Suspended guard Michael Dixon's sudden departure from Missouri spared school officials from a quandary seen on many college campuses: how to handle rape claims by students that fall short of criminal charges.

Dixon announced plans to transfer Thursday night after two sexual assault claims against him became public this week. He has not been charged in either case, and a brief statement issued on his behalf by the school made no mention of the allegations and a "challenging few months."

The Title IX federal gender-equity law is more commonly known for assuring an equal role on campus for women's sports. But a new, more stringent interpretation of the law issued by the Education Department's Office for Civil Rights requires schools to rely on a lesser standard of proof if sexual assault claims are found to deny equal access to education.

That "preponderance of evidence" standard is more commonly found in civil cases.

"The appropriate burden of proof in the university is not as high as the criminal standards," said Noel English, who manages the university equity office at Missouri. "To me that makes sense. Because in reality, we aren't determining whether there was a rape. We are determining whether there was discrimination."

English emphasized that she was only speaking in general terms, not specifically about Dixon's situation. Dixon's indefinite suspension was first announced by coach Frank Haith in late October, during the preseason. The senior averaged 13.5 points as Missouri's sixth man in 2011-12 and was a projected starter as the school prepared to enter its first season in the Southeastern Conference after leaving the Big 12.

Dixon, from suburban Kansas City, is a former Mr. Show-Me Basketball, an award given to the state's top high school player. He was suspended for two games in December 2010 for violating unspecified team rules under former Missouri coach Mike Anderson, who is now at Arkansas.
A 25-year-old Missouri graduate and former athletics department employee told The Associated Press this week that Dixon forcibly had sex with her in January 2010 after a home basketball game during his freshman year. The woman reported the alleged assault to campus police and was examined for signs of sexual assault at University Hospital, but said she declined to press charges to avoid a public airing of her sexual history as well as the scorn of Dixon and his teammates.

She asked that her name not be used because of safety concerns and the AP also does not generally identify alleged sexual assault victims.

The woman said she met with Anderson and executive associate athletic director Sarah Reesman afterward, and said both were supportive, to an extent.

"He was sensitive to what I was saying," she said of Anderson. "He told me, `I assure you, this will be handled.'"

A current female student accused Dixon of sexual assault six days ago, disclosing the allegation in a Twitter exchange with former Missouri guard Kim English, now a Detroit Pistons reserve. The woman also filed a police report in August, copies of which were publicly released this week, but Boone County prosecutors decided on Nov. 16 to not file charges.

The absence of criminal charges in both cases prompted a groundswell of support for Dixon's reinstatement among Missouri fans, with some Twitter posts calling for the school to "Free Mike Dixon."
Mizzou speaks but says little about Dixon case

December 01, 2012 1:00 am • By Vahe Gregorian vgregorian@post-dispatch.com 314-340-8199

After Mizzou athletics director Mike Alden prefaced the interview with a qualifier that there may be “very, very little” that could be said pertaining to former MU basketball player Michael Dixon because of privacy laws, Alden, basketball coach Frank Haith and executive associate AD Sarah Reesman took questions Friday from four media outlets that had made requests to interview university administrators about Dixon.

Alden’s forecast, alas, largely was correct.

The session among the MU contingent, three media outlets in Columbia and the Post-Dispatch by telephone did little to clarify questions that loomed after Dixon’s intention to transfer was announced Thursday night.

Even the matter of whether it was Dixon’s choice to leave seemed swaddled in legalese or considerations thereof.

Asked if Dixon was pressured to go, Alden said: “Any conversations we would have had with Mike, or Coach might have had with Mike, that’s not something we would be able to talk about.”

Asked if Dixon could still be on the team had he so chosen, Alden said, simply: “Mike Dixon is no longer a member of our basketball program at Mizzou.”

Dixon has not responded to a text message seeking comment. In a statement attributed to him and released by MU on Thursday night, he said it was in the “best interests” of all concerned that he move on.

Dixon, a senior who was voted sixth man of the year in the Big 12 last season, had been on indefinite suspension all season for what Haith repeatedly called violations of team rules. Upon announcing the suspension in October, Haith said it was not related to a legal or NCAA matter.

“It wasn’t a legal matter at the time,” Haith said Friday, adding, “I wouldn’t say anything to mislead you guys (on) something like this.”
As for the point at which the situation was known to be something more, Alden said, “From what you understand, he was suspended in October. But as far as knowledge and communication and information, that would be something that we wouldn’t be able to share. I would not be able to respond to that conversation.”

On Tuesday, it came to light that Dixon had been the subject of a police investigation of a forcible rape accusation made in late August. The case was closed Nov. 16 for lack of sufficient evidence, and Dixon never was interviewed by investigators.

On Thursday, the Post-Dispatch and subsequently other media outlets obtained a 2010 University of Missouri police incident report documenting another accusation of forcible rape against Dixon.

At the request of the alleged victim, who declined to press charges, Dixon also was not interviewed in that case.

But the case was left open by MU police, whose report included the summary of a nurse’s examination of the alleged victim: The nurse “stated from the injuries sustained, she believes force was involved.”

What took place from there remains hazy. MU declined to comment on any specific aspect of the alleged episode.

According to a Thursday Post-Dispatch interview with a source close to the alleged victim, at least two MU athletics department officials were made aware of the accusation and reported it to superiors.

The source said that the woman believed the matter was then discussed in a broader athletics meeting and that the alleged victim later met with then-MU coach Mike Anderson, who consoled her, even crying with her.

He did not discourage her from pressing forward with her accusation but said he could not take any action against Dixon if she didn’t, the source said.

The woman, then an employee of the university, was encouraged to seek employment elsewhere, the source close to her said. She did not feel pressured to do so, the source added, and left several months later.

MU would not verify that Anderson had met with the woman. Anderson, now at Arkansas, has declined to comment.

Asked if there was any situation in which a coach might be asked to meet with an alleged victim, Reesman said: “Every situation is going to be unique, and there may be different requests or different needs to have people involved in situations, whoever is most helpful.”
“We try to engage whatever resources there are to assist in a situation. So it would be very
dependent on a case-by-case basis.”

