

-- talk with you and get your insights on the situations with both Deming and Castagna. I think Roger just needs some words of comfort and reassurance at this stage. If you have thoughts on improving the situation vis-a-vis the President, Roger would like to hear those as well.

From our conversation, I believe Roger and I are in agreement that in the near term it would do little good to approach President Boren. We both well appreciate that it is hard to change the President's mind once he has done something and is generally counterproductive to try to do so directly. The best we can do is highlight to the President over time some of the many positive steps that Roger is continuing to take to improve the School.

Bottomline: We do not have a short term problem with Roger, but we potentially do have a serious one a year from now.

I will be interested in the outcome of your conversation with Roger.

Regards,

John

----- Forwarded message follows -----

From: John Snow <jsnow@hoth.gcn.ou.edu>
To: "Clopine, William W." <w.w.clopine@conocophillips.com>
Subject: Re: FW: The Last Straw
Copies to: jwritz@ou.edu
Send reply to: jsnow@hoth.gcn.ou.edu
Date sent: Thu, 24 Jul 2003 06:18:50 -0500

Bill: I concur fully with all your thoughts re Roger. No question that Deming continually ranges from being a minor pest to being down right nasty. And it is doubly frustrating that President Boren -- for reasons that mystify all concerned including the Provost and the University's General Counsel -- has shown such sympathy for Deming.

What I hope to learn later today is why Deming's behavior has gotten so deeply under Roger's skin at this particular point in time. I suspect that it is really a combination of things coming this spring and summer. Certainly the Castagna mess has aggravated the situation.

Somehow I have to convince Roger that he needs to basically ignore and then marginalize Deming both in his personal perspective and in the operations of the School. As long as we keep our i's dotted and t's crossed, all Deming can really do is make noise and cause a bit more paperwork. And if we can hang in there long enough, I firmly believe Deming will finally annoy the President with his whining -- it may take a while but it will happen and I want to be here to watch.

I assure you that no one want's to retain Roger more than me. It might be helpful if a few (say 2) respected alumni called Roger and had supportive conversations with him. We need to emphasize all the good he has accomplished in the last three years and get him off of dwelling on the obstacle that Deming (and a few others, fortunately less vocal) represents. Right now Roger seems to think that Deming is

an insurmountable mountain -- which is what Deming wants Roger to believe -- when all he really is a bump in the road.

I will keep you posted.

John

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> John,
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> I told Roger I wouldn't lead any effort on this, but thought I would
> copy you (below) on a couple points made during separate discussions
> earlier this week when this alarming possibility first came to my
> attention.
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> The points in the second paragraph in particular deserve serious
> consideration. It is hard to see how we could ever mount an
> effective search for a qualified new Director worthy of the School
> with the Deming situation unchanged. To quote, "The issues with Dr.
> Deming will have to be resolved at some point - why not now while we
> still have Roger than later when we don't."
>
> Good luck with the meeting. I know I speak for the entire AAC when I
> say that we sincerely hope this situation can be resolved without
> losing Roger.
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> Regards,
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> Bill
> William W. Clopine, Ph.D.
> OU G&G AAC Chair, 2003-04
>
> Thanks for the response - I appreciate it. Although it will be a
> significant blow to SG&G if Dr. Castagna leaves, losing Roger
> would be a 10 on the scale of bad things. It seems funny that
> SG&G could lose some of the most valued members of the
> department while retaining the member that is the source of the
> problems. I would guess that he has threatened publicity and
> lawsuits, and the University would rather see good people leave
> than deal with the publicity Dr. Deming may have threatened.
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> I know that the AAC has tried to stay out of University politics
> but if it looks like we will lose Roger as director and/or a faculty
> member, I believe that all bets are off. If Roger quits, it will be
> difficult to find a qualified new director who would accept the
> director position at SG&G with the Deming albatross around his neck.
> The issues with Dr. Deming will have to be resolved at some point -
> why not now while we still have Roger than later when we don't.
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