

May 25, 2017

Via Email: suppesg@missouri.edu and
Certified Mail – Return Receipt Requested

Professor Galen Suppes
4 Bingham Road
Columbia, MO 65203

RE: Chancellor's Final Determination
Second Amended Charge Seeking Dismissal for Cause of Professor Galen Suppes

Dear Professor Suppes:

On May 15, 2017, I received the written findings of fact and recommendations, with attached exhibits, of the MU Campus Faculty Tenure Committee ("Committee"). I was also provided hearing transcripts and exhibits introduced by the Realtor and by you. Specifically, the following were made available to me:

MU Campus Faculty Tenure Committee Report and Exhibits

- MU Campus Faculty Tenure Committee Findings of Fact and Recommendations dated May 15, 2017 ("Committee Report")
- MU Campus Faculty Tenure Committee Determination of Respondent's Request to Disregard Certain Counts of Charge
 - Ex. A Charge Seeking Dismissal for Cause
 - Ex. B E-mail notice of appointment of Committee Chair pro tempore
 - Ex. C E-mail re: Appointment of Legal Advisor to Committee
 - Ex. D First Amended Charge Seeking Dismissal for Cause
 - Ex. E E-mail of Chair pro tempore re: identity of Committee members
 - Ex. F Notice from CCFR Chair Phil Wood re: status of preliminary informal conference
 - Ex. G E-mail from Relator to Chair pro tempore confirming status of preliminary informal conference
 - Ex. H Minutes of November 30, 2016 Committee organizational meeting
 - Ex. I Notice of Initial Hearing Session
 - Ex. J E-mail confirming stipulation that hearing was timely commenced
 - Ex. K Correspondence regarding AAUP request for hearing observer; Chair ruling

- Ex. L Certifications from deliberating Committee members
- Ex. M Chair's Ruling on Respondent's Motion to Disregard Certain Counts
- Ex. N Second Amended Charge Seeking Dismissal for Cause
- Ex. O Chair's Ruling on Filing of Second Amended Charge
- Ex. P Westhues Report re: REDACTED case (Excluded by Chair)
- Ex. Q Correspondence and Chair's rulings regarding security personnel in hearing room
- Ex. R Marked ballots (Count 1)
- Ex. S Marked ballots (Count 2)
- Ex. T Marked ballots (Count 3)
- Ex. U Marked ballots (Count 4)
- Ex. V Marked ballots (Count 5)
- Ex. W Marked ballots (Count 6)
- Ex. X Marked ballots (Count 7)
- Ex. Y Marked ballots (Count 8)
- Ex. Z Marked ballots (Count 9)
- Ex. AA Marked ballots (Count 10)
- Ex. BB Marked ballots: Recommendation for Dismissal for Cause (Counts 1-6)
- Ex. CC Marked ballots: Recommendation for Dismissal for Cause (Counts 1-9)
- Ex. DD Respondent's Requests/Motions and Answer
- Ex. EE Signed Committee Rosters for all hearing sessions

Hearing Transcripts and Videos Clips

- Hearing Volume I (12/12/16) Full and Condensed Transcripts and Video
- Hearing Volume II (12/14/16) Full and Condensed Transcripts and Video
- Hearing Volume III (2/13/17) Full and Condensed Transcripts and Video
- Hearing Volume IV (2/15/17) Full and Condensed Transcripts and Video
- Hearing Volume V (2/16/17) Full and Condensed Transcripts and Video
- Hearing Volume VI (3/13/17) Full and Condensed Transcripts and Video
- Hearing Volume VII (3/15/17) Full and Condensed Transcripts and Video
- Hearing Volume VIII (3/17/17) Full and Condensed Transcripts and Video
- Hearing Volume XI (4/2/17) Full and Condensed Transcripts and Video
- Hearing Volume X (4/17/17) Full and Condensed Transcripts and Video

