

DRAFT 2

Faculty-all communiqué to be discussed at the Board Study Session Mon 11-2-15

The Board of Governors wishes to address our Faculty:

With the future of our College at stake at this time in our history, we know that each of you has worked very hard in helping PCC successfully move beyond *Probation status* the past two years. The College's success at our next critical juncture is dependent on building a culture of respect that includes candid and constructive dialogue to solve our collective issues.

A question on a recent faculty survey sent out by PCCEA last week is of great concern to the Board of Governors. We believe this question: "Please indicate your level of agreement with the following statement: Faculty leadership should conduct a formal Vote of Confidence on the Chancellor" runs counter to building a culture of respect and puts the very future of our College at-risk. **There was no prior dialogue with the Chancellor or the Board preceding this question appearing on a survey. The PCCEA leaders met with Lee as early as last week and meet with him on a regular basis but NEVER expressed that they had concerns rising to such a level.** In addition, no member of the Board was ever contacted by Faculty leadership with concerns rising to such a level.

We also are concerned that the decision to add this question to the survey was made by a handful of PCCEA and Faculty Senate leaders but apparently not all Faculty leaders were included in the discussion. In addition, it has come to our attention that Faculty were denied an opportunity to see the survey questions prior to its release. How issues and concerns are communicated is just as important as the substance of the issue. The most important part of "how" is dealing candidly and constructively with Lee and the Board to resolve issues before elevating them to this level. We hope that this will occur now.

As we prepare for the next Higher Learning Commission (HLC) visit in Sept. 2016 to address our *Notice status* (which as you know means the College is still at-risk), it is crucial that we work together to frame our College's future. The future of our College depends on all of us successfully resolving our collective issues and those noted by the HLC and identified in the PCC Self-Study. <https://pima.edu/about-pima/accreditation/index.html>

We ask for your support and courage as we work through long standing complicated issues that were years and even decades in the making. Please know that these issues will not be solved quickly but together we will move forward and Pima will be a *premier* community college.