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Initial faculty correspondence re PCCEA SURVEY sent early Oct

1 message

Sylvia Lee <slee58@pima.edu> Mon, Nov 2, 2015 at 12:27 AM
To: Lee Lambert <llambert@pima.edu>, Stella Perez <sperez45@pima.edu>, Jeff Silvyn <jsilvyn@pima.edu>, Mark Hanna <mark@markhanna.com>

From: **Jiménez, Ana** <ajimenez@pima.edu>

Date: Tue, Oct 6, 2015 at 8:16 AM

Subject: PCCEA: Letter to Faculty

To: PCCFACULTY <pccfaculty@pima.edu>

Dear Faculty,

As many of you already know, I took some time away from extra duties when my father was suddenly diagnosed with cancer and died about two years ago. Since that time, I have watched from the sidelines as faculty leaders in PCCEA and Senate spent hundreds of hours advocating for all of us: expressing concerns regarding the creation of the All College Council that consequently diminishes the voice of faculty, being bombarded with one issue after another with barely enough time to respond to one poorly implemented change before another rears its ugly head, garnering promises and assurances of solutions only to discover those commitments broken and the problem they thought had been resolved was no closer to resolution, serving on countless committees, task forces and working groups to minimize damage and ensure faculty voices are heard. This work has been done mostly behind-the-scenes, often at the detriment to our leaders' well-being because of the unprecedented volume of problems* that needed addressing.

These faculty leaders have taken our concerns to the highest level for years, purposefully refusing to air our problems in the public eye, cognizant of the need to represent faculty without harming faculty through publicizing any dysfunctions of our board, administration and policies at a time that the College is on probation, on notice and facing dwindling enrollment. In all honesty, I cannot imagine where we would be without their hours of selfless advocacy.

I am writing this letter because, even though my role as PCCEA co-Vice-President began September 1st, I have seen faculty morale plummet this semester and I believe it is time to band together to turn this ship around. We must *stand together and unite* against the type of unilateral decisions that have plagued this administration and caused so much damage. I am asking you to stand behind faculty leadership as we call on our administrative leaders to include all stakeholders in decisions, for the success of the College and every student. Our students deserve practices and policies that are well-thought out, thoroughly vetted and make navigating higher education easier. Decisions that are made collaboratively and data-informed may take more time, but they result in a high-quality product, improving morale by recognizing the value we all bring to the table. We need to come together, exchange ideas and work for resolution of issues and our overarching goal of student success.

Later this October, as always, PCCEA will be sending out your annual **All Faculty Survey**. We have heard your concerns and intend to include questions that will allow you all to express your frustrations in a safe, anonymous forum so we can report faculty issues objectively to the Board and District Administration. In the spirit of

increased faculty collaboration, Faculty Senate already is working closely with PCCEA and this year's All Faculty Survey will include questions brought forward by Faculty Senate. Although I am confident we are capturing the plethora of concerns raised by faculty throughout the past year, you are welcomed to let us know what you would like for us to address on our survey.

Any time throughout the year, please feel free to email the PCCEA officers and campus representatives at PCCEAEXEC@pima.edu with any an issues, concerns or questions you would like for us to address. We want to hear from you.

Finally, please save the date Friday, November 6th for an All Faculty Meeting in the Amethyst Room at Downtown Campus from 3:45 - 5:00 PM..

I look forward to hearing from you, working with you and standing with you for the good of Pima College and our students.

Ana Jiménez
PCCEA Co-Vice-President
www.pccea.com

*SLO reporting, attendance tracking, syllabus template versus framework with checklist, annulled Meet and Confer agreements, horizontal movement on the salary schedule, step policy suspension (a gross violation of Board policy) and subsequent rushed faculty evaluation process overhaul, current redesign and possible dissolution of Meet and Confer, HLC elimination of grandfathering, financial aid eligibility guidelines, reporting of RN grade, faculty hiring process, upcoming common policy task force, student code of conduct language, new retirement contribution guidelines, administration redesign and various acting administrator searches.

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True heroism is... not the urge to surpass all others at whatever cost, but the urge to serve others at whatever cost

Sylvia M. Lee, Ph.D.
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