

----- Original Message -----

Subject: Re: BOG and my thoughts....

Date: Wed, 18 Apr 2012 15:45:48 -0700

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Patricia ~ good to know you're still involved. No, we were not blind-sided but inuendos will not make a case in court. Even people who were no longer working at Pima refused to tell me what they knew first hand. The Board did chastise Chancellor Flores for his lack of people-skills - but that was all anyone would come forth and tell us about. I'm a Union Steward. I would have jumped on "facts" like a tick on a dog - but NO ONE would give me any facts or data. The people who have come forth and are talking with the Board's attorney will have their day. Investigations will be made into their personnel files to see if there was any retaliation, etc., and we will seek to make them whole again if there was. This is a fine line and I must make sure I don't stumble and say anything that would make these people any more uncomfortable than they may be already. Everyone said "Get rid of him now". We have and before any investigation has shown any wrong doing has occurred. Sitting on information like this, refusing to share details with either a Union or a Board Member just makes the matter worse. Any story brought forth would have been (and now is being) investigated. We expect our children to tell if they feel improper behavior is happening - these are adults - I wish they had stepped forward sooner.

As for Suzanne - please know this Lady asked to resign as Provost before the Chancellor got sick - SHE asked to apply for Campus President. For several years she has been sought after by other large Universities because of her credentials. She and her husband Rob have

raised their children here - have a lovely home over near River and Craycroft - and she likes being a campus president. SHE chose not to vie for Chancellor, had resigned from Provost and hopes to be able to return to being a campus president when the search is over. She debated with the Chancellor on several occasions that I can swear to. Don't sell her too cheaply. Blood has been spilt now. Efforts are being made to clarify and open procedures so that the community and students know what is going on and what to expect to go on. It's likely I will not be re-elected and that too is okay. I hope I am re-elected. There are still things I would like to see changed. Believe it or not - I do care, and, I still appreciate hearing from you. I do wish instead of saying "You have no idea of what is going on" - someone had said "Here's what's going on. this is what happened" No one did until now. It was always inuendo, no names, no dates, no identified behavior. You can hardly want someone to loose their job because someone knew someone who felt uncomfortable or intimidated but that someone who knew someone didn't know why that someone had felt intimidated. "I'll tell you someday". Was not something I could vote to terminate. Aren't you glad - would you want some negative reaction to someone - anyone - even you? I agree I tend to favor an employee over a non-descriptive allegation that cannot even be substantiated even with a name. But until now, all we've had boils down to gossip. We hope to be able to satisfy those that are now coming forth. Even if I knew their names, I would not have their names bandied about ever and we are doing our best to help and support them through this. I can only wish that someone would have been brave enough to step forward long ago if this indeed has been going on for a while - we do not yet know, and I hope that if there ever is a future incident PCC employees will know that they should step out immediately. The Unions would have protected them and I would have protected them - and I believe any of the other Board members would have done so, too. I presume that is why you, too, did not offer facts or data - in order to protect the privacy of those affected.