

APR 04 2011

## The Chronicle of Higher Education

April 3, 2011

# Presidents Defend Their Pay as Public Colleges Slash Budgets

By Jack Stripling and Andrea Fuller

### MU mention page 3

If there's a sure lesson from the economic recession, it's that perception matters.

When Wall Street bankers took taxpayer bailouts and then made off with big bonuses, they were vilified. Moral outrage ensued when chief executives of the Big Three automakers flew into Washington on private jets to ask for a government rescue.

Indeed, America's anemic economy ensures that people at the top of the heap, including some public-university presidents, will often have targets on their backs, particularly if they are asking for more state or federal support.

The highest-paid public-college executives, who receive compensation packages in the high six figures and more, walk a difficult political tightrope. They must at once argue that their state budgets have been cut to the bone and need to be restored, while at the same time acknowledging their rarefied personal financial circumstances in states where layoffs, program closures, and pay reductions have been all too common. In making that case, presidents and the trustees who set their salaries have for years argued that, irrespective of economic conditions, those presidential pay levels are fair, necessary, and performance-driven. While that case appears to have been effectively made in many states, some higher-education officials and compensation experts say a prolonged budget crisis could hamstring the wealthiest presidents as they argue that their institutions are deserving of increasingly scarce public resources.

Bob Graham, a former U.S. senator who helped shape Florida's higher-education system when he was governor, said he viewed high presidential salaries as a "potential vulnerability" for universities trying to stave off major budget cuts. According to Mr. Graham, the high pay allows lawmakers to say, "Look at how much the head of this operation is getting paid. If that's a

reflection of how effectively their resources are being used, they could probably take a reduction in their resources."

So how well paid are college presidents? Given the complexity of presidential contracts, which often include bonuses and deferred compensation paid out over multiple years, *The Chronicle's* compensation survey this year provides two different measures to answer that question. The "total compensation" figure shows the amount of base pay, bonuses, and deferred compensation a president actually collected in the 2009-10 fiscal year. The "total cost of employment" number includes base pay, bonuses, and all of the money the university and the state set aside for the president during the fiscal year. This figure includes deferred compensation that may or may not be paid out in future years, depending on whether the president remains in the position to reap the full rewards of a contract. This marks the first year that *The Chronicle* has reported pay this way, meaning these figures are not comparable with those from previous years.

The total cost of employing Mark G. Yudof, president of the U. of California system, was \$783,103.

The median total compensation for college presidents in 2009-10 was \$375,442, and the median total cost of employment was \$440,487. On both measures, E. Gordon Gee, president of Ohio State University, topped the list, earning more than \$1.3-million in total compensation. His total cost of employment was more than \$1.8-million.

Among the highest-paid presidents for years, Mr. Gee has helped set the bar, creating an environment where compensation nearing the million-dollar mark for public-university leaders has lost some of its taboo and is becoming more common, said Stephen Joel Trachtenberg, who was among the highest-earning private-college presidents before stepping down as George Washington University's president in 2007. Moreover, college presidents' jobs are increasingly complex, and "frankly, I think they are earning" what they're paid, said Mr. Trachtenberg, now a consultant with Korn/Ferry International, an executive-search firm.

Some lawmakers, however, are ambivalent about what seems the new normal for presidential compensation. They want the best leaders, but they cringe at the cost.

There is a "throw-your-hands-up-in-the-air sort of sentiment toward it," said State Sen. Peggy B. Lehner, a Republican who chairs the Education Committee in the Ohio Senate. "We recognize that to get the very best it's a competitive process, so it's the whole system across the country that is probably out of kilter."

As states struggle with shrinking budgets, compensation at public universities isn't something lawmakers should "take off the table" as a policy issue, added Ms. Lehner, an ex-officio member of the Ohio Board of Regents. Even though Mr. Gee's compensation may seem like "small peanuts" in the grand scheme of Ohio State's \$4.8-billion total 2010-11 budget, it sets a high bar at the top, against which other administrative salaries are naturally measured, she said.

## *Defending Pay*

Universities have been forced to make numerous defenses of presidential pay apart from budget crises, including the argument that a leader's salary makes up a small percentage of university budgets. When presidents or trustees are asked about top-tier pay, they also often mention that private corporations of equal size and complexity reward chief executives with far greater compensation.

"We're a \$20-billion operation with a complicated structure and mission, and it takes talented people to manage the organization," said Daniel M. Dooley, senior vice president for external relations at the University of California, who spoke about the compensation of the system's president, Mark G. Yudof. "We pay Mark \$600,000 a year, and the overall budget for the university system is about \$20-billion. There are very few organizations with a \$20-billion budget where the CEO makes only \$600,000."

