

 **GRAYS HARBOR COLLEGE**  
**Administrative Procedure**

Procedure Name	<b>RECRUITING AND HIRING</b>
Policy Number	<b>603.02</b>
Date Adopted	4/27/07
Date(s) Revised	3/16, 10/17, 5/19, 5/22

Grays Harbor College (GHC) shall develop and maintain a best practices hiring guide to assist search committees, program chairs, deans, and administrators as they conduct searches that support GHC's commitment to achieving academic excellence through hiring a diverse, high quality faculty, staff, and administration that values student learning. Ensuring that GHC faculty, staff, and administration is comprised of experts with a broad range of lived experience, perspectives, and work views as well as a focus on inclusive, learning centered pedagogies enhances the quality of the College, student learning, and the campus community. It also ensures that GHC is positioned to prepare all students for success in a diverse and interdependent world.

All recruitment practices and procedures shall comply with GHC Policy, State and Federal law and collective bargaining agreements. As defined in Operational Policy 200, Executive Administrator for Personnel, the college president or designee is the appointing authority for all employment positions at the college.