

Human Resources**BP 7210 ACADEMIC EMPLOYEES****References:**

Education Code, Sections 66284, 87400 et seq., 87419.1, 87600 et seq., and 87482.8;
Title 5, Section 51025

Academic employees are all persons employed by the District in academic positions. Academic positions include every type of service, other than paraprofessional service, for which minimum qualifications have been established by the Board of Governors for the California Community Colleges.

Faculty members are those employees who are employed by the District in academic positions that are not designated as educational administrators or managers. Faculty employees include, but are not limited to, instructors, librarians, counselors, and professionals in DSPS, and EOPS.

Decisions regarding tenure of faculty shall be made in accordance with the evaluation procedures established for the evaluation of probationary faculty contained in the collective bargaining agreement and in accordance with the requirements of the Education Code.

A bachelor's degree or the equivalent, from an accredited educational institution, shall be the minimum degree requirement for obtaining tenure as a faculty member in the District. The Board of Trustees reserves the right to determine whether a faculty member shall be granted tenure.

The District may employ temporary faculty from time to time as required by the interests of the District. Temporary faculty may be employed full time or part time. The Board of Trustees delegates authority to the President/Superintendent to determine the extent of the District's needs for temporary faculty.

Notwithstanding this policy, the District shall comply with its goals under the Education Code regarding the ratio of full-time to part-time faculty to be employed by it and for making progress toward the standard of 75% of total faculty workload hours taught by full-time faculty.

Any administrator or supervisor who elects to provide an official letter of recommendation for a District employee must consult with the District's human resources office to determine if the employee is a respondent in a sexual harassment complaint filed with the District. The District prohibits an administrator or supervisor from providing an official letter of recommendation if the employee is a respondent in a sexual harassment complaint and any of the following occurred: (1) the District's final administrative determination

36 determined the employee committed sexual harassment, (2) before a final administrative
37 decision is made, and while an investigation is pending, the employee resigns from their
38 current position, and (3) the employee enters into a settlement with the District based on
39 allegations arising from the sexual harassment complaint.

40 Offices of Primary Responsibility: Vice President, Academic Affairs
Vice President, Human Resources

Date Adopted: 12/10/08

Date Revised: 6/3/26