Faculty:

**Bessette, Bruce**  Instructional Faculty
Salary: $49,140  Desert Vista Campus – Aviation Technology
Effective: 8/20/09  Selected to fill an open position
Education: Associate of Applied Science, Aviation Maintenance Technology, Eastern New Mexico University
Experience: Mr. Bessette has 30 years of experience working in the Avionics field. His experience includes fourteen years as an Aviation Inspector and one year as an adjunct faculty member with Pima Community College. Mr. Bessette holds various certificates in the areas of Avionics, Mechanics, and Piloting.

Recruitment Overview:
An external recruitment was conducted. Six complete applications were screened and interviewed by an advisory committee. The finalists were interviewed by the Campus President.

**Boguszak, Matej**  Instructional Faculty
Salary: $40,950  Community Campus – Mathematics
Effective: 8/20/09  Selected to fill an open position
Education: Bachelor of Science, Mathematics, University of Massachusetts Amherst; Master of Science, Applied Mathematics, University of Arizona
Experience: Mr. Boguszak has two years of experience as a Teacher/Department Head with St. Gregory College Preparatory School. He also has two years of experience as a Teaching Assistant with the University of Arizona.

Recruitment Overview:
An external recruitment was conducted. Twenty-six complete applications were screened and interviewed by an advisory committee. The finalists were interviewed by the Campus Presidents.

**Cohen, Rebecca**  Instructional Faculty
Salary: $48,731  Community Campus – Special Education
Effective: 8/20/09  Selected to fill an open position
Education: Bachelor of Arts, Liberal Studies, University of Pittsburgh; Master of Arts, Specialist Education – Learning Disabilities; Education Specialist, Special Education – Learning Disabilities, University of Arizona
Experience: Ms. Cohen has been an adjunct faculty member for four years with Pima Community College. She has been in the education field for over 13 years.

Recruitment Overview:
An external recruitment was conducted. Fifteen complete applications were screened and interviewed by an advisory committee. The finalists were interviewed by the Campus President.

(Continued)
Fay, Noah  
**Instructional Faculty**  
Salary: $49,135  
Effective: 8/20/09  
Selected to fill a vacant shared position with the University of Arizona  
Education: Bachelor of Science, Physics, Eastern Michigan University; Doctor of Philosophy, Geological Sciences, University of Oregon  
Experience: Dr. Fay is currently employed as a Research Assistant at the University of Arizona, a position he has held for two and one-half years. In addition, he has held various temporary part-time research positions at Los Alamos National Lab, Central Washington University and the University of Oregon. Dr. Fay has been a guest lecturer in the geosciences at the University of Arizona and has five years of experience as a geology graduate teaching fellow at the University of Oregon. He taught physics courses as a lab instructor at Eastern Michigan University. He has had four years of experience tutoring students in mathematics and physics. Dr. Fay will teach two Geology courses at Pima Community College and one Geology course at the University of Arizona (via an inter-governmental agreement).  
Recruitment Overview:  
Dr. Fay was selected through an external recruitment process. Seven applicants were interviewed; Dr. Fay was the candidate selected.

Gabbitas, Jeffrey  
**Instructional Faculty**  
Salary: $44,226  
Effective: 8/20/09  
Downtown Campus – Translation & Interpretation Studies  
Selected to fill an open position  
 Education: Bachelor of Arts, Spanish; Master of Arts, Spanish Pedagogy, Brigham Young University  
Experience: Mr. Gabbitas has over 11 years of experience as an instructor; two years at the high school level and nine years at the university level. He has also worked as a translator for two years.  
Recruitment Overview:  
An external recruitment was conducted. Nine complete applications were screened and interviewed by an advisory committee. The finalists were interviewed by the Campus President.

Guajardo, Jennifer  
**Instructional Faculty**  
Salary: $40,950  
Effective: 8/20/09  
Northwest Campus – Mathematics  
Selected to fill an open position  
Education: Bachelor of Science, Mathematics, University of Texas at San Antonio; Master of Science, Applied Mathematics, University of Utah  
Experience: Ms. Guajardo served as a one-year Administrative Appointment for Pima Community College. She has also worked as a teaching assistant and tutor supervisor.  

