

SMC Academic Senate Personnel Policies Committee electronic meeting minutes  
Tuesday, March 9, 2021  
1:30 to 2:30pm

Present: Andrew Nestler (Chair), Sherri Lee-Lewis (Vice-Chair), Natalie Arps-Bumbera, Janelle DeStefano, Chris Grant, Steve Hunt

Absent: Mitch Heskell

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

II. Public comments: None

III. Announcements: The Committee welcomes back Janelle, who was on sabbatical during the Fall 2020 semester.

IV. The minutes of the December 8, 2020 meeting were moved by Chris, seconded by Steve, and approved unanimously.

V. AR 3211.5 (Faculty Responsibilities as Student Activity Advisers): The Committee decided to further retitle this regulation (to Student Club Primary Advisor Responsibilities), as full-time managers also may serve as student club primary advisors. Sections 6 and 7 will refer to the Vice-President of Student Affairs or designee, rather than just the Associate Dean of Student Life, in case that individual is not available. Section 7 will stipulate that a substitute for a primary advisor at a meeting or event should meet the requirements for a student club primary advisor as defined in the AR on forming student clubs.

VI. AR 3225 (Release of Employees and Disciplinary Action): The Committee observed that Section 87732 of Ed Code, the source for the possible causes of dismissal, refers only to dismissal and termination, and not a less extreme sanction of discipline. Sherri mentioned that while instructors can be placed on paid administrative leave, the concept of discipline is more appropriate for classified staff. As a result, the Committee proposes removing references to discipline from this AR. While a version of the first two sentences of Section 87734, regarding notice to an employee charged with unprofessional or unsatisfactory performance, was added to the draft we reviewed at this meeting, the Committee decided to include a version of the third and final sentence as well, in the hopes of satisfying legal counsel.

VII. The meeting was adjourned at 2:30pm (moved by Chris, seconded by Steve, and approved unanimously).