

TITLE: Resolution Urging GCCCD Leadership to Establish Fair, Objective, and Transparent Salary Placement Process as well as Address the Harm Caused from the Current Lack of Such a Salary Placement Process

Whereas, trust, transparency, and fairness are essential for the establishment of an effective, successful, and healthy collaborative institution of higher learning as a lack of transparency and accountability leads to distrust and resentment toward our institutions as well as an overall ineffectiveness for achieving our set missions, visions, and goals which translate to lower enrollment and fewer resources as fairness, accountability, and transparency are essential ingredients for an organization's continuous growth, improvement, and efficacy;

Whereas, the current lack of an objective and transparent salary placement process has resulted in dissatisfaction and harm among faculty and other employees and staff members—including cases where it has delayed or impeded the faculty onboarding process; it has also caused some faculty to reject offers of employment;

Whereas, The Together We Rise Center is the central space students currently have for building community at Cuyamaca College;

Whereas, the lack of a transparent salary placement policy is adversely impacting hourly workers at Cuyamaca College's Together We Rise Center. This situation or how Human Resources has chosen to approach the situation exemplifies the subjective, ambiguous, and inconsistent approach to interpreting pay scale placement as well as the great harm caused, impact on the livelihood and morale of two valued Cuyamaca employees and alumna (and, as of March 14, 2024, remains unresolved);

Whereas, the current approach resulted in Cuyamaca College administrators interpreting the salary schedule differently than Human Resources did upon their second review after the pay increase had been approved;

Whereas, it is unclear if there is an existing policy, procedure, and/or directions that Human Resources uses to interpret salary schedules; this policy has been requested, but as of yet, it has not been shared;

Whereas, comprehensive review and revision of all current salary placement practices are necessary to address inconsistencies and inequities;

Whereas, a transparent salary placement process will enhance GCCCD's reputation and allow us to recruit and retain talented colleagues;

Whereas, a fair and transparent process will align with the GCCCD's values of equity, diversity, student-centeredness, creativity and innovation, pursuit of excellence and continuous improvement, integrity, and mutual respect; and

Whereas, our role as equity-minded and student-centered faculty members means that we are here to help elevate our students and provide them the tools to advocate for themselves as they continue their academic and professional journeys—even if that means their advocacy has to be directed at us as a District.

Resolved, that the Cuyamaca College Academic Senate calls on the District's administration to conduct a thorough and transparent assessment of the current salary placement process and identify areas for improvement;

Resolved, that the Cuyamaca College Academic Senate calls upon the District to follow the assessment with the timely creation and implementation of an objective, transparent, and consistent salary placement process to replace the current subjective, ambiguous, and inconsistent approach;

Resolved, that the Cuyamaca College Academic Senate requests the District reevaluate the salary placement conclusions reached in the case of our colleagues in the Together We Rise Center as the conclusion that their previous advancement was a mistake was based on the subjective, ambiguous, and inconsistent approach currently being used;

Resolved, the Cuyamaca College Academic Senate urges the District to communicate openly with faculty members and all other stakeholders throughout the assessment and revision process, soliciting feedback and addressing concerns to ensure trust and inclusivity;

Resolved, that the Cuyamaca College Academic Senate urges the District administration to prioritize equity, transparency, objectivity, and fairness in determining salary placement; and

Resolved, that the Cuyamaca College Academic Senate urges the District administration to partner with all shareholders to address the issues of community, trust, and transparency that have been highlighted by the recent issues with salary placement procedures.

Resolution of No Confidence in Interim Vice Chancellor of Human Resources, Linda Beam

Whereas, the lack of an objective and transparent salary placement process has resulted in cases where it has delayed or impeded the faculty onboarding process as well as caused some faculty to reject offers of employment;

Whereas, the callous, disrespectful, evasive and circuitous nature of the responses by Linda Beam, Interim Vice Chancellor of Human Resources, to the payscale issues impacting two colleagues in the Together We Rise Center issue has escalated and prolonged the stress and harm done to two of our colleagues and our campus and District culture; and

Whereas, fairness, accountability, and transparency are essential ingredients for an organization's continuous growth, improvement, and efficacy.

Resolved, the Cuyamaca College Academic Senate urges the District take the necessary steps for Linda Beam, Interim Vice Chancellor of Human Resources, to be held accountable for the mishandling and lack of transparency on matters regarding salary placement procedures as well as other issues related to Human Resources by being removed from her position; and

Resolved, the Cuyamaca College Academic Senate make a vote of no confidence for Interim Vice Chancellor of Human Resources, Linda Beam.