

SECTION TITLE	NUMBER	PAGE
Minority Recruitment	02-0104	1 of 2
DATE ADOPTED	APPROVED BY	
10-24-94 (AC)	President/Date	

1. PURPOSE:

The purpose of this section is to describe the policies and procedures for seeking and hiring minorities for job vacancies.

2. PROCEDURE:

WCC's employment practices are intended to ensure aggressive efforts to seek qualified candidates for all position vacancies and to make a concerted effort to maintain minority representation at all levels of the organization.

It is WCC's policy to make known that Equal Employment Opportunities are endorsed, and minorities and women are encouraged to apply. All minority applicants for faculty positions will be identified and sent to the appropriate screening committee for evaluation. In addition the college will advertise all job openings according to the following practices:

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Newspapers

- Newspaper advertisements (as deemed necessary)
- Other regional newspapers - (Raleigh, Greenville, Wilson, Fayetteville, etc.) depending on the nature of the position- professional vacancies only

Other

- Employment Security Commission - all positions
- North Carolina Community College System - professional vacancies only
- SJAFB - all positions
- All WCC employees via E-Mail - all positions Salary ranges will be included in all job vacancy announcements. Where possible, work related experience will be substituted for educational requirements.
- WCC Webpage - all positions
- Selected individuals upon request

*Listing available in Personnel Office