COLUMBIA, Mo. — The University of Missouri took preliminary steps Thursday toward expanding employee benefits to cover same-sex domestic partners.

A resolution on the topic was unanimously approved by 25 members of the Faculty Council at the flagship Columbia campus. The measure calls for "access to all of the same rights, privileges and benefits to which opposite-sex spouses currently are entitled" and notes that more than 300 colleges and universities already have such perks in place for faculty and staff. The faculty senate at UMSL had adopted a similar resolution.

"It's just basic human fairness," said biomedical sciences professor Leona Rubin, the group's chairwoman.

The measure still requires approval by the university system's nine-member Board of Curators, political appointees designated by the governor. The board's next meeting takes place in mid-April at Missouri University of Science and Technology in Rolla.

Several curators contacted by The Associated Press before the vote said they would await additional details from university system leaders before forming opinions. But they agreed the financial ramifications of such a move could be the decisive factor.

Supporters say expanding medical benefits to same-sex partners could increase costs for the four-campus system by an estimated $2.2 million a year, or an extra 1.5 percent of the $150 million spent annually on employee health care.

"In light of our budget situation, other than roping in other benefits, I don't know if the timing is the best," said curator David Wasinger, a St. Louis lawyer.

The university system is facing expected cuts of 5.2 percent under a deal with Democratic Gov. Jay Nixon that calls for tuition to remain flat at Missouri's public colleges and universities.
Resolution approved for same-sex domestic partner benefits at MU

By Nicole Lebsack
March 4, 2010 | 6:55 p.m. CST

COLUMBIA — Same-sex domestic partners of University of Missouri System employees have the backing of the MU Faculty Council in receiving the same benefits opposite-sex spouses currently get.

The council unanimously approved a resolution on Thursday recommending equal opportunity in areas such as tuition-reduction programs and access to university services like the counseling center, in addition to certain health benefits.

"What we're looking at here would be medical benefits, vision and dental, and then some of the educational fee reduction programs for dependents," Mike Paden, associate vice president of benefits, said before the meeting.

Paden said because employees can name whomever they want as a beneficiary in the pension, life insurance and accidental death and dismemberment programs, these areas wouldn't see any change.

Faculty Council member James Tarr, an associate professor in the department of learning, teaching and curriculum, said this issue is about social justice.

"When our salaries are held constant, the value we place on benefits increases," Tarr said, "but it's not accessible to some faculty."

MU isn't the first to take a stand on this issue — the University of Missouri-St. Louis passed a similar resolution — but many faculty members on the Columbia campus favor the idea, Tarr said.
He said faculty representatives were asked to take the resolution back to their faculties, and his department gave nothing but positive feedback and full support. Some people, however, thought it should go even further.

"Some of the faculty really thought coverage should extend to opposite-sex domestic partners," Tarr said. "But the rationale of the present phrasing is that here in Missouri, opposite-sex partners have the right to legally marry. That's not true for same-sex partners."

The resolution, which Tarr said would cost an estimated $2.2 million more in benefits for the UM System, will make its way to UM President Gary Forsee for further examination.

"It's out of our hands now," Tarr said. "It's a task for someone else."

The move is the latest in a series of campus and city actions around domestic partnership. Late last year, Noel English, director of MU Equity, said her office has been gathering data on how a lack of domestic partnership benefits is affecting hiring.

In April 2009, Columbia's City Council unanimously approved the creation of a domestic partnership registry, which gives partners a document that can be used for employee and health care benefits and requires that domestic partners be treated the same as married couples for access and family discounts to city-owned recreational and other facilities.

Also at the meeting:

- The Faculty Council passed a resolution to ask Chancellor Brady Deaton to form a task force designed to examine issues that could make MU a more family-friendly campus.

- In response to a town hall meeting on Monday about the recent cotton ball incident at the Gaines/Oldham Black Culture Center, the council discussed addressing concerns that faculty as well as students lack an understanding of diversity.
The University of Missouri's Faculty Council today unanimously approved a resolution supporting domestic partnership benefits.

The council's vote did not include any discussion but follows a faculty task force recommendation that MU provide health care and other benefits to same-sex partners. More than 300 universities in the United States currently do so.

UM-St. Louis's Faculty Senate approved a similar resolution last semester.

The MU faculty resolution will go to UM System President Gary Forsee, and employees are hopeful he will bring it to curators for final approval.

