



Dozens of UM IT employees are promoted

\$207,000 spent on salary raises.

Fifty-two information technology employees at the University of Missouri were promoted and received salary raises last month, a move administrators say was necessary to retain them.

The pay increases went into effect Dec. 1, a month after the university files its official salary report for the year. Salaries increased between 1 percent and 24 percent and cost the department a total of \$207,773. Of that, \$11,000 came from a 1 percent increase in the salary pool that UM's Board of Curators set aside for special situations, and the rest came from department funds saved by not filling some vacant positions, MU spokeswoman Mary Jo Banken said.

IT workers include employees of the UM System and MU. Hospital IT services personnel were merged with the Division of Information Technology last year. MU spokesman Christian Basi said there are 296 employees who report directly to the IT department, which does not include information technologists who work for specific departments or schools.

Information technology is a quickly evolving field and an area in which the university has a tough time recruiting and retaining higher-level workers, Banken said. Replacing employees who resign, she said, would be more costly than promoting current employees and keeping them on campus.

"We have been under market pressure from other companies that employ people with information technology expertise," Basi said.

The university declined to say specifically whether IBM's recent opening of a Columbia facility affected the department. IBM spokesman Jeff Tieszen said the company is "accepting applications from candidates at many area colleges and universities, including the University of Missouri."

Among the IT employees, Amy Miles saw the largest percentage increase in pay, being promoted from a fiscal analyst making \$30,160 a year to a senior fiscal analyst making \$37,392 — a bump of almost 24 percent. The four highest-paid IT employees receiving raises — Gregory Scott Jenkins, Kenneth Dunn Jr., Panprai Palipatana and Linda Okamura — were all promoted from "experts" to "principals" in their respective areas, and each saw a 7.1 percent salary hump. Their pay ranges from \$71,286 to \$77,275.

The December promotions did not take into account two IT promotions that occurred earlier last year. David Crain went from being director of IT system and operations to being the assistant

vice president of operations and infrastructure, and his salary increased from \$108,000 to \$120,000. Bryan Roesslet was promoted from manager of IT to associate director of operations and infrastructure. He saw his pay increase from \$97,594 to \$104,000.

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Colleagues complain about prof

Engineering faculty sign irresponsibility allegation.

By Janese Silvey

Faculty members in the University of Missouri's College of Engineering have lodged a faculty irresponsibility charge against a colleague in an effort to get his tenure status revoked and, ultimately, to get him fired.

Greg Engel is the associate engineering professor who helped secure a \$2 million earmark for his work with electromagnetic launchers, or rail guns. His administrators pulled him as lead of that project in the spring after they accused him of not fulfilling required duties.

There's no mention of the earmark or research in the 12-page faculty irresponsibility letter sent to Provost Brian Foster last month asking that Engel's employment be terminated. Instead, Scott Kovaleski — an associate professor and director of undergraduate students in the electrical and computer engineering department — paints a damning portrait of Engel as a rude, ineffective professor who discriminates against women and minorities. Although Kovaleski is the signer of the letter, 17 other faculty members co-signed.

Engel described it as a "character assassination" and denied the accusations listed in the letter.

But it was apparently enough to allow faculty to proceed with the charge under the university's collected rules. Deputy Provost Ken Dean sent a letter to engineering Dean James Thompson on Thursday saying that he determined "necessary details have been supplied and that the accusers understand the facts and nature of the charges."

Dean went on to ask that Thompson appoint someone other than Engel's department chairman, Noah Manring, to try to informally resolve the matter first. Manring launched his own faculty irresponsibility charge against Engel last year, demanding that Engel promise to behave respectfully and submit to administrative requests.

The bulk of the latest charges relate to a complaint involving three female Asian students who received zero grades for a report Engel accused them of plagiarizing off one another. Wanya Gu, Wenting Zhou and Yushan Chang told the Tribune last month that they worked as a team and came up with the same results but that they submitted different reports. Kovaleski said in the letter he and Manring met with the students and reviewed the reports and determined that they were "clearly separately prepared."

The charge against Engel does contain at least one error. Kovalcski wrote that Engel told the Tribune that the students were Asian, thus violating student privacy laws. But Engel did not reveal that information to the Tribune; rather, a Tribune reporter read the description of the students in another media report. When asked to confirm the students' race and gender, Engel declined. However, his attorney, George Smith, did confirm to the Tribune that the students were Asian females.

