

Higher Learning Commission
A commission of the North Central Association

2300 South Lasalle Street, Suite 7-500 Chicago, IL 60604-1441
312-263-0456 800-621-7440 Fax: 312-263-7462 ncahlc.org

June 18, 2012

Suzanne Laura Miles, Chancellor (Interim)
Pima County Community College District
4905C E. Broadway Blvd.
Tucson, 85709-1005

Dear Chancellor Miles:

Thank you for providing information previously to President Manning and your staff liaison, Dr. Karen Solomon, regarding the resignation of former President Flores, the search for a new president and the current state of affairs at the College.

The Higher Learning Commission has received a complaint regarding Pima County Community College District from a group that characterizes itself as "faculty and staff at Pima Community College." The Commission has also received a complaint from an organization, the Coalition for Accountability, Integrity, Respect, and Responsibility echoing some of the concerns articulated in the other complaint. The complainants allege that the previous president, Dr. Roy Flores, engaged in inappropriate behaviors including sexual harassment of employees and retaliation against employees, and that other senior administrators in the District as well as the District Board of Trustees did not take appropriate steps to stop these behaviors or take action to correct any consequences that resulted from these behaviors even though they were aware of them. In addition, the complainants allege that the Board generally did not perform appropriately detailed evaluations of the president. The complainants note that the District has an unusually high turnover rate among administrative employees, and attribute the turnover to the behaviors of the former president and some senior administrators. Finally, while not one of the primary concerns of the complainants, the complaint does include information that suggests that the District may have inappropriately awarded contracts to a consultant without following its policies regarding the award of contracts for over \$15,000.

Commission policies provide for the Commission to conduct an inquiry into any information it receives that raises questions about an institution's capacity to meet the Criteria for Accreditation. In this case, the allegations regarding the former president as well as other senior administrators and the Board of Trustees are relevant to Criteria One regarding Mission and Integrity, and specifically to Core Component 1.d regarding governance and administration as well as Core Component 1.e regarding integrity. The allegations are also relevant to Criterion Two, Preparing for the Future, and specifically the expectations outlined in Core Component 2.b that the institution uses human resources effectively.

I ask that you review the enclosed complaint and respond to the allegations raised in it and summarized in this letter with particular attention to how the College has maintained

ongoing compliance with Criterion One and specifically Core Components 1.d and 1.e. In your response, you should address the specific allegations raised in this complaint, but you should also address how the College assures that it operates in compliance with its own policies and procedures as well as with local, state, and federal laws. I ask that you prepare this response in concert with the chair of the Board of District.

Please provide your response within thirty days, or no later than July 18. If this time frame poses a problem, please contact my assistant, Carrie Caine. Thank you for your cooperation.

Sincerely,

A handwritten signature in cursive script that reads "Karen L. Solinski (cfc)".

Karen L. Solinski
Vice President for Legal & Government Affairs

Enclosures

Cc: Chair of the Board, Pima County Community College District (via postal mail)
Karen J. Solomon, Vice President for Accreditation Relations, Higher Learning
Commission