Adding domestic partners to the benefit rolls is expected to come with a roughly $2.2 million price tag.

"The extra money is worth it," MU Faculty Council Chairwoman Leona Rubin said, "to treat all faculty and staff equally."
Faculty Council approves domestic partner benefits

The council also addressed athletes' graduation rates.

By Gabrielle Lipton
Published March 5, 2010

Faculty Council approved a resolution to give benefits to same-sex domestic partners and discussed a future diversity course requirement at its meeting Thursday.

The council voted unanimously in favor of same-sex domestic partner benefits and suggested equal accessibility to health services and tuition-reduction programs.

Associate Vice President of Benefits Mike Paden said implementing insurance benefits for partners in same-sex relationships would cost approximately $2.2 million for the whole UM system.

The resolution, similar to one passed by UM-St. Louis, does not include support for opposite-sex domestic partner benefits.

UM system President Gary Forsee will review the resolution from Faculty Council in its next step to the UM system Board of Curators.

The council's discussion of adding a diversity component to the curriculum reached no conclusions, but members of the council brought up the faculty's need for diversity education, as well as the students' need.

The need for a diversity course requirement was one concern expressed at the Legion of Black Collegians town hall meeting Monday.

"I was upset at the meeting to hear that faculty weren't being as respecting and accepting to students as I expected they would be," Faculty Council Chairwoman Leona Rubin said.

A task force was appointed to the issue of a potential diversity course requirement for undergraduates in fall 2009 and has since been discussing the issue among faculty and students.

Rubin said fall 2011 is the earliest semester in which any curriculum changes could be implemented but anticipates a report from the task force this spring. She encouraged the council to think about the issue between this meeting and the next.

Faculty Athletics Representative Lori Franz, Athletics Director Mike Alden and Bryan Maggard, senior associate athletics director for Student Services, presented MU athletic teams' academic progress rates and graduation success rates to the council.
As compared to national rates and ranking within the Big 12, Franz said MU ranked highly but still has room to improve.

"In the Big 12, without a doubt, if you look across all the teams, we are first in academic progress," he said.

One area of concern was men's basketball, with a 36 percent graduate success rate. Alden said the low success rate was mostly due to the transition between men's basketball coaches in 2006 and expects to see the percentage increase in two years.

According to the rates, MU female athletes academically outperform male athletes, which Franz said is a national trend.

"Our goal for every sports program is to graduate all of our student athletes," Maggard said.

Alden said the athletics department has made financial independence a goal. The department accepts $2.2 million from the university annually but is slowly trying to faze this out and even become a revenue source in the future.

"When we get there, we'll be pretty unique to the country," Alden said.

The council unanimously passed a family-friendly task force resolution from the Diversity Enhancement Committee.

The move, a joint resolution with the Graduate Professional Council, Missouri Students Association and Staff Advisory Council, encourages Chancellor Brady Deaton to create a task force to help make MU's campus more family-friendly.
A tarp marks the Spot

Tiger art stuck in a stalemate.

By Janese Heavin

Thursday, March 4, 2010

The Tiger Spot as it appeared in 2006, before being covered by the tarp.

When asked why it was there, most students didn’t know. After all, it’s been there for going on three years — most, if not all, of their college careers.

Few were aware that underneath the tarp is a giant mosaic tiger head made up of some 380,000 thumbnail-size tiles, a once-celebrated piece of public art that has become a decade-old campus boondoggle.

What to do with local artist Paul Jackson’s Tiger Spot is at issue. Unveiled during the 2001 Homecoming, the privately funded mosaic hasn’t withstood the test of time. The university purchased the tarp to cover the artwork “when it became damaged and unsightly,” MU spokeswoman Mary Jo Banken said.

There are conflicting reports about what caused that damage. Jackson blames vandals and careless campus facilities workers, but administrators have continued to blame Missouri weather for the cracks.

Four years ago, Chancellor Brady Deaton announced the university would replace the mosaic, and Jackson at the time seemed willing to entertain the idea of relocating Tiger Spot.

That’s no longer the case. Jackson said this week that moving the artwork would carry too many logistical problems. And Jackson — who has some legal say-so over the artwork he created — is not interested in giving MU permission to destroy it.

“I have not been treated very nicely,” he said. “I gave four years of my life — potential earnings and everything else — in the creation of it. In the end, I felt like I got slapped in the face by a lot of different entities for doing so.”

