

SMC Academic Senate Personnel Policies Committee meeting minutes  
Tuesday, November 3, 2015  
1:30pm to 3:00pm  
Library 275

Present: Andrew Nestler (chair), Sherri Lee-Lewis (vice-chair), Trish Burson, Michael Cheung, Abbas Dekhoda, Nate Donahue, Tracey Ellis, Moya Mazorow

Excused: Mitch Heskell

Guest: Katie Colimitras

1. The meeting was called to order at 1:34pm.
2. There were no public comments.
3. There were no announcements.
4. The minutes of the October 6, 2015 meeting were approved. Moved by Moya, seconded by Sherri. Yes votes by all present at that time (all except M. Cheung).
5. Discussion on AR 3215 (Sabbaticals): We concluded that the intent of the first sentence of section 3 is that, while the Board of Trustees determines the number of sabbaticals to be awarded each year, this is subject to the minimum number specified in the faculty collective bargaining agreement, and therefore we decided to keep this sentence in the AR, modified with a reference to the faculty contract. Also, based on past practice, we amended section 3 such that the recommendations from the Sabbaticals, Fellowships and Awards Committee shall be approved by the Academic Senate prior to being forwarded to the Board of Trustees for confirmation action. The committee added to section 3 the requirement that, in the event that the Board elects to grant fewer sabbaticals than the number of names forwarded by the Senate, the Sabbaticals Committee will re-evaluate the proposals and determine which ones to forward again to the Board.

Based on past practice, the committee modified paragraph 11 such that the Sabbaticals Committee is charged with receiving summary reports of sabbatical activities. The PPC decided that the Sabbaticals Committee should be responsible for evaluating summary reports of sabbaticals. The details of the evaluation process will be up to the Sabbaticals Committee, most likely guided by that committee's chairperson in consultation with the Academic Senate president.

In recent years, some faculty members have been asked to meet with the Sabbaticals Committee to discuss whether they had substantially completed their sabbatical activities, despite that committee not being assigned this responsibility in any academic regulation. Our committee added paragraph 13 in order to outline a due process in the event that there is a concern that a faculty member did not

substantially complete their sabbatical. Vote to send this AR to the Executive Committee as an action item: moved by Moya, seconded by Sherri, approved unanimously.

6. Discussion on 3211.3 (Department Chairperson – Tenure and Selection): The committee proposed replacing gender-specific language such as “he or she” and “his or her” to all-inclusive “they” and “their,” to accommodate individuals who do not identify as men or women.

Paragraphs 6, 7 and 8 were modified for reasons discussed at the previous meeting: we are removing the requirement that a special election be held in the event that a regularly scheduled election is to be held in the same semester or was held in the previous semester; and we are removing the requirement for a run-off election in the event that there is a tie between or among all candidates. We intend to send this AR to Exec for feedback, and will seek feedback from Georgia and Jenny.

7. AR 3211.1 (Procedure for Hiring Full-Time Faculty): no discussion or action

8. The meeting was adjourned at 2:55pm. Moved by Nate, seconded by Tracey. Approved unanimously.