

Proposal: Submission of Biographical Information for 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 hiring committee should submit a brief biographical summary (referred to as a "Bio") during the application process. The Bio provides relevant details about the candidate's qualifications, experience, and relevant skills.

Policy Details:

1. Submission Requirement:

- When expressing interest in committee membership, applicants will submit a concise Bio.
- The Bio should be no longer than **500 words** and should highlight the following (with a special emphasis on the first 3 bullet points):
 - Professional & educational background
 - 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.
 - Pathway or area represented by the individual
 - Relevant experience, if applicable (i.e., any outside-BC experience that might be relevant to the committee).

2. Transparency:

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

3. Implementation:

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

- Non-compliance may result in disqualification from committee membership.

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.

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.

Example

***Name:**

***Department:**

***Classification** (tenured, tenure-track, adjunct, temporary faculty, classified):

Please provide a Bio (no more than 500 words) highlighting the following:

- Your professional & educational background
- The pathway or area you represent
- Any information about yourself that supports [Bakersfield College’s Core Value of Diversity](#) in regard to ability, gender, national origin, race, religion, sexuality, and socioeconomic status.
- Relevant experience, if applicable (i.e., any outside-BC experience that might be relevant to the committee).

*required fields

Bio (optional):