Jackson said he recently peeked under the tarp, and he acknowledged the artwork is in bad shape. He said he is not opposed to trying to raise funds to repair it again but added that it’s not the best economic climate to donate time or money. Plus, he said, he hasn’t had success trying to work with administrators on a restoration plan. “They’ve not been very forthcoming with
information," Jackson said. "I met with their lead attorney and asked, 'What's up here?' and he basically couldn't tell me much."

Administrators are tight-lipped about Tiger Spot, declining for two days to respond to Tribune questions about it. Yesterday, Banken said in an e-mail that the university "has had discussions with the artist in an effort to resolve the issue or removing or relocating the artwork and is willing to have further discussions if those discussions will resolve the matter.”

Students who do remember the mosaic say they’d like something to be done about the tarp. It "looks ugly and takes up space," said Will Metscher, a junior from Columbia. Calling the mosaic tiger “awesome,” Metscher said he thinks the university should work with Jackson to repair it.

“It’s part of the Mizzou culture, but everybody who goes to school here now doesn’t know about it,” he said. “They just know there’s a tarp there.”

Senior Tim Noce, president of the Missouri Student Association, said he might look into the situation further to see whether there’s a solution. Although he acknowledged younger students don’t know the tale behind Tiger Spot, “for a lot of students, it’s annoying because they just see a big tarp,” he said. “I think there are a lot of students who think something needs to be done about it.”

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COLUMBIA MISSOURIAN

Unity celebration planned at scene of MU cotton ball incident

By Katy Bergen
March 4, 2010 | 9:36 p.m. CST

COLUMBIA — **Two events celebrating campus unity will occur at MU's Gaines/ Oldham Black Culture Center Friday. The events were inspired by the cotton ball incident that happened at the center last Friday.**

From noon until 3 p.m., the Black Culture Center will give tours of its facility. Students can also sign an "I love Diversity" board. The BLACKout, an online black-perspective publication run by MU students, will collect video student testimonials on Monday's cotton ball incident.

Students are encouraged to wear blue clothing tomorrow to symbolize unity.

According to the event's Facebook page, blue represents healing, tranquility and knowledge, among other things.

At 6 p.m., a "United We Stand" ceremony will begin. It will either begin at the Black Culture Center and march to Jesse Hall or will begin and end at Jesse Hall.

"Regardless of your opinion of what happened at the BCC last Friday, if you are pro-unity, we want you to come out," said Derrick Christian, president of the MU National Pan-Hellenic Council.

At the ceremony, student leaders from different campus organizations will speak and light candles. A moment of silence will also be observed. Christian and former council Vice President Jaqui Rogers will perform the Black National Anthem.

Christian said the event is not meant to focus on what divides students, but what brings them together.
Student organizations involved in the ceremony include:

- The Legion of Black Collegians
- Missouri Student Association
- MU National Pan-Hellenic Council
- National Association of Black Journalists
- National Association for the Advancement of Colored People
- MU Black Programming Committee
Deaton discusses diversity, degrees

The meeting uncovered concerns about gender and cultural equalities.

By Megan Pearl
Published March 5, 2010

Minority student organization leaders met with Chancellor Brady Deaton and other administrators to discuss diversity concerns on campus Tuesday in the Gaines/Oldham Black Culture Center.

"People that I've spoken to have told me that the chancellor has done a good job in terms of being more accessible, but I would like to see more contact between you and the minority groups," said Carolina Astrain, Hispanic American Leadership Organization president and former Maneater staff member. "I feel like there are more interactions with MSA and Greek Life and that we are sort of shunned."

The meeting was held to allow minority student group leaders to voice their concerns and also foster discussion of how to fix issues.

"Some of it is being invited," Vice Chancellor of Student Affairs Cathy Scroggs said in reply to Astrain's assertion. "When he (the chancellor) or I get an invitation to something, we try to go. Don't forget to say, 'We're having a program and you should come.'"

Scroggs said it's sometimes better to have a relaxed environment than to have an agenda when meeting with student groups.

The forum as a whole was not focused around a particular issue, so student leaders were able to ask any question pertaining to diversity on campus.

Jessica Beezhold, of the Feminist Student Union, said she would like to see women's and gender studies as a major in itself, not written as interdisciplinary on diplomas.

