

**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

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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 **shall include, but not be limited to**, 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.