In a meeting Nov. 19 with Manning and two other professors, Engel's responses "betrayed a racial bias," the letter said. Kovalcski went on to write: "In this meeting Professor Engel would say things like, 'These people,' or 'These students,' and 'Is it my responsibility to translate my words into Mandarin [pause] or German?'"

Smith was at that meeting and remembers the conversation but said the comment was taken out of context. He said administrators were asking Engel whether he thought the foreign students understood his instructions. Engel, in response, claimed it's not his job to teach students the English language, Smith said. Engel said he had asked to record the meeting to prevent his words from being taken out of context, but administrators denied that request.

After the students, along with another woman in his class, Lauren Griggs, filed a complaint about Engel, Kovalcski said, Engel retaliated against the class by surprising students with pop quizzes. The letter also says students described Engel as being "argumentative," a "little condescending" and "almost rude."

Engel believes the charge is another attack on him for not agreeing to work on the launcher project after he was replaced as project lead. He said his administrators have held faculty hearings about him without inviting him.

Engel also has a separate misconduct charge filed against his administrators, saying they're plagiarizing his research. "I find it no coincidence that a new faculty irresponsibility charge has been filed against me. ... It's a continuation of intimidation and harassment to cover up the deed that they've done in terms of the research project."

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COLUMBIA MISSOURIAN

Mediacom-KOMU deadlock might benefit other providers

By Eve Edelheit

January 5, 2011 | 6:35 p.m. CST

COLUMBIA — About 178,000 households with televisions in the Columbia and Jefferson City area receive some sort of paid television service. Of these, the two majority cable providers are Mediacom and CenturyLink.

Since Tuesday morning, CenturyLink — formerly known as CenturyTel — has been the only local cable operator sending programming from KOMU, the local NBC affiliate, to its customers.

On Twitter feeds and in comment fields, some Mediacom customers have threatened to switch.

"We have a good relationship with other cable and satellite providers," said Matt Garrett, the director of audience development at KOMU.

Garrett said all of KOMU's other provider contracts, both cable and satellite, award financial compensation for the network affiliate's programming.

"We have agreements with local channels that we believe is fair to both parties and allows us to provide all the local content to our customers," said Ken McMahon, CenturyLink general manager of the northern Missouri market.

CenturyLink's cable product, Interlink Prism, is also in other markets, including Jefferson City; Tallahassee and Fort Myers, Fla.; Las Vegas; and La Crosse, Wis. In addition to its cable services, CenturyLink, which is headquartered in Monroe, La., also sells Internet and telephone services in 33 states.

A major difference in the negotiation process between KOMU and cable providers Mediacom and CenturyLink is the issue of MU affiliation. Mediacom hasn't changed its stance that KOMU is a taxpayer-funded enterprise of MU, a public institution, and thus should be treated

differently than for-profit stations. The affiliation was a nonissue for CenturyLink in contract negotiations.

"KOMU's affiliation with MU didn't come up at all," McMahon said. "We treated it like any other network we work with."

McMahon said that when approaching the local network market, the strategic decision of having all local channels was extremely important. CenturyLink began selling its cable service, Interlink Prism, in late 2007, and it has never experienced a blackout of programming over contract disputes.

Garrett said that, to his knowledge, this is the first time in KOMU's history that a cable blackout has gone into effect. It is difficult to guess a specific timeline on negotiations without a precedent specific to KOMU.

While neither KOMU nor CenturyLink would say when their current contract expires, Garrett said he isn't concerned about future negotiations with other cable providers.

"We don't anticipate any issues in the future in retransmission negotiations with other providers," Garrett said.

Since the old KOMU programming channels on Mediacom are still newly empty, it is difficult to get an accurate figure of the number of customers switching to other providers such as CenturyLink.

"If the programming drop continues with KOMU and Mediacom, people will look to an alternative," McMahon said.



London

How to give blues the bounce

Misery is expected to peak this month as we battle our way through what is traditionally the most depressing time of the year.

But you can beat the winter blues with The Sun's expert tips, guaranteed to keep you smiling through January.

See the doc

FOR those badly affected by Seasonal Affective Disorder, doctors can offer a range of antidepressant medication or cognitive behavioural therapy. For more information visit sada.org.uk.

Ditch the internet

RESEARCHERS at Leeds University have found that people with internet addiction had higher levels of depressive symptoms.

Psychologist Dr Catriona Morrison said: "Some find it hard to control how much time they spend online, to the point it interferes with daily activities. Excessive surfing could be a sign of depressive tendencies."

