



Dear students, faculty, and staff,

We are part of an extraordinary community of teaching, learning and serving; one that thrives on creating and sharing knowledge, and mentoring and developing engaged, compassionate and responsible citizens.

We also are a community embracing an extraordinary opportunity to leave an enduring legacy as we continue to make the University of Missouri System a more diverse, equitable and inclusive institution. We face these challenges and opportunities together as countless individuals and organizations look to us to model change in our state, nation, and world.

Last November, the Board of Curators announced a series of initiatives to address these challenges and foster real change and sustainable solutions. We are making progress on these initiatives. Today, we take another step, beginning work on an audit to examine and create a comprehensive assessment and inventory of diversity, equity, and inclusion policies, practices, programs, and procedures across the University of Missouri System.

Our goal is to conduct a critical and honest assessment so we can strengthen and coordinate our approach to diversity, equity and inclusion. We need to know where we stand in comparison to our peer institutions and best practices across higher education. And we need to evaluate how the policies, management and leadership culture here are supporting or impeding a diverse and inclusive environment across the University of Missouri System.

We are working with a nationally recognized firm, IBIS Consulting Group, which will objectively and independently review and analyze our diversity and inclusion policies, procedures, programs, and practices. They will conduct focus groups and independent interviews, administer surveys and engage in other assessments to collect and analyze the information. IBIS will use the data collected to make recommendations to the Board of Curators that will move us forward.

Our success depends on support in this audit from across the University of Missouri System and its four campuses, so we are asking you for that today. More information will be provided in the weeks ahead about this process. We know this email is coming at a time when many of you have begun your summer schedules. Rest assured that students

and faculty who may be away for the summer break will have the opportunity to participate once the fall semester begins. We will be communicating with you again at the end of the summer. Our hope is to complete this audit and offer recommendations by the end of 2016.

With this initiative, we are truly building on the good work happening at each campus, recognizing there is still more to do. Together, we will move forward to provide future generations with a stronger and more vibrant university community.

In April, at the Board of Curators meeting at Missouri S&T, we took a few moments to record on video our vision for the university we imagine. We hope you will take a few minutes to [view our video](#). As your leadership team, we are committed to an even brighter future for our university. Join us these next few months as we shape the University of Missouri System we can imagine for future generations.

Sincerely,

Interim President Michael Middleton, UM System
Interim Chancellor Hank Foley, MU
Chancellor Leo Morton, UMKC
Chancellor Cheryl B. Schrader, Missouri S&T
Chancellor Tom George, UMSL