

To the Board of Trustees and all who are concerned about the well being of Pasadena City College,

When Mark Rocha originally presented himself to the campus community in the hope of being hired as Superintendent/President, he announced that his managerial approach would be based on the principals of “Servant Leadership,” as developed by management consultant Robert K. Greenleaf. Servant Leadership focuses on decentralizing and sharing power, while facilitating change through persuasion and consensus rather than authoritarian edict. The Servant Leader aims to be selfless and to become an attentive listener, with the goal of cultivating the empowerment and personal growth of all others in the organization.

As the recent outpouring of criticism has made obvious, the dominant traits of the Rocha administration directly contradict the leadership principals that Dr. Rocha espouses.

The faculty’s widespread distress about the reckless mismanagement of PCC extends far beyond the calendar change issue, and has been compounding for at least two years. Our programs have been seriously degraded for reasons that have nothing to do with state budget cuts or any evaluation of the programs. Relationships between the college and the larger community have been damaged. Morale and pride in being part of this college have been dramatically eroded. Throughout the campus, the credibility of the administration is near zero.

I cannot imagine how a productive working relationship with the present administration could ever emerge from this situation. I urge the Trustees to take the difficult steps necessary to arrest the steep decline of the college we love.

Sincerely,

An anonymous faculty member