

Santa Monica College Academic Senate
PERSONNEL POLICIES COMMITTEE: MINUTES
THURSDAY, NOVEMBER 15, 2012
1:15 pm Science 251

Members Present: Jamey Anderson, Patricia Burson, Tracey Ellis, Sherri Lee-Lewis, Laurie McQuay-Peninger, Jennifer Merlic, Andrew Nestler, Vicki Rothman.

Excused: Marcia Wade.

- I. **Minutes** from 10/25/12 approved without change. Sandy Chung's name will be replaced by Sherri Lee-Lewis on the membership list found on the agenda.

- II. **Whistleblower Update.** Regarding the process issue with this policy/AR: DPACHR committee approved this to be sent to DPAC for approval with a divided vote. This is not the normal course, but the subject matter is unusual and since it was brought to us first, and it affects the entire campus community, it is important to get buy-in across the campus constituencies. After going to the senate exec and senate as a whole, then DPAC will have a document to consider for adoption that has been widely examined.

The issue regarding "encouraging" employees to report suspected improper activities has been problematic. The wording matches state law and the wording found in official state documents that are posted in employee work rooms state-wide, but some variation of that wording can be found in some federal whistleblowing policies. As discussed in this committee earlier, "encouraging" is meant to be an assurance that the District wants to be made aware of potential issues involving improper activities and wants to protect employees who come forward, rather than being an issue of creating a negative campus climate.

Many in the FA constituency find this wording to be reminiscent of a witch-hunt atmosphere, based on the split vote in DPAC HR, and later this led to withdrawal of support for this language in *this* committee, despite this issue being discussed thoroughly and agreed upon by the full committee in previous meetings. The committee now agrees on changed language to omit references to "encourage", after consultation with campus counsel Bob Myers. The AR and policy will be presented to the full senate for consideration.

- III. **Equivalency Process Discussion.** Changes to AR 3211.7 (Equivalency Process for FT positions) were discussed: adding bullet points to clarify item 1, and also adding to item 4 that HR will verify the equivalency information provided by the screening committee.

Changes made to 3211.8 (Equivalency process in Reassignment) were also discussed, and the committee began to look at the internal consistency of this AR with the somewhat recently updated AR 3429 on Administrator Retreat Rights. Bullet points were added to item 1 in order to clarify, and a statement was added that HR will get a copy of the equivalency statement in cases where equivalency is used in reassignment.

Copies of these changes are included as an attachment with these minutes sent to committee members.

IV. Adjourned at 2:25 p.m. Next Meeting on 12/6/12.