



Santa Monica Community College District
District Planning and Advisory Council
Human Resources Subcommittee
November 13, 2014
Meeting Minutes

A meeting of the Santa Monica Community College District Planning and Advisory Council (DPAC) - Human Resources subcommittee was held on Thursday, **November 13, 2014** at 1:30pm at Santa Monica College, Library Conference Room 275.

- I. Call to Order – 1:40pm
- II. Members Present

Sandy Chung, Administration Representative, Co-Chair
Marcy Wade, Administration Representative
Carol Long, Administration Representative

Craig Harris, Management Representative

Patricia Burson, Academic Senate Representative, Co-Chair
Melody Nightingale, Academic Senate Representative

George Davison, Faculty Association Representative

Crystal Lagunas, CSEA Representative
Joanne Laurance, CSEA Representative

Caitlin Corker, Associated Students Representative
Maya Kaitel, Associated Students Representative
- III. The minutes of the DPAC HR subcommittee meeting on October 28, 2014 were reviewed. Sandy suggested that the Section IV title Agenda be changed to Minutes so as not to cause confusion with the agenda document. Revised document was unanimously accepted (Moved – Patricia, Second – Carol).

IV. Minutes

A. **Discuss District Board Policies and Administrative Regulations that need to be updated:**

The committee discussed potential projects to work on next:

- a. Driving related policies: Buses for athletics teams, shuttle drivers, maintenance carts.
- b. Talk to Carol and Sherri re: EEO Advisory training.
- c. Drug free policy: Medical marijuana, e-cigarettes.

It was decided that the committee's next focus will be on the district driving policies.

B. **Discuss revisions to AR 3120 and AR 3121:** Bob Myers suggested to Sandy that the committee look at the Academic Freedom section in the Model Policy for Community Colleges as a resource for AR 3120. The question to the committee is whether to keep the version drafted by Sandy, switch to the model, or create a hybrid of the two.

- a. Consensus of the committee is to stay with Sandy's version based on the following:
 - i. There is already similar verbiage regarding academic freedom in the SMC Faculty Ethics Statement.
 - ii. Adding it to AR 3120 would be repetitive and could be contradictory.
 - iii. The verbiage in the model is a bit more colloquial, but the legal verbiage in Sandy's draft is less likely to be misinterpreted.
 - iv. Sandy's version has incorporated recent changes in the law, the model has not.

Sandy will communicate this to Bob Myers. The Title IX task force would like to provide input on the draft. Consensus of committee is that their input would be welcome. It will likely be reviewed after winter break. Sandy is still working on AR 3121. She will revise over winter break and committee will review after January.

C. **Discuss EEO Plan, including EEO Plan's relationship to the District's Administrative Regulations, and consider making the EEO Plan an AR:** During the 10/28/14 meeting, the committee voted to recommend to the DPAC committee that the EEO Plan be made an Administrative Regulation. Based on the vote, Sandy informed the DPAC committee of our recommendation.

V. Adjournment – 2:35pm