

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

Present: Andrew Nestler (chair), Sherri Lee-Lewis (vice-chair), Trish Burson, Michael Cheung (arrived 1:52pm), Abbas Dekhoda, Nate Donahue, Tracey Ellis, Moya Mazorow

1. The meeting was called to order at 1:40pm.
2. There were no public comments.
3. Announcement: Committee members are invited to the Academic Senate social event at 1510 Pico Blvd on Thursday, December 10 from 4 to 7pm.
4. The minutes of the November 3, 2015 meeting were approved at 1:50pm. Moved by Moya, seconded by Trish. Yes votes by all present at that time except for an abstention by Mitch, who was not present at the November meeting.
5. Discussion on AR 3214 (Sabbaticals): The committee's work on this AR was presented to the Senate's Executive Committee on Tuesday, November 10. The draft we reviewed today takes into account feedback received at that meeting.

The committee modified paragraph 2 in order to make clear that the typical pattern is for a tenured faculty member to work for five consecutive years before applying in the following (sixth) year for a sabbatical to occur in the next (seventh) year. The committee decided against reducing the number of years of service required between sabbaticals or before a first sabbatical.

The committee added the second paragraph to section 3 in order to give the Board an additional option when deciding whether to confirm approved applications for sabbaticals: the Board maintains the right to confirm or deny applications as it receives them for the first time, and it gains the right to ask the Sabbaticals, Fellowships and Awards Committee to select a smaller number of proposals for it to consider, based on financial considerations.

Even though the information in paragraphs 4 through 7 is duplicated in the faculty contract, the committee decided to leave this content in the AR, so that an interested faculty member need not consult other sources for information.

The committee wishes to meet again in December in order to review the proposed new paragraph 12 regarding due process. Most likely the next meeting will be on Thursday, December 17.

6. AR 3211.3 (Department Chairperson – Tenure and Selection): no discussion or action
7. AR 3211.1 (Procedure for Hiring Full-Time Faculty): no discussion or action.
8. The meeting was adjourned at 3:00pm. Moved by Trish, seconded by Sherri. Approved unanimously.