



# SAN DIEGO COMMUNITY COLLEGE DISTRICT

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San Diego Community College District  
Human Resources  
3375 Camino Del Rio South  
San Diego, CA 92108

February 7, 2018

To Whom it May Concern,

I, Seher Awan, can confirm the following information:

1. Between the dates of November 17, 2014 and May 31, 2017 I met with and supervised Roxann Solis (Aubrey) at San Diego City College during the hours of 8:00am and 5:00pm. I met with Ms. Solis (Aubrey) in Business Services, conference rooms on campus, and my office.
2. Between the dates of November 17, 2014 and May 31, 2017 I met with and supervised Roxann Solis (Aubrey) at San Diego City College after 5:00pm. I met with Ms. Solis (Aubrey) in Business Services, conference rooms on campus, and my office.

I have served as Roxann's supervisor for over three years at San Diego City College. During this time I have been consistently impressed by Roxann's dedication to the College, her incredible work ethic, and her ability to manage huge workloads with limited staffing. I requested Roxann return to work to perform her call back hours during the time period of December 2014 to November 2016. During this time, Roxann was completing the workload of two full-time supervisors. This fact was well known at both the campus and the District. The resulting extreme workload resulted in a grievance filed by Roxann against the District when the District refused to compensate Roxann for her call back hours. This issue was resolved after the call back hours were reviewed and certified by myself and Denise Whisenhunt, interim President of San Diego City College. Denise Whisenhunt spoke with Vice Chancellor Will Surbrook to advocate that the call back hours be paid. For these hours to now be questioned, when District Human Resources researched and paid out these hours, is ridiculous.

City College was finally able to receive additional staffing in November 2016, which provided Roxann relief in workload as three full-time staff were on-boarded. Between Roxann's start date in November 2014 to present, Roxann and I facilitated the integration of a new ERP PeopleSoft system at City College. We created a new chart of accounts, revised and streamline HR processes, created District-Wide trainings for PeopleSoft, built and oversaw millions of dollars of general and restricted funds, and managed extreme workloads due to staffing. I personally witnessed Roxann work her call back hours as I was also on campus. Roxann and I often worked late into the night in her office and my office. We often worked weekends and sacrificed our personal lives to support San Diego City College during two ERP PeopleSoft conversions over the past three years.



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After reading through the report, I am disgusted by the blatant lies presented by Carmeter Lard, Earline Barrett, and Cecilia Thibeault in retaliation for Earline Barrett not receiving a promotion. I am further distressed by the incomplete and bias investigation completed by the District. This inadequate investigation has already cost one innocent San Diego City College employee, Cody Goddard, his employment without cause. To now have Roxann on paid administrative leave without all of the evidence being brought forth to support her innocence is a crime. I look forward to the opportunity to advocate for Roxann's innocence. Should you need to interview me or speak with me, please contact me at (619) 388-3031 or sawan@sdccd.edu.

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct. If you would like to contact me or schedule an interview, please feel free to contact me.

Sincerely,

A handwritten signature in black ink, appearing to read "Seher Awan".

Seher Awan, Ed.D, MBA, MPA  
Vice President, Administrative Services