Relator's Exhibits

- Ex. 1 March 7, 2005 complaint by REDACTED (grad student) to Vice Provost REDACTED regarding misconduct of Dr. Suppes
- Ex. 2 May 14, 2014 complaint by REDACTED (undergrad student) to Dept. of Chemical Engineering regarding misconduct of Dr. Suppes
- Ex. 3 April 19, 2012 complaint by undergrad students (22 signatures) to Industrial Advisory Board (“IAB”) regarding misconduct of Dr. Suppes
- Ex. 4 November 28, 2012 complaint by undergrad students (35 signatures) to IAB regarding misconduct of Dr. Suppes
- Ex. 5 2013 complaint by REDACTED (Class of 2013) regarding misconduct of Dr. Suppes
- Ex. 6 2013 complaint by REDACTED (Class of 2013) regarding misconduct of Dr. Suppes
- Ex. 7 April 3, 2006 email from Dr. Suppes to REDACTED (undergrad student)
- Ex. 8 Assignment 7C: 2015 class assignment to edit Dr. Suppes’ textbook for class credit
- Ex. 9 Assignment 10C: 2015 class assignment to edit Dr. Suppes’ textbook for class credit
- Ex. 10 Assignment 15a (and 15b): 2015 class assignment to edit Dr. Suppes’ textbook for class credit
- Ex. 11 July 19, 2011 complaint by REDACTED (undergrad student) to Chair Dr. REDACTED regarding misconduct of Dr. Suppes
- Ex. 12 August 29, 2012 complaint by REDACTED (mother of Engineering student, REDACTED) to Dr. REDACTED regarding misconduct of Dr. Suppes
- Ex. 13 March 27, 2015 complaint by Dr. REDACTED on behalf of six (6) students to Chair Dr. REDACTED regarding Dr. Suppes’ textbook assignment
- Ex. 14 March 31, 2015 warning to Dr. Suppes from Chair Dr. REDACTED REDACTED regarding textbook assignment
- Ex. 15 April 17, 2015 complaint by Dr. REDACTED on behalf of students to Dean REDACTED regarding Dr. Suppes’ textbook assignment

- Ex. 16 April & May 2015 emails between Dr. Suppes and Dean REDACTED
REDACTED regarding attempts to meet regarding issue of
textbook assignment and other matters
- Ex. 17 August 7, 2015 Faculty Irresponsibility Charge filed by Dr. REDACTED
REDACTED regarding 2015 textbook assignment by Dr. Suppes
- Ex. 18 October 2, 2015 warning to Dr. Suppes by Dean REDACTED
REDACTED regarding “intentional” and “habitual” neglect of
duties
- Ex. 19 April 1, 2004 email from Dr. Suppes to Space Allocation
Committee
- Ex. 20 September 13, 2004 Faculty Irresponsibility Charge filed against
Dr. Suppes by five (5) colleagues
- Ex. 21 January 12, 2005 complaint by Dr. REDACTED to Dean
REDACTED regarding misconduct of Dr. Suppes
- Ex. 22 March 2, 2005 email from Grievance Committee to Dr. Suppes
regarding his Misconduct
- Ex. 23 June 2005 Memorandum of Understanding Re: Faculty Grievance
Resolution/Requirements imposed on Dr. Suppes due to his
misconduct
- Ex. 24 June 2, 2005 reprimand from Provost REDACTED to Dr. Suppes
- Ex. 25 June 18, 2010 email from Dr. Suppes to President REDACTED
- Ex. 26 October 28, 2014 email from Dr. Suppes to Dr. REDACTED (new
professor)
regarding “poaching” colleague’s (REDACTED) labs
- Ex. 27 October 8, 2015 complaint by Dr. REDACTED to Dean
REDACTED regarding faculty meeting and misconduct of Dr.
Suppes
- Ex. 28 December 29, 2015 exit interview notes from female staff member
regarding mistreatment by Dr. Suppes
- Ex. 29 February 5, 2016 email from Dr. Suppes to Chair REDACTED, all
graduate students and Engineering faculty accusing Dr.
REDACTED of being a “hypocrite”
- Ex. 30 2016 Engineering Task Force Report referencing problems in
Chemical
Engineering attributable to one faculty member
- Ex. 31 March 6, 2015 redacted Invention Disclosure Form
- Ex. 32 April 28, 2014 incomplete Invention Disclosure Form
- Ex. 33 April 27, 2014 Dr. Suppes’ “homemade” Disclosure Form