(Continued)
Recruitment Overview:

An external recruitment was conducted. Twenty-six complete applications were screened and interviewed by an advisory committee. The finalists were interviewed by the Campus Presidents.

**Marks, Linda**  
*Instructional Faculty*

**Salary:** $49,140  
**Effective:** 8/20/09  
**Downtown Campus – Paralegal**  
**Education:** Bachelor of Arts, Elementary Education, State University of New York at Fredonia; Master of Counseling, University of Phoenix  
**Experience:** Ms. Marks has been an Administrative Appointment for the last two years and was previously an adjunct faculty member with Pima Community College. She also has more than 14 years of experience working in the paralegal field.

Recruitment Overview:

An external recruitment was conducted. Sixteen complete applications were screened and interviewed by an advisory committee. The finalists were interviewed by the Campus President.

**Miller, Jeffrey**  
*Instructional Faculty*

**Salary:** $42,998  
**Effective:** 8/20/09  
**West Campus – Respiratory Therapy**  
**Education:** Associate of Applied Science, Respiratory Therapy, Pima Community College; Bachelor of Applied Science, Health Promotion, Northern Arizona University  
**Experience:** Mr. Miller has been an adjunct faculty member for Pima Community College for two years and an administrative appointment for two years. He has also been a Respiratory Care Practitioner for the past 12 years.

Recruitment Overview:

An external recruitment was conducted. Three complete applications were screened and interviewed by an advisory committee. The finalists were interviewed by the Campus President.

**Milliken, Josie**  
*Instructional Faculty*

**Salary:** $47,502  
**Effective:** 8/20/09  
**Downtown Campus – Writing**  
**Education:** Bachelor of Arts, English, Western Washington University; Master of Fine Arts, Creative Writing (Fiction), Arizona State University; Doctor of Philosophy, Literature and Creative Writing, University of Utah  
**Experience:** Dr. Milliken has been an adjunct faculty member for one year with Pima Community College. She has also been a Writing Instructor with Johns Hopkins University for four years.

Recruitment Overview:

An external recruitment was conducted. Fifty-nine complete applications were screened and interviewed by an advisory committee. The finalists were interviewed by the Campus Presidents.
Olson, Steven  
**Instructional Faculty**  
**Salary:** $48,140  
**Effective:** 8/20/09  
**Education:** Bachelor of Arts, Mathematics, Concordia College; Doctor of Philosophy, Mathematics, University of Arizona  
**Experience:** Dr. Olson has been an adjunct faculty member for Pima Community College for the last 13 years and an administrative appointment for the last two semesters. He was a mathematics consultant for four years and an adjunct faculty member for three years with the University of Arizona.  
**Recruitment Overview:** An external recruitment was conducted. Twenty-six complete applications were screened and interviewed by an advisory committee. The finalists were interviewed by the Campus Presidents.

Radloff, Michael  
**Instructional Faculty**  
**Salary:** $55,283  
**Effective:** 8/20/09  
**Education:** Bachelor of Science, Vocational Education Studies, Southern Illinois University at Carbondale; Master of Arts, Education, Curriculum & Instruction, Chapman University; Doctor of Philosophy, Leadership in Educational Administration, Capella University  
**Experience:** Dr. Radloff has been an adjunct faculty member for one year with Collin County Community College. He has worked as a high school teacher for the past nine years.  
**Recruitment Overview:** An external recruitment was conducted. Sixty-two complete applications were screened and interviewed by an advisory committee. The finalists were interviewed by the Campus President.

Rangel, Liz  
**Instructional Faculty**  
**Salary:** $44,226  
**Effective:** 8/20/09  
**Education:** Bachelor of Arts, Spanish and Psychology; Master of Arts, Spanish (Hispanic Literature), University of Arizona  
**Experience:** Ms. Rangel has seven years of experience working as a Graduate Assistant/Associate in Teaching with the University of Arizona. She has also been an adjunct faculty member with Pima Community College for more than one year.  
**Recruitment Overview:** An external recruitment was conducted. Forty-five complete applications were screened and interviewed by an advisory committee. The finalists were interviewed by the Campus Presidents.

