Faculty Senate, Meeting
March 29, 2013

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>> MR. JOE LABUDA:  Okay, it's 3:00.  We will begin the meeting  with introductions.

Do we have a quorum?

>> SPEAKER:  Yes, we do.

>> SPEAKER:  Kimlisa Salazar Duchicela, history faculty, Downtown Campus.

>> SPEAKER:  Patty Figueroa, languages, East Campus.

>> SPEAKER:  (Indiscernible), writing, Desert Vista Campus.

>> SPEAKER:  Rita Flatley, PCCEA, and proxy today for Karen Reubenstein of Northwest Campus.

>> SPEAKER:  (Indiscernible), West Campus.

>> SPEAKER:  David Katz, chemistry, West Campus.

>> SPEAKER:  Jeff Gabbadus (phonetic), world languages, Downtown Campus.

>> SPEAKER:  (Indiscernible), computer science and computer science education, East Campus.

>> SPEAKER:  Diane Porter, Downtown, math.

>> SPEAKER:  Rob Modica, East Campus, humanities, art, and fitness.

>> SPEAKER:  Barbara Benjamin, history and political science, Downtown Campus.
>> SPEAKER: Linda Marks, Downtown Campus, paralegal.

>> SPEAKER: Terry Meyers, West Campus, physics and geosciences.

>> SPEAKER: (Indiscernible), honors programs, West Campus.

>> SPEAKER: Denise Meeks, science, Northwest Campus.

>> SPEAKER: Cheryl Blake, Northwest Campus, biology.

>> SPEAKER: (Indiscernible), EMT, East Campus.

>> SPEAKER: Carol Christopherson, performing arts, West Campus.

>> SPEAKER: Rosa Morales, social services, West Campus.

>> SPEAKER: (Indiscernible), West Campus, history.

>> SPEAKER: Sterling Benson, art history and humanities, Downtown Campus.

>> SPEAKER: (Indiscernible), West Campus, world languages.

>> SPEAKER: Alexa (indiscernible), note taker.

>> SPEAKER: Steve Mackie, West Campus, biology.

>> SPEAKER: Don Vaughn (phonetic), Northwest, mathematics.

>> SPEAKER: Cathy (indiscernible), East Campus, physical sciences.

>> SPEAKER: Patrick Lawless, building construction, Downtown Campus.

>> SPEAKER: Gene (indiscernible), business and economics, Downtown Campus.

>> SPEAKER: Deborah Kaye, business, West Campus.

>> SPEAKER: Susan Pritchett, interior design, Downtown Campus.

>> SPEAKER: Steven Croft, Downtown, science.

>> SPEAKER: Patty Schnur, Desert Vista, early childhood education.
>> SPEAKER: (Indiscernible), Desert Vista, reading.

>> SPEAKER: (Indiscernible), Northwest Campus, hospitality administration.

>> SPEAKER: Sandy (indiscernible), Northwest Campus, professions.

>> SPEAKER: (Indiscernible), science and fitness, Desert Vista Campus.

>> SPEAKER: MaryKris Mcilwaine, West Campus, behavioral sciences.

>> SPEAKER: (Indiscernible), biology, Desert Vista.

>> SPEAKER: Melinda Franz, counseling, West Campus.

>> SPEAKER: Erin Eichelberger, Northwest, languages, reading, and the arts.

>> SPEAKER: Pat (indiscernible), Community Campus, arts and communication.

>> SPEAKER: (Indiscernible), Community Campus, mathematics and business.

>> SPEAKER: Ana Jimenez, East Campus, mathematics, engineering.

>> SPEAKER: Jason Brown, ACES president.

>> SPEAKER: Brenda Buck-Rodriguez, Northwest, written and oral communications.

>> SPEAKER: Sarah Marcus, West Campus, general studies.

>> SPEAKER: (Indiscernible), West Campus, (indiscernible).

>> SPEAKER: Duffy Galda, Community Campus, education.

>> SPEAKER: Joe (indiscernible), visual arts, West Campus.

>> SPEAKER: Josie Milliken, writing, reading, Downtown Campus, proxy for Cynthia Howe, ESL, Downtown Campus.

>> SPEAKER: Nancy Roth, Downtown Campus, writing lit.

>> SPEAKER: (Indiscernible), Community Campus, adjunct.
>> MS. KIMLISA SALAZAR DUCHICELA: And I forgot to mention that I am proxy for David Kreider.

>> MS. JEANNIE ARBOGAST: Jeannie Arbogast, mathematics, Desert Vista.

>> MR. JOE LABUDA: Joe Labuda, senate president. I represent the library faculty.

