

Classified Consultation Group

Meeting Minutes

11/16/2020

12:00 PM – 1:00 PM

Location: ZOOM

Attendees: Liz Auchincloss (Chair, CPC Rep), Beth Taylor-Schott, Jesse Felix, Sherie Higgins, Valdas Karalis, Regina Reese (CPC Rep), Josie Tapia, Sara Volle

Absent: Erik Erhardt, Michael Gamboa, Cheryl Brown

1. Call to order

2. Roll call

3. Discussion Items

3.1. Approve minutes from 11/02/2020-minutes approved as amended

3.2 Discuss CPC Agenda 11/17/2020

- Dr. Goswami will be discussing his plan to arrive at Zero Based Budgeting for 21-22 and 22-23. There will be a job ranking process that will include representatives from classified, faculty and administrators. There will be a set of criteria and Dr. Goswami will ask managers to collect the data. Liz, Beth and Jason attended the first meeting on November 13. The next meeting will be November 17 and both meetings will focus efforts on developing a criteria list. CCG members mentioned that this list of criteria has potential to get a lot of resistance. The criteria will be vetted in the President's Cabinet and then presented to CPC. It was suggested that the criteria be turned into a rubric. Liz is concerned about the criteria used for ranking of the positions without a department review with classified staff involvement. It was suggested that Managers first talk to classified staff about what is going on in their departments, as well as the relationships between the criteria. Managers will ask individual employees to go over the rubric and complete the portion that pertains to their position. BRAC is still meeting to rank positions keeping in mind Dr. Goswami's request for a ZZB balanced budget. BRAC has determined that approximately 5 classified staff or 3 managers will need to be eliminated to meet the 21-22 ZZB goal. 2 faculty positions have been filled through the General Fund and 2 more have been filled from Categorical Funds.

- Lyndsay will be presenting a SERP report to CPC.

3.3 Discuss: Introduction to Equity class by Carrie Hutchinson for classified staff

- CPC members unanimously stated that they want this training to be mandatory and will put this request on the CPC Agenda for the next November CPC meeting.

3.4. Continue to discuss replacing CCG position and CPC recommendations

- [Email Draft](#)
- [Interest Form Draft - CCG](#)
- [Interest Form Draft - CPC](#)
 - We looked at Sara's email and form to recruit CCG and CPC members. Liz will take them to the December E Board meeting. We discussed staying with the current categories with consideration of expanding categories to include areas who are not currently represented. Sara will modify the letter to make it more universal and not mention specific areas. It was agreed to place priority on areas that are currently under represented. We will not mention term limits at this time.

3.5. BPAP - **BP 3052** Consensual Relationships between faculty, staff and students, **BP/AP 3430** Prohibition of Harassment, **BP/AP 3433** Prohibition of Sexual Harassment under Title IX, **AP 3434** Responding to Harassment Based on Sex Under Title IX, **BP/AP 3540** Sexual and other Assaults on Campus, **AP 4105** Distance Education, **AP 5530** Student Rights and Grievances

- CCG members do not approve of BP 3052 Consensual Relationships between faculty, staff and students. Beth mentioned that this BP infringes on our privacy rights. It was decided that we need to solicit input from our members about BP 3052

3.6 Continue to discuss and vote on reading of a land acknowledgement at the beginning of our meeting.

- We will vote on the reading of a land acknowledgement at our November Chapter meeting.

3.7. Items for the CPC agenda

- Ask Dr. Goswami if we will return to work in the Spring and will that decision be made by the end of Fall semester?

4. Other Items

5. Next regular meeting – Next CPC is on December 1. Do we want to meet on November 30 at noon?

6. Adjournment at 1:00 p.m.