

Screening committees for faculty positions

Department Chairs and Deans typically collaborate to identify faculty to serve on screening committees. 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 all faculty positions will be based on the following:

- Status. Preference for tenured then tenure-track professors then other faculty.
- Per Board Policy 8706, 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 when more than two faculty are required.

Screening committees for management positions

When calls for nominations go out, normally they are open for one week. The call will include a window with date and time identified. If needed, the window may be extended. The Senate Administrative Assistant 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.

If more nominations are submitted than the number of positions and the selection cannot be completed at the department, area, or pathways level, all applicants may submit a brief biography as part of the screening committee request form (as outlined in the Submission of Biographical Information for Faculty Appointments and Elections document). Bios may be requested at the time of the call for time-sensitive appointments and elections.

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

- Status. Preference for tenured then tenure-track professors then other faculty.
- Representation. The committee will include a mix of departments.
- In the event there are more nominations than appointments available, Senate will determine appointments based on the above criteria in addition to any biographical information submitted by the applicants.
- There shall be an equal number of faculty and management.

Definitions

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 the CCCCCO [Diversity, Equity, Inclusion, and Accessibility](#) Glossary of Terms.

** 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 status in terms of access and barriers to resources and opportunities.

*Original language passed by Academic Senate 11/17/2021 College
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