

**TALLAHASSEE COMMUNITY COLLEGE
DISTRICT BOARD OF TRUSTEES
P O L I C Y**

TITLE: Faculty Recruitment and Selection	NUMBER: 05-00
AUTHORITY: Florida Statute: 1001.64, 1001.65	SEE ALSO: • Administrative Procedure 5-00AP: Faculty Recruitment and Selection
DATE ADOPTED: 12/1/97, 1/22/01, 11/22/10, 10/22/18	

All faculty vacancies, both teaching and non-teaching, will be advertised in accordance with the College's Equity Plan and competitive hiring process.

All faculty, librarian and counselor positions will be recruited and selected in accordance with the policy, and TCC's Administrative Procedure 05-00AP and Collective Bargaining Agreement.

Teaching faculty members must have special competencies in the field in which they teach. These special competencies are attested to by advanced study, and the possession of at least a master's degree and eighteen semester hour credits in their teaching discipline. In the applied arts and in specialized professional or technical fields, evidence of professional competency is accepted in lieu of an advanced degree provided a two-year occupational degree or other special certification is held. Faculty who teach College Preparatory courses must possess a minimum of a bachelor's degree in the appropriate field.

In addition to professional educational preparation and experience, teaching faculty are expected to be able to communicate with and relate to their peers, supervisors, staff, and students in a competent, reasoned and professional manner. All potential faculty must demonstrate competency in written and oral communication prior to hire.

The Vice President for Academic Affairs will maintain a written procedure, approved by the President, for the hiring process and will review it annually with the Deans. Full time faculty will be consulted regarding the process. The process will provide that the Division Dean appoint a faculty committee to assist in the recruitment and hiring process. Specific procedures can be found in Faculty Hiring Procedures (05-00AP).