Mr. Yudof ranks seventh for total cost of employment, with \$783,103 in 2009-10.

As more college employees are forced to take pay cuts, some presidents have taken steps to demonstrate that they're sharing in the sacrifice.

When Mr. Yudof introduced furloughs, in 2009, he used a tiered system that forced the system's highest earners, including himself, to take the most furlough days, equivalent to 10-percent salary reductions.

**Other presidents voluntarily gave up or donated some of their pay in the 2009-10 fiscal year. Mr. Gee used his bonus to finance scholarships and other university efforts. Gary D. Forsee, president of the University of Missouri, declined to take \$100,000 in performance-based incentive pay for which he was eligible under his contract. And Elson S. Floyd, president of Washington State University, volunteered to take a \$100,000 reduction in his salary in light of budget difficulties facing his university.**

But efforts by college presidents to manage public perception have not quelled all criticism. State Sen. Leland Y. Yee, a California Democrat, has introduced legislation aimed at curbing presidential compensation at public universities.

"When you hear about what these regents are paying the presidents and chancellors of a university or an individual campus, it's kind of a surreal feeling," he said. "It's almost like you're kind of in a dream."

Presidential pay is sometimes justified by drawing comparisons to peer institutions. The University System of Maryland adopted a policy several years ago that sets pay for senior executives at the 75th percentile of peer universities. William E. Kirwan, the system's chancellor, said the policy has helped assure lawmakers that there is a sincere effort to keep salaries competitive without being the highest in the university's peer group.

"That made a huge difference," Mr. Kirwan said. The salaries were not set "at a whim or random."

Nevertheless, he added, there are still legislators who "grumble" about his total compensation—\$716,744 in 2009-10—and that of others.

### *Potential Political Target*

Several of the highest-paid public-university leaders hail from states facing the biggest budget gaps, as estimated by the Center on Budget and Policy Priorities, which studies federal and state budgets with the aim of protecting the nation's poor. Among the 10 states with the largest projected deficits for the 2011-12 fiscal year, measured as a percentage of their current budgets, two are home to university-system leaders who fall within the top 10 in terms of the total cost of employment. They are Francisco G. Cigarroa, chancellor of the University of Texas, and Mr. Yudof, of California.

As public universities work to demonstrate greater efficiency, high presidential pay could become a symbol of misplaced resources, said Dean A. Zerbe, who helped U.S. Sen. Charles E. Grassley, an Iowa Republican, investigate college spending practices. Not unlike the "\$800 hammer" cited decades ago by critics of military spending, compensation that appears excessive is an easy political target, Mr. Zerbe said. Such criticism is only likely to grow amid the antispending fervor sweeping the country, he said.

Raymond D. Cotton, a lawyer who specializes in presidential contracts, agreed.

"We now have the Tea Party, which we didn't have before, and they're going to raise their voices," Mr. Cotton said. "We haven't heard much from them in higher education, but it's only a matter of time."

Despite those concerns, many lawmakers and politicians say that executive compensation is a low priority in their state capitals. Alan G. Merten said he has never heard a peep from lawmakers about his compensation during 15 years as president of George Mason University. Mr. Merten ranks 10th in total compensation, with \$633,631 in 2009-10.

"There's probably an understanding on behalf of members of the legislature of market forces," said Mr. Merten, who recently said he would step down in 2012. "This is never talked about."

State Sen. Dick Brewbaker, a Republican who is chairman of Alabama's Senate Education Committee, said presidential pay wasn't on his radar because there were so many more-pressing budgetary issues. Diminished resources for public elementary and secondary schools, for instance, have demanded far more attention in his state.

"You've got to kill the snakes closest to you," he said. "Re-examining compensation for university presidents is pretty far down the list."

But some lawmakers have followed the lead of State Senator Yee in California. In Texas, the Senate Committee on Finance questioned Scott B. Ransom, president of the University of North Texas Health Sciences Center at Fort Worth, when his base salary of \$904,562 was made public. During a recent legislative hearing, Sen. Dan Patrick, a Republican, suggested that Dr. Ransom's pay as a public president was difficult to square with the state's budget shortfalls. (The institution is not included in *The Chronicle's* survey, which features only universities classified as research universities by the Carnegie Foundation for the Advancement of Teaching.)

"I don't believe in class warfare, and people work hard," Mr. Patrick said at the hearing. "But you have to understand, that's a lot of money. A lot of money. And when we're sitting here having to make tough decisions, and people are losing their entire jobs, it's pretty hard to deal with."

The most vulnerable presidents may not be the highest-paid, but those who fail to meet the expectations of trustees and lawmakers, Mr. Merten said.

"If you're doing a good job, you're all right," he said. "If you're not, you should be in trouble and will be in trouble."