Flowers

RECENT studies from Harvard Medical School showed that people feel less depressed when fresh-cut flowers are present in the home.

Researcher Nancy Etcoff claimed people feel less negative and more energized when they can look at flowers, especially in the winter months.

Use a lightbox

RESEARCH by New York psychiatrists showed dawn simulation light boxes - which wake sleepers with a bright light very gradually - eases symptoms of SAD.

"Sitting near the device for 20 minutes first thing is the best way to benefit," said Sue Pavlovich of SADA, the Seasonal Affective Disorder Association.

Get a pet

RESEARCHERS from the University of Missouri-Columbia found owning a dog helped depression, particularly for women or single people.

"Walking a dog in particular, even if it's not your own, will get you outside meeting people," said stress expert Liz Tucker. "Being sociable is a great way to beat the blues."

Story continues...

The New York Times

A version of this story appeared in papers across the country.

Journal's Paper on ESP Expected to Prompt Outrage

By BENEDICT CAREY

MU mention page 3

One of psychology's most respected journals has agreed to publish a paper presenting what its author describes as strong evidence for extrasensory perception, the ability to sense future events.

The decision may delight believers in so-called paranormal events, but it is already mortifying scientists. Advance copies of the paper, to be published this year in *The Journal of Personality and Social Psychology*, have circulated widely among psychological researchers in recent weeks and have generated a mixture of amusement and scorn.

The paper describes nine unusual lab experiments performed over the past decade by its author, Daryl J. Bem, an emeritus professor at Cornell, testing the ability of college students to accurately sense random events, like whether a computer program will flash a photograph on the left or right side of its screen. The studies include more than 1,000 subjects.

Some scientists say the report deserves to be published, in the name of open inquiry; others insist that its acceptance only accentuates fundamental flaws in the evaluation and peer review of research in the social sciences.

"It's craziness, pure craziness. I can't believe a major journal is allowing this work in," Ray Hyman, an emeritus professor of psychology at the University of Oregon and longtime critic of ESP research, said. "I think it's just an embarrassment for the entire field."

The editor of the journal, Charles Judd, a psychologist at the University of Colorado, said the paper went through the journal's regular review process. "Four reviewers made comments on the manuscript," he said, "and these are very trusted people."

All four decided that the paper met the journal's editorial standards, Dr. Judd added, even though "there was no mechanism by which we could understand the results."

But many experts say that is precisely the problem. Claims that defy almost every law of science are by definition extraordinary and thus require extraordinary evidence. Neglecting to take this into account — as conventional social science analyses do — makes many findings look far more significant than they really are, these experts say.

“Several top journals publish results only when these appear to support a hypothesis that is counterintuitive or attention-grabbing,” Eric-Jan Wagenmakers, a psychologist at the University of Amsterdam, wrote by e-mail. “But such a hypothesis probably constitutes an extraordinary claim, and it should undergo more scrutiny before it is allowed to enter the field.”

Dr. Wagenmakers is co-author of a rebuttal to the ESP paper that is scheduled to appear in the same issue of the journal.

In an interview, Dr. Bem, the author of the original paper and one of the most prominent research psychologists of his generation, said he intended each experiment to mimic a well-known classic study, “only time-reversed.”

In one classic memory experiment, for example, participants study 48 words and then divide a subset of 24 of them into categories, like food or animal. The act of categorizing reinforces memory, and on subsequent tests people are more likely to remember the words they practiced than those they did not.

In his version, Dr. Bem gave 100 college students a memory test before they did the categorizing — and found they were significantly more likely to remember words that they practiced later. “The results show that practicing a set of words after the recall test does, in fact, reach back in time to facilitate the recall of those words,” the paper concludes.

In another experiment, Dr. Bem had subjects choose which of two curtains on a computer screen hid a photograph; the other curtain hid nothing but a blank screen.

A software program randomly posted a picture behind one curtain or the other — but only after the participant made a choice. Still, the participants beat chance, by 53 percent to 50 percent, at least when the photos being posted were erotic ones. They did not do better than chance on negative or neutral photos.

“What I showed was that unselected subjects could sense the erotic photos,” Dr. Bem said, “but my guess is that if you use more talented people, who are better at this, they could find any of the photos.”

In recent weeks science bloggers, researchers and assorted skeptics have challenged Dr. Bem’s methods and his statistics, with many critiques digging deep into the arcane but important fine points of crunching numbers. (Others question his intentions. “He’s got a great sense of humor,” said Dr. Hyman, of Oregon. “I wouldn’t rule out that this is an elaborate joke.”)

