



MISSOURI

May 16, 2016

Cheryl B. Schrader, Ph.D.
Office of the Chancellor
Missouri University of Science and Technology
Via email: schrader@mst.edu

Thomas P. Schuman, Ph.D.
Professor of Chemistry
Missouri University of Science and Technology
Via email: tschuman@mst.edu

Dear Chancellor Schrader and Dr. Schuman:

Dr. Larry Gragg and Dr. Barbara Hale delivered the results of the administrative review of the chancellor to me last week. I have now had the opportunity to review the results. While there are acknowledged flaws in the way the review was administered, the results suggest that the relationship between members of the faculty and administration must be improved. I am grateful that both groups have indicated their interest in working together on this issue, which I view as critical to the long-term health of the institution.

I would like to embark on an approach that includes facilitated conversations and coaching sessions for campus leadership. As a first step in initiating this process, a 360-degree review of the chancellor and provost will be carried out to develop the perspective needed by the facilitators. The coaching sessions will include individual and joint coaching so that the chancellor, provost, and faculty may begin to work together more effectively to address some of the concerns that have been raised by the faculty.

Following the 360-degree review and upon initiation of the coaching sessions, we will also begin the facilitated conversations between faculty and administrators that we have previously discussed. The goal of this effort is to build capacity for constructive problem-solving and agreement regarding appropriate processes for dialogue and engagement. All parties need to come to the table in good faith to ensure the process is successful.

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Dr. Schuman, please consider this letter a formal request to you as the leader of the Faculty Senate to work with our consultants to identify a slate of faculty members from which I will select to engage in the facilitated conversations.

Regarding timeframe, I envision the above steps occurring over the coming summer and into the fall semester. Zora Mulligan from my office will continue to stay in touch with you both as we move forward.

I am encouraged and appreciative of the willingness of both senior leadership and the faculty to engage in these efforts and am confident of a positive outcome.

Sincerely,

A handwritten signature in black ink, appearing to read "Michael A. Middleton", with a long horizontal flourish extending to the right.

Michael A. Middleton, J.D.
Interim President

MAM/nt

c: Provost Robert J. Marley, Ph.D.