

From: Rochelle Gutiérrez (University of Illinois-Champaign Urbana)
Date: July 21, 2020 at 5:13 PM
To: Mun Choi

In the attached, you will read a letter of public support for Dr. Kathryn Chval expressed by concerned faculty outside of the University of Missouri requesting an investigation into her dismissal from her role as Dean of your College of Education. We look forward to seeing a reversal on this unfortunate decision by your upper administration.

From: Mun Choi
Date: July 21, 2020 at 9:36 PM
To: Rochelle Gutiérrez
Cc: Latha Ramchand, Paul Maguffee

Thank you, Professor Gutierrez. I do appreciate your support for Dr. Chval. There are many good reasons for our decision for the dismissal and the decision will not be reversed.

All the best to you as you begin a new term at Illinois.

Mun

From: Mun Choi
Date: July 21, 2020 at 10:38 PM
To: Rochelle Gutiérrez
Cc: Latha Ramchand, Paul Maguffee, Clark Peters, John Middleton, Erica Lembke, UM Board of Curators, Kamrhan Farwell, Christian Basi

Dear Professor Gutierrez,

Given the deep concerns that you shared about Dr. Chval's dismissal and the important leadership roles that you hold in the national mathematics education community, I feel that you and your colleagues deserve more than a perfunctory response. I don't agree with your conjecture that the UM top leadership is authoritarian. I'm sure that you'll agree that you and your colleagues are not privy to the important issues that informed our decision. Unfortunately, I can't and I won't go into the details but I stand firmly on the decision for the dismissal and Dr. Chval will not be reinstated.

I read your letter again and just wanted to share a few statistics to clarify the performance in diversity and inclusion for MU and the College of Education in increasing diversity at the University of Missouri. I also don't agree with your conjecture that the UM top leadership is authoritarian. I'm sure that you'll also agree that you and your colleagues are not privy to the important issues that formed the basis of our decision.

Here's the data:

Faculty:

- From 2016 to 2019,
 - 54 out 277 tenured/tenure-track faculty hired at the university are URM (20%)
 - 27 out 277 tenured/tenure-track faculty hired at the university are Black/African-American (10%)
 - Percentage of URM tenured/tenure-track faculty increased by 26%
 - percentage of Black/African-American tenured/tenure-track faculty increased by 20%
- From 2016 to 2019, the College of Education didn't see an increase in the total number of Black/African-American/Hispanic/Latinx tenured/tenure-track faculty
- In 2020, the percentage (4.2%) of Black/African American tenured/tenure-track faculty at MU was ranked #4 among 11 Midwest flagship universities
 - UIUC was ranked #1 at 4.9%

Students:

- In 2020, the percentage (7.7%) of Black/African-American undergraduate students at MU ranked as the highest among all 11 Midwest flagship universities
 - MU has been in the #1 rank for 10 years. Since
 - UIUC was ranked 2nd at 6%
 - MU has been growing the percentage since 2004
 - Illinois has been declining in the percentage since 2004
- From 2015 to 2019, the percentage of Black/African-American undergraduate admits increased by 33% at MU
- From 2015 to 2019, the percentage of Hispanic/Latinx undergraduate admits increased by 72% at MU
- From 2015 to 2019, the percentage of Black/African-American undergraduate students did not increase in the College of Education (remained constant at 38)
- From 2015 to 2019, the percentage of Hispanic/Latinx undergraduate students increased from 29 to 39 in the College of Education
- From 2015 to 2019, the 6 year graduation rate for Black/African-American students increased from 57% to 59% at MU
- From 2015 to 2019, the 6 year graduation rate for Black/African-American students decreased from 63% to 50% in the College of Education
- In 2018, the University of Missouri System created a \$60M scholarship for Pell-students through the Kauffman and the KC Scholars Foundations. This program will provide \$50,000 in scholarship for 800 students (75% of the students are URM students). In 2018, the first year retention was 98%.

- In 2018, MU created the Land-Grant Scholarships that provides full-tuition support for 2,855 Pell students and full-tuition & room/board for 372 Pell students.
- Together, these two scholarship programs are the largest of its kind offered among all Midwest flagship universities for Pell and URM students.

As illustrated in these statistics, there are significant performance improvements needed in the College of Education. There are a number of terrific faculty in the College of Education who are eager for collaborative, collegial and meaningful partnerships to increase diversity and inclusion. With the strong, nurturing and focused leadership of Dr. Erica Lembke, interim Dean in the College of Education, we will actually realize our goals to significantly recruit and retain URM students and faculty, significantly grow AAU Phase I research and place an important focus on teaching excellence.

Please stay tuned for the exciting journey ahead.

All the best!

Mun