



**Rowan College
of South Jersey**

Policy: 7411
Title: **EMPLOYMENT PRACTICES (RECRUITMENT THROUGH POST-EMPLOYMENT)**
Area: Human Resources
Approved: 07/01/19

The College is an equal opportunity employer whose Board of Trustees is committed to attracting and retaining employees who are talented, innovative, diverse, and dedicated to excellence. The College is also committed to ensuring that benefits and policies provide opportunities for professional and personal growth that encourages employee retention.

All employment practices of the College will be in accordance with applicable state and federal statutes and regulations, including affirmative action/equal opportunity requirements.

Upon the recommendation of the President, the Board of Trustees will approve the hiring, reappointment, reclassification, nonrenewal of contract, termination or award of special status or privileges for all employees.

New hires will be provided an orientation to the College and to his/her position. All new hires and transfers will serve an “at will” probation period. All employees will be evaluated annually.

Non-represented staff receive the same level of benefits as their represented counterparts with regard to due process, employee entitlements, and organizational opportunities.

The President will oversee the development of administrative procedures for implementation of this policy.

References:

Rowan College of South Jersey Administrative Procedure, *7411 Employment Practices (Recruitment through Post-Employment)*

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