

February 6, 1985

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VISTA

TO: Audit Committee

FROM: Tom Grumbles

SUBJ: AIHA BOARD MEETING: JANUARY 21-22, April Sound, TX

Below is a summary of significant events (in my opinion) of the subject meeting. All the gory details will be in the official minutes. Our committee concerns are discussed first.

1. Managing Director Resignation and Search - The following account of the recent Wasdovich resignation and search for a successor was given by Howard Kusnetz.
 - a. A quality of work life survey was sent to all members of the Akron Staff under Kortsha's signature.
 - b. 26 of 33 were returned (all but one were signed) and the results summarized.
 - c. The survey forms were followed with personal and phone interviews by Howard and Alice. Twenty-two people were interviewed.
 - d. The results were presented to the staff on November 29.
 - e. Based on the results of the survey as presented Joe Wasdovich made the decision to resign.

A search was immediately started for a replacement with advertising in papers and journals. As of the date of the meeting, resumes for 89 people had been received and sent to the search committee. Eight industrial hygienists submitted applications.

A quality matrix with job criteria was devised and used to cut the list to 9 candidates. Some are hygienists.

The plan is to interview the finalist on 2/16 and 2/17 and have the finalists meet with the Board on 2/18. This will probably be done in Chicago.

It was decided not to use the ASAE as a resume screener this time to save money and hasten the procedure. I am comfortable that the Board managed the situation in a way

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which would protect the AIHA in the event of any legal action.

2. The Blue Ribbon Panel report was discussed. The Board was substantially in agreement with the interm operating agreement and the by-law change proposal. The major change was they felt it best to leave the list of specifics in Item 2 of the proposed by-law. This proposal will be sent to the by-law revision committee at some point when appropriate. However, it is not clear to me by whom or when, this will be done. The final report is enclosed.

The legal question raised by the Blue Ribbon panel is currently being reviewed by Ralph Allen, AIHA counsel.

3. Agenda time was requested for Audit Committee presentation/-discussion at the next Board meeting attended. I would hope we could have a "rough" draft of our annual report, or at least items being considered for the report, to the Board for discussion at that time. The meeting will probably be sometime in April.
4. The Presidents report included a discussion of his visit to the Italian, Spanish, and British hygiene groups. The visits were "fruitful" and indicate that at least for this year the President is pursuing the international aspects of the AIHA, as recommended by the Audit Committee. For example, the Board approved some funds for reciprocal expenses for official representatives of these societies in Las Vegas. (They paid for his expenses in Europe.) The idea of at least one AIHF grant going to a foreign student was discussed.

The Technical Committee expenses procedure has been working well except for a few exceptions. It was agreed by all that the funding procedure needed fine tuning, and this will be done based on the last years experience.

President Kortsha discussed his strong desire to see the hygienic guides effort become more active. A later discussion was held regarding current need and committee activity regarding an asbestos removal hygienic guide.

5. There was a great deal of discussion concerning the AIHF and AIHA's relationship with the Foundation. A letter from George Clayton regarding recent events and his thoughts is attached. Contributions are down 40% from last year for no obvious reason. A decision was made to appoint a task force to assure the recommendations made by Chain Robbin's AIHF Review Committee last year are implemented.
6. It was decided to investigate form and format for a service award for Margaret Jordan. This was recommended by the Awards Committee.

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7. Newell Bolton presented a LRP report (Attached) and discussed the proposed regionalization/reorganization concept. There was a great deal of confusion as to how this should be presented to the membership. The specifics have yet to be put in writing for full review.
8. John Conti gave a report on the conference (May 20-25) in Las Vegas. The meeting rooms will be widely spread in two towers of the hotel and some confusion in logistics is expected.

As previously reported the Akron office has some space, noise and other environmental problems. Various options are being considered.

- a. Consideration is being given to moving the graphics department out of the building and redesigning the office.
- b. Renting the office and leasing a larger one.
- c. Selling the building and leasing, purchasing or building a new one.
- d. Etc.

Cost estimates have been obtained for some of the options but all felt we don't know enough to make a decision yet.

Also, we are looking at computer revisions or purchases to improve capabilities and telephone system improvements.

9. The advertising of AIHA publications in various media was discussed again. It is obviously a good idea but has not been fully evaluated yet. Paul Halley is to investigate further.
10. A proposal for restructuring the technical and standing committee organization and management was reviewed (attached). This came out of last year's committee chairs meeting at the AIHC. It is not clear what will happen to this proposal.
11. A proposal from Bill McCormick to do all of AIHA's printing was reviewed and discussed. It was unanimously agreed that such proposals should be considered equally and within the normal system.

The Board is genuinely concerned that their dealings with McCormick be done in accordance with normal procedures and "above-board".

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As I said, the above are self-selected highlights of the meeting. We will have the full minutes for review sometime in the future. There are many items, long range planning responses, Akron office expenditures, and by-law revisions, to name a few that we need to closely monitor in the near future. I think we will need to meet before the AIHC and probably before the next Board meeting.

Sincerely,



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Industrial Hygiene &
Product Safety

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