

Comprehensive Standard 3.2.9

The institution publishes policies regarding appointment, employment, and evaluation of all personnel.

Impact Statement

The predecessor colleges of Baton Rouge Community College (BRCC) and Capital Area Technical College (CATC) were both members of the Louisiana Community and Technical College System (LCTCS), and the merged college follows general policies and guidelines regarding appointment and employment of faculty and staff. However, each predecessor college had distinct and different focuses in the characteristics of faculty to provide transfer and technical education. The merged college has proceeded to modify and develop policy to be inclusive of qualification requirements, employment conditions, and rank and promotion considerations for academic and technical faculty and staff. Further, it is the policy of the merged college that a performance evaluation be conducted on each employee, including faculty and staff, on an annual basis.

Rationale

BRCC follows LCTCS's policies and guidelines regarding the appointment and employment of faculty and staff found in LCTCS Policy #6.032 ([Figure 3.2.9.1](#)), as well as the evaluation of all personnel found in LCTCS Policy #6.010 ([Figure 3.2.9.2](#)). In creating the policies regarding appointment, employment and evaluation of all personnel, the merged college undertook a comprehensive review of all LCTCS policy and best practices and obtained input from administrators of the two predecessor colleges. As a result, the merged college has newly-created policies regarding appointment, employment and evaluation of all personnel. The newly-created policies are respectful of all LCTCS policies and guidelines. The policies and procedures may be viewed at this link [Figure 3.2.9.3](#). Once published, employees will be mandated to execute an acknowledgment of understanding and receipt of the new policies ([Figure 3.2.9.4](#)).

Supporting Evidence

[Figure 3.2.9.1](#) LCTCS Policy #6.032

[Figure 3.2.9.2](#) LCTCS Policy #6.010

[Figure 3.2.9.3](#) Baton Rouge Community College Human Resources Policy and Procedures Manual

[Figure 3.2.9.4](#) Acknowledgment of Receipt of BRCC HR Policy and Procedures Manual