Citing “privacy issues and challenges we have,” Alden declined to address any of what took
place in 2010, including what MU knew at the time and when – or even if – it had been made
aware there had been an incident report filed by campus police.

It was not clear whether protocol calls for campus police to share that information with the
athletic department.

“The police department, just like any other entity on campus, they’re bound by certain rules, too,
as far as when things can be released or when they’re available,” Reesman said. “That’s really at
their discretion.”

Reesman added that Mizzou athletics strives to be in compliance with requirements of the Clery
Act, a federal law requiring colleges and universities to disclose and maintain records of certain
crimes — including sexual assaults — reported on their campuses.

Asked whether MU was confident it handled procedures correctly in the 2010 matter or if it
needs to review its procedure, Reesman said, “I think that in anything we do we are constantly
trying to make sure the policies and procedures are appropriate. So there’s always evaluation
going on. But we’re pretty confident across the board in our policies and procedures.”
The castle walls went up more than two years ago, the moat was dug less than four months ago. Now one wonders if the Missouri basketball program, and by extension the athletic department and the university, deserve a siege.

A dizzying, confusing week in Columbia saw the Tigers return from a mostly successful appearance in the Battle for Atlantis in the Bahamas before confronting a series of unsavory allegations never prosecuted against projected starting guard Michael Dixon.

With university officials hunkered down and apparently lawyered up, athletics director Mike Alden and basketball coach Frank Haith offered little of substance Friday, a day after Dixon abruptly released a statement confirming he would transfer out of the university.

This much became known during the week: Two allegations of sexual assault were made against Dixon in the past three years.

The first occurred in 2010 but went away when the complainant opted to drop charges for what the police report said was fear of reprisal.

The second took place this August but eventually was dropped after Boone County investigators found insufficient grounds to prosecute.

Dixon, meanwhile, was suspended for what Haith described as violation of “team rules.”

Haith insisted earlier this season that Dixon’s absence was not related to any legal entanglement, a point technically correct because he was never charged with a crime but now made to look disingenuous by the circumstances surrounding the player’s exit.

During a Friday afternoon meeting and teleconference with select reporters, Haith described the cause for Dixon’s suspension as “academics early on. Obviously, as time went on it became an issue that Mike had to stay suspended.”

But based on the university and athletic department reaction, little is obvious.
No one within Friday’s interview said whether Dixon was encouraged to leave the university. Indeed, no one acknowledged being aware of either incident report that created the swirl surrounding the 2009 Missouri prep player of the year.

Haith suggested the decision to transfer belonged to Dixon but refused to answer whether the preseason second-team All-Southeastern Conference player would have had a place on the squad had he remained.

“We really don’t need to discuss that,” Haith said.

To date, the university doesn’t feel it has to say anything of substance regarding Dixon’s actions or its response.

Refusing to acknowledge the two incident reports involving Dixon, the school and the program have refrained from even condemning the actions that placed Dixon’s standing in jeopardy.

Make no mistake: Missouri was outed only because of a series of ill-timed statements on social media that led reporters to public records confirming the two assault accusations.

Coincidence or not, the matter seemed to remain in limbo for months until the Post-Dispatch reported Thursday afternoon a 2010 incident in which Dixon allegedly sexually assaulted a female employee of the athletics department.

The woman’s complaint offered graphic, unsavory details. One claim stated Dixon threatened to kick her in the stomach and throw her down stairs if she became pregnant as a result of unprotected sex between the two.

Rather than press charges supported by physical evidence gained during a subsequent exam, the victim chose to withdraw from her position.

Without her urging, campus police never interviewed Dixon, whom then-coach Mike Anderson suspended in December 2010 for the ubiquitous violation of “team rules.”

One is left to speculate what might have happened to Dixon if he had not broken his silence while with the team in the Bahamas. Until last week the fan base anticipated Dixon’s imminent return.

Dixon’s frustration apparently got the better of him after watching the Tigers drop a second-round game to Louisville.

Following the one-sided loss, Dixon wrote “Our team fought hard. I wish I could b(e) out there helping them. I’VE DONE NOTHING WRONG. Nobody is going to feel sorry for us tomorrow.”

Never bashful with an opinion or a jump shot, former Missouri teammate and current Detroit Pistons guard Kim English took to social media a day after Dixon to support his friend.
English blasted the Student Conduct Committee that disciplined Dixon last month as “a joke” and accused members of acting “without having actual facts.”

English finished one tweet by insisting the university should be “ashamed.”

As a player, English was accessible and an enthusiastic spokesman for the team — except, perhaps, while trapped within a shooting funk that coincided with a frayed relationship with Anderson his junior season.

As an alumnus, English brought unwanted attention to a sensitive, potentially embarrassing issue the university had to that date quarantined from media.

The wall began to crumble. The moat started to evaporate. The university’s most precious commodity, control of the issue, began to slip.

The complainant in the Aug. 20 incident answered in kind on Twitter by stating she had been raped.

The posting destroyed the university’s media barrier and put on public display something that seemed very different from a violation of “team rules.”

No longer could Haith distance himself from a matter that extended to his predecessor’s tenure.

Vague answers about teaching opportunities and a possible return no longer deflected questions.

Did Dixon’s presence in the Bahamas suggest an expectation he soon would have his suspension lifted by Chancellor Brady Deaton, who was responsible for considering the player’s appeal?

Who authorized Haith to cite violation of “team rules” as the reason for Dixon’s absence from the court?

The issue is not confined to the athletics department or the basketball program. By its 2010 words and deeds the university tacitly sanctioned the climate that led an alleged victim of sexual assault to withdraw from campus rather than press charges.

A police incident report alleging threats by Dixon apparently carried too little weight to merit a conversation with investigators.

To date neither Dixon nor anyone associated with the athletics department has voiced contrition about the matter. Dixon could still be charged in the 2010 incident, though that appears unlikely.

Even without Dixon, the 15th-ranked Tigers remain a potential conference and national power this season.

Dixon’s absence leaves Haith with only one returning player from last season’s Big 12 champions.
Missouri basketball emerged from the 2003 Ricky Clemons scandal, which contained an assault component.