Dr. Bem has generally responded in kind, sometimes accusing critics of misunderstanding his paper, others times of building a strong bias into their own re-evaluations of his data.

In one sense, it is a historically familiar pattern. For more than a century, researchers have conducted hundreds of tests to detect ESP, telekinesis and other such things, and when such studies have surfaced, skeptics have been quick to shoot holes in them.

But in another way, Dr. Bem is far from typical. He is widely respected for his clear, original thinking in social psychology, and some people familiar with the case say his reputation may have played a role in the paper's acceptance.

Peer review is usually an anonymous process, with authors and reviewers unknown to one another. But all four reviewers of this paper were social psychologists, and all would have known whose work they were checking and would have been responsive to the way it was reasoned.

Perhaps more important, none were topflight statisticians. "The problem was that this paper was treated like any other," said an editor at the journal, Lanra King, a psychologist at the University of Missouri. "And it wasn't."

Many statisticians say that conventional social-science techniques for analyzing data make an assumption that is disingenuous and ultimately self-deceiving: that researchers know nothing about the probability of the so-called null hypothesis.

In this case, the null hypothesis would be that ESP does not exist. Refusing to give that hypothesis weight makes no sense, these experts say; if ESP exists, why aren't people getting rich by reliably predicting the movement of the stock market or the outcome of football games?

Instead, these statisticians prefer a technique called Bayesian analysis, which seeks to determine whether the outcome of a particular experiment "changes the odds that a hypothesis is true," in the words of Jeffrey N. Rouder, a psychologist at the University of Missouri who, with Richard D. Morey of the University of Groningen in the Netherlands, has also submitted a critique of Dr. Bem's paper to the journal.

Physics and biology, among other disciplines, overwhelmingly suggest that Dr. Bem's experiments have not changed those odds, Dr. Rouder said.

So far, at least three efforts to replicate the experiments have failed. But more are in the works, Dr. Bem said, adding, "I have received hundreds of requests for the materials" to conduct studies.

COLUMBIA MISSOURIAN

MU accounting program ranks 14th in CPA exam pass rate

By Alexandra Browning

January 5, 2011 | 6:58 p.m. CST

COLUMBIA – The MU School of Accountancy is ranked 14th in the national Uniform Certified Public Accountant (CPA) Exam pass rate, setting itself apart among the approximately 400 schools where students were tested.

The CPA exam requires a score of 75 or more on each of four sections to pass. Accountants must pass the exam for certification and licensure. The MU pass rate ranking is a result of test scores from first-time test takers with a master's degree or higher.

These students are participants in the 150-hour program, which allows students to earn their bachelor's and master's degrees simultaneously in five years. This program began in 1999 and requires passing grades in 150 hours within the accounting curriculum. The minimum GPA for admittance to the program is 3.5, but according to School of Accountancy Director Vairam Arunachalam, the average GPA among applicants this year was close to 3.7.

"Students are admitted in their third year, stay for three years, and graduate with their bachelor's and master's at the end of five years," Arunachalam said.

What Arunachalam says sets the School of Accountancy apart is a four-part recipe. The ingredients include an excellent faculty, student quality, a well-thought-out curriculum, and a loyal and supportive alumni base.

The MU accounting program has also been distinguished by other nationwide surveys. These include the Public Accounting Report, which surveys professors across the nation and has routinely ranked MU in the top 20 of both undergraduate and graduate accounting programs.

Arunachalam also said "we were ranked ninth in the nation on research productivity" by Academic Analytics for articles published from 2006 through 2008.

The school generally has a job placement rate of around 95 percent and last year maintained placement near 85 percent.

COLUMBIA MISSOURIAN

Cable negotiations have limited effect on Tigers basketball broadcasts

By Caitlin S. Miller

January 5, 2011 | 1:27 p.m. CST

COLUMBIA – Despite the recent removal of KOMU from Mediacom's line-up, Missouri basketball fans are still able to watch Wednesday night's home game against North Alabama on Fox Sports Midwest.

According to David Reiter, director of media relations for MU athletics department, the cable dispute could really only affect two games — one next week against Nebraska and a Feb. 5 game against Colorado.

Reiter said all other televised games will appear either on national networks or on the Big 12 Network, of which KMIZ/Channel 17 is the local affiliate.

