# Classified Senate

Meeting Notes

January 23, 2024

## Topical Discussion - RAPP Personnel Hiring Priority - 2024

Note: No approval needed since it was a topical meeting. However, edits and corrections are welcomed.

The classified senate met for a topical discussion on a proposal from the RAPP committee -- (Resource Allocation and Program Planning). Sixteen members were present.

Specifically RAPP put forward a request for feedback in ranking positions to fill.

Tina Lockwood shared an excel workbook listing all proposed positions. The request from RAPP wants shared governance groups to pick five positions that would bring the greatest value to the campus and student success. RAPP has already categorized some prioritization -- high, medium and low for the position requests they received. After shared governance groups rank their chosen positions, from the sixteen top category of positions, the top five will then be presented to College Council.

After that, the next top five will be presented at College Council. There are four core values with which positions need to align to be ranked as a high priority for hiring. Classified Senate is looking at classified positions and ranking them based on their interpretation of these values.

* College Strategic initiative
* Ongoing college operations
* Student Success
* Overall health of the college

The second page of the workbook includes summaries written by RAPP members about where to rank the position and why.

Tina also explained they are listed in order of position identification number, not in any ranking order.

Erik Woodbury explained that faculty positions are replacements for existing vacancies while most classified and administrative positions are newly-created. Supervisors are also considered classified (Teamsters union).

This was a lively discussion. People requested information about why some positions such as a custodial and grounds supervisor would be prioritized over workers. (The explanation is that management believes there are not enough supervisors for the current number of workers, and more must first be hired before more custodian and grounds workers are hired.) It was pointed out that Classified Senate had a resolution regarding the hiring of more custodial and grounds workers.

The other frustration expressed was the feeling that position allocation had little long-range planning: it wasn't clear in which direction they were ultimately headed. One speaker said there was friction and that so far a single recommendation was not forthcoming. Tina confirmed many were resubmitted positions from last year's list and Adam repeated that custodial positions had been eliminated and his union's (CSEA) frustration was that now more supervisors would be hired ahead of badly needed custodians and grounds personnel to reduce the workload. His people he said feel like hiring supervisors first is an excuse, since no new custodial positions have been created in the last fifteen years, and positions have only been eliminated. He also pointed out that for the higher salary of one supervisor, two custodians could be hired.

Tina and Eric also mentioned the justifications produced documenting the type of work a position would perform were voluminous.

Adriana suggested the resolution continued to be pushed by Classified Senate for the hiring of more custodial workers, but the current process was to select the top five positions most needed by the campus currently and best supports the four core values.

Several people asked for clarification about the harm that would come to the college if a particular position was not filled. The RAPP representatives clarified these points and answered other questions.

At first, people were asked to mark their chosen positions, but then it was decided Alex would create a survey to send out so our classified body could privately make their own choices for the top five positions to select. The deadline is next Monday, January 29th, 2024.

The meeting ended at 2:50 PM

Links From the Chat

Colaborative workbook for ranking positions:

<https://foothilldeanza-my.sharepoint.com/:x:/g/personal/20033656_fhda_edu/EWV0Ur8vg2dPtv4wGNRA4xkBRGAz086Mc-kKckTmHGx_5w?e=oDWlYP&CID=c852d920-5734-d583-5fdd-3c60802ebaa8>

Personnel Prioritization Process

<https://www.deanza.edu/gov/rapp/personnel_prioritization_process.html>

Spreadsheet: Reconciled Hiring Ranking Fall 23

<https://foothilldeanza-my.sharepoint.com/:x:/g/personal/20033656_fhda_edu/EWV0Ur8vg2dPtv4wGNRA4xkBRGAz086Mc-kKckTmHGx_5w?e=oDWlYP&CID=c852d920-5734-d583-5fdd-3c60802ebaa8&wdLOR=c07B82508-1A0D-4767-8694-D251BCAA3D3F>