University of Missouri President Tim Wolfe expects the search for the Columbia campus' next chancellor to differ in at least one key way from the job hunt that led to his hiring. This time, there actually will be a choice from among a group of top candidates.

The former software company executive was the lone finalist before his December 2011 hiring by the university's Board of Curators. Now it's Wolfe's turn to select Brady Deaton's replacement, and the UM president said Thursday he expects a recently hired executive search firm to help winnow the pool of candidates to a handful of finalists _ ideally, three or four names.

"There was a bit of criticism," he told about 30 faculty members and campus workers at a chancellor search forum. "The board was the search committee, and there was one finalist _ me."

"I thought it was great," he joked.

Those finalists also will be interviewed by an advisory committee representing faculty, staff, alumni and students from the system's four campuses. Wolfe said he doesn't expect the curators to actively participate in the search, and nor do university rules require their involvement, but he will present them with his choice in advance. He hopes to finalize the search committee's membership before the end of the week.

The next chancellor will take over a campus where student enrollment is expected to top 35,000 in the fall semester, with near-annual increases over the past decade. That growth has come amid frequent, if incremental, tuition increases and declining state support. Private fundraising will be among the chancellor's top priority, along with building relationships in Jefferson City and representing Mizzou on the national and global stages.

Deaton plans to step down in November after nine years as chancellor but will remain in Columbia as executive director of a new international development research center bearing his name.

In an interview with The Associated Press after the campus forum, Wolfe called Deaton's decision to retire the result of a "mutual conversation."
"Brady and I have been talking about his aspirations as chancellor, and his next career steps," Wolfe said. "We decided that this was the best course of action."

Deaton was not immediately available for comment Thursday afternoon. At his retirement announcement in June, he said he doesn't plan to pursue other leadership opportunities in higher education, including any other job as a chancellor or university president.

In his introductory comments, Wolfe told the audience he won't try to steer any preferred candidates to the search committee, or otherwise seek to influence the leadership hunt until Storbeck/Pimentel & Associates of suburban Los Angeles has done its due diligence on the interested applicants.

"I have no idea who's in the candidate pool," he said. "I have no influence."

The company's recent work includes the chancellor search at the University of Wisconsin in Madison and presidential searches at Carnegie Mellon and California State University, Los Angeles. The headhunters also helped locate Hank Foley, the Missouri system's new vice president for academic affairs, who came from Penn State.

Wolfe has cited that relatively quick process as one of the reasons he selected the California firm. He hopes to have Deaton's successor in place by the time the chancellor departs rather than have to appoint an interim leader at the flagship campus.
MU chancellor search committee is selected

By STAFF AND WIRE REPORTS

Thursday, July 25, 2013 at 6:00 pm Updated: 6:17 pm, Thu Jul 25, 2013.

A university curator and an academic dean will co-chair a committee working on the search for the next chancellor at the University of Missouri.

The UM System on Thursday announced members of the 18-person committee, which will be led by UM Curator Ann Covington and Dean Mills, dean of the journalism school. The committee was formed with the intent of representing a variety of interests, including faculty, staff, students and alumni.

Other search committee members are:

- James Birchler, curators professor of biological sciences
- Nick Droege, Missouri Students Association president
- Joan Gabel, Trulaske College of Business dean
- Anita Hampton, UM Extension State Council
- Jana Hawley, Textile and Apparel Management professor and department chair,
- Ellis Ingram, associate dean for diversity and inclusion and Department of Pathology and Anatomical Sciences associate professor
- Tracey Mershon, Mizzou Alumni Association president
- Deborah Noble-Triplett, UM System assistant vice president
- James Pace, alumnus, retired CEO of ROM Corp.
- Cheryl Schrader, Missouri University of Science and Technology chancellor
- Gary Smith, retired director emeritus of admissions and registrar
- Becky Stafford, Staff Advisory Council chairwoman
- Jinglu Tan, director of the Division of Food Systems and Bioengineering, professor and chair of biological engineering
- Mitch Wasden, chief executive and operating officer, University of Missouri Health Care
- Bill Wiebold, professor of plant sciences, MU Faculty Council
- Jake Wright, Graduate Professional Council president

Chancellor Brady Deaton announced last month that he will retire in November. This week, UM System President Tim Wolfe held two public forums to gather input on what qualities campus and community members want to see in Deaton's replacement.
In an interview with The Associated Press after Thursday's campus forum, Wolfe called Deaton's decision to retire the result of a "mutual conversation."

"Brady and I have been talking about his aspirations as chancellor, and his next career steps," Wolfe said. "We decided that this was the best course of action."

California-based Storbeck/Pimentel & Associates has been hired to coordinate the search for candidates. Finalists for the position will be interviewed by the campus committee.

The same executive search company also helped MU hire Hank Foley as vice president for academic affairs recently.