He said that if the negotiation between Mediacom and KOMU continue, the department would keep the negotiations in mind and attempt to get games switched to Fox Sports Midwest.

"We'll do what we can to help our fans watch that game locally," he said.

Reiter said he thinks fans are aware of the how to watch the top-10 ranked Tigers play. Tickets are still available to some home games.

The game starts at 7 p.m.

MU's school of business finds internship opportunities in KC

BY JUSTIN HILLEY | CONTRIBUTING WRITER

The University of Missouri's Trulaske College of Business is searching for hundreds of internship opportunities in Kansas City for its students as its three-part Professional Development Program approaches the final phase for its first class of students.

Those 800 students, who are now juniors, must find an internship next year in order to graduate in 2012.

The PDP began in the fall of 2008 and consists of three core requirements – developmental activities, a course of study and a competency-based internship – that ensure the college's students have real-world workplace experience before graduation. Kansas City, along with St. Louis, Chicago and Dallas, is one of the main markets of focus.

PDP Coordinator Rebecca Wolfe meets one on one with as many as 20 employers a month in Kansas City to talk about the program's professional and educational value. By attending Nonprofit Connect events, speaking to large groups and relying on word of mouth, Wolfe estimated that she has contacted more than 400

Kansas City employers in her 18 months with the program. She said 40 to 50 percent of the potential 800 internships will be in Kansas City.

"Most organizations are excited to develop partnerships and post their intern-

ships with us. It's just a matter of hitting the pavement as much as we can and producing numbers more than anything else," Wolfe said.

A 2009 study by the National Association of Colleges and Employers showed that good customer service, such as assistance with logistics, access to students and preparedness of students, contribute to a positive recruiting experience for employers.

"(The PDP) has found a niche in terms of the demands of the marketplace, the desires of the surrounding companies that support internship programs and really helps us support their students above and beyond," said Tara Schreiner, a recruiter at the Federal Reserve Bank of Kansas City.

The college primarily works with companies, such as Hallmark Cards Inc. and Cerner Corp., that have well-established internship programs, but PDP Director

Lynsie Steinley said that in order to find enough high-quality educational opportunities for the PDP's internship class, the program would need to reach smaller companies and nonprofits that never have had interns.

The Kansas City T-Bones is a new employer with the PDP. Before joining, the T-Bones acquired Missouri interns after the students made contact, but now the PDP allows the organization to actively promote its internship opportunities directly to students.

PROJECT-ORIENTED INTERNSHIPS

The University of Missouri's Trulaske College of Business is seeking to place hundreds of students in project-oriented internships. Here are some examples of projects:

- Develop a strategy for technology use to improve communication.
- Coordinate and execute special events.
- Market and promote new and existing brands.
- Evaluate and document organization work flow; explore areas of improvement; make recommendations for change.
- Engage in thorough cost analysis to recommend strategies for future product manufacturing.

When Missouri alumnus Jason Young, now a T-Bones account executive, was a group tickets intern for the team in 2009, he was one of only two graduates from Missouri out of an intern class of about 35. Since posting its summer internship positions through the PDP, the organization already has received "quite a bit" more applications from Missouri than it did last year, said Stan Duitsman, T-Bones director of media relations. He said he expects to have eight to 10 interns from Missouri's PDP in the summer based on early interviews.

Before students enter the internship phase of the PDP, they are required to attend various workshops dedicated to enhancing professional skills, such as business writing, managing an online

image and interviewing.

"Compared to previous years, the interns I interviewed earlier this week were some of the better interviews we've had for at least a couple years, so that could very well be a reflection of this new program," Duitsman said.

The college removed its policy of disallowing credit for unpaid internships in recognition of the daunting task of finding hundreds of available internships. As long as it is properly structured and provides genuine work opportunities, an unpaid internship now is an acceptable option to students to complete the last phase of the PDP.

Businesses that offer unpaid internships must meet six federal legal criteria to ensure students are not classified as employees under the Fair Labor Standards Act. Most businesses might find two of the criteria – that students do not displace regular employees but work under their close observation and that the employer derives no immediate advantage from the activities of the student – difficult to satisfy.

"There have been some challenges with the Department of Labor with unpaid internships," Steinley said. "So we've been very careful about communicating to our employers that they pass that six-prong test for hiring an intern and not paying them. In essence, we're making sure they're getting a rich educational experience."

Justin Hilley | Hilley is a freelance writer in the Kansas City area.



Wolfe



Steinley