

CHAPTER 2: Administration and General Institution
BOARD POLICY NO. 2.11

BOARD POLICY
San Mateo County Community College District

Subject: BP 2.11 Philosophy of Personnel Management and Human Resource Development

Revision Date: 5/09; **Reviewed xx/xx**

Policy References: Education Code Sections 87100, et seq.; Title 5, Sections 53000, et seq.;
Accreditation Standards III.A.1.b and III.A.5

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, 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, 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, College Presidents and the Vice Chancellor, Human Resources & Employee Relations, in consultation with appropriate staff and bargaining units.
3. It is recognized that the District's most valuable resource is its faculty and staff and, therefore, the District shall provide appropriate group and individual development and training opportunities for employees on a continuing basis.