To ensure presidents are doing a good job, some public-university boards say they're taking more steps to hold college leaders accountable. At the University of Central Florida, where John C. Hitt's \$800,703 total cost of employment ranked him fourth among public-college presidents, trustees have developed an incentive-based compensation model that ties Mr. Hitt's bonuses to meeting benchmarks.

"He literally could lose 30 percent of his total compensation in any year because he didn't hit metrics," said Richard J. Walsh, chairman of the university's Board of Trustees.

Mr. Hitt's performance goals fall under the broad categories of fund-raising, improving admissions standards, and increased degree production. And the benchmarks have teeth, Mr. Walsh said. Indeed, in 2010-11, a period not represented in *The Chronicle's* survey, Mr. Hitt was denied nearly \$70,000 in potential earnings for falling short of some goals. Mr. Hitt's office said he was unavailable to be interviewed for this article.

Mr. Hitt's pay increases have placed him ahead of the president of Florida's flagship university, another fact that opens his compensation to scrutiny. J. Bernard Machen, president of the University of Florida, is the third-highest-paid president in the state, with a total cost of employment of \$523,668. Mark B. Rosenberg, president of Florida International University, also earns more than Mr. Machen.

Carlos Alfonso, vice chairman of the University of Florida's Board of Trustees, said it's natural to measure a president's salary against others in the state. At the same time, however, there has been no push to revisit Mr. Machen's compensation, particularly in this economic environment, he said.

"Part of me says that yeah, I want to compare," said Mr. Alfonso, who is chief executive of an architectural firm in Tampa. "But part of us says we've got this austere situation in Florida, and our president has been very fair with us and provided us great value."

University boards would be well advised to demonstrate the value their presidents bring to the institution and the state, said Eric Dezenhall, a crisis-management consultant, who has worked with colleges. But while a strong record of success can dampen criticism, well-paid presidents can never fully insulate themselves from public rebuke, Mr. Dezenhall said.

"There is no way to make people feel good about somebody making what they regard as too much money in a bad economy. There is no secret, clever PR trick," he said. "Of course, the figures who are getting the money want it both ways. They want the money, and they want everybody to love them."

# The New York Times

## Pay of State University Presidents Holds Steady Despite Cuts

By JACQUES STEINBERG

In a year in which state universities often absorbed sharp budget cuts and raised tuition, the salaries of the presidents of those institutions largely held steady, according to a survey by The Chronicle of Higher Education released Sunday night.

The median total compensation for the leaders of 185 of the nation's largest state research universities during the 2009-10 academic year was \$440,487, a figure that includes base pay and bonuses, as well as deferred compensation and money set aside for retirement, the Chronicle said. Over all, that figure represented an increase of about 1 percent over the previous year.

In tallying questionnaires completed by the universities, the Chronicle counted 59 of the 185 presidents, or nearly a third, as earning more than \$500,000 in total compensation. Of the 10 highest-paid — including E. Gordon Gee of Ohio State (\$1.8 million), and Francisco G. Cigarroa of the University of Texas (\$813,892) — none earned less than \$725,000.

**In an indication that the highest-paid university leaders risked the wrath of taxpayers and students, several turned down at least a portion of their pay. Mr. Gee, whose base salary is listed as \$802,000, donated nearly \$300,000 in bonus payments to “scholarship funds and other university efforts,” as he did the prior year, according to the Chronicle. Gary D. Forsee, president of the University of Missouri system, whose base salary was \$400,000, declined a performance bonus of \$100,000. (He has since left office.)**

Other presidents had pay cuts, including those in the University of California system, whose salaries were reduced 10 percent under furloughs initiated by Mark G. Yudof, president of the university system.

The full study can be found at [chronicle.com/presidentialpay](http://chronicle.com/presidentialpay).



## MU prepares for next step toward smoke-free campus

By Janese Silvey Sunday, April 3, 2011

**The University of Missouri's smoking policy** will become a little stricter this summer as the campus takes another step toward becoming smoke-free.

Starting July 1, employees, students and visitors only will be able to light up in designated smoking areas. Those areas haven't been finalized, but it's likely smoking will be allowed on campus parking lots and on the top floors of parking garages, plant sciences Professor Bill Wiebold told the MU Faculty Council last month. Wiebold is on the committee working out details of the plan.

There could be other designated smoking areas in parts of campus not close to parking spots, spokesman Christian Basi said. More information, including an official map of smoking areas, is expected this month.

The new policy shouldn't come as a surprise, Basi said. University leaders unveiled the three-phase plan in late 2008, and the current policy went into effect in January 2009. Under those rules, smoking is prohibited within 20 feet of doors, windows and fresh air intake systems on campus.

