



Board of Curators

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March 15, 2016

Dr. Melissa A. Click

Sent via mail and e-mail to clickm@missouri.edu

Dear Dr. Click,

The Board of Curators has reviewed your letter dated March 4, 2016. The Board has examined whether the evidence is sufficient to show that your conduct was improper and that discipline is warranted. After consideration of the matters you have presented, the Board has not changed the conclusion discussed in its February 25, 2016 letter.

The Board reiterates that it is your conduct that is the reason for termination of your employment. Specifically, your employment is being terminated based on the instances of conduct addressed in the Board's February 25 letter, including conduct that interfered with the rights of others, not based on any exercise of rights on your part. The Board reiterates that it is not acting based on any views you have expressed or your association with any students or others.

The Board acknowledges again your characterization of the environments in which you acted on October 10, 2015 and November 9, 2015. It has taken into account your discussion of the reasons for your actions and considered the information offered by individuals you identified. The Board also has considered your assertion that you appreciate the seriousness of your conduct. However, the essential facts of what occurred on October 10, 2015 and November 9, 2015 are not in dispute. The perspectives presented by you and others identified by you have not changed the Board's assessment that your conduct on those occasions was improper and warrants termination for reasons addressed in the Board's February 25 letter.

The Board's action in this matter is consistent with the terms of your employment and University rules. Your appointment is expressly subject to the Collected Rules and Regulations of the University of

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Missouri. Under those rules, the Board expressly possesses and retains authority to terminate your appointment. The process set out in Section 310.060 of the rules is not the only means by which your appointment may be terminated. Neither the Board's February 25 letter nor this letter constitutes a charge pursuant to Section 310.060.

After thoughtful consideration of the information discussed in the Board's February 25 letter and your March 4 letter, the Board has reached a final determination that your employment with the University should be terminated. That termination is effective immediately. Appropriate personnel will be in contact with you to address any appropriate final arrangements.

Sincerely,



Pamela Q. Henrickson
Chair, University of Missouri System
Board of Curators

cc: Board of Curators
Interim President
Interim Chancellor
General Counsel
Board Secretary
Counsel for Dr. Click (sent via U.S. mail and e-mail)