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Good evening, chair Ripley, Chancellor Lambert, Board members, colleagues, students, guests,

My name is Matej Boguszak, and I teach math here at Pima. I'm also a rep on the AERC, a Faculty Senator, and past President of PCCEA.

Before getting to business, I'd just like to acknowledge there is a brutal war being fought in Ukraine right now. And thank you, Ms. Ripley, for your remarks. Some of you know I'm from former Czechoslovakia, so this hits pretty close to home for me. At times like these, it is important for all of our leaders to speak out for what is right and wrong, in measured but clear terms, and I thank Chancellor Lambert for doing just that in condemning the decision of Russian leaders to attack.

The level of support for the Ukrainian people and refugees has truly been touching. Still, I cannot help but be struck by the contrast to how Haitian refugees were chased on horseback by US border patrol, or how African, Syrian, and Afghan refugees have been turned away at EU borders. There is deep injustice in how non-white people are treated in this world. And that is just one of the reasons why the refugee student center and Hilda Ladner's work on equity are relevant and important in our own bubble here at Pima.

To be successful as a College, we need a budget that funds the most important priorities. This has been a struggle with falling enrollment and revenues, and it seems that each year new challenges are thrown at us. PCCEA would like to thank Dr. Bea for the detailed presentation in February and the Board members for your careful deliberation. We support the strategy of developing 3 possible (malleable) budget scenarios and using data like FTSE:Staff ratios to help determine the overall size of the College. This is something we've called for for a long time, as have some of you on the Board. We look forward to more conversations with Finance as the FY23 budget takes shape.

The classification & compensation study continues but now appears to be significantly behind schedule. PCCEA's focus for faculty salaries is on clear, objective criteria for salary placement and advancement, while striking a healthy balance between market rates and equity. Unfortunately specific criteria have been elusive so far. I regret to say PCCEA is growing increasingly concerned that there may not be enough time to gather faculty feedback, revise policy through the AERC, and implement the consultant's recommendations for contracts effective July 1.

Likewise, we are far from identifying criteria for deciding which disciplines should be prioritized for hiring, aside from plain enrollment. This is another critical project the consultant was contracted to help us with, given the Chancellor's repeated calls to shift significant resources from some programs to others, yet to be specified. We really need to return to a regular faculty hiring cycle in order to reach deeper, richer, and more diverse candidate pools. It should not be prohibitively difficult for an institution our size to plan and make strategic decisions about recruitment in a timely fashion.

The Chancellor is right, the times are changing. He speaks of a need to "restructure the way we do our internal business" and change "how we look at contracts for employees". We would love to better understand what he means and encourage the Chancellor to involve key stakeholders like Faculty Senate, Staff Council, AERC, and PCCEA at the early stages of developing any solutions to his concerns. Please remember our policy already supports 9-month, 12-month, and flexible contracts, including evening and weekend classes. We are always open to look for new ways to better serve our students.

Thank you for your service and leadership, and we will see you in April.