The current smoking policy isn't strictly enforced. In a handful of cases, those smoking too close to entrances have been reported to a building coordinator, but in most cases, campus administrators have left it up to students and employees to police one another, Basi said.

"If it becomes a serious problem, we would probably deal with that on a case-by-case basis," he said. "We're hoping the vast majority of folks on campus respect the campus rules and are respectful of others as well."

MU has a goal to become smoke-free by Jan. 1, 2014.





## Advisers work to open eyes to college option

By Janese Silvey Saturday, April 2, 2011

As a high schooler being raised by a single mom in inner-city St. Louis, Kaylan Holloway didn't think college was feasible.

"Friends never went to college — many never even graduated from high school," he said.

Then a young college adviser showed up at his school. She started telling Holloway and his friends about options after graduation — options that didn't involve life on the streets. Holloway listened.

Today, he's a sophomore pre-journalism major at the University of Missouri. He's involved in leadership groups, is a reporter for MUTV and ends emails with a signature that includes the quote: "If excellence is possible, good is not enough."

Holloway has the Missouri College Advising Corps to thank. Housed at MU and under the umbrella of a national group, the program sends recent college graduates into high schools with at-risk populations to help students figure out what to do after graduation.

The program is not a recruiting tool for MU, nor does it aim to get all kids to attend college. Rather, it's about giving students information and resources to make choices that are right for them, said Alex Withrow, an adviser who has worked with Salem High School for two years.

MCAC has 14 advisers working in inner-city and rural schools where going to college isn't the norm. They help students figure out what they'd like to do for a living, look for trade schools or colleges that match their interests and then find financial assistance.

Those are tasks high school counselors don't always have time to tackle when they're also helping students deal with emotional, social and other problems, said Beth Tankersley-Bankhead, MCAC director. "The average high school counselor has enough time, on average, to spend about 20 minutes a year with each student," she said. "Twenty minutes is not a lot of time, particularly when you're talking about the things involved in college."

Key to the program is that the advisers are recent college graduates and, in most cases, are familiar with the demographics of the school. "The peer-to-peer is the most influential thing," Holloway said. "It wasn't like a counselor who had been there 50 years sitting in an office and telling you about college. It was more personal."

MCAC has seen early success. In two years, the number of students going to college from its schools increased by an average of 6.3 percent. Two schools have seen an 8.9 percent increase in college-bound graduates.

The corps is funded with some federal money but mostly through grants and gifts from corporate and not-for-profit groups. It does not get state dollars, but those holding Missouri's purse strings should pay attention, Withrow said. Gov. Jay Nixon has a goal to boost the number of Missourians holding college degrees by 2020.

"I honestly think every school in the state should have someone devoted to college and career counseling," she said. "There needs to be a priority set at the state level to fund that."

Reach Janese Silvey at 573-815-1705 or e-mail [jsilvey@columbiatribune.com](mailto:jsilvey@columbiatribune.com).

## Mizzou pulls surprise by hiring Miami's Frank Haith

BY VAHE GREGORIAN | [vgregorian@post-dispatch.com](mailto:vgregorian@post-dispatch.com) | Posted: Monday, April 4, 2011 12:20 am

Mizzou's search to replace men's basketball coach Mike Anderson began with Purdue coach Matt Painter, who teased, then turned down MU last week.

Failed attempt or not, it suggested a reach for star power and made the college basketball world sit up and take notice.

The search took a zig and a zag over the weekend, when MU reached out to Tubby Smith, according to a source close to Smith, as it appeared to be waiting for a chance to take a swat at a name in the national spotlight: Shaka Smart of Virginia Commonwealth.

But by the time all was said and done late Sunday night, MU had set its aim so off the radar that the college basketball world could only say... huh?

MU hired Miami coach Frank Haith, 129-101 with one NCAA Tournament appearance in seven seasons and a 43-69 record in Atlantic Coast Conference play - including 10-22 the last two seasons.

At a time when nearly every conceivable name had been bandied about in one publication or Internet posting or another, MU managed to find one who had seldom if ever been associated with the job and at least on the surface seemed anonymous for a reason.

Haith's numbers pale in comparison to Painter, who has taken six of his seven teams to the tournament and was stopped a game short of a third straight Sweet 16 this season ... by Smart's VCU team, which along with Butler captured the imagination of the nation's basketball fans with its run to the Final Four.

Many believed Mizzou would at least consider going after Smart, who despite his current high profile might have been a questionable candidate because he was only in his second year as a head coach.

Still, VCU's five NCAA wins this season were four more than Haith, 45, has had in his career at Miami, leading to an outburst of media and fan criticism of the hire on the Internet late Sunday.

