

From: [AAUP-MU](#) on behalf of [Montgomery-Smith, Stephen](#)
To: AAUP-MU@PO.MISSOURI.EDU
Subject: Integrity of the Institution
Date: Wednesday, October 22, 2014 1:17:27 PM

Dear President Wolfe, Chancellor Loftin, Provost Dean, Vice President Foley, Faculty Council, and AAUP-MU members,

With the arrival of President Wolfe as President of UM, and Hank Foley as Vice President, I have had a strong sense that MU was moving towards becoming an institution of integrity. But I feel that in the last few months, this good and very necessary process is slowing down. For example, I was gratified when certain high ranking MU administrators stepped down. But now I am concerned that MU is leaving many of their bad decisions intact.

I believe this is bad, not only because it is unfair to certain individuals, but because it also greatly weakens the extent to which MU can achieve its potential. In particular, when employees believe that rules can be broken with impunity, people will continue to either leave the institution, or gravitate to where it is safe - namely to become "yes" men.

One example has been recently discussed in the national press. I think some faculty may be mistaken in thinking this only concerns an individual, when in fact the very foundations and principles of faculty shared governance are being violated. Faculty should not be concerned as to what the decision should be, but rather on whether the evidence was properly collected and whether we can be confident that the case was correctly adjudicated. By standing by in silence, the faculty will continue to erode their moral authority, as well as any actual authority they lose through lack of use.

Here is a web link to a report of "mobbing" that took place at MU.
<http://web.missouri.edu/~stephen/Westhues%20Report%20Academic%20Mobbing.pdf>
This report is part of a lawsuit against several MU administrators, and I am distributing it with permission from the lawyer representing the plaintiff.

I believe that if MU does not change its attitude towards fairness and integrity, then MU will continue its decline of the last couple of decades. We will not only be cheating individual employees, but we will also be cheating the State of Missouri, as well as taxpayers who help provide the Federal Funding that is so important to our growth as an institution. We may believe that covering up the sins of the past is what is best for MU, but I strongly believe this is short term thinking. Ultimately it will come back to bite all of us.

Best regards,
Stephen Montgomery-Smith