



## **Grossmont College Academic Senate**

### **Resolution in Support of Flexible and Remote Work Options for Counseling Faculty to Advance Equity, Retention, and Student Success**

**Whereas**, the Grossmont-Cuyamaca Community College District's (GCCCD) shift toward top-down decision-making, lack of transparency, and punitive policies contradict its mission, vision, and equity values—eroding employee morale, trust, and undermining equitable recruitment and retention efforts;

**Whereas**, as the lowest-paid district in the region, ongoing challenges in employee recruitment, morale, and retention are exacerbated by chronic turnover, understaffed departments, and abrupt policy changes that disrupt service delivery and lead to counselor resignations;

**Whereas**, the elimination of flexible and remote work options damages the District's reputation as an innovative and employee-friendly institution and positions it out of step with regional peers and broader trends in higher education;

**Whereas**, faculty—particularly counseling faculty—face significantly increased workloads due to state mandates<sup>1</sup>, diverse student needs, and limited resources, and require uninterrupted time to complete critical tasks such as documentation, student planning, and administrative duties;

**Whereas**, remote work enhances productivity by reducing in-person interruptions and commute time, enabling counselors to better manage workloads and reallocate time to student-focused responsibilities such as recommendations, notes, and success planning;

**Whereas**, the removal of remote options has negatively impacted student services, particularly for those in vulnerable programs, by reducing privacy, access, and appointment availability;

**Whereas**, virtual counseling expands access for working students and those enrolled in daytime courses, while also supporting flexible scheduling beyond traditional campus hours;

**Whereas**, flexible and remote work contribute to cost savings through reduced absenteeism, turnover, and utility usage, while improving operational efficiency by freeing up space and resources;

<sup>1</sup>Such as AB 928, AB 1111, AB 1705, and changes to Title 5.

**Whereas**, remote flexibility supports ongoing professional development, cross-department collaboration, and digital transformation efforts—aligning with tech-forward practices in advising, communication, and data management;

**Whereas**, maintaining remote access supports business continuity during emergencies or health disruptions and aligns with the evolving needs and digital expectations of students and institutions alike;

**Therefore, be it resolved**, that the Grossmont College Academic Senate supports and advocates for faculty and colleagues in creating a welcoming, supportive, and equitable work environment;

**Resolved**, that the Grossmont College Academic Senate urges the District to rebuild trust through transparency and meaningful inclusion of employee and program needs in decision-making;

**Resolved**, that the District take immediate, transparent action to support flexible and remote work as aligned with the College’s mission and equity values;

**Resolved**, that the District negotiate in good faith and reconsider approval of the union-proposed remote work side letter from March 2025 during contract negotiations;

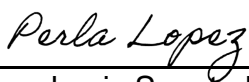
**Resolved**, that the District adopt an administrative policy (AP) on remote work, granting decision-making authority to local college leadership who best understand departmental and student needs;

**Resolved**, that the Grossmont College Academic Senate affirms remote and flexible work as beneficial to student access, counselor productivity, professional development, and institutional responsiveness;

**Be it further resolved** that remote work be recognized as a strategic, student-centered approach to supporting faculty engagement, workload management, and long-term retention.

**PASSED** by the Academic Senate of Grossmont College, this 19<sup>th</sup> day of May, 2025, by the following vote: Passed by Acclamation.

I, Perla Lopez, President of the Academic Senate, do hereby certify that the foregoing is a full, true and correct copy of a resolution duly passed and adopted by said Academic Senate at the regularly called and conducted meeting held on said date.

  
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Academic Senate President

<sup>1</sup>Such as AB 928, AB 1111, AB 1705, and changes to Title 5.