



PimaCommunityCollege

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HLC Update February 14, 2019

>> Chancellor Lambert: Well, good afternoon, everybody.

Thank you for coming out on such short notice to really have a chance to just understand the HLC final report in a broader context, if you will, and be able to ask questions of those of us who have been more closely involved with the process.

Before I begin, I would like to say today is just another marker in the positive transformation of Pima Community College, and what we'll share with you and those who read the report, this is a positive step forward this that transformation.

Just by way of context, it wasn't too long ago, almost six years ago we were in this room talking about the same kinds of things, and it was really bad because it wasn't the first time the College had been placed on probation. It was the second time. And so I mean, that is serious business, right?

But I'm so proud of everyone in this room and everybody across the district and in our community for stepping up and really saying: We know. We've got to turn this around, and people -- all jumped in to help us turn this around. And this report is validation that we have turned it around and we are in the right direction and that is the way to read this report. It's in that context and in that vein.

It doesn't mean we have everything perfect, because we don't. And in the spirit of continuous improvement, you never really have everything perfect, you are always working to improve.

The key is, do you know what you need improve? And now we have a handle on what we need to improve, and we've been improving them.

And I want to say thank you to a number of individuals who were more directly connected to this process before we get started.

Criteria and co-chairs, Ryan and NIC are you here?

For criterion one?

Thank you, thank you.

Criterion two, Jeff, are you hear? Thank you, Jeff.

And criterion 3, Jeff and Julie Ann, thank you for leading that criterion.

And Bruce and Wendy are here for criterion -- thank you both, and Wendy is not here, but Bruce is here.

And Michael Parker is here and criterion 5, and I think Nic is here. Thank you for leading those groups.

Also, we had a steering committee that oversaw the process, and I just want to recognize those folks as well. So I will just read off the names and then let's thank them, all of those folks, Bruce Moses, Dolores Duran-Cerda, Roz and Louise, Ryan Miller and Jeff Silvyn, and Jeff THEIS and -- and Wendy Weeks.

Let's give them a hand, please.

[applause]

This is a Herculean effort to pull all of these pieces together, but you need someone who is pulling them all together and putting them in a common voice and in the document. I want to recognize Karen Rubenstein -- let's give her a hand as well.

Really, we should give all of ourselves a hand because those of you who participated in the process and in the forums and the different sessions, that was critical as well, and so thank you all as well.

[Applause]

And at the heart of all of this, is the provost's office and Dolores. I want to thank you -- you and your team. Let's give them a hand as well.

[applause]

>> I just want to touch on a few key points -- not all of the points in the report or we could be here for a while and I don't think we want to sit here that long. I want to keep it to an hour, but I want to call out a few things.

This goes to the things -- some folks may have had concerns, but these are the things we are being recognized for by our colleagues.

The College has restructured its administration and redesigned its governance to facilitate shared governance and communication among its internal stakeholders and that means our faculty, our staff, our administrators and students is working to standardize policies and procedures across all campuses and departments and is trying to align academic standards and scheduling with a goal of a multi-term schedule and through all of the processes is working to reduce redundancy and inefficiency.

Folks who are not from Pima, when they look at the College, the things we've been doing, it's right on track. And people are saying why are you doing this? Well, I think we have the answer now. What do we need to focus on going forward?

And they also recognized the College for its work on diversity, and let me just read -- they made a comment about Pima's commitment to diversity is apparent through its mission statement and inclusion of a diversity plan, and although the College has many of the same issues with hiring and retaining diverse faculty and staff faced by other colleges and units and that is important to note that this is a challenge that many other colleges and universities face as well. The institution intentionally addresses diversity with hires and job descriptions now include statements about our value of diversity and a diverse workforce. Again, important things. And, also, our grants focus on HSI and STEM and others as well. Also -- they also recognize our commitment to global diversity as they call that out as another positive strength of the College.

And in fact, I'm going to read one of their lines. "The team commends PCC for its recognition of the importance of diversity in the world." PCC has a diversity statement on line, another example of the work we are doing on the global dimension being recognized as a positive.