"It did not have the approval to be its own major," Chief Diversity Officer Roger Worthington said. "It has to do with enrollment and faculty numbers to make it possible for a department to award a major."

The women's and gender studies department is a newer addition to the MU campus, established around a year and a half ago, Chancellor Brady Deaton said.

Much of the meeting was concerned with the cultural awareness of faculty and students. Deaton said they are not looking into required cultural training for faculty members.
"Imposing a faculty requirement looks too heavy-handed," Deaton said. "We don't want a university that tells its faculty what they should and shouldn't do and how they go about teaching. We can alert them to the need to understand."

Alex Holley, Missouri Students Association Multicultural Issues Committee chairwoman, said she has been investigating the diversity shown to incoming students through the tours. The committee is pushing for the BCC to be an official tour stop, not a feature for those who ask about it or come from a minority background.

"There is a tendency of people to focus on minority students for the BCC," Deaton said. "I've always told my faculty to not expect that a minority student can speak for that country, and they shouldn't be singled out. They are here to learn like every other student."

Holley said she wants the BCC to be perceived as a resource for all students, not just black or minority students.

There were other suggestions of ways to make campus more culturally aware, beginning with incoming freshman classes, but there are no official new plans being acted upon now.

"Students have the ability to take action if they feel like they are being mistreated by faculty," Worthington said. "If it ever were to go that far, you do have recourse if you feel mistreated or harassed in any way."
Arrests made for Univ. of Mo. cotton prank

COLUMBIA, Mo., March 4 (UPI) -- Police at the University of Missouri say two students were arrested for allegedly placing cotton balls around the school's Gaines/Oldham Black Cultural Center.

The Kansas City (Mo.) Star said Wednesday freshman Sean D. Fitzgerald, 19, and senior Zachary E. Tucker, 21, were arrested on charges of second-degree tampering for last week's incident.

Because authorities suspect the placement of the cotton balls on the center's lawn, walkway and bushes was racially motivated, the charges against the students were raised to Class D felony status.

Last Friday's incident took place during Black History Month and prompted concerns about potentially intensified racial tensions at the university, the Star said.

Fitzgerald and Tucker are free on $4,500 bond each and are due to appear at a March 29 hearing.

University of Missouri Chancellor Brady Deaton said both students will be temporarily suspended for the incident in Columbia, Mo.
BCC arrests affect Army ROTC members

Members of Army ROTC refrained from wearing uniforms to class Thursday.

By Zach Toombs
Published March 5, 2010

On any other Thursday, freshman Army ROTC member Ryan Drago would be wearing his uniform in class, but not this Thursday, two days after two members of the Navy ROTC were arrested on suspicion of hate crimes and tampering for allegedly dropping cotton balls Feb. 26 outside the Black Culture Center.

All of Army ROTC's 125 members refrained from wearing uniforms to class Thursday, Army ROTC Executive Officer Joe McCoskrie said.

"We just want to do what we can to make sure we don't further instigate any problems," McCoskrie said. "We're sympathetic to how these things can cause conflict, and we want to make sure we avoid conflict."

Drago said the decision not to wear uniforms Thursday was one made by the Army ROTC as a whole.

"Not wearing uniforms today was a personal decision for all of us," Drago said. "But what we do, we do together."

McCoskrie said the MU Police Department contacted Army and Navy ROTC to inform them there would be an increased police presence Thursday around Crowder Hall in response to the arrests of Navy ROTC members senior Zachary Tucker and freshman Sean Fitzgerald. Army ROTC also canceled its regular Thursday afternoon study hall session in Crowder Hall.

Navy ROTC functions separate from Army ROTC and chose to wear uniforms as usual, Navy ROTC Executive Officer Michael Waldhauser said.

"Our programs work out of the same building, but other than that they're pretty much completely separate," McCoskrie said. "We have separate leadership."

Army ROTC members will wear their uniforms on their next class day, Tuesday.

"The changes will only be in place for today," McCoskrie said. "Next week everything will be back to normal for us."

Navy ROTC Commanding Officer Robert Wilson said the crimes at the BCC were contrary to the Navy's core values.
"The Navy is committed to and has continued to be at the forefront of equal opportunity and awareness, and I concur with Chancellor (Brady) Deaton in that, like the University of Missouri, the Navy is fully committed to tolerance and respect for everyone," Wilson said in a news release.

Wilson said Navy ROTC's punishment of Tucker and Fitzgerald will be in accordance with that of the university.

