

Members of the Board of Trustees,

I have been a faculty member at PCC for the past 14 years. I want to assure you that my vote of no confidence in Mark Rocha's administration has nothing to do with union negotiations. My vote of no confidence is based on years of trust-eroding decisions by the Board, including the unilateral hiring of two inept presidents, U Building fiasco, poor management of student needs and services, and the litigious, expensive, retaliatory administration you have fostered over the years. Yes, I am frightened that you or someone on the administration will retaliate against me for simply expressing my opinion. That is why I submit this letter to you without a name.

The chaos on campus has created a destructive atmosphere where I and my colleagues feel compelled to refocus our energy on campus-wide problems rather than on students and the classroom. This clearly does a disservice to our community. Ideally the administration supports teachers as they strive to help students reach their Student Learning Objectives. Instead, the poor management on this campus has led to a direct assault to SLOs and student success.

When I viewed the March 13 Board of Trustees meeting, I could see that not all of you were on the same page as to how to deal with the PCC community. I greatly appreciated John Martin's effort at setting a collaborative tone for the meeting, and then I had to chuckle along with him as Jeff Baum completely reversed the mood with his divisive commentary. I am hoping that my letter to you will give those of you who are working for the good of PCC some acknowledgement that I am grateful for the work you do. I am also hoping that it will spark some dialogue among Board members about the best approach to working with the faculty and other members of our community from this point on.

I have been noticing a trend since Mark Rocha has come to campus. He takes credit for anything he deems positive and accepts no blame for anything negative on campus. In his recent news conference with journalism students, he defended himself by saying that "the board makes the official school decisions" and that "he merely makes recommendations" (PCC Courier, March 28, 2013). His attempt to deflect the blame to you is yet another example of his unwillingness to accept responsibility for his actions. It is also a reminder that you all are ultimately responsible for the situation at PCC.

This is a dysfunctional campus. Because the shared governance process has been abandoned repeatedly by the Board in the past, including when hiring presidents, many of the faculty and staff feel like their time has been wasted by going through lengthy administrative processes, only to have their suggestions ignored. You have made it clear through a variety of actions, and inaction, that you don't want to hear about problems or are unwilling to address them. You have acted as "authoritarian parents," who refuse to discuss ideas and admit wrongdoing and insist that their children follow their rules without question. It would be more fitting to act as "authoritative parents," who listen to their children and try to work out problems rationally, based on healthy discussion and an exchange of ideas and information. The research clearly shows that people thrive best with this sort of upbringing.

In my estimation, the only way this campus can heal is if those who have made mistakes own them. Once people are honest about the past, they can try to move forward. If there is a continual denial and deflection of blame, it will never get better. My advice to you is to embrace the information and the feelings the faculty, students, and staff are sharing with you. Admit your mistakes. Only then can the upset members of our community begin to heal. If one of my students admits wrongdoing and accepts responsibility for their actions, I can continue to work with that student in a healthy, productive way. If

one of my students refuses to accept responsibility for their actions, there is simply nothing to work with in that situation.

I urge you to use a critical thinking process, and not emotions, when acting as PCC representatives. Stand up for what is right for the entire campus, and do not believe that only the students, staff, or faculty that Mark Rocha has heard from personally have problems. His experience on campus is unique to him, and the perspective he shares with you is clearly misleading. You have an entire campus of educated, experienced, passionate individuals who are willing to work to make PCC a better place, and a process in place to help you with your decisions and to remove the burden of work and blame that comes from making decisions in a unilateral manner. It is called shared governance.

I am not a greedy faculty member who is motivated by union negotiations. (In fact, I really haven't met those faculty members you allude to. The faculty members I know simply want opportunity for the students.) I will be taking off the entire Spring Extension and Summer Intersession terms. Although this is a financial burden for my family, I have decided it is better for my mental health to stay away from PCC as much as possible during this fractious time.

I hope that, while I am away, someone on the Board does some soul searching and decides to step up and be a hero, because PCC really needs one.

Sincerely,

Exhausted Faculty Member