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Revised Draft Revised Draft Presented at 4/11 Academic Senate Meeting (shift in intended audience)

Information on: 4/11/24

Up for Action on: 4/25/24

Title: Resolution in Support of Preserving Resources and Services for Underserved Students and Employees

Whereas, as a District, we all bear the collective responsibility of providing care and support for all students and employees, particularly those from underserved communities;

Whereas, the decisions and actions of the District related to funding, resource allocation, and hiring practices trickle down to the campuses and impact the morale and the effectiveness of campus employees to serve students at the ground level;

Whereas, our colleagues who have been serving our campuses across the District as “Professional Experts” have been doing monumental work serving students, strengthening outreach, building community connections, and improving retention and outcomes for historically underserved student groups;

Whereas, the [District’s mission, vision, and values](#) and [Cuyamaca College’s mission, vision, and values](#) prioritize equity and social justice in education;

Whereas, Cuyamaca College has established institutional goals related to improving outcomes for Latinx/e, Black and African American, Native American, and LGBTQIA+ students and developed action steps related to the creation and growth of centers in support of the aforementioned groups;

Whereas, the imminent termination of positions categorized as "Professional Expert" across the District at the end of the current semester threatens the sustainability of valuable campus programs and student spaces, such as Cuyamaca College's Together We Rise Center, which hosts essential college programs and resources including Next Up, Pathway Academy, RISE, and Up, as well as providing facilities such as a food pantry, hygiene closet, lockers for students facing housing insecurities, peer mentoring, and various other support services crucial for student success. In fall of 2023 the Rise Center served about 250 to 300 students a month;

Resolved, the Cuyamaca College Academic Senate urges the District administration, particularly those in Human Resources, to acknowledge and appreciate the invaluable contributions “Professional Experts” have made in fostering a supportive and inclusive environment for students and the broader campus community to address the negative impact on morale and trust this that the treatment of our colleagues serving as “Professional Experts” has caused.

Resolved, the Cuyamaca College Academic Senate urges the College administration to prioritize the hiring of permanent employees to institutionalize the work currently being done by professional experts and to continue and expand the work being done in our current and planned student centers and spaces.

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

Presented at 3/21 Academic Senate Meeting

- Information on: 3/21/24
- Action on: 4/11/24, Passed, Unanimous Vote

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

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

Whereas, the Vice Chancellor of Human Resources plays a crucial role in upholding the standards of professionalism, transparency, and accountability within the institution;

Whereas, the lack of a transparent salary placement policy across all employee classifications is adversely impacting all employees—more recently and egregiously the hourly workers at Cuyamaca College's Together We Rise Center. The manner in which Interim Vice Chancellor of Human Resources Linda Beam 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 on the livelihood and morale (and, as of March 21, 2024, remains unaddressed and unresolved despite multiple requests made to the District and Interim Vice Chancellor Linda Beam for the disclosure of existing policies/procedures that Human Resources has been using to determine salary placement);

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, Interim Vice Chancellor of Human Resources Linda Beam has failed to uphold the [GCCCDs Mission, Vision, and Values](#), specifically the values of Equity, Pursuit of Excellence and Continuous Improvement, Integrity, and Mutual Respect by not fostering transparency, timely communication, accountability, or collaboration within the Human Resources department or in her relationship with stakeholders at Cuyamaca College thereby undermining both the GCCCD's and Cuyamaca's commitments to our communities.

Whereas, the performance and conduct of Interim Vice Chancellor of Human Resources Linda Beam have fallen short of the expectations and standards set forth by the institution, and there have been numerous instances of Ms. Beam demonstrating a lack of effective leadership, communication, decision-making, commitment to participatory governance, and professionalism skills within the department of Human Resources, hindering its ability to effectively support the needs of our college community and our District resulting in low morale and dissatisfaction among faculty and staff;

Whereas, the callous, disrespectful, evasive, and circuitous nature of the responses by Interim Vice Chancellor of Human Resources Linda Beam 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 to our campus and District culture;

Whereas, Interim Vice Chancellor of Human Resources Linda Beam has been overwhelmingly unresponsive to calls for clarity regarding current policies, including matters of lack of compliance with our Equal Employment Opportunity policies; and efforts to address concerns and issues with Ms. Beam have not resulted in satisfactory resolutions or improvements in performance.

Resolved, the Academic Senate of Cuyamaca College expresses its lack of confidence in Interim Vice Chancellor of Human Resources Linda Beam to effectively fulfill the duties and responsibilities of the position;

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.