Reeve, Catharine  
**Instructional Faculty**  
**Salary:** $40,950  
**Effective:** 8/20/09  
**Education:** Bachelor of Arts, Mathematics, Concordia College; Doctor of Philosophy, Mathematics, University of Arizona  
**Experience:** Dr. Olson has been an adjunct faculty member for Pima Community College for the last 13 years and an administrative appointment for the last two semesters. He was a mathematics consultant for four years and an adjunct faculty member for three years with the University of Arizona.  
**Recruitment Overview:** An external recruitment was conducted. Twenty-six complete applications were screened and interviewed by an advisory committee. The finalists were interviewed by the Campus Presidents.
Administrator Appointments

Effective: 8/20/09
Selected to fill an open position

Education: Bachelor of Arts, Latin, Vanderbilt University; Master of Arts, English, University of Arizona

Experience: Ms. Reeve served one and one-half years as an Administrative Appointment for Pima Community College. She was also an adjunct faculty member for three years with Pima Community College.

Recruitment Overview:
An external recruitment was conducted. Fifty-nine complete applications were screened and interviewed by an advisory committee. The finalists were interviewed by the Campus President.

Ross, Eric
Instructional Faculty
Salary: $40,950
Effective: 8/20/09
Selected to fill an open position
Education: Coursework, Airframe and Power Plant, Cheyenne Aero Tech
Experience: Mr. Ross has more than nineteen years of experience working in the Avionics field as a mechanic. He also has one year of experience as an adjunct faculty member with Pima Community College. Mr. Ross holds various certificates in the areas of Avionic Mechanics.

Recruitment Overview:
An external recruitment was conducted. Six complete applications were screened and interviewed by an advisory committee. The finalists were interviewed by the Campus President.

Schmidt, Susi
Instructional Faculty
Salary: $40,950
Effective: 8/20/09
Selected to fill an open position
Education: Associate of Applied Science, Respiratory Care, Pima Community College; Bachelor of Health Science, Health Science, University of Arizona
Experience: Ms. Schmidt has served one year as an Administrative Appointment for Pima Community College. She was also an adjunct faculty member for two years with Pima Community College. Previously she had more than eight years of experience as a pharmacy technician.

Recruitment Overview:
An external recruitment was conducted. Eight complete applications were screened and interviewed by an advisory committee. The finalists were interviewed by the Campus President.

Sharp, Leta
Instructional Faculty
Salary: $45,864
Effective: 8/20/09
Selected to fill an open position
Education: Bachelor of Arts, Psychology, McGill University; Master of Arts, Rhetoric and Composition, Northern Arizona University

(Continued)
Experience: Ms. Sharp has more than eight years of experience as a Composition Teacher – Graduate Associate with the University of Arizona. She has also been a Writing Center Coordinator and Writing Teacher with the University of Arizona.

Recruitment Overview:
An external recruitment was conducted. Fifty-nine complete applications were screened and interviewed by an advisory committee. The finalists were interviewed by the Campus Presidents.

Smith, Matthew  
\textbf{Instructional Faculty}  
Salary: $47,502  
Effective: 8/20/09  
Selected to fill an open position  
Education: Bachelor of Science, Business Administration; Master of Arts, Spanish, Bowling Green State University; Master of Arts, Teacher Education, Ursuline College  
Experience: Mr. Smith has four years of experience working as a Graduate Associate in Teaching. He has also taught Spanish at both the high school and university levels.

Recruitment Overview:
An external recruitment was conducted. Forty-five complete applications were screened and interviewed by an advisory committee. The finalists were interviewed by the Campus President.

Staff:

Sonnemaker, Randall  
\textbf{Director of Budget and Reporting}  
Salary: $82,739  
Effective: 6/15/09  
Selected to fill a vacant position  
Education: Bachelor of Science, Business Administration, Rockford College; Master of Business Administration, Saint Xavier University  
Experience: Mr. Sonnemaker has more than 20 years of experience in finance accounting, management and administration with public and private organizations. He was a certified public accountant in Nebraska.

Recruitment Overview:
An external recruitment was conducted. Twenty-five complete applications were received. Applications were screened and interviewed by an advisory committee. The finalists were interviewed by the Executive Vice Chancellor for Administration.