"Wow. Awfully Disappointed in the response that some Mizzou fans are giving," Mizzou guard Kim English posted on Twitter late Sunday.

Haith's key selling point is his past as a recruiter, much of it in the Big 12. In his Miami bio, he is credited with recruiting six McDonald's All-Americans during his days as an assistant coach at Wake Forest, Texas A&M and Texas, though none since becoming a head coach.

At Miami, a source close to the committee noted, Haith graduated 21 of 22 seniors.

MU's board of curators scheduled a special meeting at 7:45 p.m. Monday by telephone for an unspecified matter that now appears likely to be related to Haith's hiring. The curators must approve a contract for Haith before the deal can be finalized.

According to the Associated Press in Miami, Haith is expected to return to the school Monday to tell the Miami players of his decision personally, then be introduced in Missouri as early as Tuesday. Haith had been in Houston at the Final Four.

Anderson left Mizzou after five seasons on March 16 for Arkansas, where he had been an assistant for 17 years. Alden said at a news conference that night that it was more important that MU get the new coach right than get him hastily.

Mizzou, though, seemed to zoom in rapidly on Painter, with whom Mizzou met before he ultimately rejected Missouri and sent the search from an open secret into a mystery that ended late Sunday.

# ST. LOUIS POST-DISPATCH

## Mizzou becoming an NFL favorite

BY JIM THOMAS • [jthomas@post-dispatch.com](mailto:jthomas@post-dispatch.com) > 314-340-8197 | Posted: Sunday, April 3, 2011 7:00 am

The Mizzou weight room was so crowded it was hard to move around. As each Tigers draft prospect took his turn at the 225-pound bench press, former teammates shouted encouragement. They shared the space with more than 100 NFL coaches, scouts and personnel executives - all 32 teams were represented.

Several dozen spectators watched from the upstairs balcony - a mix of agents, media people and friends and relatives of participants. The media roster included Pro Football Weekly, Sporting News, [Sl.com](http://sl.com) and the Kansas City Star, plus draft analysts Gil Brandt (NFL.com), Mike Mayock (NFL Network) and Todd McShay (ESPN). And, naturally, just about every media outlet in mid-Missouri was there as well.

Not even Cam Newton's Auburn workout attracted this kind of media crush, one scout said.

One of the spectators watching the bench press wore a shirt that read: Jasper Simmons. Best Pick For Any Team.

Where'd he get that shirt?

"God made it," said a smiling Terry Simmons, the father of the Mizzou safety. He had flown in from Pensacola, Fla., to watch his son perform for the pro scouts.

When it was time for the field drills, the portable bleachers were packed in the Dan Devine Indoor Pavilion. The event was closed to the public, but somehow about 400 spectators found their way inside. For some, watching the workout wasn't the only purpose for being there.

Brett Gabbert, younger brother of former Mizzou quarterback Blaine Gabbert, snagged an autograph from Denver Hall of Famer John Elway, now the Broncos' executive vice president.

"That's one of his favorite players," Blaine said. "Hey, my brother's 10. He can do whatever he wants."

Pro days are often quiet, businesslike affairs. But at times it was hard to tell if this was pro day or pep rally.

Depending on what happened during the workouts, there were cheers, gasps, applause and sighs. When Gabbert was done with his throwing session, QB tutor Terry Shea - a former NFL

assistant coach who in effect was emcee of Gabbert's workout - turned to the crowd, took a small bow and announced: "On behalf of the University of Missouri, we thank you."

In 36 years of college coaching, the last 10 as head coach at Missouri, Gary Pinkel had never been part of a pro day with such hoopla.

"No, not quite like this," Pinkel said. "It's been pretty exciting. It's been great for the University of Missouri and for our football program. Both. When the University of Missouri's name is all over America, you can't put a price tag on what this is doing. And that's kind of how football and academics can work together."

When you have a quarterback (Gabbert) who looks like a sure top 10 pick and could be among the first couple of names called, your pro day will attract attention. But it was more than that. For example, coach Rex Ryan of the New York Jets wasn't there to watch Gabbert - he was there scouting Mizzou defensive end Aldon Smith, who is expected to go mid to late in the first round.

For years, there wasn't much reason for NFL scouts to make their way to Columbia. But Mizzou's pro day on March 17 underscored the fact that times have changed in Tigertown.

"Absolutely, and not just because of the two kids you're talking about this year that are going to be high picks," Rams general manager Billy Devaney said. "We've said this the past few years with kids coming out of Missouri: The program is run like a professional program. These kids are ready to play - they're NFL ready. They're extremely well coached. They're mentally tough. They're physically tough. They know football."

If things go as expected on April 28, Mizzou will have had five first-round draft picks in three years, with Gabbert and Smith joining linebacker Sean Weatherspoon (2010), wide receiver Jeremy Maclin (2009) and defensive end Ziggy Hood (2009).

