

Kito says Ramos performance was basis for removal

**By SUE GAMACHE
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Sam Kito, University of Alaska Regent and former Alaska Federation of Natives president, testified that the "initial problems of Elaine Ramos's lack of communication and lack of implementation were brought to his attention by either the chairman or a staff member at the Kenai Community College."

He also stated that Chris Cook, regional director for the Bethel area expressed concern for the lack of essential relationships which were related to the success of the Kuskokwim Community College programs.

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Kito said that Emil Notti, then president of the Alaska Native Foundation, specifically brought it to his attention that in the Foundation's staff and management's opinion implementation of programs with the Kellogg Foundation Grant was not happening to a degree that was satisfactory and that the ability for them to communicate to implement programs that were necessary was not happening.

He went on to say that his communications from Roger Lang indicated to him that there was turmoil within the staff organization. Comments from Fred Bigjim directed to me indicated that Rural Educational Affairs was in "big trouble" he added.

According to Kito staff members Jane Demmert and Toni Jones indicated to him that there was a very serious concern about the lack of an organizational chart that was solidified to the extent that it would function.

He said that communications from Dr. Robert Hiatt, then University president, indicated that he was concerned. He added that Dr. Don DaFoe also expressed concern regarding internal staff structuring and restructuring.

"It was for these reasons," said Kito that Roger Lang, Emil Notti, Gordon Jackson, Dr. Robert Hiatt, and myself met in November 1976 in Fairbanks to discuss the problem.

"The consensus that was reached, said Kito, "was that all parties attending that the reassignment of Mrs. Ramos would be the best course of action." He went on to say that "Dr. Hiatt at that time forwarded some suggestions that since Mrs. Ramos was very effective in two areas; bilingual education and her ability to search and obtain federal funds that a reassignment to one of those areas may be the best course of action."

Kito was asked if during the course of the discussion if there was any mention at all of the fact that her performance was lacking due to either her sex or the fact that she was an Alaskan Native. He answered, "No."

He was also asked why he did not report his findings on the Kenai situation to the Regents. He said, "one basic reason was that at the same time that I was president of AFN I was also on the Board of Regents. I felt that any criticism of any subordinate of the chief executive officer or that any criticism would be handled by relaying and providing information to the chief executive officer for his act. (the chief executive in this case is referring to Dr. Hiatt.)"

The question was then raised as to whether prior to Ramos's reassignment was her reassignment ever brought up at a formal Board of Regents meeting. Kito said that it had not.