

SMC Academic Senate Personnel Policies Committee meeting minutes
Tuesday, November 27, 2018
1:30 to 3:00pm
Library 275

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

Absent: Scott Silverman

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

II. Public comments: None.

III. Announcements: None.

IV. The minutes of the November 13 meeting were approved (moved by Mitch, seconded by Sherri) by all except Moya, who arrived they were considered.

V. AR 7120 (Recruitment and Selection): In section 6B, the Committee is replacing the phrase "personal qualities relevant to performance in the faculty position" with "other information relevant to performance in the faculty position." Also this paragraph will end with the new sentence, "In addition, the Human Resources administrator or designee may perform online and social media research on the candidates." The desire for such language was discussed at the previous meeting.

Andrew will ask the Department Chairs Committee for feedback on the AR concerning the hiring of part-time faculty. In particular, we wish to know if departments have selection committees that identify pools of candidates and screen and interview applicants, as is specified in the AR.

AR 3210 (Classification of Academic Personnel): There are two typographical errors that must be corrected: (1) the definition of temporary employees begins "All academic employees who are not contract, regular faculty or administrators. . ." should begin, "All academic employees who are not contract FACULTY, regular faculty or administrators. . ."; (2) the definition of long term substitute refers to the full assignment of contract regular employees, while this should say "contract OR regular employees."

The AR states that PT faculty are designated as long term subs when they take over a full assignment of a FT instructor or when they fill a position that no FT instructor is available to fill. There is a practice, however, of this designation being given to PT faculty who assume more than 67% of a FT instructor's load, for example, if a department opens additional sections after the term has started, and yet the department chair does not survey available FT instructors to determine if they are interested in an overload assignment. That is, a long term sub need not be actually subbing for a FT instructor. In the spring, the Committee may revisit this issue, and also the rights and responsibilities of long term subs.

Also the Committee wonders if there are legal reasons why we refer to tenure-track faculty as contract faculty and tenured faculty as regular faculty, as defined in this AR. The use of such terminology may not be consistent across ARs. We wonder if we should be following the Faculty Association's choice of language, or if these terms are specified in the Ed Code.

The next PPC meeting will be on Tuesday, February 26.

VI. The meeting was adjourned at 2:50pm (moved by Sherri, seconded by Scott, and approved unanimously).