*****Also, as it relates to faculty enrichment. They write, "Pima established expectations that structures remain current and disciplines and adept in teaching roles and to that end supports their professional development with generous professional enrichment policies.

That is something not to lose sight of. It may seem like we don't put a lot in, but when you step back, we do invest generously in the development of our faculty and in terms of we have \$100,000 set

aside for our staff development. These are important points not to lose sight of and lose perspective of going forward.

And then they mention again -- I don't know if you all know this but for a community college, I believe we are the largest study-abroad program in the country.

In fact, we are being recognized by the Institute for National Education as a leader in study abroad, so we should be proud of the work our department has done under the leadership of Ricardo and his team.

And then they go on to highlight another activity that happens through our global efforts. Other activities include a program for Latino Middle School girls and another for high school students from underprivileged backgrounds.

Then they start referring to our centers of excellence work, and I will just read what they said here. This acquisition of Downtown Campus properties serves the institution and the public. PCC needs to expand instructional space for some of its CTE, specifically automotive and building construction technologies, and this aligns with the College Plan to create centers of excellence. The College and public are both served, but the properties are largely in a state of disrepair and the area attracts a large number of homeless residents which contributes to high crime rates in the immediate area. They are also in discussions with the city regarding additional developments in the area. In fact, our concentration on the Downtown Campus is being seen by the City as an opportunity to help redevelop and revitalize that part of our great city. So again, Pima is being a leader and being an anchor, and our peers recognize that as well.

The team recognizes that the College plans for establishing centers of excellence at the campuses are a means of enriching and strengthening the workforce development program and is key to Pima reversing enrollment declines, increased community engagement and address employer needs. Another positive comment.

Now, there were some concerns and again, it's okay to have concerns. It's an opportunity to improve. And by the way, we knew we had these concerns. The difference is we were able to point that out that we had a plan to work on these things and we are working on closing the gap.

So always keep that in mind when you read those pieces of the report and not see it in a negative light but to see it in a positive context in that we are addressing our challenges in the context of continuous improvement.

As you all read, my Pima all, and I don't need to go into the details but we will be asked to submit two monitoring reports, one focused on the compliance aspect and the other focused on the work we have begun with the assessment of student learning and thanks to Wendy Weeks and her team, the work you put into this, I don't know how to say it other than to say you went above and beyond and we

appreciate that, because I don't think we would be sitting here talking about it like this if you, Wendy -- and your team and Bruce and others -- had not done this. So thank you very much.

[applause]

And I also would say that is true for our compliance pieces. We have struggled around trying to make sure we are doing the reporting properly, around Title IV, and we put in different fixes along the way, but each didn't seem to get a handle on the problem. And so a part of our restructuring efforts, we have taken the compliance components of the financial aid and the records office and put them under the leadership of Bruce Moses. They have developed a plan and have been working through the plan. And because of that, that is why I think we are also sitting in a better position in terms of "meeting with concerns" versus something more -- how would you describe that Bruce? Yes, thank you.

So let's thank them for the work they have done.

[applause]

This is a fine example of what happens when we all come together, focused on our students, doing what we know is the right thing to do. Yes, it's not the easy thing; it's hard work, but it's the right work. And I am just so proud of all of us.

A note to our Board. Our Board had been steadfast and supportive of the work. We've been doing and have contributed and the report speaks to their work as well, and we owe them a debt of gratitude for doing their work as well, because as you know, both times when the College was under probation, the Board was called out for their comments and they have really turned things around, too. And so when you see board members, please thank them for what they have done to turn that aspect of what we need do at the College around.

With that I'm just going to open it up to questions. Questions? Comments? Yes, go ahead.

>> Yes, I'm interested in learning more about what is going be done in regards to those -- the initials -- [inaudible] areas of concern.

I wanted to see more of the faculty senate members here to ensure --

>> Can you state your name?