Vasilius, Nicholas  
\textbf{Business Systems Analyst}  
Salary: $45,372  
Effective: 6/15/09  
Education: Bachelor of Arts, International Political Economics and Bachelor of Science, Computer Science, University of Puget Sound  
Experience: Mr. Vasilius has two years of experience creating forms, conducting computer training as well as writing quality assurance and compliance documents for a purchasing department.

(Continued)
Recruitment Overview:
An external recruitment was conducted. Eight complete applications were received. Applications were screened and interviewed by an advisory committee. The finalists were interviewed by the Executive Vice Chancellor for Administration.

Contact Person:
Lynne Wakefield, Assistant Vice Chancellor for Human Resources (206-4624)

Dr. Roy Flores, Chancellor

(Continued)
Addendum
Temporary Appointments
Item No. 15.3a
BOG 5/13/09

Aneshansley, Shaun E.  
Special Projects Professional  
CC  
Hourly Rate: $20.53  
Education: Coursework, Carpentry, Gateway Community College  
Experience: Mr. Aneshansley has more than 13 years of public and private sector experience utilizing his skills in Facility Maintenance and Resource Management, as well as in teaching, training, supervision, and safety in various levels of construction. He has earned a Carpentry Apprenticeship, Journeyman Level Certificate from Gateway Community College. He has also been trained by the U.S. Military in Leadership, Communication, Environmental Quality Control, Fire Safety, Heavy Machinery Operations, and First Aid.

Clifford, Emily  
Support Assistant  
WC  
Hourly Rate: $12.71  
Education: Coursework, Liberal Arts, Pima Community College Bachelor of Science, Women’s Studies, Sociology (minor), Psychology, University of Arizona  
Experience: Ms. Clifford’s previous employer was CODAC-Healthy Families. She has five years of experience working as a Family Support Specialist, providing front desk assistance. She was also a Residential Support Specialist at CODAC – Los Amigos as front line support to residents.

Frazier, Cheryll  
Staff Instructor  
DC  
Hourly Rate: $20.53  
Education: Bachelor of Arts, Behavioral Science, University of Maryland; Bachelor of Science, Education, Virginia Commonwealth University; Master of Arts, Education, University of Maryland  
Experience: Ms. Frazier is the Veterans Employment Specialist for the Veterans Administration in Tucson Arizona from 2007 to the present. Prior to that she was a business development manager at the Tucson Metropolitan Chamber of Commerce (2006-2007). She was also the education specialist for the military at the Pentagon, (1996-2006).

Grimm, Dr. George  
Supplemental Assignment  
DC  
Hourly Rate: $30.00  
Education: Business Certificate, Harvard Business School; Doctor of Philosophy, Physics, Lehigh University  
Experience: Dr. Grimm has experience as a Research Director for Global Research Technologies; as an Engineering Consultant for the University of Texas Health Sciences, and as Senior Vice President with Pennzoil Company.

Hughes, Dr. Jack  
Staff Instructor  
DC  
Hourly Rate: $20.53  
Education: Bachelor of Arts, Pre-Med, Yale University Doctor of Medicine, Cornell Medical College

(Continued)
Temporary Appointments
Addendum

Experience: Dr. Hughes teaches at the University of Arizona in the Health Sciences. From 1982 to 1991, he was an attending surgeon in the Navy and was the commanding officer for the Medical Unit in Tucson. He was also the Chief of Surgery at Fort Benny from 1966 to 1967 and a combat surgeon in the Viet Nam war.

Manzanares, Gilbert
Staff Instructor
DC
Hourly Rate: $20.53
Education: High School Diploma, Pueblo High School
Experience: Mr. Manzanares is a former counselor who is now a national speaker on drug and alcohol abuse and gangs, who will be giving his national leadership presentation as a four-hour class to Upward Bound students. He is a former Marine. As a counselor, he worked for four years with Our Town. Prior to that, he was a counselor for two years at Luz Social Services.