The football program kept going following the more recent arrest and imprisonment of running back Derrick Washington for felony deviate sexual assault against an athletics department tutor.

At some point Missouri might exchange walls and moats for clarity and leadership regarding a damaging issue.
Allegations stir debate about rape

Factors complicated, especially in college.

By Janese Silvey

Sunday, December 2, 2012

If a woman says no to a man's advances but he proceeds to have sex with her anyway, it's rape, experts agree.

"It's not that you have to say yes, but if you say no, that's the dividing line," said Scott Berkowitz, president and founder of the Rape, Abuse and Incest National Network.

But what if the woman liked the guy and had hoped to have a relationship with him, even trying to salvage something after the fact? What if she later participated in another sexual activity with him?

Allegations against former Missouri basketball player Mike Dixon raised questions last week about what rape is or isn't. Details from an August police report said a woman who claimed Dixon raped her said no but followed his directions and later sent him text messages — causing some to question her motives.

Dixon was not criminally charged but did leave the team after a suspension.

It's not incomprehensible that a woman would want to remain connected to a man who raped her, said Tonya Edmond, an associate professor of women's, gender and sexuality studies at Washington University. For many, the word "rape" conjures images of strangers who violently attack their victims, but that's not usually how it happens, she said.

"Most sexual assaults are committed by people we know. Sometimes it's people we're dating, sometimes by people we're married to," she said. "It can happen with someone you care about or love, which makes it much more emotionally complicated. It's easy to hate a stranger who does this to you, but if it's someone you like or are attracted to, it's a hard thing to make sense of."

On college campuses, issues are exacerbated partly because students are living in close quarters and are more socially active. They're also still learning about their sexuality, Edmond said.

Data show most sexual assaults are never reported. That's because sex crimes are treated differently than other crimes, Edmond said.
"There isn't another crime where we are more skeptical of a victim than in sex crimes," she said. "The knee-jerk reaction is disbelief, especially if the accused "is a high-profile person who is well-regarded."

Some online commenters called Dixon's accuser a "jersey chaser" and worse. The name-calling quieted a little Thursday when a second report surfaced revealing another woman reported Dixon to police for an alleged rape in 2010. The woman ultimately decided not to pursue charges.

Research shows people who attack someone they know have plenty in common with rapists who attack strangers, said Berkowitz, who spoke to the Tribune the day before the second allegation against Dixon surfaced. "They put a lot of thought and effort into identifying vulnerable victims and maximizing their chances of getting away with it," he said.

That's what Donna Potts believes her rapist did in 1981. She was a graduate student at MU, her father had just committed suicide and she was headed into finals week. One of her professors invited her for dinner with his family and again for coffee the next morning. Only later did Potts realize the man's wife was not present when the coffee invitation was made.

"When I got there, he said his wife and daughter had gone on a shopping trip and wouldn't be back," she said. "And then it happened. Just because I walked into his house, I didn't expect to be raped."

The man, now deceased, warned her that he had power and that it "won't do any good for you to say anything about this," Potts wrote in an article for the Chronicle of Higher Education this year. She did tell a hospital psychiatrist, she said, but decided not to tell anyone else after he dismissed her, saying he could see why men would be attracted to her.

She said she fears public response to Dixon's accuser will make it harder for women to come forward at MU in the future. "It's like nothing has changed. The same assumptions are being made about women who try to report rape."
Missouri coach, athletic director say Dixon's decision to leave was his own

By TEREZ A. PAYLOR

COLUMBIA, Mo. -- When Michael Dixon Jr. decided to transfer Thursday night, it brought a resolution to the biggest question looming over his month-long suspension from the Missouri basketball team for violating unspecified team rules.

But now that Dixon, a senior guard, will never suit up again for the Tigers, plenty of other questions remain after recent revelations that he was accused of rape, but ultimately never questioned or charged, in January 2010 and in August.

Missouri athletic director Mike Alden, men's basketball coach Frank Haith, executive associate athletic director Sarah Reesman and associate athletic director for development Sarah Baumgartner spoke to a small group of reporters Friday afternoon.

According to a police report obtained Thursday by The Kansas City Star, a woman who worked in the MU athletic department said she was sexually assaulted by Dixon on Jan. 9, 2010. She eventually declined to file charges. On Tuesday, The Star learned Dixon was accused by another woman of rape on Aug. 20 but was not charged after a Columbia police investigation due to insufficient evidence.

When Haith suspended Dixon on Oct. 26, just days before MU's first exhibition game, he made it clear that the decision was not legal or NCAA related. But even though the second allegation was made in August - roughly two months before MU suspended Dixon - Haith said Friday that he had been correct when he made his original statement.

"Early on, when we suspended Mike it was academics," Haith said. "Obviously as time went on, it became an issue where Mike had to stay suspended."

"It wasn't a legal matter at the time. I wouldn't say anything to mislead you guys. Something like this - that was not the intent."

Alden stated that what he and the others could say was limited by The Family Educational Rights and Privacy Act, a federal law that requires student consent before schools disclose education records. He cited the law when asked if he had seen the police report from the alleged 2010 incident.

"Because of privacy issues . . .," Alden said, "that's not something I'll be able to respond to."
Though he was never charged with a crime, Dixon was believed to have faced disciplinary action from the University of Missouri. When asked if it was a coincidence that Dixon made his decision to transfer just hours after a second documented allegation of rape surfaced on Thursday, Alden said it was Dixon's decision to leave.

Alden added that he could not comment on whether a ruling had been made before Dixon announced his decision to transfer.

But when asked if Dixon would have been allowed to remain a student and on the basketball team as of Friday, Alden was forceful.

"Mike Dixon is no longer a member of our basketball program at Mizzou," he said.

Alden said Haith consulted him about Dixon's suspension and also said he was consulted about a still-suspended Dixon traveling with the team to the Bahamas for the Battle 4 Atlantis tournament last week.

"I supported his decision to do that," Alden said.

Haith did not go into much detail about why he allowed Dixon to travel.

"When you suspend a kid, I think it's an individual philosophy," Haith said. "In Mike's case, I felt it was best that he was with us."

Dixon is looking to play at another school, but Haith didn't say if there would be transfer restrictions placed on him - schools often don't let players transfer within the same conference, for instance.