>> Yes, Rosa Morales, Social Services, West Campus. And my question to the Chancellor is: I read the report and I'm here because I'm interested in finding out exactly what is the plan of action now that we got the report? We know what are some of the areas of concerns, and obviously I wish we had more faculty representation here, especially from the Faculty Senate because, you know, there is a group that are considered extremely important and they need to be included in the process.

>> Chancellor Lambert: First of all, Rosa, I will say all of the faculty will be included in this area. And the faculty have been included in that area. And so that is why we were able to go to be in the place that we are, because faculty have been participating.

Now what we need to do is take it a little step further and make sure all of our faculty are participating. So under Dolores' and Bruce's and Wendy's leadership, they have already mapped out a piece. And I don't know Bruce or Wendy or Dolores, do you want to add what is the plan going forward in terms of the monitoring as it relates to the met-with-concerns portion?

>> Good afternoon. We have already put the structure in place of how we'll move forward, and that was designed as we were developing our report for the HLC.

We used the HLC system which is called the "assurance" system and we basically mirrored that system outside of their system and so we are going to be using that system to continue to develop evidence, track the evidence, and develop our arguments for the next time we have assurance arguments due.

And regarding specifically to the monitoring reports, we basically have 26 months before a monitoring report is due. They're due by June 2021. So one of the things I want to echo that the Chancellor said, in my time here -- been here four years now -- since we were put on probation, the College is in the best position it's been with its accreditation in the last six to seven years. We are under no pressure to be responding to the HLC. We are not in a reactionary state with the HLC. We are in the state that the Chancellor pointed out of continuous improvement and we are moving into the stages where we should be self-assessing what we do and how we do it and documenting the results and improving on the results. We have been in a reactionary state for the last four years.

We are in a great position in this college when it comes to accreditation, and I'm very proud of that and all of the work that came from everyone who contributed to that. So now we have the infrastructure, with the help of Louise -- I have to give her a lot of credit. She is the developer of the evidence files and all of that -- we will just continue to develop and collect evidence in our processes and systems.

Again, when we have to develop an assurance argument, we will no longer have to begin this exercise of starting from day one and saying okay, now let's rush around and collect evidence.

We already have the structures in place to just basically -- a lot of it is going to be cut and paste and a lot is just going to be replacing language and pulling out certain evidence and replacing evidence or building on and building longitudinal evidence. So we are in a great position. We have all of the systems and processes in place.

I will continue to lean on certain individuals like Wendy Weeks. She is going to continue to lead our efforts surrounding assessment and the program review pieces. She will be the lead on that, but we'll also have other leads there as well that -- Norma, and Michael are going to take the lead, and on the reporting, David Bea. And we are all going to be working on this collaboratively. But the bottom line is we are not in the state of being reactionary.

>> Yeah?

>> Some of the things you just said are major successes. How do we take that back to the departments --

>> Chancellor Lambert: Say your name?

>> Jeffrey, Acting Chief Human Relations Office.

What you just said, Bruce, is a major, major accomplishment that we went from a state of reaction to the positive state we are in now. How do we continue that message? I just get excited hearing you guys say that, but there is a lot of calmness in the room and I thought there would be a lot of celebratory --

>> WHOOOOOT!

>> Right?

>> Yeah!

>> And maybe I see it a little different and I'm a little too excited -- or not -- but I'm thinking: How do we tell this story in a way that it really sinks in? This is transformational, and I will put it in the context of being at a for-profit company. When you turn something around, it's a really big deal and that is what this is like. I want to make sure we are telling that story and the community knows and everyone in this organization really takes it to heart that we all played a role. Some of us have been through many years and that is just huge. I don't know if we are stopping to -- to take a pause. I think that is what this is.

>> Well, one of the ways you do that is highlight continuously the successful things going on in the College. Before, we were responding to the negative things. Oh, look at this. Pima is not doing that great. I think we have to take that on ourselves, Jeffrey -- and everyone in the room -- to bring forward the positive things going on in the College, and propping our colleagues up on a pedestal when they do good and successful things for the College. Maybe we need to be more public about that and replace things like HLC reports and relate that with successes in the College and talk about those positive things.

