

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

Present: Andrew Nestler (Chair), Janelle DeStefano, Tracey Ellis, Chris Grant, Mitch Heskell, Sharon Jaffe, Scott Silverman

Absent: Sherri Lee-Lewis (Vice-Chair), Moya Mazorow

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

II. Public comments: None.

III. Announcements: None.

IV. Brenda Antrim's full name was added to the minutes of the April 16 meeting (moved by Scott and seconded by Janelle), which were approved by all present.

V. AR 7120 (Recruitment and Selection): Andrew reported that Brenda is satisfied by the committee's language on determining equivalency.

In section 3A, we are specifying that in the case where a screening committee is chaired by a department chair's designee, faculty members of the committee shall be selected by both of those individuals (in consultation with HR).

In section 3B, we are removing the word "designated," as it is unnecessary.

We examined section 53024 from the Education Code, brought to us by Moya, which seems to imply that the Superintendent/President can reject all candidates and "order further review by the screening committee [or] reopen the position where necessary to further the objectives of the equal employment opportunity plan or to ensure equal employment opportunity." We will ask Sherri about this next time.

Scott gave an overview of Emeritus, which has only part-time faculty. There is no academic regulation regarding the hiring at Emeritus. On occasion, Scott has involved faculty from Emeritus and the main campus in hiring faculty. Ideas regarding hiring at Emeritus include: making a small number of changes to the existing AR on hiring part-time faculty so that it applies to Emeritus as well; and relying on department chairs or area liaisons to assist the Associate Dean with hiring at Emeritus. The committee recommended that Andrew propose to Nate Donahue and Peter Morse that they meet with Scott, in order to discuss common ground on this topic.

VI. AR 3410 (Classification of Academic Personnel): Regular and contract faculty are defined in the Ed Code, and the SMC faculty collective bargaining agreement uses those terms in addition to tenured and probationary faculty. Regarding this AR, the Committee will review the language on long term substitutes, when Sherri is present.

The next PPC meeting will be on Tuesday, May 14.

VII. The meeting was adjourned at 2:55pm (moved by Tracey, seconded by, and approved unanimously).