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Posted in News on Thursday, July 25, 2013 6:00 pm. Updated: 6:17 pm.
At second MU chancellor search meeting, speakers ask for diversity

By Claire Boston
July 25, 2013 | 4:07 p.m. CDT

COLUMBIA — Hiring diversity and salary concerns were key issues Thursday in the second of two public forums for the MU chancellor search.

Rebecca Calvin, marketing specialist for the Chancellor’s Diversity Initiative, said the next chancellor should promote diversity by focusing on campus climate.

"I'd like to see a chancellor who is committed to creating an inclusive campus environment that will really help prepare our faculty, staff and students to compete in the global market," Calvin told University of Missouri System President Tim Wolfe, who led the forum at Wrench Auditorium.

Joan Hermsen, chairwoman of the Department of Women’s and Gender Studies, said the search committee should focus on finding qualified female candidates.

"The fact that we haven't hired an external candidate in two decades does sort of symbolize the entrenched old boys network on this campus," Hermsen said.

MU’s only female chancellor was Barbara Uehling, who served from 1978 to 1987.

The forum was recorded for the chancellor search committee, whose 18 members were named Thursday. The committee will be led by Dean Mills, dean of the School of Journalism, and Ann Covington, a University of Missouri curator.

The forum was held to gather input on qualities the public hopes to see in the next chancellor. The forum Monday emphasized faculty support of shared governance and concerns over state funding reductions.

The feedback will go into the chancellor's job description and a charge for the search committee. In addition to online and Twitter input, the forums were an opportunity for the public to weigh in on the chancellor search.
Compensation, mentoring

MU Testing Services supervisor Kheshia Duncan, who also serves on a compensation task force with the Staff Advisory Council, asked Wolfe to choose a candidate who will prioritize mentoring, succession planning and increased compensation for staff.

"I think it's really important to staff who are kind of trapped in middle management to have a chancellor who recognizes the value and importance of staff competency and puts a lot of value in growing our own talent," Duncan said.

Raising staff salaries is a component of MU's strategic plan. Wolfe responded that he would not want a candidate who would scrap strategic planning work committees have completed.

"We've done all this great work in establishing these committees and strategic plan," Wolfe said. "I would hope that the candidate look at the great work and effort and focus and priorities and builds off that."

Wolfe said that ensuring faculty salaries and benefits packages are competitive with other Association of American Universities institutions will also remain a priority. In 2013, MU's salaries for full-time professors put it second to last in a survey of 32 public AAU members.

Meeting attendees also brought up the new chancellor's compensation. Nuclear Science and Engineering Institute secretary Latricia Vaughn asked Wolfe to consider Columbia's low cost of living and MU's budget constraints.

"We don't have to offer a multimillion-dollar package," Vaughn said.

Wolfe responded that cost of living will be taken into consideration but that no salary goal is in mind.

"I have no budget for this," Wolfe said. "I want to pay what is competitive based on the job responsibilities and the candidate pool that's out there."

More on search process

During the meeting, Wolfe elaborated more on the next steps in the search process. He said several prospective candidates have indicated interest.
The search committee will work with the search firm, Storbeck/Pimentel & Associates, to slowly winnow a large list of candidates. When the committee and firm have identified two to five finalists for the position, they will begin to work with Wolfe.

"I have no idea who is in the candidate pool," Wolfe said. "I have no influence who gets into the candidate pool. The next step in the process is that I have an unbiased view of what's on paper."

Wolfe said he will then conduct interviews with the finalists and return to the search committee to discuss the candidates again and agree on a top choice for the job.

"We go through candidate by candidate and criteria by criteria," Wolfe said.

In addition to working with a search firm, Wolfe said the UM System is also partnering with human resources firm Talent Plus to screen candidates' interpersonal skills and other strengths and weaknesses.

Wolfe underwent the screening before he was hired and said it could help weed out candidates. He called the screening "insightful" and said taking it made him more aware of his strengths and weaknesses as a leader.

"I believe that element in the process also prevents us from hiring someone that's great on paper and great in interviews but not so great when she or he hits the street running," Wolfe said.

A detailed timeline for the search, which has a goal end date of Nov. 15 to coincide with Deaton's retirement, isn't yet available, but Wolfe said he expects one to be uploaded to the chancellor search website soon.

Wolfe said the same search process worked well to select a new chancellor for Missouri University of Science and Technology in 2011 and fill an academic affairs position in the UM System. In both cases, the top-choice candidate ended up in the position.