Because again, I think you are right, absolutely right. We are in a state and in a position now where we can now focus on ourselves rather than someone else telling us what we need to focus on. And that is where we need be as a college. That is the real underpinnings of the movement, self-assessment, and recognizing where we need to improve versus having someone else tell us that. And moving forward, that is how we'll do it is individually and collectively propping ourselves up and magnifying the successes in the College and celebrating those.

>> Chancellor Lambert: And it's okay for to you challenge each other with the good news. We are not going to sit here and just take anecdotes anymore. This record validates that our evidence-based approach around centers of excellence, as an example, is on the right track. That is an evidence-based decision; anecdotes don't work anymore. Now, they may be something to look into, but without the information and data, we are not just going to change a policy or information based on an anecdote. We need to keep the momentum going and help each other out and hold our heads up high and push each other.

I'm an old sports person, and I was also in the service. You know it's not always -- the coach or the commanders who take care of things in the trenches. It's those of us in the trenches that have to take care of the things in the trenches, and that means sometimes we have to call each other out and challenge each other on things to be better. And it's working here. We are better. We are better than we have been in a long, long time.

The recognition this college is receiving probably far exceeds any recognition it has received maybe in its prior few decades. And so we should not lose sight of that. We should be proud to say that we're an Aspen Trials Institution.

Not many colleges of the almost 1200 colleges get to say that they were an Aspen Leading Institution. Remember that. We should be calling each other out on that, right? We should be talking about that. And when people -- our individuals are recognized for excellence, we should be patting them on the back.

I mean, Bill and his team twice were recognized by AFFA. To get recognized by this major national organization for the way you run your facilities and to be the only community college in the nation to be recognized with players like UC Berkeley? That is a big deal! We need to start saying that to people who tell us otherwise. That is how we start doing what you are talking about, Jeffrey, and that is really everyone in this room has to do that.

I can't do it. The ELT can't do it. Everybody has to do it. And we should never be ashamed of what we accomplish.

And yes, we have a lot of work to do. Don't get me wrong. We have a lot of work to do, but you know what? Every organization has a lot of work to do, right? Because the world is changing rapidly.

And if we are going to keep pace, we have to keep changing as things are changing, right? And I know we are going to be doing that because we are Pima.

That is what the aviation thing is all about. Tomorrow we have the Governor coming here, and that is a big deal. When the governor of your state wants to come and visit your college, that is a big deal. Everybody should be talking about that. We've got the Governor coming here. And he came here when he was campaigning. He came here last year. And the Governor recognized Pima Community College in his State of the State Address. That is a big deal, folks. You have to push back on the folks who don't say positive things like that. That speaks well of this institution.

We are being asked for our opinions and our perspectives, and our faculty are asked for their opinions and perspectives on leading issue.

Our staff are being asked, our administrators -- so we should be proud. No reason to hang our heads low anymore, okay? Let's lift them up and carry the message.

But that doesn't mean we are going to be forgetting about the work that has to be done to keep improving, right?

Other questions?

Say your name.

>> Dolores Duran-Cerda. I just wanted to thank everyone, also, for your work. And everybody in this room and everyone at the College, including all staff, faculty, administrators and our students included participated in our efforts for accreditation and it's a huge accomplishment. And I just also wanted to say we are doing this because of our students, not because of what HLC tells us to do but it's the right thing to do for our students and for our community. We are not done yet, as the Chancellor said. And Bruce, yeah, it's a relief that we are now in a good spot, but we do have to continue working, continuing improving for our students and for the community and for ourselves, too and not think this is just a checklist. We are done. We are happy. We do have reports, but we have to continue and think about 10, 20 years from now and how we can best serve our students.

>> Chancellor Lambert: Thank you, Dolores.

Other questions or comments?

Say your name again.

>> Yes, actually, I'm one of the Faculty Senate members that are very good on doing that, so thank you for reminding me. Rosa Morales, Social Services, West Campus. And I just wanted to let you know I don't think I got really the answer to my question.

