

2.11 Philosophy of Human Resources Management and Development

1. The Board subscribes to principles of human resources management that promote equal access, equal employment opportunity, equal treatment and fairness, faculty and staff development and training opportunities, fair compensation and accountability.
2. The District's Human Resources Department assures that all recruitment, skills demonstrations, selections, appointments, classification and pay, benefits administration, counseling, employee development and training, employee recognition and staff evaluations are conducted in accordance with the above principles.
3. The District is committed to providing opportunity for all faculty and staff to be fully successful and competent through appropriate group and individual development and training opportunities on a continuing basis.

(Revised August 2005)

2.11 Philosophy of Personnel Management and Human Resource Development

1. The Board subscribes to principles of human resource management which promote equal access, equal opportunity, equal treatment and fairness, staff development and training opportunities, affirmative action, fair compensation and accountability.
2. The District's human resource management program shall be comprehensive and include recruitment, testing, selection, appointment, classification and pay, benefits administration, counseling, affirmative action, employee development and training, employee recognition and staff evaluation components. The development and implementation of this broad-based approach to human resource management shall be the responsibility of the Chancellor-Superintendent, College Presidents and the Director of Human Resources, with consultation with appropriate staff and bargaining units.
3. It is recognized that the District's most valuable resource is its staff and, therefore, the District shall provide appropriate group and individual development and training opportunities for staff on a continuing basis.

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