"Obviously, Mike is a young guy that played for us," Haith said. "If he seeks my help, I will help him."
Michael Dixon announced he would leave the Missouri basketball program Thursday after a police report implicated him in a rape investigation.

Dixon wrote in text messages obtained by the Columbia Missourian, “Yea I’m done here bro I’m not gonna be here anymore another girl my freshman year pulled this ... on me now it’s coming out and everyone is gonna think it’s real so I’m thru bro I appreciate you tho just let as many (people) as u can know.”

He added, “I have never harmed anyone,” in a later message.

The announcement comes after Dixon was linked to two sexual assault investigations, one occurring in January 2010, which surfaced Thursday, and another occurring in August of this year, which surfaced Tuesday.

No charges have been filed against Dixon in either case. Boone County prosecutors deemed the August 2012 case lacked sufficient evidence to charge Dixon and closed the case Nov. 16.

Prosecutors left the January 2010 case open in case the alleged victim, a recent MU graduate and former athletics department employee, wishes to press charges in the future. There is no statute of limitation for rape in Missouri.

According to the offense report for the 2010 incident, the alleged victim said she was afraid of physical retribution from Dixon if charges were filed and did not want her family to know.

Dixon also announced that he would seek to finish his basketball career at another university.

“It’s been a challenging few months and while I appreciate the support of many in the Mizzou community, including my coaches and teammates, it’s in the best interest of me, my family and the University of Missouri for me to finish my career elsewhere,” Dixon said in a statement released by the athletic department. Coach Frank Haith suspended Dixon indefinitely Oct. 26 for what Haith called a “violation of team rules.”

Dixon, a Southeastern Conference preseason second-team honoree, averaged 13.5 points per game as a junior for Tigers and was named AP Sixth Man of the Year in 2012.
DEAR READER: Here's the story behind the Michael Dixon Jr. story

By Tom Warhover
November 30, 2012 | 8:00 p.m. CST

Dear Reader,

This is the way things usually work: Someone reports an incident to police, and the newspaper reports on the investigation. Other articles may follow weeks or months later as the case wends its way through the court system.

That's not what happened with the case of Michael Dixon Jr., the suspended and recently former Missouri basketball player who was accused of rape – twice – but not prosecuted.

That and other twists in the unfolding story the past week left the Missourian newsroom grappling with several decision points. Among them:

How much is enough? Or too much?

Police reports of the 2010 and 2012 incidents describe the events in graphic detail. The initial Missourian article Tuesday evening only said that Dixon was accused of sexual assault. A copy of the police report was added online Wednesday morning.

At the regular morning meeting, several staff members asserted that there should have been more in the article: A violent crime was alleged, and we needed to shed more light on the nature of it.

After all, we wouldn't say someone was accused of manslaughter or other assault and leave it at that, especially when that someone was a celebrity in town. However, the case was closed: A Boone County assistant prosecutor said there wasn't enough evidence to prove guilt beyond a reasonable doubt.

So there was a report about a crime, which is hardly unusual in journalism, at the same time as a report about what the prosecutor determined, which is.
On the other hand, it was clear that the case had not yet worked its way through the MU disciplinary process. There, the standard is lower – a “preponderance of guilt” – than the legal bar at the prosecutor’s office.

The decision: Go with the details. Wednesday evening’s article contained insights into MU’s process and obligations. The piece also included the victim’s account in graphic detail. You can read them if you’d like, but I’ll leave it here to simply say those details justified a rating stronger than PG.

In hindsight, I wish we would have used more detail in the first account and less in the second. Keeping with the comparison of a murder, a newspaper often leaves out a few of the more gory details. I’m glad, though, that the original police report was provided. I think we as readers can decide for ourselves whether to go into primary source material.

What’s the news: a second rape allegation or the departure of a basketball player?

Answer: Yes.

Three big developments occurred Thursday within a four-hour period. A little before 5 p.m., the St. Louis Post-Dispatch reported a second rape allegation, this one from 2010. The Missourian obtained the police report by 6 p.m, and a reporter was assigned to begin writing an article based on it.

That report could have been published, but Missourian reporters also were on to another development: a text message, purportedly from Dixon, that said: “I’m done here”

The first task was to verify the message. Had it in fact come from Dixon? About an hour later, reporters confirmed the source and that it meant he was leaving MU. The recipient of the text requested anonymity, something that is the exception, not the rule, at the Missourian. In this case I agreed to allow it. (More decision points: Anonymous, too, was the name of the woman from the 2010 incident and that of a source who worked in the athletics department then. In the first case, the Missourian doesn’t publish the names of rape victims; in the second, the source feared reprisals if identified.)

There wasn’t much debate about what to lead with in the article. Dixon’s departure was new; the second allegation wasn’t. At 7:47 pm, the Missourian went with this lead: “In a text message sent Thursday afternoon, senior Missouri basketball guard Michael Dixon Jr. revealed that he is no longer with the basketball team.”
The third development came about 9 p.m. when a member of the MU athletics department released an official announcement. The article was then “topped” with that new information.

The news of the second rape allegation began in the seventh paragraph. There was criticism Friday morning that the article gave Dixon’s words too much prominence, and that in doing so it sent the message that the woman’s allegation had less weight.

After a lot of thought, I’m still OK with the arrangement of the article. Dixon’s 48-word text comprises the only actual response to any of the allegations, which went on in great detail in the Missourian and around the country. (I’m not including the official quote, which sounds like it came straight from the PR department, not a college student.) Assuming he leaves MU and not just the team, the university disciplinary process ends as well.

This isn’t an ending, though, for the young women who stepped up or the basketball player who stepped away. There are questions to be asked of university officials and law enforcement. There are lessons to be learned, here, for all of us.
Alden too quiet on Dixon

By Joe Walljasper

Sunday, December 2, 2012

On Friday afternoon, Missouri Athletic Director Mike Alden made time to speak to four reporters who had requested him. But when it came time to answer questions about former basketball player Mike Dixon, he repeatedly said he could not answer because of privacy laws.