I'm happy to be here in the celebration of the accomplishments and everything. I'm very happy about it, but I didn't think that this meeting was only talking about it. I thought this meeting was going to be to say, okay, this is what we have and now we have to keep working together.

>> Chancellor Lambert: Yes.

>> We need to do better, and I'm glad that you are mentioning it. We need to be more inclusive and get all of the individuals who have not participated to do something. Okay?

When I read the report, I noticed that the section where there are two areas where there are concerns are directly correlated to the faculty. And is there a reason why when people ask me, why are you taking the time to go to District? I say, because now is the time to think about what we are going to do next. I'm thinking of participating in the process when there is a time to provide those recommendations, but what I'm hearing is in fact that the process hasn't started. We are still in the celebratory stage and I want to move us forward, which means that we are going to have our next Faculty Senate meeting in March and I will be very happy to have somebody going there and saying, okay, this is the result and you all got it. But now we are going to need people to be involved, especially in these areas where it's necessary, okay?

A committee organizer, like okay, that is good, but this is what we need next.

>> Chancellor Lambert: Rosa, I appreciate your comments and thank you for being here and for your commitment. I appreciate that you come to many meetings -- especially important meetings like today.

We are not saying we are done, okay? We are just recognizing one stop along our journey. The first part -- and remember, the work has already been underway, so it's not like we are starting new work together, right? The work has already been underway, and this is why we are where we are at. In the areas of the two met with concerns, we would not be there in the met-with-concerns category if the work was not already underway. So don't lose sight of that.

And Wendy, did you want to add to that? Because that component is so critical to one of the areas -
- Wendy, why don't you say your name and then please --

>> Okay. Good afternoon. I'm Wendy Weeks, Academic Quality Improvement.

So actually, the area my office works with are some of the areas that are met with concerns; however, I know what you want to hear is that we are moving forward, but I have to tell you I was actually thrilled -- I was so excited because what we have done is not a band-aid. It is systemic. And they recognize that.

And now saying we need more participation -- but here is what happened when they were talking to me. It's like an onion. Envision an onion. And I'm sticking with assessment.

So they took a look at assessment and asked us for all kinds of documents and proof and they could see that we had a systemic process. But then what they noticed, because all of this was taken care of and the outside of the onion was gone, they said: Oh, but now how are you tying assessment to the budgeting process? How are you tying program review to the budgeting process? They could have never found that if assessment wasn't systemic. They couldn't have seen it.

With that, I have spent my time since then working with Karrie who has hooked me up with Karl Englander and others people in this room I never knew that I would meet. And we have some holes.

I've been working with Prop 301 and Perkins -- this is not a part of what -- Bill Ward, I've been working with your office and getting to know all of you. I cannot believe where our feelers are going. It's been crazy.

We have holes. They recognize it because all of the other stuff was taken care of. And so our office is stepping up and we are starting to plug these holes. But in order to find out where the leaks are I have to meet with all of these people. and I have my hands in things I have never heard of. But where can you help?

We need more people in eLumen, around especially the educational outcomes.

Faculty are assessing our course learning and the program learning outcomes? Great! Our deficit is in the general education learning outcomes, but here is what is really cool. If all of you could take this back -- if you can take your course learning outcomes and tie them -- and we'll show you how to do this - - and tie them to the college's general education learning outcomes, diversity, and quantitative reasoning and show us how the course learning outcomes align, we have a number in eLumen that will pull all of that for you and you don't have to do double work. We can actually cut down on your work.

It takes a little bit of energy up front to align them and you assess them for your course and you will assess them for the College as well, but we have to map all of that and set it up. A lot of database stuff in eLumen. So that is really where you can help all of us.

And a lot of you I may not know, but the way things are going I'm going to be getting to know you because I have holes I'm trying to figure out how our office can help to plug.

>> Chancellor Lambert: And in short, Rosa, the provost's office will be coming to work with the Faculty Senate and the faculty to continue on our journey to support, ultimately, the success of our students and be able to show through evidence that we have done that. The positive sign is now we have a system in place, and I'm not sure of the exact wording -- and maybe Bruce you remember the

wording? Or Wendy? Dolores? It's either integrative and systemic planning or systemic and integrative plans.

