

**SMC ACADEMIC SENATE JOINT PERSONNEL POLICIES COMMITTEE MINUTES**  
**Tuesday, March 3, 2015, 1:30pm – 3:00pm, Library 275**

**I. Call to Order – 1:35pm**

**In Attendance:**

Fran Chandler  
Sherri Lee-Lewis  
Gita Runkle  
Peter Morse  
Michael Strathearn  
Nate Donahue  
Harold Rogler  
Patricia Burson

**Absent:**

Nick Mata  
Tracey Ellis

**II. Public Comments:** None

**III. Review and Approval of December 2, 2014 Minutes:**

Motion to approve: Michael Strathearn

Second: Patricia Burson

Vote: Aye: 8

No: 0

Abstain: 0

**IV. Old Business**

**a. Update on AR 3211.6 - Academic Rank:** Sherri asked for the draft to be pulled. It is an issue for the District. The model the committee previously came up with may be too closely modeled after the FT ranks. They incorporate titles like Associate that are designated for FT faculty. The committee discussed other avenues. Fran will speak with Georgia. Michael suggested using Lecturer and Senior Lecturer as an alternative to Associate. The committee thought these titles could be a viable option.

**b. Work Plan for Position Paper on Full-Time Hiring:** Need to establish a work group to construct a position paper regarding the FT hiring policy. There is some verbiage around the policy in the BOT goals from 8/20/14, but it is generic. Fran reported that Dr. Tsang is fine with going forward as long as he is kept informed but has stated that there should be no target ratios. The committee feels that the focus can be on measuring progress toward improving the ratio. DPAC would probably not be involved. Academic Affairs determines hiring priorities. Per Fran, this will

become an Academic Senate goal next year and the development of a plan is a current Academic Senate goal. There is also some new legislation, AB626, that should be reviewed. After 1<sup>st</sup> draft is completed, representatives will bring it back to the PDC, which will keep all constituencies informed of the committee's progress. The work group will be Fran, Peter, and Nate. Sherri will speak to Nick about participating as well.

- c. **AR 3211.5 – Faculty Responsibilities as Student Activity Advisors:** The issue is whether PT faculty should be able to sponsor clubs. Right now, they cannot officially sponsor them. However, there are too many clubs and not enough FT faculty members who have the ability or desire to be a sponsor. The consensus from the faculty is that there are PT faculty members who would like to be able to sponsor a club. Sherri spoke with Deyna Hearn, Sonali Bridges and Benny Blaydes. The biggest concern with allowing PT sponsors is availability. Adjunct faculty are not guaranteed to be around during the semester. Also in question is whether it would be a risk management issue, even though the FA agreement makes no distinction between FT and adjunct in relation to clubs. Fran/Sherri will speak to Bob regarding any legal issues.
- d. **AR 3215 – Sabbaticals:** The District has had a low turnout in the number of applications for sabbaticals. The Academic Senate will work next year on streamlining the application process. Verbiage in the AR needs to be revised to reflect that the PDC committee is not involved in the process in any way and receives no copies of the applications. Also, no documentation is added to the employee's personnel file. One reason given to explain why turnout is low is that the faculty member is not currently paid for overload classes during a sabbatical. If the department chair agrees and if units are available (no guarantees), a faculty member on sabbatical should be able to work overload. Sherri stated that the administration is not currently in support of changing the current policy to support overload pay during a sabbatical. Fran will talk with Georgia about this issue.

## V. New Business

- a. **Review of Meeting Dates for Spring 2015:** Meeting dates for the remainder of the year will be:
  - 4/7/15
  - 4/21/15
  - 5/5/15
  - 5/19/15
  - 6/2/15

## VI. Meeting adjourned at 2:57pm.