2461 – Hiring Guidelines for Associate Faculty

Definitions
Associate Faculty positions are those part-time instructional positions that are temporary in nature, which are used on a somewhat inconsistent, as-needed basis.

Appointments
When an unusual or emergency situation occurs, and it is in the best interest of the College, the appropriate supervisor or his/her designee may forgo the normal candidate search processes noted below by appointing a qualified candidate to instruct a course. Unusual or emergency situations include:

- A course is requested on an immediate basis and can be formulated swiftly with available qualified personnel;
- A previously scheduled instructor unexpectedly cannot teach the course; or
- A specific qualified instructor is requested for a course by the appropriate instructional dean.

The following documentation is needed by the Office of Human Resources when an appointment occurs:

- Approvals up through the Vice-President;
- Application Packet (completed in its entirety);
- Reason for immediate hire;
- Brief outline of questions and answers that were asked when discussing the assignment with the candidate; and
- Blue Team Form.

For additional required steps, please refer to the Hired Candidate section below.

Job Description
The College has one job description for all Associate Faculty positions. It is located on the T Drive underneath HRJob Descriptions, Faculty and then Associate Faculty.

Creation of Application Packet
The Office of Human Resources, working closely with the appropriate supervisor, will customize the content of the application packet used by a screening committee (see below) for the open position.

Advertisement of Position
An applicant pool will be created for Associate Faculty positions by advertising externally and internally with a generic advertisement. The appropriate supervisor, working closely with the Employee Recruitment Specialist, will create an advertisement for the position. After being approved by the Vice-President (non-CKUB and non-BCUB Associate Faculty positions), all advertisements will be publicized according to the College's Advertising Guidelines and considering the recommendations of the appropriate supervisor.

Applications and transcripts/credentials will be placed in the applicant pool for no longer than one year. Applicants must reapply if not hired within this period. The applicant pool will be maintained by the Office of Human Resources.

Candidate Search

Unless there is an unusual or emergency situation, supervisors desiring additional associate faculty must request application material, pertinent to the position, from the applicant pool located in the Office of Human Resources.

Application Material

All application material is to be submitted to the Office of Human Resources for processing. If, at any time, application material is submitted directly to departments or individuals, the application material must be forwarded to the Office of Human Resources. If material cannot be copied, arrangements can be made to make the material available to the supervisor or his/her designee. Copies (the ones forwarded by the Office of Human Resources and any others that are made by the appropriate supervisor or his/her designee) must be returned to the Office of Human Resources, after the hiring process is completed.

Screening/Interview Committee

A screening/interview committee must be used to consider applicants for all associate faculty positions in accordance with the following guidelines.

1. The appropriate supervisor or his/her designee will serve as the Screening/Interview Committee Chair.
2. The screening/interview committee will consist of one or more other individuals[1].
3. The screening/interview committee must
    a. review all of the following documents on the Screening/Committee Instructions web page:
        i. Ethics and Confidentiality;
        ii. Checklist for Reviewing Resumes or Application Forms;
        iii. Interview Do's and Don'ts;
        iv. Acceptable and Unacceptable Phrasing of Interview Questions;
        v. When Interviewing Persons with Disabilities; and
        vi. Final Interview Reminders.
    b. create regulatory compliant, pre-planned interview questions using the interview questions and format located on the Screening/Committee Instructions web page.
    c. have the interview questions reviewed and approved by the Recruitment and Employment Coordinator prior to holding any interviews.
    d. develop a candidate evaluation method to evaluate all candidates chosen for an interview.
    e. select one of the reference check forms located on the Screening/Committee Instructions web page to check candidate references.
    f. include the reason for each applicant who will not be interviewed before routing his/her information back to the Office of Human Resources.
    g. schedule interviews.

[1] The Recruitment and Employment Coordinator is not required to be part of the associate faculty screening committee unless the Office of Human Resources determines that the hiring processes are not being followed.

h. All screening committee members must take notes at each candidate's interview (do not take the notes on copies of the application form or other application material); identify the notes with the position title, date of interview, name of the interviewee, and the name of the interviewer.
i. provide benefit information obtained from the Office of Human Resources to interviewees.
j. record and evaluate each interviewee's strengths and weaknesses using the candidate evaluation and reference checks forms noted selected in Steps 3 and 4 above.

If a qualified candidate is not found, additional advertising for the position can be pursued once candidate rejection letters have been sent out by the Office of Human Resources for existing candidates.

Recommendations and Notifications

1. Screening Committee Chair selects candidate based on screening committee member recommendation.
2. Supervisor
    a. must submit a Personnel Action Form up through the Vice President to obtain chain-of-command hiring approval.
    b. must submit a Blue Team Form once approval has been granted.
    c. must return all application and interview materials to the Office of Human Resources if the candidate accepts so non-selected candidates can be notified.

Hired Candidate

The approved candidate's supervisor or his/her designee is responsible for:

1. the creation of an Associate Faculty/Overload Employment Form.
2. ensuring that the newly hired candidate
    a. completes his/her employment paperwork on or before his/her first day of employment and goes through new employee orientation. *S*chedule an appointment with the Benefits Specialist in the Office of Human Resources.
    b. completes the electronic Personal Data Sheet.

(Based on policy 1470; revised and approved by President on 3/3/14)

Minor revision on 3/12/14