It's not that people were not doing the learning; it was in the approach. That is why we were in trouble. And the HLC had been telling Pima this for a long time and finally we got it, and now this is validation that we have the system right and now it's just making sure we move everyone through that and get it more refined.

In my mind you are there and we need to keep improving it. And we need to really help our adjunct faculty because they are in and out and not here much. They need the support and we need to make sure we are reaching them -- because most of our students are touched by our adjunct faculty -- going forward. We need to make sure of all of that. And also I think we need to move away from thinking about our employees as full-time and adjunct and part-time employees. We are all employees of the College. We all have a different amount of work load that we contribute to the College. Some is 40 and some is less than that, but we are all employees. I hope to get us to that place where we just see ourselves as employees of Pima Community College. Doesn't matter the category. And I will know we are there when people stop talking about the distinctions. We are all here to support the success of our students.

And I also want to get to a place where we say: Oh, the diversity work is Hilda's responsibility... But it's not. It's everybody's responsibility for diversity and inclusion. And she is helping to build the framework and the system, but it's on each and every one of us to do that work. That is true of a lot of things here but it's happening now and that is the difference.

I just want to recognize this marker in time because Pima has not been in this place for a long time. That is what I don't want us to lose sight of, and sometimes it's good to step back and say: Gosh, we have done a lot. We have a lot more to do, but we are certainly on the right track now.

Other questions or comments?

So, Libby, to touch on the important pieces playing out right now, I mentioned the Governor's piece, but it's bigger than that in terms of the legislative piece, both state-wide and federally. And I will take this opportunity to plug this because it's important to understand both of those dimensions.

Say your name?

>> Hi, I'm Libby Howell, Executive Director of Media and Government Relations. There are some things going on state wide, and unless you've been living under a rock you do know that the governor proposed a \$20 million one-time appropriation to allow the aviation technology center to expand. Now the heavy lifting starts because we have to get legislative approval. For that to happen, if you follow the news, there had been a lot on the tax conformative issue, and the Governor vetoed the Legislature's bill in that. And now there is a lot of concern and angst and that could potentially get in the way of our

funding. So we are going have to be like the little chicken who put all of our eggs in one basket and then really watched that basket. We have to stay on it and make sure we have community support and the Legislators know this is really important to the College.

It will allow us to double the number of students at aviation, and according to an economic impact study, it will probably have an impact over five years of \$250 million. So the community and the State will get back very much more than what they are giving Pima for this effort.

There are several bills in place that would expand the Prop 301 education sales tax. Two bills are similar and they would refer that to the ballot, if passed. And currently that is .6 of a cent and it would increase the tax to a full penny, but also do other things. It would give a certain level of base funding that would increase the amount of money that Pima gets. Currently we get about \$2.6 million from Prop 301. This would increase that by about a million, but it requires a supermajority, meaning that both the democrats and the republicans are going to have to decide if they want to be on the same side to get that to happen.

Let's see, there are a number of bills we are watching --

>> Chancellor Lambert: You don't need go into all that --

>> No, but I'm just going to say there are a number of bills on a lower level, but if you become aware of something you are concerned about, tell us so we can look at that. On the federal level, the democrats are working for the reauthorization of the Higher Education Act, and there are aspects to that that we like a lot. This is the time to really be supporting career and technical training. Lots of opportunities for that. And the FAA was recently reauthorized and that represents funding that Pima could tap into.

And what else --

>> I think that --

>> And a couple of students just came from Washington along with Lisa Brodsky and called on our congressional delegation, and I hear that it was a fabulous success.

>> Chancellor Lambert: So the reason I wanted Libby to highlight that is because we need all of you to filter this on the positive level to the rest of Pima. We know legislators at the state and federal level know that we need their support. And on the federal level we would not exist without the re-appropriation of the Higher Education Act because that is Title IV and our TREO programs and a lot of other grants come through that prism, but they also need to modernize it and make sure they differentiate us -- the community colleges -- from the universities and the for-profits. So there are a lot of moving piece there is. If we don't share with them those perspectives and the implications, something could get into the bill that could have consequences back to Pima Community College and

ultimately our students and community. That is why it's important we all stay aware of these pieces and things that are happening through the legislation process at the national and state levels as well.