On this day, the Federal Education Rights & Privacy Act covered everything except questions about the weather. Although, come to think of it, nobody asked about the weather, so maybe FERPA would have blocked out the sun, too.

Alden doesn't have to explain himself, but he should want to explain himself.

If he made reasonable decisions based on the information he had at the time regarding Dixon's two alleged rapes, he should explain and we'll all feel better about the direction of the athletic department.

If he made bad decisions, he should admit the mistakes and we'll move on and start talking about basketball instead of rape.

As is, Dixon is done as a player, but he still casts a shadow on the athletic department.

The key issue, in my mind, was the handling of the 2010 rape allegation by Alden and then-Coach Mike Anderson. According to the University of Missouri Police investigation, which was first made public Thursday by the St. Louis Post-Dispatch, an MU athletic department employee — a tutor — reported that Dixon raped her. She ultimately declined to press charges. The police report noted that the nurse who examined the accuser "stated from the injuries sustained, she believed force was involved." Also in the report, the accuser said Dixon told her that if he got her pregnant she must have an abortion, and if she wouldn't, he would "kick her in the stomach and push her down the stairs."

After reading that, I can't understand why Dixon was allowed to remain on the team. According to the police report, the accuser mentioned the alleged rape to her superior, who encouraged her to go to the police. A source close to the accuser said she also reported the alleged rape to two athletic department officials and met with Anderson. What we don't know is if Alden was aware of the gory details of the report.
The second-most important issue involves the timing of the announcement that Dixon was transferring. As of Thanksgiving weekend, Coach Frank Haith was still speaking as if Dixon might return.

What changed, resulting in MU announcing Dixon's transfer on Thursday night? Well, the release of a Columbia Police Department investigation of Dixon's alleged rape of a woman in August went public Tuesday and the 2010 allegation was reported two days later.

Maybe Dixon was on the way out regardless. Maybe the athletic department had been waiting for Chancellor Brady Deaton to return from a trip to Thailand and rule on Dixon's appeal of a previous Student Conduct Committee verdict.

Maybe, but we don't know. The appearance is that Dixon wasn't shown the door until the public found out what Alden already knew — or should have known.

We are left to wonder if there is a different standard for bad behavior that is known to the public vs. bad behavior that is a secret.

These things cut to the heart of what kind of athletic department Alden is running. Is it a sweep-it-under-the-rug culture or one where you do the right thing even when nobody is looking?
Alden, Haith respond to questions about Dixon

By Joe Walljasper
Updated December 1, 2012 at 2 a.m.

Missouri athletic department officials and Coach Frank Haith met with a group of reporters yesterday to discuss former basketball player Mike Dixon, but they mostly said they could not comment because of federal privacy laws.

The school announced Thursday night that Dixon would transfer after two police investigations of alleged rapes were made public. That raised questions about what Missouri athletic officials knew and when they knew it. Not much was sorted out during a half-hour session at Mizzou Arena that included four reporters, Haith, Athletic Director Mike Alden, executive associate athletic director Sarah Reesman and associate AD for development Sarah Baumgartner.

Citing "privacy issues and challenges," Alden declined to say when he learned about the Columbia Police Department's investigation of an alleged rape in August. He declined to say when he learned of a 2010 University of Missouri Police rape investigation. He declined to say why Dixon was allowed to remain on the team for 2½ years given the details of the 2010 police report or whether he had even seen the 2010 incident report before it was reported in the media Thursday.

Haith said Dixon was initially suspended on Oct. 26 for academic reasons and therefore he wasn't trying to mislead anyone when, in a response to a question that day, he said the suspension was not for legal reasons but for a violation of team rules.

"When I suspended Mike, it was academics early on," Haith said. "Obviously, as time went on, it became an issue that Mike had to stay suspended."

At what point Dixon was being held out for the alleged rape rather than academics was a topic that Haith and Alden said they could not discuss. Dixon was never arrested, nor even interviewed by police, after a woman alleged that he raped her on Aug. 20. The Boone County Prosecutor's Office declined to press charges because of insufficient evidence.

In the police incident report, CPD Officer Steven McCormack wrote, "I learned from a source with the University of Missouri-Columbia that on either 08/22/2012 or 08/23/2012, Attorney Bogdan Susan had contacted a member of the coaching staff with the University of Missouri-Columbia, in regards to an informal media request he received in regards to the investigation of
Michael Dixon. I was also told that the University of Missouri-Columbia Athletic Department has known about the incident between Mr. Dixon and the accuser "since the week it was reported to have occurred."

It is certainly possible that MU athletic officials were aware of an investigation but couldn't judge the validity of the accusation and did not initially suspend him for that reason. The prosecutor's office decided against pressing charges on Nov. 16.

Dixon continued to sit on the bench during the first six games and traveled with the Tigers to the Bahamas last week for the Battle 4 Atlantis tournament.

"In Mike's case, I thought it was best he was with us," Haith said.

Haith declined to elaborate on why he thought it was best.

Throughout the suspension, Haith did not rule out Dixon returning. After the 2012 police report went public on Tuesday night, there was even a surge of optimism, at least among fans, that since Dixon wasn't charged with a crime, he might be able to return.

But when the details of the police report about the alleged 2010 rape came out on Thursday, it became obvious Dixon's career at MU was over. In the 2010 case, the accuser declined to press charges, but the report said the nurse who examined the accuser stated from the injuries sustained, she believes force was involved. Also, in the report the accuser said Dixon told her that if he had impregnated her she must have an abortion, and if she wouldn't, he would "kick her in the stomach and push her down the stairs."

A source close to the 2010 accuser said she met with then-Coach Mike Anderson and told him about the alleged rape and also informed other athletic officials. Alden said he couldn't comment on whether anyone in the Missouri athletic department actually saw a copy of the police report, though.

As for whether the 2010 situation was handled properly — Dixon was not suspended — is another question the officials said they couldn't address.

"Because of all the privacy issues we deal with — and I understand the question — we're just not able to be able to talk about those types of issues and be able to discuss them," Alden said. "I think the one thing we'd want to be able to tell Mizzou fans or Mizzou folks, similar to what I said earlier, there is constant communication with offices throughout our entire institution, and on a constant basis we are constantly communicating and sharing information and making sure we're communicating in a way that we're all trying to make the right decisions."