>> SPEAKER: I have an open-forum item. I suggest that the Faculty Senate and Staff Council need their own lawyer. We have a name to suggest.

>> MR. JOE LABUDA: Has everyone signed in? Okay.

We have one agenda item today. You have all received the resolution.

How did we get to this point? Well, I think we all know what's been going on at Pima for about the last year and a half, in particular with Dr. Flores' resignation, but also we know what happened in the years previous to that, too.

We know how the board has not acted to this, and there have been, for many people, a lot of last straws. The HLC was the last straw for some people. The sexual harassment stories in the paper last week was the last straw for some people.

I think we have waited for the Board of Governors, that is, the Flores-era Board of Governors, to be more forthcoming, accept responsibility to put the interests of Pima right up front and not leave us in jeopardy with the Higher Learning Commission.

I think we have been very patient and tried to work through the system, but I think there comes a time when we need to state our
opinion.

The other employee groups will be stating their opinions, too.

So we're not alone on this, but I do think we have the unique position here. We represent the entire faculty, and this is our opportunity to start a new process.

Now, when this is all done -- and everything doesn't end today or doesn't end when the board resigns. We have a lot of work ahead of us. But I think one thing that comes out of this, we can use the fact that faculty has been cohesive, our heads are up, we're seeing what's out on the horizon in terms of what we need to do to make things better.

Now, the language I think is to the point. We want the board to leave. And furthermore, we don't want them involved in picking the new chancellor.

If we believe the board should leave, I don't see the virtue in having them stick around to pick the chancellor, too. One of the problems with allowing this chancellor process to go as far as it has, now we are very deep into the academic year. You know, people line up for jobs fairly early. I think we are in the position of making due. We're also in the position of having scared off people due to our turmoil.
Let's face it. Anything that we do is Internet, it's the Chronicle of Higher Education. Now, certain messages get out. Ours hasn't.

Again, this is an extreme step. We don't have very many special meetings. I can't remember the last one we had. I certainly appreciate you all coming here today. This isn't an easy thing to do, but I have no problem personally doing this, because I think it's necessary for us to move forward.

So with that being the case, I'd like to read the resolution.

The Faculty Senate, the governance represented of the entire Pima Community College faculty does not have confidence in the four current members of the PCC Board of Governors who were in office during the Dr. Flores administration -- that is Marty Cortez, Brenda Even, David Longoria, and Scott Stewart -- to effectively guide the college out of its present crisis.

Furthermore, the Faculty Senate believes that these four board members have contributed to the present crisis by their failure to recognize and act ethically and prudently upon problems brought to light that occurred during and after the Flores administration.

And the Faculty Senate believes that these four board members constitute an impediment to change. While the Faculty Senate
appreciates the effort these four board members have made on behalf
of the college, the greatest service they can now perform to help
restore the college to a climate of trust, honesty, and credibility
is to resign.

The Faculty Senate urges these four board members to follow the
example of Dr. Miles who has stepped down as interim chancellor. In
addition, the Faculty Senate urges the Board of Governors to suspend
the current search for a new college chancellor until such time that
these board members -- Marty Cortez, Brenda Even, David Longoria, and
Scott Stewart -- are replaced.

Do I have a motion to accept the resolution?

>> SPEAKER: So moved.

>> MR. JOE LABUDA: Do I have a second?

>> SPEAKER: Second.

>> MR. JOE LABUDA: Is there any debate?

>> SPEAKER: Thank you. I have been through several colleges. I
have been through several boards. From my experience, the boards are
 basically informed of what's happening as a result of information
coming to them from the administration.

Yes, this board fell down. There were things they should have
perceived. They did not.
I'm mostly concerned at this point about trying to find a new chancellor in a timely manner. That does not mean July 1st. That could be January 1st. Someone who can lead this college forward to fix a lot of things that have to be fixed and over the first year or so of that administration do some major housecleaning for some of the administrators who had a heavy hand to tried to follow Flores' heavy type of approach to dealing with people. To me, that's the most important aspect of what has to be done here.

I don't want to get into finger pointing and blame of everything else. And there is probably a lot that's deserved.

I'd just like to see us somehow move forward. I'd like to see the faculty more involved in chancellor selection, PCCA more involved in chancellor selection, the other groups more involved in chancellor selection, as well as the open community, so that we can find somebody who hopefully will take this forward in a timely manner.

>> MR. JOE LABUDA: Anybody else? Okay.

Call the question. The way we will do this is all the people who are here present will vote yes or no, and then we will take care of the proxies, yes or no.

So for the senators present, all in favor of adopting the resolution, signify by saying aye and raising your hand.
(Ayes.)

>> MR. JOE LABUDA:  Opposed?