"As the university has suspended the students, the NROTC program will place them on an interim leave of absence, pending the university investigation," Wilson said. "If they are removed from the university, then they must be removed from the NROTC program as well."
The Tribune’s View

Cindy Stein

Gratitude for a good run
By Henry J. Waters III

Thursday, March 4, 2010

With unproven authority, I am bold to say the resignation of Cindy Stein as University of Missouri head women’s basketball coach is viewed with sadness on and off campus.

Sad, but not unexpected. Her Tigers had been on a downhill slide for the past several seasons. Her employment contract expires this year. She had one last opportunity to turn the tide, but the tide kept rolling out. The prospect of her goodbye became so roundly expected that it was commonly discussed, even, she says, in front of her team members, producing an untenable situation she had to terminate.

She had “to get the elephant out of the room.”

As he made the announcement on the weekly radio “Cindy Stein Show,” KFRU host David Lile choked up. After 12 years broadcasting the games, traveling with the team and working closely with Stein, her demise went down hard. For me, this is good testimony to the quality of her service.

My perspective is much more removed. Mainly, I knew of her team’s activities through Lile’s broadcasts and our sports reports and an occasional meeting. Even so, my favorable impression is strong. She is a commendable person in the community who does her best for the university and her players, worth more than her won-lost record will measure.

I do not hesitate to speak for Chancellor Brady Deaton and Athletic Director Mike Alden, who oversee the end of Stein’s career at MU with necessary professionalism but an obvious strain of sadness. They would have been pleased to sign a contract extension but for the inexorable pressure of the W-L bottom line.

Cindy deserves our best wishes for whatever comes next. First, of course, will be the culmination of the current basketball season, which she will oversee with continuing heart and energy. After that, may the road ahead be smooth and uncluttered and lead where she wants to go.

HJW III
Tech-based learning program reaches milestone

By Janese Heavin

Thursday, March 4, 2010

More than 100 public school teachers, state leaders and special guests gathered in Columbia last night to celebrate the 10th anniversary of the eMINTS program.

Enhancing Missouri Instructional Networked Teaching Strategies, or eMINTS, puts personal computers and interactive whiteboards in classrooms and provides teachers with training on how to use that technology to better engage students.

“It’s a refreshing approach to learning that leaves a refreshing taste in your mouth,” said eMINTS Executive Director Monica Beglau, playing off the program’s name.

The technology-based learning concept came out of a partnership between the University of Missouri’s College of Education and the state’s education departments and began as a pilot project in the St. Louis area. Preliminary results were so successful that a statewide initiative was launched two years later, during the 1999-2000 school year. Columbia Public Schools has had eMINTS at Parkade and Blue Ridge elementary schools, but the district has customized that teaching approach to create a separate program.

Today, eMINTS is reaching some 30,000 children in more than 500 classrooms in eight states and Australia.

“Sometimes I forget how fast this growth was,” Beglau said. “It’s amazing how many children we’ve acquired in this time.”

During last night’s celebration at the Courtyard by Marriott hotel, Beglau presented awards to people who have been instrumental in the program’s success over the years. Among those honored were Department of Elementary and Secondary Education officials, school districts and corporate partners.

Robert Stein, commissioner of the Missouri Department of Higher Education, also was recognized for his role in helping eMINTS evolve. Stein compared the program to Parents as Teachers, another Missouri-grown program that has now gone international.

“EMINTS will eventually be all over the world, and it started in Missouri,” he said.
John Willing, principal of a district in New South Wales, Australia, said eMINTS technology in classrooms is like giving students the know-how to get past obstacles. Some students who approach a gate, he said, try to climb over it or slip under it. "The few exposed to eMINTS have been able to find the handle to open the gate," he said.

Last night's keynote speaker was Tony Mullen, the 2009 National Teacher of the Year. A former New York City police officer, Mullen teaches at-risk teens at a Connecticut high school.

Mullen — who visited an eMINTS classroom in New Franklin yesterday — said he was excited to see the students learning history by creating trading cards of U.S. presidents.

Wanting to test a student, he asked a boy to tell him about Millard Fillmore, a one-term president who served from 1850 to 1853.

"He told me about Millard Fillmore," Mullen said. "And I said, 'That is learning.' The students will remember it. Why? Because they discovered it."

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Rising enrollment has students too close for comfort

Inappropriate room sizes are inhibiting learning.

