## Vision for Success Goal #1: Bring cultural diversity through the selection practices of hiring committees

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<th>Bakersfield College Goal</th>
<th>Work Plan</th>
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| **Goal #1:** Show an increase of diversity within the hiring committees | **Measurement:** Review annually recruitment hiring committee’s composition and include voluntary EEO survey to capture demographic of hiring committees  
  - Ensure hiring committees are including new committee members that have not participated in the past  
  - Ensure committee members are not participating more than 2-3 times per fiscal year  
  Provide EEO training in Support Staff to encourage and educate prior to being selected for committees  
  Develop written materials that visually reflect the diversity goals for Bakersfield College |

**Strategic Direction #4**  
Leadership and Engagement

## Vision for Success Goal #2: Increase the accessibility of Human Resources information

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| **Goal #2:** Bakersfield College will expand its knowledge on online Human Resources processes, guidelines and expectations | **Measurement:** Solicit feedback from administrators on procedures they would like to see online  
  - Provide Human Resources FAQ’s to website  
  Review Bakersfield College Human Resources Website  
  - Update and improve current website to provide a user-friendly experience  
  - Work with IT to gather data on website’s foot traffic |

**Strategic Direction #4**  
Leadership and Engagement
Vision for Success Goal #3: Work with District Office to research ways to streamline approval processes

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| **Goal #3:** Bakersfield College will bring forth comprehensive and efficient approval processes to an online platform | **Measurement:** Track the approval process from submission to completion for TEA’s, Position Requisitions and Adjunct hires  
- Provide transparent tracking practices, as tasks are expedited by a given department  
- Document the number of days to complete request compared to paper process  
Reduce the number of HR requests that do not meet payroll deadline  
Identify bottle necking areas of process and ways to improve efficiency |