Haith said Dixon made the decision Thursday night that he wanted to transfer. Asked if Dixon would still be on the team if the senior guard had not made that decision, Haith said, "We really don't need to discuss that. Can't answer that."
Asked the same question, Alden said simply, "Mike Dixon is no longer a member of our basketball program at Mizzou."
University of Missouri health system touts progress on electronic records

COLUMBIA, Mo. • The University of Missouri Health Care system says several of its facilities have achieved a top national ranking for their efforts to implement electronic medical records.

The university says the Ellis Fischel Cancer Center, Missouri Orthopaedic Institute, Missouri Psychiatric Center, Women's and Children's Hospital and University Hospital have received the highest ranking from a group that tracks progress on electronic medical records.

The university says the hospitals are among just 97 of more than 5,300 nationwide to achieve that distinction.

The evaluation model for electronic medical records is run by Chicago-based HIMSS Analytics.
UM campus goals seen as critical

By Janese Silvey

Sunday, December 2, 2012

Each of the University of Missouri System's four campuses will rise as a global leader in a specific area in the coming years under a process UM President Tim Wolfe is guiding.

That's his goal, anyway. Wolfe believes strategic planning talks going on at MU and its sister campuses will have game-changing results. It shouldn't be a stretch in some cases: Kansas City already has a top-rated business program, and Rolla ranks second among peers for starting salaries for new graduates, he said.

It's critical for the campuses to start carving out niches in a crowded higher education market that will only become more competitive, Wolfe said. And that's combined with the fact that state funding is not keeping pace with enrollment increases. Wolfe is armed with white papers and research saying the higher education bubble is going to burst, leaving behind campuses that weren't prepared.

"If you don't make strategic decisions now, someone else will make them for you," Wolfe said in a meeting with the Tribune last week.

The planning process began in June, when administrators enlisted the help of consultants and hosted brainstorming workshops. As a result, each campus is coming up with a "strategic statement" that defines its objective, identifies its customers and touts any unique attribute that separates it from its peers. MU's draft focuses on the campus' interdisciplinary nature and vows to increase enrollment to generate more money for faculty salaries and research.

A campus will need to decide which areas should be known as "best in class" and what "difficult choices and trade-offs" are needed to get there, Wolfe says in an online video explaining the process.

Those choices will include budget decisions. Wolfe plans to withhold 5 percent to 10 percent of state funding and reallocate that money based on campus goals and actions. He has backed off implementing that this coming fiscal year, though, saying he instead will direct only new funds based on campus strategies. It's unclear where those new funds will come from: Paul Wagner, deputy commissioner at the Missouri Department of Higher Education, said the department wasn't allowed to ask for any increased funding this year.
Once money is available to reallocate, chancellors are expected to help develop metrics by which to grade each other's strategies to justify the funds.

Administrators are identifying three to five criteria that would be used to determine which projects or activities support a campus' strategy, said Nikki Krawitz, vice president of finance and administration. Criteria would allow for a ranking process, and "projects or activities that are closely linked to implementing a focused campus strategy would likely have high priority" and receive system funds, she said in an email.

System metrics likely won't be the same as the higher education department has developed for the state's new performance funding model, which would dole out new funds to campuses based on meeting retention, graduation and fiscal goals. That means it's possible for one UM campus to help the system secure more state funds in the future but then not actually receive any of it because the UM Board of Curators would be distributing the money based on different metrics.

Complicating the implementation of the plan is that faculty groups at St. Louis and Kansas City have input on how money is spent, and MU Faculty Council is considering seeking similar shared authority in budget decisions. That would mean professors likely would need to be on board with strategic priorities to support directing funding to the projects or activities chosen by system administrators and curators.
UM plan

Not 'Role and Scope'

By Henry J. Waters III

Friday, November 30, 2012

The University of Missouri is embarking on an ambitious plan to prioritize programs on the four campuses.

The other day I likened this to the former plan called "Role and Scope," in which then-President Brice Ratchford sought to allot primary functions among the various campuses, an effort met with withering opposition among constituents, most of whom felt imposed upon.

Upon reading my reference to the dreaded experiment of the past, today's University Hall denizens said, "Thanks a lot," meaning they had just as soon live without this reminder as they seek support for their latest endeavor.

Indeed, their new strategic planning process is different. Today U Hall officials, led by President Tim Wolfe, are asking each campus to make a plan identifying programs that can achieve extraordinary quality and to explain how necessary funding can be obtained.

This is a clever approach. Campus leaders must put themselves on the line, balancing enthusiasm and creativity with harsh realities of funding. They would like to simply ask for more money from some cash fairy in the sky, but in reality they will have to look hard at internal reallocation of funding within their own budgets.

Reallocation of funding, an exercise often urged from this quarter, is the most realistic way to get at program prioritizing. At this early stage, U Hall speaks of its plan mainly in terms of positive aspects: how to bring more funding to favored programs. As campus leaders wrestle with this idea, soon enough they will confront the other side of the coin: how to shift funds from relative losers.

My own idea, expressed in the past, has been to go through the catalog of courses and simply decide to quit offering a few marginal programs, using the savings to make others better, but as my friends in places of high university management explain and experience shows, this is easier said than done. One has no idea how many constituents of any targeted program will emerge from the woodwork fully armed and ready to march on headquarters. Universities are remarkably resilient institutions, particularly when time comes to resist change.
But UM leaders today notice accurately that their world is changing and universities must change accordingly. They intend to engage their campuses in strategic planning to that end. Of course, this is a worthwhile enterprise.

University Hall faces challenges deciding how to evaluate and reward priorities without labeling the rest of the crowd as losers, but a process of self-evaluation has merit merely for the effort.

HJW III

The America I loved still exists, if not in the White House or the Supreme Court or the Senate or the House of Representatives or the media. The America I love still exists at the front desks of our public libraries.

— KURT VONNEGUT, AUTHOR, 2004
MU Faculty Council seeks input on budget decisions

By Janese Silvey

Friday, November 30, 2012

University of Missouri professors want to have more say in how administrators spend money.

