

SMC Academic Senate Personnel Policies Committee meeting minutes  
Tuesday, November 13, 2018  
1:30 to 3:00pm  
Library 275

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

Absent: Moya Mazorow

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

II. Public comments: None.

III. Announcements: None.

IV. The minutes of the October 30 meeting were corrected to remove the word "College" following "Emeritus," and approved unanimously (moved by Mitch, seconded by Tracey) by all except Sherri, who abstained, as she was not present at that meeting.

V. AR 7120 (Recruitment and Selection): Sherri said that if a screening committee member becomes unable to complete their committee duties, HR will determine whether the committee member is replaced, based on how far along in the hiring process the committee is.

In section 6A, Sherri is on board with changing the phrase "no more than three and not less than two candidates per position" to the simpler phrase "two or three candidates for position."

In section 6B, the Committee recommends removing the sentence, "To the extent possible, the results of the reference checks shall be shared with the screening committee chair before names are forwarded to the Superintendent/President." Regarding faculty hiring, Sherri does not recall the District ever learning of negative results of reference checks before names are forwarded to the Superintendent/President. The Committee could not determine what the benefit would be for a screening committee chair to learn that a candidate had been disqualified due to the result of a reference check. Sherri stated that HR does online research on candidates including checking public social media profiles (e.g. Facebook, LinkedIn). The Committee will consider adding language to this section reflecting this practice, for the sake of transparency.

The Committee will revisit the issue of which language should apply to the hiring of temporary faculty in Emeritus.

VI. The meeting was adjourned at 2:45pm (moved by Sherri, seconded by Scott, and approved unanimously).