But the work you do each and every day contributes to our ability to tell the story up in Phoenix or in Washington, D.C. Everything that Wendy was pointing to that she related, everything is interconnected at the College. And she is learning that very quickly, right? And every department of this College is interconnected. We should never lose sight of that.

If someone is not in instruction, don't tell them, well you are not in instruction. That is not your business. Well, Dave Bea's office is not involved in instruction. His job is to build a budget that supports instruction, and if he doesn't know what needs to be supported, he is going to build a budget that doesn't necessarily support the good work we need to do on the instructional side and the types of facilities you need to deliver high-quality instruction then we won't be able to. And you see again how everything is interconnected. Folks who don't always get noticed, it's the Joys of the world and her team -- and if they were not out there at the high schools spreading the positive word about Pima to students, we would get less students. And it's becoming more challenging now than ever because there are less of them, and then we have to work harder to get the folks that are there to come to Pima Community College. Joy can tell you it's not just us going to the high schools, either. You have the universities going in. We have a lot more competition coming into our markets as well for those students, and that is why what we do is important because they don't always get noticed.

And then you have Paul, and the folks in Lisa Brodsky office. And Paul has added responsibilities to put together any presentation pieces. Although I don't follow it exactly, but I appreciate it, he gives me the content to formulate what I can say and he has been very good about that. Although you are not always in the limelight you are so critical to our success, and I want you to know that is not lost on me. It's not lost on the ELT.

And I have Gabi sitting here. You want to talk about -- you can imagine what she has to go through. I was asked: Lee, can you come and speak this Monday up in Phoenix. She had my schedule all filled out and she had to get rid of all of those meetings and tell those people, I'm sorry, but the Chancellor has to go up to Phoenix. And so she is handling that stuff, right?

Because people sometimes -- it takes them months to be able to come and see me, and then she has to say, well, sorry, but there is something more pressing at the moment. And so folks like Gabi also don't get recognized much for her work, and that is why it's so important that we all recognize each other, because you know what the person next to you does. And so reinforce that. That carries forward each and every day.

So any more questions? Comments? If not, I just -- oh, Bruce, go ahead.

>> Bruce Moses. I just want to recognize Wendy's area does a lot of work but the HLC Academy Team is another reason we -- [inaudible] and I want to recognize -- and I can't name everyone on the team, but two of them, Rita and Giselle --

[applause]

-- they are hugely responsible for the fact that the assessment went well and that team is -- [inaudible] really driven the bus with that. I want to recognize them, they do a lot of good work.

>> Chancellor Lambert: Thank you, Bruce. And I was going to say that leap tags into -- I'm going to turn it over to you after this one comment.

Today we had a very, very special event happen at this College.

We had, I think, close to 400 students in our West Campus who were signing their commitments to pursue a college education specifically in the CTE areas. I will let David thank the people directly connected to that.

>> Not really -- but -- that's right, Campus President of Community, Northwest and Downtown.

I first wanted to acknowledge all of the faculty and staff and administrators at those three campuses. We also had three campus accreditation visits and those were glowing visits. They only had very positive things to say about those campuses. And I want to acknowledge them and everyone involved with the event today where we had almost 450 students that committed to come to Pima Community College and committed to complete their degree.

So -- and we're going to follow up with them on that commitment as well.

>> Chancellor Lambert: And the thing you don't know, one of the key people behind organizing that is Gayle Bell. Under Tom's office. And I know that she is not here, but just let her know that is much appreciated by all of us. This is another sign that our community believes in us again and today's event is a reflection of that.

Tomorrow we'll have a few hundred community leaders at the Aviation Center for the Governor's event, and with that, I just want to thank you all for what you do. Continue the great work you are doing and just realize we are on the right track.

Thank you.

[applause]

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