Sicurello, Michael
Special Projects Professional
CC
Hourly Rate: $20.53
Education: Associate of Fine Arts, Art, Pima Community College Bachelor of Arts, General Studies, University of Arizona
Experience: Mr. Sicurello has more than 20 years of private and public sector experience utilizing his skills in computer technology that includes management, administration. His responsibilities included network operations and computer applications, a working knowledge of software systems, web-based applications and programming.

Sotelo, Omar
Staff Instructor
DV
Hourly Rate: $16.80
Education: Bachelor of Arts, Education, University of Arizona
Experience: Mr. Sotelo has more than four years of experience working as a Math teacher for the Tucson Unified School District.

Tuttle, Katherine
Special Projects Professional
CC
Hourly Rate: $23.00
Education: Bachelor of Science, Nursing, Ecology/Evolutionary Biology, Physiological Sciences, University of Arizona
Experience: Ms. Tuttle has utilized her skills as a Registered Nurse at St. Mary’s Hospital for approximately five years. She has skills in patient care in the emergency department, and continues to help patients and the public at large. She is also an Arizona Board Certified Registered Nurse. Ms. Tuttle is an American Heart Association Certified provider in the following: ACLS Provider, Health Care CPR & AED Provider and a Pals Provider. She also has her certification as an ABLS Provider thru the American Burn Association.

Wambolt, Robert J.
Special Projects Professional
CC
Hourly Rate: $20.53
Education: Bachelor of Arts, Integrative Studies, Prescott College

(Continued)
Experience: Mr. Wambolt has more than 20 years of private and public sector experience as a business owner of a construction firm as well as teaching High School Mathematics at Pusch Ridge Christian Academy and is a current instructor for Math Workshops for Prescott College.

Contact Person:

Lynne Wakefield, Assistant Vice Chancellor for Human Resources (206-4624)

[Signature]
Dr. Roy Flores, Chancellor
Recommendation:

The Chancellor recommends that the Board of Governors authorize a contract with Follett Higher Education Group for bookstore management for the period July 1, 2009 through June 30, 2014.

Background:

Since 1990, the College has contracted with Follett Higher Education Group (Follett) to manage the College’s five bookstores. The current contract expires June 30, 2009.

In November 2008, the College enlisted the services of Campus Bookstore Consulting Corporation (CBC) to assist in the development of a Request for Proposal (RFP) and in the analysis of the proposals. The College issued a highly prescriptive RFP in February in order to clearly communicate the College’s requirements to the vendors and to ensure compliance with a subsequent contract. The RFP was drafted to elicit an optimal balance between financial return to the College while including strong cost control mechanisms that will benefit Pima students. Specifically, vendors were asked to describe their used textbook programs, textbook rental programs, and electronic text delivery options. The RFP also stipulated that vendors would be prohibited from passing textbook freight costs and other surcharges along to Pima students.

The College received two proposals, which were evaluated by a selection workgroup comprised of students, faculty, staff, and administrators. The group evaluated the technical qualifications by reviewing the proposals, a summary assessment compiled by CBC, and the vendor presentations. The qualifications criteria included:

1. Customer Service
2. Management/ Marketing Plan/ Communication
3. Staffing/ Personnel
4. Technology Plan
5. Textbook Services
6. Miscellaneous (experience, conformance to RFP specifications, online textbook adoption system, etc.)

Based on the evaluation of the committee combined with the financial considerations, the College is recommending a contract with Follett Higher Education Group.

(Continued)
Financial Considerations

The Follett proposal includes a significantly improved commission structure compared with the current contract, which will result in approximately $242,000 more per year. Additionally, the proposal includes a $1,250,000 guaranteed minimum commission, a one-time signing bonus of $500,000, a $250,000 investment in capital improvements to the campus stores, and $35,000 in student textbook vouchers. By way of comparison, the current contract includes a $480,000 guaranteed minimum commission, $450,000 in capital improvements, and $5,000 in textbook vouchers. In sum, the new contract will represent a total college contribution of approximately $7.8 million over the five years of the contract, which is an increase of approximately $370,000 per year. This favorable financial offer has been achieved while ensuring Follett’s compliance with the service requirements and the cost control requirements of the RFP, which will benefit Pima students.

Contact Person: Dr. David Bea, Executive Vice Chancellor for Administration (206-4519)

Dr. Roy Flores, Chancellor