

SMC Academic Senate Personnel Policies Committee meeting minutes
Tuesday, April 16, 2019
1:30 to 3:00pm
Library 275

Present: Andrew Nestler (Chair), Sherri Lee-Lewis (Vice-Chair), Janelle DeStefano, Tracey Ellis, Chris Grant, Mitch Heskell, Sharon Jaffe, Moya Mazorow, Scott Silverman

I. The meeting was called to order at 1:35pm.

II. Public comments: None.

III. Announcements: The committee welcomes new faculty members Chris and Janelle for the remainder of the Spring 2019 semester.

IV. The minutes of the March 19 meeting (moved by Moya and seconded by Tracey) were approved by all except for new members Janelle and Chris, who abstained.

V. AR 7120 (Recruitment and Selection): Moya reported that at today's Academic Senate meeting, Brenda Antrim had reported a concern regarding how the Chancellor's Office communicates the protocol for determination of equivalencies. Andrew will follow up with Brenda. We noted that, as part of the District's reorganization of BPs and ARs, the newly created AR 7211 (Faculty Service Areas, Minimum Qualifications, and Equivalencies) is housing the content of existing ARs 3211.7, 3211.8, 3211.9 and 3231.

In section 6A, we are making clear that a screening committee may choose to send forward no candidates.

Regarding section 8A, Sherri said that in the event that a screening committee did not forward candidates, or that the Superintendent/President did not choose to hire a candidate, typically the recruitment and screening process is re-opened the following year, rather than extended, and so we are modifying the language accordingly.

Regarding section 3A, we wonder if faculty members of screening committees should continue to be selected by the department chair (in consultation with HR), or if they should be selected by the screening committee chair, in the event that the committee chair is a designee of the department chair. Andrew will seek feedback from chairs.

Last semester, Andrew said that he would seek feedback from chairs on the current policy for hiring part-time faculty. He reported feedback received from two chairs, both of whom stated that the policy is onerous. HR will look into handling this compliance issue.

The next PPC meeting will be on Tuesday, April 30.

VI. The meeting was adjourned at 2:55pm (moved by Moya, seconded by Sherri, and approved unanimously).