

SMC Academic Senate Personnel Policies Committee meeting minutes
Tuesday, October 22, 2019
1:30 to 3:00pm
Library 275

Present: Andrew Nestler (Chair), Sherri Lee-Lewis (Vice-Chair), Patricia Burson, Janelle DeStefano, Tracey Ellis, Chris Grant, Mitch Heskell, Moya Mazorow

Absent: Sharon Jaffe

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

II. Public comments: None.

III. Announcements: The Committee's draft of AR 7120 (Recruitment and Selection) was approved unanimously by the Academic Senate on October 15 in a second read. At the Senate meeting, the members of the Committee received commendation for our work toward a faculty hiring process that is intended to be free of unconscious (or conscious) bias. Congratulations to the members of the Committee, present both this year and last year, for crafting a revised regulation that contains many improvements, both to the process of hiring faculty members and to the readability of the document itself.

The College recently adopted a revised AR 3211.3 on department chair elections, as revised by this Committee in Fall 2017. This semester, in one department scheduled for an election, no faculty members nominated themselves by the deadline, in which case, according to the AR, Nate and Jenny are expected to forward a name to the Superintendent/President. Instead, Academic Affairs reached out to a faculty member who had been recommended by someone else, and after determining that that faculty member was interested in running, began the election with that person's name on the ballot.

IV. The minutes of the September 17 meeting were approved unanimously (moved by Mitch, seconded by Sherri).

V. BP 4700 (Guest Speakers – Solicitation in the Classroom): Academic Affairs had asked our Committee to provide input on this new BP, which will be the new home of current BP 5460 (Guest Speakers) and BP 5220 (Solicitation in the Classroom). In the portion regarding guest speakers, we suggest removing the first sentence, as in particular it does not relate to guest speakers. In the portion on solicitation in the classroom, we proposed effectively defining what is meant by "inappropriate." We talked about the (appropriate) case in which a class would be informed of an upcoming event put on by the Department of Music, with tickets for sale. Our opinion is that this portion of the BP is really about non-SMC merchandise and business ventures that should not be promoted in the classroom. Academic Affairs will forward our revised draft to the Board of Trustees for consideration.

VI. The meeting was adjourned at 2:55pm (moved by Mitch, seconded by Sherri, and approved unanimously). The next scheduled meeting is on November 5.