MU's Faculty Council yesterday saw a draft resolution that would boost faculty authority in budget decisions from being advisory to being shared. The latter would mean faculty committees would have input in budget discussions, although administrators would still have the final say. That would be a change from the current practice of administrators presenting financial information to professors after decisions have been made.

"Over the years, we have not had the kind of input we want," said Sudarshan Loyalka, a curators' professor of nuclear engineering. Loyalka is chairman of the council's fiscal affairs committee, which unanimously supported the resolution.

The change would not be unlike what's already happening at other UM System campuses. UM-St. Louis has a budget planning committee made up of professors who are involved in campus budget decisions, Loyalka said. And the Kansas City campus allows faculty committees to participate in fiscal decisions made at the college or school level. Both faculty groups there are happy with their ability to provide input, he said.

Loyalka envisions both a campuswide committee and faculty committees in each school and college that would be involved in spending decisions.

MU administrators allocate about $510 million in general revenue to schools and offices. That doesn't include supplemental fees, which generate about $15 million and are spent based on the discretion of deans.

Council Chairman Harry Tyrer said faculty members have ample opportunity to see budget numbers, but the proposal "moves us from being observers to being participants."

If approved by the council next semester, the resolution would go to the faculty at large for a vote. It would then require approval by the Board of Curators, a vote Tyrer hopes would happen in April.
Some council members said they are worried adopting a resolution is too strong-armed of an approach. Any budget partnership between faculty and administrators should be consensual, said Clyde Bentley, an associate journalism professor.

Because curators have the final say, "faculty are not in a position to force anything," Loyalka said.

The council in September held a retreat during which professors and administrators agreed to work together to make sure governance is shared. The resolution is as though that event never happened, said Rebecca Johnson, an associate professor in veterinary medicine and nursing.

"If we want to engage ourselves more in the process, we need to engage more with our administrative colleagues," she said. "I don't think passing a resolution saying 'We want more' is going to do it."

Others, though, said the current model isn't working. If having advisory authority only means getting information after the fact, in practice that is like having no advisory power, said Vitor Trindade, an associate economics professor.

English Professor Karen Piper said some decisions highlight the need for more faculty say in decisions. She pointed to UM System President Tim Wolfe's now-reversed decision to close the UM Press. She also questioned his current plan to reallocate system money based on campus strategies.

"It's important for us to be involved in that discussion," she said.
Non-tenure-track faculty brought into the limelight by MU Faculty Council

By Stephanie Ebbs
December 3, 2012 | 6:00 a.m. CST

COLUMBIA — Nicole Monnier uses a droll metaphor to describe what it's like to be a non-tenure-track faculty member at MU: They're like Canadians.

"I refer to NTIs as Canadians because we look just like everybody else," said Monnier, an associate teaching professor in the Department of German and Russian Studies. "There isn't a brand on our forehead, so it's not always clear to me that people know."

Monnier is among more than 700 NTIs, who make up about 36 percent of ranked faculty — meaning they hold the title of assistant, associate or full professor. That figure excludes adjunct and visiting professors. In early November, the MU Faculty Council, which represents the faculty to the administration, voted to change the definition of "faculty" to include all ranked members. A second vote approved allowing NTT representatives on the council to vote in its decisions.

A forum is planned for next semester, after which the matter will go to all tenured and tenure-track faculty for a vote. If it passes, it will go to the University of Missouri System's Board of Curators for final approval. At that point, NTT faculty would be able to vote in campus matters except on promotions for tenure-track faculty. Profiles of four NTT faculty members show their day-to-day experiences working in the schools of medicine, music and journalism and at MU Extension. Each feels an equal stake in the university and supports having a share in decision-making.

"I'm in favor of the people who have to abide by these rules having a say in these rules," said Robin Kruse, a research assistant professor who is a non-tenure-track faculty member in the School of Medicine.

First, what's the difference?
NTT faculty are hired on one- to three-year contracts without the possibility of tenure, which carries long-term job security. Tenure-track and tenured faculty are evaluated in three ways: for teaching, research and service, which includes participating in departmental and other committees and advising students. NTT faculty are evaluated in two of those three categories, depending on their job description.

On the Faculty Council, Monnier represents teaching faculty, one of the five categories of non-tenure-track faculty at MU. The others are research, extension, professional practice and clinical. Clinical faculty members spend most of their time practicing medicine in the university hospitals and clinics. They are teaching doctors, teaching and treating patients alongside medical students, residents and fellows.

The School of Medicine relies heavily on clinical faculty members because they're more focused on patient care and teaching instead of publishing scholarly work, said Michael Misfeldt, senior associate dean for faculty affairs and a tenured professor in the School of Medicine. Of the 519 faculty members in the School of Medicine, 294 of them, or 57 percent, are clinical faculty.

**Using research in the fields**

In 2001, the Environmental Protection Agency wanted to regulate how livestock producers dispose of manure without releasing chemicals into freshwater streams. This presented a problem for farmers who were at risk of violating these regulations if it rained too much and the ponds that store animal waste overflowed. MU Extension Professor Ray Massey provided a solution to this problem. He got a grant from the EPA and developed a system warning farmers across the state about incoming weather so they're more prepared and can avoid violating EPA regulations.

The key to success was finding the right incentives for farmers, Massey said. Through a weekly email, more than 500 farmers across the state are made more aware of weather problems that pose a threat to their business. That also makes it easier to work within EPA regulations. They protect their investments and the local environment at the same time, Massey said. MU Extension was created to extend research done at the university to people who could apply it to their work. Massey works with the Commercial Agriculture Program, which focuses on applying research to make Missouri farmers more efficient.

"My desire is to extend what creators of information develop to the users of information," Massey said.
All faculty members in the Commercial Agriculture Program are non-tenure-track, which Massey said enables them to focus on multidisciplinary projects because they are less tied to working with their own disciplines. He combines his expertise as a crops economist with an irrigation engineer and specialists in plant, environment and soil science. The main component of Massey’s job is outreach efforts, but he teaches a fall semester class on risk management for upper-level agriculture students. He has to affirm that teaching the class is voluntary so that he won’t be evaluated on it; he is being looked at for his research and service. Massey spends the rest of his work life conducting applied research, compiling reports, speaking at conferences and visiting farmers.