- Ex. 34 2014-2015 Dr. Suppes' emails to Chancellor REDACTED and Tech Transfer Office
- Ex. 35 May 21, 2007 letter to Dr. REDACTED, UM President, from REDACTED, UM Patent Committee Chairman regarding Dr. Suppes' failure to abide by policies
- Ex. 36 May 22, 2007 letter to REDACTED from Dr. REDACTED concurring with committee's recommendations on all four (4) claims regarding Dr. Suppes failure to comply with policies
- Ex. 37 July 29, 2015 letter from Dr. REDACTED, Chairman UM Patent Committee to REDACTED, UM President finding inventions within scope of employment
- Ex. 38 August 24, 2015 letter from President REDACTED to Dr. REDACTED concurring with committee's findings regarding inventions within scope of employment
- Ex. 39 (None Entered)
- Ex. 40 January 6, 2016 letter to Dr. REDACTED from President REDACTED REDACTED concurring with committee's findings
- Ex. 41 March 14, 2016 letter to President REDACTED from Dr. REDACTED Re: Ownership of Technologies developed by Dr. Suppes
- Ex. 42 April 11, 2016 Letter to Dr. REDACTED from President REDACTED REDACTED concurring with committee's findings
- Ex. 43 10/2016 Motion to Seal Exhibits filed by Dr. Suppes' counsel admitting potential harm resulting from public disclosure of identity of persons referenced in the Charge
- Ex. 44 Dr. REDACTED Curriculum Vitae
- Ex. 45 Additional portion of 2015 emails (see Exhibit 16)
- Ex. 46 May 5, 2015 email chain regarding 2015 Textbook Assignment
- Ex. 47 Dr. Suppes' response to October 2, 2015 reprimand (see Exhibit 18)
- Ex. 48 November 18, 2015 emails regarding Dr. Suppes' response to October 2, 2015 reprimand (see Exhibit 18)
- Ex. 49 CH ENG 4363 Course Syllabus for Chemical Reaction Engineering and Technology, Fall 2015
- Ex. 50 May 27, 2004 email from Dr. Suppes to faculty regarding "paying the price" for lab space issue
- Ex. 51 January 11, 2017 email motion from Dr. Suppes to digitally record faculty

Meetings

- Ex. 52 Faculty Meeting Minutes from January 12, 2017 Chemical Engineering faculty Meeting
- Ex. 53 October 13, 2016 email from Dr. Suppes to AAUP regarding dismissal
- Ex. 54 July 2010 email from Dr. Suppes to REDACTED re: "confidential" notation
- Ex. 55 Summary of Dr. Suppes' IP since 2011
- Ex. 56 October 28, 2014 email RE: Academic integrity info
- Ex. 57 June 15, 2012 email from REDACTED to Professor REDACTED re: anxiety medication
- Ex. 58 Dr. Suppes' 2009 student evaluations
- Ex. 59 Dr. Suppes' 2010 student evaluations
- Ex. 60 Dr. Suppes' 2011 student evaluations
- Ex. 61 Dr. Suppes' 2012 student evaluations
- Ex. 62 Dr. Suppes' 2013 student evaluations
- Ex. 63 Dr. Suppes' 2014 student evaluations
- Ex. 64 Dr. Suppes' 2015 student evaluations
- Ex. 65 Dr. Suppes' FAIR forms 2010 through 2015
- Ex. 66 Affidavit and CV of Dr. REDACTED
- Ex. 67 Affidavit and CV of Dr. REDACTED
- Ex. 68 Affidavit and CV of Dr. REDACTED
- Ex. 69 Affidavit and CV of Dr. REDACTED
- Ex. 70 Affidavit and CV of Dr. REDACTED
- Ex. 71 Affidavit of Dr. REDACTED
- Ex. 72 Affidavit and CV of Dr. REDACTED
- Ex. 73 Affidavit of REDACTED
- Ex. 74 Small Claims Lawsuit against Dr. REDACTED Case No. 13BA-CV03898
- Ex. 75 Affidavit and CV of Dr. REDACTED
- Ex. 76 Affidavit and CV of Dr. REDACTED
- Ex. 77 CV of Dean Elizabeth Lobo
- Ex. 78 February 9, 2016 letter from Dean Lobo to Provost and Chancellor re: Dr. Suppes
- Ex. 79 Mizzou campus average teaching scores for 2014 to 2016
- Ex. 80 Pictures of memes on whiteboard
- Ex. 81 April 7, 2017 email from Professor Suppes to Mizzou campus police re: memes
- Ex. 82 March 20, 2017 email from Professor Suppes re: REDACTED

