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Miguel A. Santana, Chairman
Whittier College Board of Trustees
Whittier College
Members of the Board of Trustees
President of Whittier College
Editor, Quaker Campus
13406 E. Philadelphia Street
Whittier, CA 90602

Dear Mr. Santana, Trustees, Madame President,

As a retired Assistant Superintendent/Superintendent of 6 medium to large K-12 urban public schools I find the current leadership of President Oubre to be lacking in creativity, stewardship, practicality, and completely antithetical to all that Whittier College standards, values, and tradition. In addition, the President's ability to muster the necessary resources to lead Whittier College in the 21st Century to be so incredibly short sighted and so self-serving as to bring Whittier College to the brink of utter ruin.

Now we see the President "making the rounds" on a lecture circuit to be totally disingenuous. Good management principles tell us that any institutional change requires at least 7 years for the change to become rooted. The President' changing of half-a-dozen senior administrators, 10 or so Trustees, and a few faculty members to be less than adequate to make the claims she is making on that circuit. In addition while her presentations hold herself up as a champion of diversity it demeans you the Board of Trustees, the faculty, students and staff of Whittier College. In Dr. Oubre's presentations she fails to demonstrate any positive outcomes worthy of a President of a distinguished liberal Arts College such as Whittier. My body of worked covered some of the most financially difficult times for California public schools in the history of the state. What sustained me, the Superintendent, and Boards of Education was transparency. Transparency in all financial matters be they closing schools, cutting salaries and benefits, or the creative use of funding required complete transparency. This President clearly lacks the ability and will to be transparent. The Trustees must see and hear this all the time. I am dumbfounded that 23 Trustees steeped in sound management would allow this to go on unabated.

President Oubre has utilized the old trick of "if you cannot convince them then confuse them" and thus far it continues to be remarkably successful.

I am outside the intricacies of the working Whittier College but her is at least one simple answer to resolving the immediate problems facing Whittier College and sets the stage for a rebirth of our great institution. I begin with a comment from the current President

of the Board of Trustees. Mr. Santana gave an interview to an interviewer from Capital and Main a few weeks ago.

C&P interviewer: Other than not saying racist things that get recorded, what are some things that you think should be done by Latino leadership or any city leader now?

Mr. Santana: “It really starts by putting at the forefront of our policies the experience of those who have our community. From homelessness to education to unemployment, poverty, healthcare been historically marginalized and who are at the worst end of all the different indicators in outcomes, **if we really start with those who have the least amount of access, who have struggled to survive, then I think we build a community that ensures that everyone has an opportunity to thrive, and that informs how districts are drawn, how policies are implemented and the distribution of resources.**”

Whittier College received twelve million dollars from a grant. One time funds need to develop into ongoing funds else the one-time funds become a stopgap only and an ultimate waste of funds.

Whittier College has a long and storied history of continually finding new ways to diversify. A classic example would be the work Martin Ortiz did in the 1960s and 1970s. The ongoing success of that group of programs speaks for itself. If one models a successful program the chances of that program being successful are greatly enhanced.

Whittier is in a period of significantly declining enrollment. Looking for an untapped pool of students to fuel a rebirth or enrollment is difficult, but there is such a resource. These students are from the community of Americans with Disabilities. According to the National Center for Statistics, there are currently 7.2 million students classified by an Individual Development Act in public schools. “Among students ages 14–21 served under IDEA who exited school in school year 2019–20, the percentages who graduated with a regular high school diploma, received an alternative certificate, and “dropped out” also differed by type of disability. The percentage of exiting students who graduated with a regular high school diploma was highest for students with speech or language impairments (89 percent) and lowest for students with multiple disabilities (44 percent). The percentage of exiting students who received an alternative certificate was highest for students with intellectual disabilities and multiple disabilities (34 percent and 33 percent, respectively) and lowest for students with speech or language impairments (3 percent). The percentage of exiting students who dropped out was highest for students with emotional disturbances (27 percent) and lowest for students with deaf-blindness (3 percent).” (NCES, <https://nces.ed.gov/programs/coe/indicator/cgg/students-with-disabilities#:~:text=In%202020%E2%80%9321%2C%20the%20number%20of%20all%20public%20school%20students.>) Clearly there is a vast pool of untapped student enrollment.) The current enrollment in 4 year institutions is 19.4% (NCES) a majority of 4 year institutions that are recognized for their inclusive programs are large, state universities. In California, Fresno State and Cal State Northridge are two of the top 10 schools with excellent programs for students with disabilities. Here is a pool of students that given the chance would go on to Whittier if an admissions counselor would work with them to enter college. And what better place to attend than Whittier College. A four

year liberal arts institution with a great track record of inclusiveness, values and traditions that have stood the test of 100 years.

A side-by-side comparison is as follows:

	ASWC	STUDENTS W/ Disabilities	DELTA
BLACK	4.54%	15%	+10.46%
HISPANIC	54.2%	28%	-26.2%
WHITE	22.9%	45.8%	+22.9
2/more races	6.79%	4.5%	-1.85
ASIAN	6.71%	5.4%	-1.31
HAWAIIAN/PACIFIC ISL.	0.25%	0.4%	+0.375%
AMER.IND./ALAK. NATIVE	0.192	0.9%	+ .7080

Statista (<https://www.statista.com/statistics/236244/enrollment-in-public-schools-by-ethnicity-and-us-state/>)

The chart demonstrates that the Whittier College diversity, which is praised nationally, would improve without any further “targeting”.

What would it take to attract students with disabilities? First and foremost would be to commit the 12 million dollars to adapt classrooms, dorms, the Campus Inn, egress and regress, parking lots, etc. a good architect will be able to meet specifications. A good working panel could develop the specifications very quickly with a few special education teachers onboard.

My point is this. The direction you are taking Whittier College is complex, time-consuming, and improves the curriculum vitae of but one person. Finely tuning the above plan would be simple, the one-time money would bring in continuing dollars for years to come, and most importantly you would be using Quaker values and traditions to serve a vastly under-served population. This plan will serve Whittier College.

I once again renew my request to present this plan to the full Board of Trustees for their consideration at the next Board of Trustees meeting.

Respectfully,

/s/

Francis L. Remkiewicz'74