

## FSA & BCIT MANAGEMENT SELECTION COMMITTEES

### Forming Management Selection Committees

When the FSA receives notice from BCIT to form a selection committee for an excluded management position, an appointment process takes place that is subject to [FSA Policy 1.5.1](#) ('Member Appointments and Nominations to Committees').

The standard member call-out process includes calls for expressions of interest by email. All FSA members are eligible to sit on a Quad Committee.

On rare occasions, the BCITFSA President will assess the opportunity and determine that the BCITFSA seat should be allocated to one of the BCGEU units (e.g. where no FSA members works with, or in connection to, the posted position).

### Interested in Serving?

Serving on a Quad Committee is a right and an opportunity for FSA members to play an active role in selecting the managers that will impact on their day-to-day work.

When you see an opportunity to sit on a Management Selection Committee, we encourage you to:

- Read over the call out materials carefully, including the position description, any outlines and timelines.
- Familiarize yourself with the FSA's Vision, Mission, and Values, available on our website, so that you can ensure you are representing the Union.
- As per [FSA Policy 2.4.5](#) ('Equity'), we expect FSA representatives on Quad Committees to consider the ways in which systemic discrimination can result in inequitable outcomes in hiring processes.

### Once Appointed

If you are the successful FSA appointee, we encourage you to:

- Reach out to your colleagues who will work closely with the successfully candidate to hear what is important to them in a manager.
- Remember that FSA members on Management Selection Committees are representing the FSA, not just their own individual or work-area interests.
- Connect with BCGEU members regarding the selection committee to see where you may have overlapping priorities for the hiring process.
- Ask questions of the BCIT Human Resources Recruitment Specialist assigned to the committee.

### What Does "Quad" Mean?

The FSA is a signatory to the Institute-wide Memoranda of Agreement: Selection Committee for External Managers, commonly referred to as the "Quad Agreement." It refers to the four-party (BCIT, BCGEU Faculty, BCGEU Support Staff, and the BCITFSA) agreement that governs the formation, practices, and procedures for selection committees for excluded managers.