

SMC Academic Senate Personnel Policies Committee meeting minutes  
Tuesday, May 14, 2019  
1:30 to 3:00pm  
Library 275

Present: Andrew Nestler (Chair), Sherri Lee-Lewis (Vice-Chair), Janelle DeStefano, Tracey Ellis, Chris Grant, Mitch Hesel, Sharon Jaffe, Moya Mazorow, Scott Silverman

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

II. Public comments: None.

III. Announcements: The Adjunct Faculty Committee has indicated that there is a desire to survey part-time faculty members as to whether Associate Faculty members should be permitted to participate in voting in department chair elections.

IV. The minutes of the April 30 meeting were approved (moved by Tracey, seconded by Chris) by all except Moya and Sherri, who were absent from that meeting, and abstained.

V. AR 7120 (Recruitment and Selection): In section 3F, regarding EEO training of screening committee members, we are citing references to the educational benefits of workplace diversity and practice of equity from the District's EEO Plan.

We discussed section 53024 of the Education Code, and decided that our revised language in section 8A is consistent with this language, while more accurately reflecting the practice in recent years of unfilled faculty positions being re-opened in the future.

Regarding the hiring of part-time faculty members, we modified section 2B to specify that the EEO representative of a selection meeting shall be a faculty member, in particular probationary or tenured.

VI. AR 3410 (Classification of Academic Personnel): The language of section 3B regarding long term substitute faculty appears to be modeled on that of section 87478 of the Education Code. Andrew detailed several recent cases in which part-time faculty were classified as long term substitutes even though they were not substituting for an instructor absent from service. We will invite Jenny Merlic to attend our next meeting and talk about how faculty members have been classified as long term substitutes in recent years.

The next PPC meeting will be on Tuesday, May 28.

VII. The meeting was adjourned at 2:55pm (moved by Tracey, seconded by Moya, and approved unanimously).