

Screening committees for faculty positions

When calls for nominations go out, normally they are open for one week. The Senate Administrative Secretary will keep track of the date and time of all nominations. To uphold the college's core value of Diversity**, support will be given to diversity, equity, and inclusion* within the screening committee. An Equal Employment Opportunity (EEO) representative (from Human Resources) will ensure compliance with all applicable laws through appropriate and timely training.

Screening Committee appointments for faculty positions will be based on the following:

- Status. Preference for tenured or tenure-track professors.
- Per Board Policy 5G6A1, the department chair must be on the committee
- Expertise: The committee will include at least one member with expertise in the subject area.
- Representation. The committee will include a person outside of the department.
- Submission date and time. Preference for sooner.

Screening committees for management positions

When calls for nominations go out, normally they are open for one week. The Senate Administrative Secretary will keep track of the date and time of all nominations. To uphold the college's core value of Diversity**, support will be given to diversity, equity, and inclusion* within the screening committee. An Equal Employment Opportunity (EEO) representative (from Human Resources) will ensure compliance with all applicable laws through appropriate and timely training.

Screening Committee appointments for faculty positions will be based on the following:

- Status. Preference for tenured or tenure-track professors.
- Representation. The committee will include a mix of departments.
- Submission date and time. Preference for sooner.
- For College Educational Administrator positions, Board Policy 6B3I2 states that there shall be an equal number of faculty and management.

*The definitions of diversity, equity, and inclusion are from the Board of Governors of the California Community Colleges' DEI Glossary from the Vision for Success Diversity, Equity, and Inclusion Task Force of 2019 and used by KCCD's EEO Plan (adopted June 2021). The DEI Glossary is posted at <https://www.cccco.edu/-/media/CCCCO-Website/Files/Communications/vision-for-success/8-dei-glossary-of-terms.pdf>

** BC Core Value of Diversity: We insist that diversity be valued and promoted, recognizing that multiple perspectives lead to a better education and knowledge of the world; listening and witnessing different experiences helps us to understand and contextualize power and privilege related to gender, race, class, religion, disability, and sexuality in terms of access and barriers to resources and opportunities.

Diversity: The myriad of ways in which people differ, including the psychological, physical, cognitive, and social differences that occur among all individuals, such as race, ethnicity, nationality, socioeconomic status, religion, economic class, education, age, gender, sexual orientation, marital status, mental and physical ability, and learning styles. Diversity is all inclusive and supportive of the proposition that everyone and every group should be valued. It is about understanding these differences and moving beyond simple tolerance to embracing and celebrating the rich dimensions of our differences.

Equity: The condition under which individuals are provided the resources they need to have access to the same opportunities, as the general population. Equity accounts for systematic inequalities, meaning the distribution of resources provides more for those who need it most. Conversely equality indicates uniformity where everything is evenly distributed among people.

Inclusion: Authentically bringing traditionally excluded individuals and/or groups into processes, activities, and decision/policy making in a way that shares power.

BC Core Value of Community: We commit to the wellbeing of all members of our community; we maintain strong ties with the surrounding community, and we respond to their needs by serving as an open institution which engages all students, faculty, and staff; in our college, we have built and continue to build an environment in which all members participate as a community through democratic engagement.

BC Core Value of Learning: We foster curiosity, inquiry, critical thinking, and creativity within a safe and rigorous academic environment so that we might be empowered to radically transform our community into one that gives voice and power to all people.