If pre-draft projections hold up, only SEC powers Alabama and Florida will match or exceed Mizzou over that three-year span:

- The Crimson Tide will have six first-rounders taken in the '09, '10 and '11 drafts if defensive tackle Marcell Dareus, wide receiver Julio Jones and running back Mark Ingram all go in Round 1 this year.
- Florida will have five if guard-center Mike Pouncey goes in Round 1.

Southern California could get to five, but only if safety Rahim Moore joins offensive tackle Tyron Smith in the first round this year. And that seems unlikely according to almost all of the mock drafts out there.

"I've known Pinkel a long, long time," said Brandt, who made his name as a personnel executive with the Dallas Cowboys from 1960 to 1989. "I think the guy has done a fabulous job at Missouri. The last couple years, they have been on fire as far as getting (draft) prospects."

Prior to Maclin and Hood in 2009, Mizzou hadn't had a first-rounder since Justin Smith in 2001. And prior to Justin Smith, you had to go back to big John Clay in 1987 for another first-rounder. So it has been a long dry spell. But on April 28, Missouri will have a player drafted in the first round for an unprecedented third year in a row.

"I think every player coming out of high school who goes to college wants to play in the NFL," Pinkel said. "Now, we know it's unrealistic that that's going to happen, but still the top programs in the country produce the most NFL players on a consistent basis. And slowly we're ratcheting it up; we're moving ourselves up into that area. Now, we haven't arrived yet in any way. So let's keep 'er going. All's I care about is keeping it going."

All told, Pinkel has had 17 players drafted during his tenure at Mizzou. Gabbert and Aldon Smith will add to that total, and cornerback Kevin Rutland and center Tim Barnes also could be added to that total this year.

Making all those numbers even more impressive is the fact that very few of the Mizzou draft picks were of the "five-star" variety as high school recruits.

"There's no 'stars' in our evaluation system," Pinkel said. "We just do what we do. We don't really get caught up in what other people think or say or do."

One of the key facets of that evaluation system is something Pinkel calls speed potential.

"You can judge that by track times," he said. "You can judge that by vertical jump. By standing broad jump. You can see athleticism a little bit. But if we bring in a player with speed potential ... we can develop his speed and quickness. And then obviously, we can coach him and develop his fundamentals, and we think we can turn him into a really good football player."

Rutland, who joined Gabbert and Smith as Mizzou players invited to this year's NFL scouting combine, is a case study in player development. As a prep quarterback out of Houston, he was recruited to play cornerback at Missouri. Rutland was redshirted as a freshman and didn't break into the starting lineup until his junior season - his fourth year in the program. Now he has a chance to be a late-round pick.

"It took awhile for me to get things kind of where I wanted 'em, and the coaches never left my side," Rutland said. "That's one thing I'll always say about Mizzou. When they get a player, they're going to work to develop that player until the last time he's there. I thought they would give up on me, but it never happened."

Several factors have converged, and fed off one another, in Mizzou's recent success on the field and success in getting players into the NFL:

- Forty victories over the past four years - the 10th-highest total in Division I over that span - has attracted better high school recruits and brought more NFL scouts to campus.

- High graduation and academic progress rates also help in recruiting and in general tell pro scouts that the prospect should be able to handle complicated NFL playbooks.
- There was a time when Mizzou's facilities were a drawback in recruiting, but after millions of dollars of upgrades, that's no longer the case. It also makes for a more pleasant experience for pro scouts, whether they're on campus for a pro day, a private workout or an in-season visit.
- The fact that Mizzou players have had recent success in the NFL also works both ways. For high school recruits, it makes the NFL dream seem a little more tangible. For NFL teams, it means the school must be doing something right.

"Yeah, there are programs that are like that - that have that reputation," Devaney said. "Certain schools do a great job of getting their kids ready for the NFL. And Missouri's certainly one of those."

And such a statement has rarely been applied to Mizzou over the years.





## Searches for Rolla, UM leaders align

By Janesc Silvey Sunday, April 3, 2011

Amid all the hoopla over finding the next University of Missouri men's basketball coach and, to a lesser extent, the next UM System president, there's one top university job that's quietly being vacated.

The job of leading UM's Rolla campus has little to do with who ends up coaching Tiger basketball, of course. But aligning the chancellor search with the hunt for a new president will be a balancing act, said Betsy Rodriguez, vice president of human resources. "What we're trying to do is not completely hold off on the Missouri S&T search but get it moving enough that once we have a sense of the timing on the presidential search, we can gear up on that search," she said.