"It's been a process that is driven and totally influenced by the search committee," Wolfe said. "It's worked well and I fully expect it to work well again."
MU chancellor search committee

Members of the search committee are:

Co-chairs:
Ann Covington, curator, UM System Board of Curators
Dean Mills, dean, School of Journalism

Members:
James Bircher, curators professor of biological sciences, College of Arts and Science, member of the National Academy of Sciences
Nick Droge, president, Missouri Students Association, undergraduate student in biology
Joan Gabel, dean, Trulaske College of Business
Anita Hampton, vice chairwoman of communications, Extension State Council, MU Extension
Jana Hawley, professor and department chairwoman, Department of Textile and Apparel Management, College of Human Environmental Science
Ellis Ingram Sr., associate dean for diversity and inclusion, associate professor, Department of Pathology and Anatomical Sciences, School of Medicine
Tracey Mershon, president of the Mizzou Alumni Association
Deborah S. Noble-Triplett, assistant vice president, UM System
James Pace, alumnus, retired CEO of ROM Corp.
Cheryl B. Schrader, chancellor, Missouri University of Science and Technology
Gary L. Smith, director emeritus of admissions and registrar (retiree), MU
Rebecca Stafford, chairwoman, Staff Advisory Council
Jinglu Tan, director, Division of Food Systems and Bioengineering, professor and chairman of the Department of Biological Engineering
Mitch Wasden, CEO, MU Health Care
William Wiebold, professor of plant sciences, Division of Plant Sciences, College of Agriculture, Food and Natural Resources, MU Faculty Council
Jacob “Jake” Wright, president, Graduate Professional Council, doctoral student in philosophy

Share your thoughts

Share your thoughts about the qualities needed in a new chancellor by tweeting using the hashtag #musearch, tweet to@umprez or provide input through the online chancellor search form.
Here's what we want in our next chancellor at MU: A distinguished scholar, an experienced administrator, a savvy politician and a proven fundraiser.

We want someone who recognizes the faculty role in governance, promotes staff training and advancement, and has the imagination to take our university to the next level.

We'd prefer a woman of color.

I think that's a fair summary of the "requisite competencies, attributes and traits" that were advanced Thursday at the second campus forum intended to advise President Tim Wolfe as he launches the search for Brady Deaton's successor. (The words in quotation marks are his.)

About 50 of us gathered in Jesse Wrench Auditorium. Most were there to listen. Maybe the most important things we heard came from President Wolfe himself.

He wants, he said, a "dynamic leader" able to champion our values, foster excellence, engage with the full range of stakeholders, support faculty and staff, and rethink the multiple roles of the university.

He sounded both determined to find such a paragon and optimistic that it can be done by the end of the fall semester.

He described the search process in detail while emphasizing that the identities of candidates will be kept secret. It's a process he has used twice in his 18 months in office.

The same California search firm that located a new vice president will develop a candidate pool. A broad-based search committee, named Thursday, will do the essential work of analyzing candidates and choosing between two and five finalists.
Only then, he said, will he get involved. He'll interview the finalists and discuss them with the search committee to come up with a ranking.

This will be the first national chancellor search in 20 years, and President Wolfe made clear that he expects the winner to come from outside our campus.

He was so consistently upbeat, in fact, that I had trouble maintaining my usual pessimism. So I did a quick review of recent history.

We've had seven chancellors since the University of Missouri System was created in 1963. Three of them were hired from outside. If we were to rate all seven on the basis of whether they left the institution stronger than they found it, I'm not sure the outsiders would come out on or even near the top.

Barbara Uehling was the first stranger to come among us. Of course, she is also the only woman to have held the job so far. Her legacy — and it's an important one — is that the campus is more beautiful than before her reign.

Otherwise, however, she was a loyal lieutenant in the slash-and-burn budget cuts of the Ashcroft era. She left us poorer and angrier than when she arrived.

Her successor was Haskell Monroe, up from Texas with a folksy charm and an extensive collection of bricks. To his credit, he taught an undergraduate history class every year. To his greater credit, he quit rather than undertake further cuts ordered by the curators. He didn't leave many fingerprints, or any bricks.

Charles Kiesler, who followed Chancellor Monroe, may have been the least-liked leader we've ever had. He didn't seem to like us much, either. He only lasted three years.

Then came two decades of home-raised chancellors. Both Richard Wallace and Brady came up through the administrative ranks. Neither is a spellbinder as a public speaker, but both have guided us through the perpetual tough times and made the most of diminished resources. Brady's successful billion-dollar capital campaign promises good things to come.

All this is certainly not an argument to stick with familiar faces. It's just a reminder that stranger isn't always better.

I don't suppose Gerry Brouder would want the job.
The Tribune's View

On campus

The future of the museums

By Henry J. Waters III

Thursday, July 25, 2013 at 2:00 pm Comments (3)

Officials at the University of Missouri had no option. They had to renovate the buildings housing their two Red Campus museums, which meant the collections had to be moved off campus.

