

From: **Kester, Daniel** <dlkester@pima.edu>
Date: Thu, Apr 7, 2016 at 10:48 AM
Subject: Resignation
To: Lee Lambert <llambert@pima.edu>
Cc: David Dore <ddore@pima.edu>, Ted Roush <troush@pima.edu>

Dear Chancellor Lambert,

For the second time, I'm forced to conclude that my resignation is necessary. I have two very good reasons for doing so, as I'll explain.

First, I have finally come to accept that despite my title I do not, in fact, direct the program I was hired to lead. Not only do a few of the folks who work for me ignore my requests to maintain a focus upon caring for veteran students and sustaining their records to comply with the VA, they work in a culture in which ignoring my daily direction is permitted and supported.

[SENTENCE REDACTED.] The incongruities of my job description, the clear lack of institutional will to support veteran students, and the disrespect that has been directed at me by a small minority of my staff, all understandably cause me undue stress.

It is unhealthy for me to continue given that I've tried everything I can think of to design and implement a plan for Pima College to recover from years of VA records violations and to help the college by creating a reasonable plan that would address that problem in a sustained manner. It is untenable for me to continue trying against all odds.

You should be aware that I've not had any say as to how my department functions since I left for my military leave nearly 10 months ago. We continue to flirt with disaster as the VA could audit any day now and we still have over 1,500 files backlogged and a large number of components of the Veteran turnaround plan that you and I signed- still left untouched.

I thank you for your trust in me and for your personal intention to do the right thing for veteran students. I wish you greater success than I have been able to achieve in this regard, and I hope you will see the logic in my decision. My last day at Pima will be April 30th [END OF SENTENCE REDACTED].

Very sincerely. ...

Respectfully,

Dr. Daniel L. Kester
Senior Master Sergeant, USAF (Ret.)
Director
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Pima Community College
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