

## **Proposal: Submission of Biographical Information for Standing Committee & Screening Committee Membership**

### **Objective:**

To enhance transparency, informed decision-making, and effective collaboration within college committees and hiring committees, this policy recommends the submission of biographical information by all prospective members.

### **Problem Statement:**

Currently, committee members are often unaware of each other's backgrounds, expertise, and experiences. This lack of information can hinder effective communication, lead to biased decisions, and impact committee dynamics.

### **Proposed Solution:**

All individuals expressing interest in joining a college committee or screening committee **must may** submit a brief biographical summary (referred to as a "Bio") during the application process. The Bio will provide **essential** details about the candidate's qualifications, experience, and relevant skills.

### **Policy Details:**

#### **1. Submission Request Requirement:**

- a. When expressing interest in committee membership, applicants **must-may** submit a concise Bio.
- b. The Bio should be no longer than **500 words** and should highlight the following (with a special emphasis on the first 3 bullet points):
  - i. Professional & educational background
  - ii. Any information about the individual as it supports Bakersfield College's Core Value of Diversity in regard to ability, gender, national origin, race, religion, sexuality, and socioeconomic status.
  - iii. Pathway or area represented by the individual (**if not otherwise indicated in the committee interest form**).
  - iv. Relevant experience, if applicable (i.e., any outside-BC experience that might be relevant to the committee).

#### **2. Transparency:**

- a. The compiled Bios will be made available to all Senate members and Senate Executive Board Members.
- b. Transparency ensures informed decision-making and promotes collaboration.

#### **3. Implementation:**

- a. The policy will be communicated to all committee applicants during the application process.

- b. Prospective committee members will be given the option to submit a Bio by the addition of boxes to the bottom of the existing Committee Request form that outline the biographical points stated in Policy Details 1 above.
- ~~c. Committee chairs and administrators will enforce compliance.~~
- ~~d. Non-compliance may result in disqualification from committee membership.~~

**Intended Benefits:**

- **Informed Decisions:** Committee members will have a better understanding of each other's backgrounds, fostering more informed decisions.
- **Diverse Perspectives:** Access to Bios will promote diversity by ensuring representation from various backgrounds.
- **Efficient Collaboration:** Committee members can collaborate more effectively when aware of each other's expertise.

**Intended Projected Results:**

- Improved committee dynamics
- Reduced bias in decision-making
- Enhanced transparency and accountability

---

~~By implementing this policy, we aim to create a more inclusive and effective committee environment. Committee members' diverse backgrounds and expertise will contribute to better outcomes for our college community.~~

~~Please feel free to provide feedback or suggest any modifications to this proposal. We appreciate your commitment to transparency and collaboration.~~