

## DOCUMENTS OF THE GENERAL FACULTY

**REPORT OF THE MEMORIAL RESOLUTION COMMITTEE FOR  
RICHARD L. SCHOTT**

The special committee of the General Faculty to prepare a memorial resolution for Richard L. Schott, professor, public affairs, has filed with the secretary of the General Faculty the following report.



Hillary Hart, Secretary  
General Faculty and Faculty Council

**IN MEMORIAM  
RICHARD L. SCHOTT**

Dick Schott was born in Kansas City, Missouri, on December 29, 1939, to Edward and Mary Jane Schott, the oldest of three boys. From an early age, he had an inquiring mind and a love of music. He acquired his amateur radio license at the age of fourteen and maintained it throughout his life. He graduated from Shawnee Mission High School in 1957 and graduated Phi Beta Kappa from Stanford University in 1961 where he majored in history having spent his junior year abroad in Germany.

His love for music continued through college. He joined the marching band, fronted a jazz quintet, and served as an announcer for the campus radio station. In later life, he played for many years with the Ken Ragsdale Orchestra playing gigs around Central Texas. And, he built a tracker pipe organ in his home.

Dick earned an M.A. in German history on a Woodrow Wilson Fellowship from Johns Hopkins University in 1964. He spent the following year working as the assistant director of training for the Peace Corps at the Experiment in International Living in Brattleboro, Vermont, after which he joined the U.S. Information Agency (USIA) as a Foreign Service officer in 1965. He was posted to Bonn, Germany, and then in 1966 to London. He was married to Pamela Butler Schott from 1964 to 1978 and had two children, Colin and Whitney.

After service with USIA, Dick enrolled in the Ph.D. program in public administration at the Maxwell School of Syracuse University. He received his Ph.D. in 1972 and began as assistant professor in the government department at The University of Texas at Austin. In 1975, he moved his appointment to the LBJ School of Public Affairs. He was promoted to associate professor in 1978 and professor of public affairs in 1982. He had just completed his modified service appointment when he passed away in the summer of 2015.

Dick was interested in public management throughout his teaching and research career. As his interests evolved, he added a psychological perspective to several of his courses and became interested in the rights of underrepresented groups including race, gender, and poverty.

His forty-seven publications include books, articles, policy research projects, and book reviews. His books are *Professionals in Public Service: The Characteristics and Education of Engineer Federal Executives*, *The Bureaucratic State: Evolution and Scope of the American Federal Bureaucracy*, and (with Lawrence Dodd) *Congress and the Administrative State*. He and Dagmar Hamilton published *People, Positions and Power: The Political Appointments of Lyndon Johnson*, which was part of the administrative history of the Johnson administration, overseen by Professor Emmette Redford.

His articles were at first largely related to public administration and management, but over time, they began to focus on the psychological development of children and adults and family dynamics. Many of his other policy-oriented articles were informed by topics in policy research projects (PRPs), which he developed or directed. These were yearlong projects involving from eight to twenty students and one or two faculty members and that generally had a client and resulted in a published report. Projects that Dick directed or co-directed included: "A Study of the Political appointments of Lyndon Johnson," "Removing Barriers to Student Learning, Ethnic and Race Relations in Austin," "Ethnic Community Views of the Austin Independent School District," "Privacy

Protection in Texas: Public Opinion and State Government,” “Agents of Change: a Study of Nonprofit Advocacy Organizations” and “Contemporary Indian Reservations in Texas.” A particularly noteworthy PRP was sponsored by the Austin Independent School District. In the late 1980s, the majority of elementary schools in Austin were racially or ethnically segregated and students did not attend classes with other ethnic groups until they moved to more diverse middle or junior high schools. Dick organized a team to direct the PRP to study the students in these middle schools. It included himself, Cindy Carlson, a professor of educational psychology, Laura Lein, an anthropologist, and Harriett Romo, a sociologist. The team presented students in the project with exciting interdisciplinary perspectives on racial and ethnic relations and social change as well as a broad selection of research techniques and approaches. The PRP interviewed students and parents to identify preconceived ideas concerning the transition, examined the extent to which students mixed with those from other neighborhoods or of other ethnicities, and explored how well teachers had helped the process and how attitudes changed over time. Dick did an excellent job of coordinating the team, working through methodological differences, smoothing over the politics at the schools, and producing an important report published by the LBJ School.

This project was exemplary of the commitment Dick Schott had for making academic research meaningful for the community—his openness to different perspectives and approaches, his ability to organize complex projects, and his dedication to assure the research produced an outcome that faculty, student participants, parents, and middle school students, and the school district staff felt contributed to a better understanding of policies, practices, and racial and ethnic issues. Dick continued to conduct studies of underserved groups. In his personal life, he had a special place in his heart for Native Americans and their experiences in the United States.

In addition to eight PRPs, Dick’s classes included public management, managing diversity, the psychological foundations of leadership and management, and advanced management. Each of these classes was interdisciplinary. Dick pointed out, in one of his annual reports, “Advanced Management draws on political science, sociology, psychology and social psychology; psychological foundations of management draws on various sub fields of psychology; and the managing diversity course draws on history, psychology, social psychology and sociology.” He also frequently taught one session each summer that attracted a number of education school doctoral students. It is not known definitively when Dick became a devotee of the Myers-Briggs typology of personality types; but it is known that it played a major part in his teaching and worldview thereafter. As Lisa Wallace wrote on the Richard Schott Remembrance page:

Of all of the professors at the LBJ School, I remember Dr. Schott to be one of the handful I call mentor and even friend. He challenged me, and all of us, to be open and honest in each and every interaction, to take a good hard look at ourselves before we take on the privilege and responsibility of leading others. He desired to truly connect with everyone, which is precisely what enabled many to seek his insight and advice in being our most authentic selves pursuing our most authentic (and Myers Briggs compatible) dreams. (\*chuckle\*) I am deeply affected by Dr. Schott’s passing, but also at peace with the knowledge that he lived a full and—in his words—self-actualized life.

Dick was very approachable and his classes received grades from students at or above the school’s averages. He often invited students to his house or to enjoy a ride on his sailboat as part of end of year celebrations.

He actively participated in the professional community and was chosen to serve on accreditation teams for the National Association of Schools of Public Affairs and Administration. He served on many school and University committees as well as on the Grants in Aid Committee for visiting scholars at the LBJ Library. He was a member of the Board of Directors of the Christi Center for thirteen years. He was also a member of several organizations devoted to archeology and preservation of Indian sites. A number of years ago, he and Dick Kramer of the government department and several others organized a monthly discussion club—the Pros and Cons [Professors and Confessors] - that meets at local restaurants for dinners and lively discussion.

He married Mary Jane Vasquez Schott on June 29, 1986. They enjoyed a cabin, Milagro, in the Colorado portion of the Four Corners area where they excavated and restored a kiva on the property and pursued their interest in archeology at the Crow Canyon Archeological Center in Cortez, Colorado. His wife Mary Jane, his brothers, Ted and John, his children, Colin and Whitney, and his grandchildren Gabriella, Noah, Simon, and Rosanna survive him.

This memorial resolution was prepared by a special committee consisting of Professors David Warner (chair), Leigh Boske, and Harriett Romo.

Distributed to the dean of Lyndon B. Johnson School on May 27, 2016, and posted under "Memorial Resolutions" at <https://wikis.utexas.edu/display/facultycouncil/Wiki+Home>.