The UM Board of Curators has started the process to replace Gary Forsec, who resigned as president in early January. Rodriguez has estimated that process could take eight months to a year. The goal, she said, is to have the new president select the next Rolla chancellor, she said. At the same time, Rodriguez is optimistic a search committee will have already whittled down a chancellor candidate pool to make that easier.

It's risky, she said, but administrators think it's important that the next president and the next chancellor know one another. "It's unlikely a person would want to come to the chancellor position not having an idea of who they're going to be working for," Rodriguez said.

This month, UM administrators will meet with faculty, students and community leaders in Rolla to form a search committee. Unlike with the presidential search, the curators aren't involved in the hiring of campus chancellors.

Those on the Missouri S&T campus are waiting for that meeting to know what to expect next, spokesman Andrew Careaga said.

"We're really waiting to see what the UM System proposes," he said. "I think we're looking forward to the discussion so we can see how it will all come into play."

Rodriguez suspects administrators will recommend using a consulting firm in the chancellor search, and she said it makes sense to hire the same firm conducting the president search. That firm, Greenwood/Asher & Associates, is already familiar with Rolla. It's the group that recruited Carney, who started in 2005 and plans to retire Aug. 31.

Although Careaga is taking a wait-and-see attitude, he suspects those in Rolla would like to see the next chancellor possess many of the same qualities Carney brought to the position.

“Chancellor Carney is a very strong visionary leader,” he said. “We want to have another strong visionary leader to continue the forward momentum.”

Steve Owens, the system’s interim president, will select someone to fill in until a permanent chancellor is hired. Rodriguez said she isn’t sure when that will happen.



**MU mention pg. 2**

## **Measure seeks to recoup costs from criminals**

JEFFERSON CITY (AP) — A Missouri lawmaker wants to make convicted criminals pay the cost of their own prosecution and police investigation as a way to save money for cash-strapped cities and counties.

The legislation, which was taken up by a House committee last week, would put a \$300 cap on the costs for misdemeanor convictions and a \$750 limit on felony cases, but prosecutors could ask for more by submitting supporting documentation to the judge presiding over the case.

Convicted defendants would be required to pay the investigation costs — regardless of their financial condition — or face additional jail time.

Sponsoring Rep. Don Ruzicka, R-Mount Vernon, said the police chief in his hometown had suggested the legislation to help offset policing costs there.

Mount Vernon Police Chief Garry Earnest said that a small number of people commit a large portion of the crimes in most jurisdictions, and they therefore should pay most of the bill.

“We should let them” the criminals “pay for what they’ve done,” he said.

Sheldon Lineback, the executive director of the Missouri Police Chiefs Association, said police departments across the state are feeling strained because the demand for their services doesn’t fluctuate like their funding.

“All the departments are tight at the budgets right now and calls upon those resources are always abundant,” he said.

Judiciary Committee members praised the measure’s intent, but they questioned how cities, counties and the state would determine what an investigation costs — and whether any convicts could foot the bill.

Rep. Galen Higdon, R-St. Joseph pointed out that the legislation allows convicts to be billed for time spent on the case by police officers, sheriff’s deputies, prosecutors, the presiding judge and even fire department investigators in some arson cases.

“I applaud this bill,” he said. “But where are we going to draw the line?”

An estimate included with the legislation could not forecast how much money the state might collect from defendants, but it projected the state would have to spend more than \$220,000 hiring workers to process the paperwork.

There also were questions about the fairness of ordering a hefty fee on a person who has just been released from jail or prison.

**University of Missouri law professor Rodney Uphoff**, who did not testify in front of the committee, said convicts already face stiff challenges when they re-enter society and adding outstanding expenses like an investigation bill might drive a person to commit new crimes.

“If we want to give people an honest chance to make something of their lives, we ought not make it so hard to do so effectively,” said Uphoff, who has worked as a public defender in Wisconsin.



## Two series dramatically help MU writers and their works reach full potential

By Jill Renae Hicks Sunday, April 3, 2011

Everything she experienced became part of herself, to be used over and over in new adventures.” This line from Kate Seredy’s classic children’s book “Gypsy” is a telling statement about a young female being shaped and reshaped, bumping up against others, taking risks and drawing upon her own memories and circumstances to become more and more of what she could be.

**The University of Missouri Theatre Department** believes the same process holds true for a young play. That’s what MU’s New Play Series, beginning tomorrow, is all about: shaping young plays so they become what they ultimately could be.

“I think my students’ plays make me most excited because they are usually experiencing their work on stage for the first time, and they always have a great nervous energy about them,” Ph.D. candidate and award-winning playwright Matt Fotis said in an email, describing the sparks in the atmosphere that arise during the annual week of the New Play Series.

