



**Washington State Auditor**  
**Brian Sonntag**

April 28, 2008

Central Washington University  
Board of Trustees  
c/o Judy Miller  
400 E University Way  
Ellensburg, WA 98926

Dear Trustees:

I write to make you aware of issues that have been brought to us related to the management and treatment of faculty members in academic departments at Central Washington University.

These issues fall outside the scope of our audits. But we bring them to your attention in hope that they will be helpful to the Board in carrying out your oversight and policymaking responsibilities.

The issues focus principally on the academic Department of Information Technology and Administrative Management. The individuals who came to us assert instances of cronyism; repeated actions that are contrary to University policy and Faculty Code; inappropriate treatment and retaliatory action against faculty members who raised concerns; and administrative interference with the Faculty Senate's authority to hear and decide grievances. They also assert top University administrators were aware of these activities and allowed them to continue.

We have not sought to verify the validity of these assertions, and we recognize there may be other perspectives. But if these issues are true, they raise serious questions about management practices and the academic culture of the University. We would be remiss if we did not make you aware of them. I might add that those who brought the issues to us appeared credible and we have no reason to discount what we were told or the supporting information they provided.

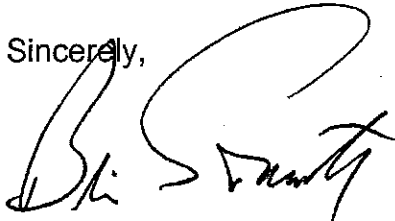
In learning of the issues, I also became aware of how internal audit is structured at the University. We would like to recommend you consider establishing a



Board-appointed audit committee and realigning the internal auditor's reporting relationship from the President directly to that committee. This would ensure greater independence for the University's own audit function and strengthen the Board's oversight of the administration. Most recently, we recommended this to the Port of Seattle, which has put it into place. The University of Washington also uses this structure effectively.

We hope this information and our recommendation are useful to you. Please let me know if we can provide further assistance. You may contact me at (360) 902-0360.

Sincerely,

A handwritten signature in black ink, appearing to read "Brian Sonntag", written over a large, stylized circular flourish.

**BRIAN SONNTAG, CGFM**  
STATE AUDITOR

BS:JP:jsp

cc: Jeff Snedeker, Chair, Faculty Senate, Central Washington University  
Bob Hickey, United Faculty, Central Washington University

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