

Good evening Board members, Chancellor, colleagues, and guests. My name is Makyla Hays: Math faculty, PCCEA president, and AERC co-chair.

Pima's mission is to empower Every Learner, Every Day, for Every Goal. Further, Pima encourages employees to

- "Have frank, open conversations and give each other the benefit of the doubt. Act earnestly, ethically, and value integrity in everything we do", and
- "Challenge our processes, assumptions, and the status quo to remove barriers and find more efficient ways to operate."

Further, HLC criteria 5a states "Through its administrative structures and collaborative processes, the institution's leadership demonstrates that it is effective and enables the institution to fulfill its mission."

The passion of PCC employees is amazing. As we head into finals, we are in the last stretch of the semester, a rewarding and exhausting time of the year. Just this last week, I've been in meetings discussing college policies and procedures, plans for next year, and more, where faculty and staff are engaged in setting the stage for next semester. It is great to see what can be created when employees work with collaborative leaders who seek input and empower employees to speak up, take risks, challenge assumptions, and make sure operations are effective.

The concern I bring forward today is that, though the words on our webpage and the personal philosophy of some administrators center around collaboration and transparency, structures at the college still exist that leave employees feeling unheard or undervalued.

This Board has shown an understanding of the need for collaboration and the value of involving stakeholders in decisions that affect them. I want to thank you for asking to hear the voices of employees affected by upcoming large decisions, and I ask that you continue to expect this level of collaboration and transparency.

I was surprised to hear a proposal from administration last month that would result in reducing current course offerings and services to make room for a program to move to East campus. I am unclear how this proposal would have been a net positive for the college and why it was presented, even if it was only one of a few options. The fact that potentially affected employees had not yet heard anything about this is outrageous to me. I see the proposal has been changed for tonight, but the feelings of unease and being undervalued still remain.

Another structure where employees have felt unheard is the Office of Dispute Resolution and its position within the college. ODR was created as a way for employees, students, and the community to speak up when something was not right, particularly with administration at the time of creation. Now, ODR seems to be acting as the investigative arm of HR rather than an independent outside office, and I have heard more than a few employees express that bringing concerns to ODR is either pointless or may put them at risk. If employees feel ODR will not be impartial and/or cannot help resolve concerns, how can it be effective? In this case, perception must be viewed as reality, and we need to recognize that our system is not set up to support employee voices.

One tangible way the Board can support employees is to continue with proposed changes to BP 1.25. I understand that the BP will now go through internal processes, resulting in delayed approval until fall as some groups do not meet over summer. I support inclusion of stakeholders, but I ask that you not let the intentions behind your changes be derailed. The Governing Board being the ultimate authority for policy changes is a structural adjustment that PCCEA views as a critical way to ensure that employee voices and shared governance are valued, aligning our practices to HLC criteria and PCC's own mission and values.

Thank you for being committed to listening.