

Francis L. Remkiewicz '74
133 Reed Road
Oakdale, CA 95361

February 12, 2023

Members, Whittier College Board of Trustees
13406 E. Philadelphia Street
Whittier, CA 90602

To the Whittier College Board of Trustees:

It is my understanding that a Board of Trustees meeting will be held on February 17, 2023. I would like to present the following course of action. This proposed course of action is based on the Whittier College Board of Trustees' Articles of Incorporation that prohibit Whittier College from operating with a less than balanced operating budget, the failing response of President Oubre and senior administration to adequately address the critical issues raised by the accreditation report, the lack of confidence as espoused by the faculty, students, and alumni, in the President and senior administration, and the failed pledge of transparency in actions of President Oubre.

- I. That Dr. Linda Oubre be placed on administrative leave with pay beginning March 1, 2023, with the following restrictions:
 - a. Dr. Oubre will refrain from any comments about Whittier College and the circumstances surrounding her being placed on administrative leave including all media to include all social media.
 - b. Dr. Oubre will not return to the campus until a representative of the Board of Trustees notifies her in writing.
 - c. Dr. Oubre will not represent Whittier College at any formal, informal, or educational gathering during her leave.
 - d. Dr. Oubre will have no contact in any form with any Trustee during the time she is on leave; and,
 - e. Should Dr. Oubre fail to meet any of the above requirements Dr. Oubre will be released from her contract as of the date of the infraction.

- II. That a Blue-Ribbon Panel be appointed immediately to review several critical areas of Whittier College based on the original findings of the accreditation team including:
 - a. The Admission Office including student recruitment, student enrollment, and student retention.
 - b. The Financial Aids Office including direct student discounts.
 - c. The Development Office including Alumni Giving, corporate grants and donations; and,
 - d. Whittier College organizational structure, organizational development and relationships, and organizational operations.

- e. During this time no member of the Board of Trustees, no member of the administration, no member of the faculty, and no member of the staff will have any contact with the President.
 - f. The deadline for this review is June 15, 2023.
- III. The Board of Trustees will receive the report and thank the panel. The Trustees will then evaluate the President's performance using the report and all other data as a basis and decide whether to retain President Oubre or release her from her contract.
- IV. The Board of Trustees will within 3 days of the decision to retain or release President Oubre make available to the public the Blue-Ribbon Panel's report and the Board of Trustees determination on President Oubre.

Please do not make the mistake of judging this proposal as an attempt to return to return to the days of yesteryear. A review of the hard truths of the last several years of operating under the failing leadership of President Oubre, her senior administrative staff, and the floundering direction of Whittier College can only tell you the truth.

Follow the truth and act on the facts.

Respectfully,

/s/

Francis L. Remkiewicz '74