

SMC Academic Senate Personnel Policies Committee electronic meeting minutes  
Tuesday, March 23, 2021  
2:00pm to 3:00pm

Present: Andrew Nestler (Chair), Sherri Lee-Lewis (Vice-Chair), Janelle DeStefano, Chris Grant, Mitch Heskell, Steve Hunt

Absent: Natalie Arps-Bumbera

I. The meeting was called to order at 2:00pm.

II. Public comments: None

III. Announcements: None.

IV. The corrected minutes of the March 9 meeting were moved by Chris, seconded by Steve, and approved by all except for Mitch who abstained, as he did not attend that meeting.

V. AR 3225 (Release of Employees and Disciplinary Action): Sherri reported that legal counsel wishes for discipline to be put back as a possible course of action based on the list of causes for (discipline and) dismissal, and so we are proposing to change the AR title and opening language back in order to comply. According to legal counsel, discipline may consist of suspension, dismissal, or demotion. It is not clear that demotion is a valid type of discipline for a full-time faculty member. A hypothetical example of behavior that could result in suspension is verbal conduct in violation of Title IX. For egregious behavior, a faculty member may be placed on paid administrative leave and they may be served written notice that charges have been introduced. Sherri will run our most recent draft past legal counsel for feedback.

VI. AR 3211.5 (Faculty Responsibilities as Student Activity Advisers): The Committee proposes changing the individual mentioned in (newly numbered) sections 6 and 7 from the Associate Dean of Student Life to the Vice-President of Student Affairs or designee, in case the Associate Dean is unavailable. At an upcoming meeting we will consider defining responsibilities of student club co-advisors, which can be adjunct faculty members.

VII. The meeting was adjourned at 3:00pm (moved by Sherri, seconded by Janelle, and approved unanimously).