

Task Force on Hiring

Purpose

Building a highly skilled, diverse community of faculty, staff, and administrators is essential to advancing the College's Mission and Vision. Strong hiring practices sustain the institution to ensure the College can serve its community and that all employees can work effectively and thrive in the workplace.

The Task Force on Hiring will review current practices and revise policy [S4.4 Hiring Policy](#) and [S4.4.1 Hiring Procedure](#) with the goal of having the revisions approved by the end of Fall 2022.

Primary Responsibilities

Revise S4.4 and S4.4.1 and shepherd it through the approval process outlined in [College Policy S1.1 College Policies and Procedures](#). The revised policy and procedure will

- align with applicable laws and Minnesota State Colleges and Universities policy and procedures;
- ensure that hiring at SCTCC is collaborative, equitable, and inclusive;
- reflect good practices in hiring for an academic institution; and
- include methods to ensure candidates ascribe to the College's Shared Beliefs

The policy and procedure may include additional elements deemed necessary by the task force.

Cabinet Liaison

Vice President of Human Resources

Meeting Schedule

The chair will set the meeting schedule in consensus with the task force.

Membership and Terms

Vice President of Human Resources (Chair)
Academic Affairs Deans (2)
AFSCME Representative (1)
Cultural Fluency Leadership Council (1)

Human resources specialist (1)
MAPE Representative (1)
MMA Representative (2)
MSCF Faculty (4)

In the event there are insufficient nominations or insufficient diversity among nominees, the College President may appoint up to two (2) additional committee members to achieve a balanced committee and/or acquire desired subject-matter expertise.

Norms

The task force will uphold the College's Shared Beliefs.

- Education empowers individuals and transforms generations.
- Every individual has intrinsic value, and every voice deserves to be heard.
- Our differences enrich our community.
- An antiracist and antidiscrimination ethos is necessary for advancing social justice and equity.
- It is our responsibility to ensure equitable outcomes for our students. Each student can succeed.
- Innovation, flexibility, and life-long learning are critical for our community to thrive.
- Mutually accountable relationships built on trust are essential for our success.
- Community partnerships strengthen and sustain us.

Members will participate in all phases of the task force's work.

Date Adopted July 28, 2022

Date Revised