

Trista Milliman

[REDACTED]  
Tulala, OK 74080

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20 August 2009

Ray Brown, Ph.D.  
Vice President for Economic and Community Development  
Rogers State University  
2000 University Dr.  
Claremore, OK 74017

Dr Brown:

I finally submitted my application for the director's position with the hopes that the program would go on and succeed. But, after several meetings with you to express my concerns and now your email you sent yesterday, you have successfully convinced me that you are not willing to help us in our efforts to make this program grow.

Last year as part-time instructor, I taught 27 classes a week. Now you say Pam can take 8 classes, the director can take 8 classes, and the head instructor can teach the remaining 11 classes.

What you aren't addressing are two situations. First, if I am to stay head instructor and the director is not NARHA certified, I will be teaching 19 classes. Second, if I am to be the director, there will be no head instructor and I will still be teaching 19 classes. Exactly when and how will all of the director duties be carried out? What about the effects on Pam and Megan's workloads? You have three of us at the center that are carrying more than a full-time load of work and you are completely surprised when something is overlooked? Do you think that this situation will improve when classes start?

You cannot expect a program to grow in numbers of riders, volunteers, and activities without increasing the number of staff on board. We are not fully staffed for the situation created. All I've asked for is a part-time instructor.

Last year I did the extra work along with Megan [REDACTED] and Dena [REDACTED]'s help. We did this because we were under the impression that we would have a new director by June 1, 2009. No efforts were made to move forward on hiring for the position then. This was the beginning of several unresolved issues.

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Linda Barron did a great job starting this program and expanding it in the early stages. But you have not taken into consideration that we are now serving over twice the amount of students she ever had. We have more horses to care for and a larger facility. Clearly, we outgrew her plans a while ago. As long as the three of us keep "treading water" out here, we will not get the necessary help we need from the university.

My character, loyalty, and work ethic have been extremely taken advantage of. You have questioned my decisions and methods in the arena. I am NARHA certified and I make these judgment calls based on my education and experience, while always keeping in mind the safety of the riders, volunteers, and horses.

If the hiring of another part-time instructor does not occur you may consider this my letter of resignation effective September 4<sup>th</sup>, 2009, two weeks from this Friday. I refuse to work under these conditions again. From my viewpoint we have been set up this year for a repeat of last riding season. Unfortunately, this situation has rendered this program no longer therapeutically beneficial to our students. Our voices have not been heard and I fear we will only continue to be ignored.

Sincerely,

Trista Milliman

cc Dr. Larry Rice, RSU President