Tomorrow through Thursday, 20 one-act and 10-minute plays by MU students will debut on the Corner Playhouse stage. Actors, directors, playwrights and audience members all have a chance to help build, reconstruct and imagine the plays in a performance setting. “The play series is often the first time playwrights direct each other’s work, the first time Mizzou students have an opportunity to act ... and the first time that some playwrights have ever seen a play of theirs rehearsed,” theater Professor David Crespy said. The week will finish with a full-length play written by Michael Miller, a student who recently passed away, next Sunday evening.

Crespy first devised the New Play Series “in direct imitation” of his developmental theater group, the WaterFront Ensemble in New Jersey, which formed in 1987, he said. He also decided to model the play workshop on the Albee-Barr-Wilder Playwrights Unit, a forum in New York founded by playwright Edward Albee and his producers in the 1960s. These producers, Richard Barr and Clinton Wilder, “believed in allowing playwrights to work on their plays freely, without commercial pressure and without telling the writers how to write their plays,” Crespy said. That spirit of creativity, positive criticism and imagination also pervades the New Play Series and its surrounding entity, the Missouri Playwrights Workshop.

Unbeknownst to some, the New Play Series serves as the spring culmination of MPW, a long-term playwriting salon that meets weekly in Memorial Union on the MU campus. Every week, theater students, aspiring playwrights and often visiting and guest playwrights make an

appearance at the workshop to have their plays read “cold.” “It helps to develop a community of playwrights,” Crespy said, noting the event is free to the public and that students from one class often have the opportunity to hear another class’s work. From the workshop, selected new plays are performed at the series. Actors and actresses from the theater department, often freshmen and sophomores, rehearse for at least 4 to 8 hours for their respective new plays over a period of three weeks, and the playwright “can continue to work on the play right up to the performance itself,” Crespy said.

## **LIFE MEETS LITERATURE**

New fictional plays won’t be all that’s staged at the Corner Playhouse this week. The Life and Literature Performance Series, another creative tradition of the MU theater program, is sharing the stage for the spring — it normally holds camp in the fall, but this past fall, the playhouse was reserved for two longer autobiographical plays by Fotis and Professor Heather Carver. Life and Literature adapts non-play works for the stage; these works are “student-authored and directed comedic and dramatic adaptations of poetry, prose, autobiography, history and ethnography,” according to Artistic Director Carver on the theater department website. Life and Literature will appear at the playhouse Friday and Saturday evenings and next Sunday afternoon.

“Performing literature is an exciting way for students and audiences to experience material that wasn’t originally created for the stage,” Carver added in an email. “By adapting the poetry or historical biography into performance, a community exchange of ideas and emotional journeys can extend beyond the more typical duet of the writer and reader.”

The work of adapting different forms of literature and reporting is complementary to playwriting, Crespy noted: “Many of our students employ both the traditional dramaturgy of original playwriting of my classes with the adaptation techniques Dr. Carver teaches.”

This year, a highlight for Carver will be a piece by Noah Lelek; it is a devised performance of nonfictional interviews of members of Columbia’s gay and lesbian community and their families. “Sharing stories that began in one form or genre and translating them into a performer-audience experience is not only educational, but often life-transforming,” Carver said. After eight years of the Life and Literature Performance Series, she can speak to the rousing engagement and dialogue that a compelling stage adaptation can invoke in an audience.

## **A CREATIVE PARTNERSHIP**

Something both Fotis and Crespy noted about the New Play Series is the polished but still “in-between” feel of the stagings — all rehearsed, elegant readings, but not full productions — helps make the plays even better before they are potentially moved into a full stage production.

“We try to present the plays in as elegant a way as possible, and the audience’s experience is not unlike that of a radio play — with the setting created in their own minds,” Crespy said. In speaking about one of his new plays from 2010, “Pittsfield,” Fotis said, “along with the help of my director, Noah Lelek, and the cast, I was able to streamline the story, fix a number of logistical issues in the script and provide a greater overarching connection with the piece.” Actors often bring their own interpretations to the scripts during rehearsals, providing feedback to the playwrights and laboring to live inside their characters.

“Good actors bring a lot to their roles — they bring questions, insights and energy to the part, often discovering things even I didn’t know about the characters.” Fotis said.

The audience can be just as important during the New Play performance week. Each night, the theater department holds a post-performance discussion in an effort to elicit constructive responses from viewers. “And the performance itself is always a really rewarding experience because there are things that you learn from an audience experiencing your work that you just can’t get from any other source,” Fotis said. “A guy shifting in his seat or checking his watch or laughing during a particular scene tells me everything I need to know.”

Reach Jill Renae Hicks at 573-815-1714 or e-mail [jrhicks@columbiatribune.com](mailto:jrhicks@columbiatribune.com).