

**Human Resources**

**References:**

Education Code Sections 87400 et seq., 87419.1, 87600 et seq., and 87482.8;  
Title 5 Section 51025

Academic employees are all persons employed by the District in academic positions. Academic employees are employed under the provisions of the Education Code and include administrative, contract, hourly, non-tenured, regular, and temporary employees. Academic positions include every type of service, other than paraprofessional service, for which minimum qualifications have been established by the Board of Governors for the California Community Colleges.

Faculty members are those employees who are employed by the District in academic positions that are not designated as Classified Administrators. Faculty employees include, but are not limited to, instructors, librarians, counselors, and professionals in health services, Disabled Student Programs and Services, and Extended Opportunity Programs and Services.

Decisions regarding tenure of faculty shall be made in accordance with the evaluation procedures established for the evaluation of probationary faculty and in accordance with the requirements of the Education Code. The Board reserves the right to determine whether a faculty member shall be granted tenure.

The District may employ temporary faculty from time to time as required by the interests of CodWI(Di8.06 Tm[ ])TJETBT5 0 0 1 72.024 .e)6( )-e ( )-1416mpo aculm(ct )-23(m)3(a)-3(l-3(

Also see BP/AP 7120 titled Recruitment and Hiring and BP 7140 titled Collective Bargaining.

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**Date Adopted: January 17, 2012**  
(Replaces current WVMCCD Policies 3.3.1,  
3.3.3, and 3.3.7 )