**Keeping the class in tune**

A gesture is like a sentence, Christine Seitz recently told her students — it should have a beginning, middle and end. Seitz stood next to them while rehearsing a scene of "Dido and Aeneas," gesturing grandly and coaching a student on how to manipulate her character’s flowing purple costume. Seitz is an associate teaching professor in the School of Music and director of Show-Me Opera. This rehearsal was for fall opera workshop, an annual performance of scenes from 12 operas. She is in charge of directing, casting, staging and rehearsing the 35-student ensemble in the workshop and a full opera production every spring.

Seitz also teaches private voice lessons for six music students and a class in pronunciation of foreign languages. She said that spending most of her time hands-on with students in rehearsal or private lessons is normal for music performance faculty but that her job evaluations have less emphasis on outside performances. Instead of publishing traditional research, she said, one thing tenured and tenure-track performance faculty in the School of Music are evaluated on is how often they perform with professional ensembles or in master classes outside the school. Seitz said being non-tenure-track makes her job possible because she’s evaluated differently than tenure-track faculty. She’s evaluated on her work with students more than her work as a professional stage director. Seitz stays on campus through each semester and works professionally as a stage director in the summer, instead of traveling throughout the year.

"My (School of Music) director is happier that this is a teaching professor position right now because it mandates that I stay on campus and be able to work with the students during the semester," Seitz said. "I actually like being able to work with them ongoing through the semester and not having to leave."

**Learning outside the classroom**
At least four days a week, you'll find Elizabeth Frogge in the newsroom at KOMU/NBC. Frogge immerses fledgling reporters and producers in a professional experience.

"I think that students who really want to succeed come here knowing that there are going to be faculty members ready to give them constant support — that we are going to be there for them pretty much all the time," she said. Frogge is an assistant professional-practice professor in radio and television journalism and serves as managing editor for the news station. She uses her years of experience as a reporter, news anchor and producer to evaluate student work before it airs on KOMU's news broadcast or is posted on its website. Frogge also teaches an advanced reporting class for upper-level broadcast journalism students.

Non-tenure-track faculty make up about 67 percent of the Missouri School of Journalism and play a big role in leading the hands-on "Missouri Method." This teaching philosophy has students working in professional newsrooms such as KOMU, KBIA/91.3 FM or the Columbia Missourian, as part of their coursework.

**Turning numbers into better health care**

Predicting death or illness might sound like medical science fiction, but one research professor spent five years helping develop a model to predict how likely it is that someone will die from a respiratory infection. MU Health Care now uses the model to make better informed treatment decisions for elderly patients. Kruse was part of this project in the Department of Family and Community Medicine. Her research is based mostly on analyzing data collected by the government or health care providers. In the respiratory infection study, the researchers spent two years collecting data and analyzing information about more than 1,400 patients.

Kruse began working as a research assistant and was hired as a research assistant professor after completing her master's degree in public health at MU. Her initial interest was health care for young children, but she ended up on the other end of the spectrum. After participating in several research projects based on gerontology, she began to focus more on keeping people healthy as they age. Kruse doesn't teach outside of helping with the occasional research project. Her other duties are writing for medical journals and serving as the chairwoman of the School of Medicine Faculty Affairs Committee.

"Your goal is to help people, to make the delivery of health care better and to inform patients better," Kruse said.

*Supervising editor is Elizabeth Brixey.*
MU researchers develop alternative meat product, bring jobs to Columbia

After more than a decade of research, intellectual property created at the University of Missouri has been predicted to be the first competitor of its kind in a market that’s growing over 100 percent in more than a dozen countries according to NationMaster — the meat industry. The twist? The product isn’t meat.

MU researchers Fu-hung Hsieh, a biological engineering and food science professor, and Harold Huff, senior research specialist have created and patented a plant protein-based product that is expected to be a multibillion-dollar competitor in the meat industry, something no meat alternative has previously done.

The creators of the chicken strips, a dry mix of soy, pea powder, carrot fiber and gluten-free flour, have fooled even chicken lovers to fall for the new brand, Beyond Meat.

“You walk into the plant and it smells like you’re walking into a chicken factory,” Huff said. “I walk into it and I get hungry. It smells good and it looks good.”

The product has garnered extensive media coverage, with headlines like “Beyond Meat: The Future of Meat Substitutes?”, “Meat for the Meatless: Fake Chicken So Real It ‘Gets Freaky’”, and “A Chicken Without Guilt” will appear.

As a part of the licensing agreement written by MU for the university’s intellectual property, Beyond Meat, now a part of Savage River Inc., is required to make an investment in Missouri.

The investment, a 16,000-square-foot factory in Columbia on Commerce Street, is expected to hire at least 60 employees, in addition to the 20 that have been running the plant since October.

“It started as another way for Missouri farmers to market soybeans,” Huff said. “It’s the perfect example of a university-derived product process for blending into industry to help the state of Missouri.”

The product already has contracts to be sold in stores from Connecticut to San Diego by 2013.

Ethan Brown, founder of Beyond Meat, has expressed interest in continuing to work with MU’s research to create a beef crumble alternative.

"It's something we're going to continue to harness," Brown said to the Columbia Daily Tribune about the university and its researchers.

Beyond Meat has been endorsed by the venture capital firm Kleiner Perkins Caufield & Byers, which has been involved in wildly successful companies such as Twitter and Spotify. The firm also invests in many green tech solutions.

Hsieh pointed out the product's sustainability as one of its advantages.
"An alternative meat source is more resource efficient in terms of land, water, energy and protein (i.e. consumes plant protein directly instead of converting plant protein to animal protein before consumption). It could also alleviate livestock's contribution to global greenhouse gas emissions," Hsieh said in an email.

Huff pointed out additional benefits the product carries.

"People give you different answers, but ... you're going to research that at a point you can't feed the world from animal protein," he said. "This is one way to reduce the impact of animals on the environment, which some people take very seriously."

Huff says he didn't fully realize what impact the research could have.

"You work on a project and you kind of have a blinder on and you don't look at the greater implications," he said.