsible for monitoring, training, and consulting College administration, faculty, and staff involved with the recruitment and screening process for adjunct faculty.

6H7 Nothing in this Policy or District Administrative Procedure shall violate federal or state laws governing personnel employment.

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Strike out entire Section 7 of Board Policy

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Reviewed and Recommended by Chancellor's Cabinet