Standing Committee appointments

Calls for membership of committees will go out near the end of spring semester (April, with the current calendar) and at the beginning of fall semester (August, with the current calendar). The Senate will make every effort to appoint faculty in alignment with our core value of Diversity** but will fill the slots based on the availability of those who have applied. ~~The Senate will make every effort to appoint as many faculty who are willing to serve on committees.~~

How the Process Works:

1. The Standing Committee Request Form allows faculty to rank their first three options for committee service, which ranking will be used to inform committee appointments. The Senate Administrative Secretary will keep track of the date and time of all requests.

2. All applicants for standing committee slots have a 7 day window to apply for committee membership via the Standing Committee Request Form on the Senate's website (i.e., if the call goes out on Tuesday, April 1 at 8am, the application window would last until 8am on Tuesday, April 8). ~~See procedure below for special case of first 48 hours of nomination window for slots with multiple nominees.~~

~~To uphold the college's core value of Diversity**, the Senate will support diversity, equity and inclusion* within and throughout the committees.~~

3. The Senate will confirm committee appointments at their first annual meeting.

4. In the event there are more nominations than appointments available, Senate will determine appointments based on the following criteria: ~~taking into consideration the following criteria in the event that there are more nominations than appointments available:~~

   Standing committees with department, pathway or area representation:
   - Diversity, as defined in the college's core value**. The Senate encourages departments, pathways, and areas to support diversity, equity, and inclusion* as much as possible when considering faculty representation.
   - Status. Preference for tenured then~~or~~ tenure-track professors then other faculty.~~.~~
   - ~~Submission date and time. Preference for sooner.++~~

   ~~The Senate encourages departments, pathways, and areas to support diversity, equity, and inclusion* when considering faculty representation.~~

   Standing committees without department, pathway, or area representation:
   - Diversity, as defined in the college's core value**. The Senate will take every measure to create committees with diverse membership, but must fill the slots based on who shows interest.
   - Status. Preference for tenured ~~othen~~then~~r~~ tenure-track professors then other faculty.~~.~~
   - Representation. As many departments, pathways, or areas represented as possible.
   - ~~Submission date and time. Preference for sooner.++~~

Using the above criteria, the Executive Board of the Academic Senate may create a draft list of proposed appointees, to be submitted to the Academic Senate for their consideration along with a brief justification of the Executive Board's reasoning for proposing these appointees.

After the Senate's initial appointment, all remaining appointments to committee vacancies will be filled by submission date and time with preference for sooner.

++ ~~**Procedure for Standing Committee Slots With Multiple Nominees at Start of Nomination Process**~~

1. ~~For the START of open enrollment of standing committee slots: All applicants for standing committee slots have a 48-hour window to apply for committee membership via the Standing Committee Request Form on the Senate's website. After the initial 48-hour nomination time block, the nomination process will work as before (in Spring 2022) with submission time preference.~~
2. ~~If there are multiple applicants for a given standing committee slot who have applied within the 48-hour period that committee nominations begin [(start date & TIME) to (start date & TIME+48 hours)], a random lottery will be used to choose the person for the given standing committee slot.~~
3. ~~The random lottery described in #2 above will be done at the first full Senate meeting of the academic year.~~
   a. ~~*Example* process for random lottery: Each applicant for a given slot will be assigned a number between 1 and the number of applicants. A random number generator such as the one at Random.org (or other engine) will be used to create a random number between 1 and the number of applicants. The applicant whose number matches the generated random number will be the nominated person for the slot. See https://www.random.org/integers/ for the one that could be used for this scheme: Generate 1 random integer; each integer should have a value between 1 and # applicants (both inclusive); format in 1 column; and then click "Get numbers".~~
   b. ~~*Another example:* use https://www.random.org/lists/ to generate a randomized list from the nominees.~~

According to *Cal. Code Regs. Tit. 5, § 51201* "Individual and group differences can include, but are not limited to the following dimensions: race, ethnicity, national origin or ancestry, citizenship, immigration status, sex, gender, sexual orientation, physical or mental disability, medical condition, genetic information, marital status, registered domestic partner status, age, political beliefs, religion, creed, military or veteran status, socioeconomic status, and any other basis protected by federal, state or local law or ordinance or regulation."

*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.ccccco.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 ability, ethnicity, gender, national origin, race, religion, sexuality, and socioeconomic statusgender, 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.

<mark>- ------------- Original language passed by Senate on November 3, 2021 ---------------Procedure for Committee slots with multiple nominees at start of nomination process added November 16, 2022 --------------</mark>