- Ex. CC CRR 310.015 Review of Faculty Performance
- Ex. DD CRR 310.020 Regulations Governing Tenure
- Ex. EE FAQ Annual Review of Faculty Performance
- Ex. FF CRR 330.015 Policy on Conflict of Interest
- Ex. GG Conflict of Interest Committee report - 2006
- Ex. HH Patent Committee Report - 2007
- Ex. II Patent Committee Report to President - 2007
- Ex. JJ Grievance - May 2008
- Ex. KK January 27, 2009 letter canceling grievance with lawsuit
- Ex. LL REDACTED deposition (Feb. 10, 2015)-pp 54-65
- Ex. MM Letter to President REDACTED w/assignment - November 12, 2008

- Ex. NN Letter to REDACTED and REDACTED - November 7, 2014
- Ex. OO Assignment w/Exhibit A attached
- Ex. PP Appendix B - list of pending IP applications
- Ex. QQ Emails 2006 - REDACTED to REDACTED
- Ex. RR Email with REDACTED on Hybrid Course format-August 2016
- Ex. SS Doctoral Faculty Recommendation Renewal
- Ex. TT Response to ChE 2226 statements by REDACTED
(Included in WW, not separately)

- Ex. UU Hybrid Teaching Survey (Included in WW, not separately)
- Ex. VV REDACTED letter to REDACTED - August 7, 2015 (Included in YY, not separately)

- Ex. WW Online Teaching and Course Development – Powerpoint (Includes
Ex. TT & UU)
- Ex. XX Department Environment 2001-2009 - Powerpoint
- Ex. YY Department Environment 2010-Present – Powerpoint (Includes Ex. VV)

- Ex. ZZ Intellectual Property - Powerpoint
- Ex. AAA Email from Loba to REDACTED e: task force
- Ex. BBB Door sign - "We don't do easy"
- Ex. CCC Stanford article- "the threat from within"
- Ex. DDD REDACTED email to REDACTED re task force
- Ex. EEE REDACTED COE award
- Ex. FFF REDACTED award nomination
- Ex. GGG Sunshine Law requests
- Ex. HHH REDACTED Report
- Ex. III Email from Suppes to Loba re showing the students did

not receive the "hypocrite" email re REDACTED

- Ex. JJJ (not entered)
- Ex. KKK DEVEN (TEB) email re: graduation

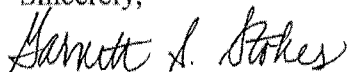
I have reviewed the Committee Report and the exhibits attached to the Committee Report as well as relevant exhibits provided by the Relator and the Respondent. The Committee Report outlines in detail the procedural history of this matter, other rulings of note during this proceeding, the Committee's finding of facts on Counts 1 through 10 of the Second Amended Charge and the Committee's recommendations. The Committee unanimously recommended that Counts 1-6 collectively, standing on their own, warrant your dismissal for cause consistent with Section 310.060.B.9 of the Collected Rules and Regulations ("CRR) and standards set forth in Section 310.020.C.1 of the CRR. The Committee's vote in this regard was: 12 Yes, 0 No. The Committee unanimously recommended that Counts 1-9 collectively warrant your dismissal for cause consistent with Section 310.060.B.9 of the CRR and the standards set forth in 310.020.C.1 of the CRR. The Committee's vote in this regard was: 12 Yes, 0 No.

After giving due consideration to the findings and recommendations of the Committee, in accordance with the provisions of Section 360.060.D.1 of the CRR, I concur with the Committee. I hereby terminate you from your tenured faculty appointment and your employment at the University of Missouri, effective May 25, 2017. In accordance with the provisions of Section 310.060 of the CRR, you will receive your salary and benefits through May 31, 2017.

You are required to have prior written permission from me in my role as Provost prior to coming onto campus. Please contact me to arrange for an escort so that you can retrieve your personal belongings. It is important that you remove your personal belongings no later than May 31, 2017. Please let me know as soon as possible if you anticipate that additional time will be needed.

Information regarding your right to appeal my determination can be found in Section 310.060.D of the CRR.

Sincerely,



Garnett S. Stokes
Interim Chancellor

cc: Dean Elizabeth Lobo, via e-mail: egloboa@missouri.edu
George Smith, via e-mail: icooper@tuethkeeney.com
Ian Cooper, via e-mail: gssmith@socket.net