By Rachel Allred
Published March 5, 2010

MU has faced record enrollment two of the last three years, and students have started to notice space tightening where they live, eat and go to class. In this last part of a four-part series, The Maneater focuses on classroom space and what the university has done to accommodate the growing student population.

The rise in enrollment numbers has caused crowded classrooms, more maintenance requirements and debate about how to ensure students receive a quality education.

The average student-faculty ratio is 18:1, but some classes exceed that. According to the Registrar’s Web site, the course General Principles and Concepts of Biology has a capacity of 1,050, and 959 students are enrolled in three sections, or about 320 students per section.

Wilson Watt, social work associate professor and Faculty Council member, said the university is short on resources to compensate for the amount of students.

"We have more students and less ability to find the funding to create more and/or better spaces for them," Watt said.

Vice Provost for Enrollment Management Ann Korschgen said in an e-mail higher enrollment is positive because it brings in more revenue, creates more future alumni and signifies the prestige of the university. At the same time, it requires more planning, she said.

"Growing enrollments means that we have to plan very carefully to ensure they have access to courses and faculty to complete their degrees in a timely fashion," Korschgen said.

Watt said assigning classes to the right size classroom is a difficult task for the Registrar’s Office because there are more students, and students often drop courses at the last minute.

"I think it's difficult for the Registrar in terms of how to schedule the right size rooms for the right size classes when it's hard to tell which classes are going to be which size," Watt said. "It's a difficult task to begin with, and the larger number of students without an enlarged number of classroom spaces had made that task more difficult."

Overcrowded classrooms, as well as classrooms that are too large, can make students uncomfortable and hinder the instructor's effectiveness. Watt said several people with whom he works at the College of Human Services have made that observation.
"A lot of my colleagues have talked about the feeling that the general classroom buildings are so filled to capacity that it can make students feel shoehorned into the rooms," Watt said. 
"There's also a sense of frustration that sometimes we have to be in a classroom space that's too big."

Watt said he has experienced this situation at the Gaines/Oldham Black Culture Center, where a class of 20 students has been held in a room designed to hold much more than that number.

"It is a well-designed space for large groups, and well-equipped for high-tech presentations, but if a small number of students are in the class, they can feel lost," Watt said.

Considering the circumstances and resources, the Registrar's Office has done well, Watt said.

Aside from a lack of ample classroom space, the university also has to deal with more garbage left in classrooms, Watt said.

"Adding just a few more students to the size of the class seems to increase the amount of left-behind paper, food wrappers, etc., by more than would be expected by those few extra students," Watt said. "It can mean that for people who teach late in the day, the room is just a mess. Not because there's any neglect on the part of the janitorial staff, but there's more for them to do, so they have to spend more time everywhere."

Residence Halls Association Representative Colten Ross said he's concerned if something isn't done now to address the excess number of students, things might get out of hand.

"I've noticed this issue everywhere, and it seemed like the university wasn't acting fast enough," Ross said. "We need to take care of this now."

RHA Parliamentarian Jared Grafman, a Maneater staff member, said he's also concerned and there are various options to consider.

"Increasing admission requirements would be one solution," Grafman said.

Korschgen said when admission standards for transfer students were raised in 2006, transfer enrollment declined by 18 percent. The university is not considering raising admission standards. Watt said doing so would defy part of the university's mission.

"A public university is expected to enable the population of the state to seek higher education," Watt said. "Our standards are quite high. I don't think increasing them is the appropriate way to deal with more people wanting to get a university degree from MU."

Heightening the standards would also cause some students who have potential to be turned down, RHA Representative Roman Shmulevich said.

"If we increase the admission standards, a lot of students would have a hard time getting into MU when they could really succeed," Shmulevich said. "I'm all for letting as many students as we can in to experience the Tiger spirit. The extra revenue will generate extra accommodations, and the students that can't handle college will drop out anyway."
Korschgen said the increase is temporary and is expected to begin declining within the next few years due to the projected drop in high school graduates.

Because of the economic strain, MU has implemented a hiring freeze, which limits the amount of positions that can be filled. Watt said having more positions filled would help. Because they can't be, instructors will have to compromise more.

"If all departments had the full compliment of faculty they're supposed to, I think there would be a good ratio of faculty to students," Watt said. "I think faculty are going to have to learn to be more flexible about when they are willing to teach."