

Submission of Biographical Information for ~~Standing Committee & Screening Committee~~ Membership Faculty Appointments and Elections

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~~ when multiple nominations are submitted and selection cannot occur at the department, area, or pathway level.

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.~~

~~Process~~Proposed Solution:

If multiple nominations are submitted, received, and confirmed, and selection cannot occur at the department, area, or pathway level, All individuals expressing interest in joining a college committee or screening committee may submit a brief biographical summary (referred to as a "Bio") during the application appointment or election process. The Bio will provide details about the candidate's qualifications, experience, and relevant skills.

Policy Details:

~~1. Submission Request:~~

~~a.1. When expressing interest in committee membership, a~~ Applicants may submit a concise Bio.

- ~~b.a.~~ The Bio should be no longer than **500 words** and ~~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, location, 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, at BC or outside of BC).

~~2. Transparency:~~

~~a.2.~~ The compiled Bios will be made available to all Senate members, ~~and~~ Senate Executive Board Members, and the public.

~~b. Transparency ensures informed decision-making and promotes collaboration.~~

~~3. Implementation:~~

~~a.3.~~ The policy will be communicated to all committee applicants during the application process in the call.

~~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.~~

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 Results:

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

Approved by Academic Senate 5/13/2024