(Show of hands.)

>> MR. JOE LABUDA:  Two people and one abstention.

Now for the proxies.  Proxies in favor of adopting the motion.

(Show of hands.)

>> MR. JOE LABUDA:  Proxies against the motion.

(Show of hands.)

>> MR. JOE LABUDA:  Resolution is adopted.  Thank you.

That is our one business item.  Let's go on to the open forum.

Sterling?

>> SPEAKER:  Sterling Benson, Downtown Campus.

I suggested this very informally, but I would like to suggest to
the group today that the Faculty Senate, Staff Council, PCCEA, the
employee groups, need their own attorney.

So I would like to open -- I would like to put forward the name
of Don Awerkamp who has a long and outstanding reputation as employee
relations with management and supporting the little guy, and I would
like to open discussion in the Senate about how we can approach an
attorney, how we would keep on retainer, so to speak, what can we do
about this.
Thank you.

>> SPEAKER: Barbara Benjamin, Downtown Campus. It's just a question of a question.

Don't the labor organizations, NEA, and I don't know what other labor organizations exist in the college, but NEA, don't they provide attorneys? I know the AFT in LA did for us.

>> SPEAKER: You'll have to ask Ana.

>> SPEAKER: Yes. If you are a member of PCCEA, I'm also PCCEA president, so if you are a member of PCCEA, part of your dues goes towards legal representation should you need it.

I know that adjunct faculty are currently not underneath that umbrella at this point. But, yes, we do have legal representation if you are a member of PCCEA.

Is that not the question? I am so sorry.

>> SPEAKER: My question is: Is it necessary to hire on the outside? Does not NEA come in and provide an attorney for our needs, for the college's -- for faculty needs? I'm not talking about adjunct faculty.

>> SPEAKER: Only if you're a member.

>> SPEAKER: Sterling Benson. What I'm thinking of, Barbara, is that we have a -- what shall I say -- an attorney on retainer,
someone who we can call on when we have need, as now, to advise us, for example, just for today, how we can make our voice heard in the search for the interim chancellor let alone the permanent chancellor.

We certainly want to be heard. We want to know what our powers and abilities are, and obviously the college attorney is not going to help us at all.

>> SPEAKER: Rob Modica, East Campus. One of the things we could do to increase the power of the faculty vis-a-vis administration is increasing the number of people who belong to PCCEA.

I know it costs you a few bucks, but one of the arguments of administration, especially Dr. Flores always looked at, you don't represent all the faculty; therefore, we have to marginalize your ideas and your statements.

If there were 88 Faculty Senate, faculty, along with PCCEA, we would have a lot more power, and we'd be better protected.

>> SPEAKER: Linda Marks, Downtown Campus. Sterling, I think that's an excellent idea. I think the union attorneys come in if there is a problem if one of us is sued for some reason or another, but I think it's a great idea to have somebody advising us on a day-to-day basis.

My area is the paralegal program, and I happen to know Don
Awerkamp is a superb employment attorney.

>> SPEAKER: Can you spell it?

>> SPEAKER: A-w-e-r-k-a-m-p. First name Don.

>> MR. JOE LABUDA: Any more comments?

Tonight there is a special board meeting at 5:00. I know our HLC report needs to be in by today. The HLC will meet on April the 6th. We won't hear immediately about that. You know, we have the situation going, probation or being on notice and so forth.

>> SPEAKER: (Indiscernible.)

>> MR. JOE LABUDA: All right. The last version I saw was not encouraging, so I hope that it was modified considerably.

Now, at the board meeting tonight, if you want to go, I'd appreciate if you want to do public comment. Unfortunately, many of the employee groups and Faculty Senate are meeting to -- I don't know if you call it interview potential interim chancellor candidates, and this is coincidental with the board meeting.

So I won't be at the board meeting, Ana won't be at the board meeting, and some other folks.

So if you go there, remember that the timing is not very convenient for us all.

I really appreciate you coming out. This is a hard thing to go
through, but I think, you know, Rita and I have been through stuff like this before. You know, it ends. A lot of times it ends with a lot of good things coming out of it.

We need to keep our heads going forward, be positive. We have a lot of work ahead of us. We have many strengths at the institutions, can't forget that. Remember, the HLC wasn't criticizing academic work. Our day-to-day work is fine. We have been let down by people above us.

So on that, if I could have a motion to adjourn.

>> SPEAKER: So moved.

>> MR. JOE LABUDA: Second?

>> SPEAKER: Second.

>> MR. JOE LABUDA: All in favor?

(Ayes.)

>> MR. JOE LABUDA: Thank you very much.

(Adjournment.)