Well, off the real campus — the area near Francis Quadrangle where the Museum of Art and Archaeology and the Museum of Anthropology long had been hidden in old buildings needing major upgrades. Even though the collections had been out of sight and mind for most members of the general public, for a sturdy band of devotees they were jewels. Now the duo is being moved to the hinterlands, the former Ellis Fischel Cancer Center on the Business Loop near Garth Avenue.

Lovers of the museums are reluctantly willing to suffer the move, but for how long? Even though campus nabobs vaguely promise otherwise, many fear out loud the university will be tempted to leave the collections at the far north location and continue to agitate for better answers about the future.

The future of these museums is an important issue for reasons far beyond the affection already shown. They could become part of a terrific "museum district” development providing unprecedented appeal for both locals and potential visitors.

Because the current location ado throws the apples from a hidden basket into the limelight and more or less promises new quarters will be found, the opportunity is ripe. In my mind, the most exciting possibility is joint development of a block linking campus and downtown on Elm Street between Sixth and Seventh streets.

The site already is slated to become the home of a brand-new building housing the State Historical Society of Missouri. The city of Columbia and MU have agreed to a land swap making the site available for the society, which currently lives in the lower level of Ellis Library, an inadequate location for several reasons. The university wants the space for library
development, and the society needs to move to a location better suited for its research and museum functions.

Yes — museum — and herein lies the exciting potential involving the two Red Campus museums. Not many people realize the world-class magnificence of the historical society art collection, featuring works by George Caleb Bingham and Thomas Hart Benton, valued at hundreds of millions of dollars. This relative anonymity is not surprising. These and other unique society artifacts have been hidden in the library catacomb, where they are largely unknown and threatened by unhealthy surroundings.

A new building for the society is planned and approved by university facilities managers. The first major stage of development would involve the $35 million building facing Elm Street on the block just west of the journalism school building. The old Heinkel Building occupies a corner of the block and, sooner or later, will be removed. A perfect use for the space would be well-integrated quarters for Art and Archaeology and Anthropology. The block would be transformed into a cultural and educational presence unparalleled anywhere.

Governance of the two operations need not be integrated to accomplish geographical serendipity.

The next piece of the puzzle is funding for the historical society building. In the last session of the Missouri General Assembly, the project was put on the list to be funded with a statewide bond issue that failed to get a vote but almost surely would have been approved. Leaders of both parties say the bond issue will be a priority next year.

Meanwhile, MU and society officials have been in protracted discussions, making about as much progress as possible while future funding implications unfold. The society building is a major project in its own right. The addition of the Red Campus museums would gild the lily.

My own community interest is piqued because this development would be one of the most exciting in Columbia's history and, moreover, because I am on the State Historical Society Board of Trustees. All of us should keep our potential "museum district" top of mind. It combines the serious interests of so many parties and is tantalizingly close. The Business Loop is as good a parking place as any while the real thing develops, and the real thing could be magnificent, indeed. Let's keep eyes on the apple and not the worm.

HJW III

When I was research head of General Motors and wanted a problem solved, I'd place a table outside the meeting room with a sign: Leave slide rules here. If I didn't do that, I'd find someone reaching for his slide rule. Then he'd be on his feet saying, "Boss, you can't do it."

— CHARLES F. KETTERING

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Posted in The Tribunes View on Thursday, July 25, 2013 2:00 pm.
Excellent ideas. Great vision. Let's hope the MU administration is listening. Not having anyone from the arts sector of campus on the chancellor search committee isn't a step in the right direction, though.
Finding your ‘sweet spot’ at Mizzou

Mentoring students is a top priority for Gregory Triplett, an associate professor in the University of Missouri College of Engineering and associate director of the Honors College.

"Technology is a tool, but people are where we should always invest our time and effort," says Triplett, adding that he never regrets time spent encouraging and supporting students.

"It's putting a person in their sweet spot – that place where our students can operate at a high level," Triplett says.
This conviction led Triplett to successfully petition the National Science Foundation for scholarship dollars. Since then, the College of Engineering has awarded nearly $450,000 from the federal agency to academically talented students, helping them stay in school and graduate.

As director of undergraduate studies in MU's electrical and computer engineering department, Triplett sees the scholarship program as a key factor in student retention because it allows future engineers to pursue their studies without being as concerned about college debt.

"If you were to create the perfect job, it would be going out and recruiting the best and brightest, the up-and-coming, to your institution, and then being able to say, 'You can do whatever you want here.' That would be the best job ever because it's all from the heart, and it's all authentic," Triplett says.

In addition to teaching and counseling students, Triplett researches photonics and is developing infrared sensors for scientific, medical and defense applications. At the Honors College, he is part of a team of faculty and staff that provides challenging classes and extracurricular options for about 2,500 high-ability Mizzou students.

Triplett says his own college mentor redirected him and helped boost his academic performance by getting to the heart of matters quickly and consistently. Today he incorporates that style while building strong individual relationships with students.

"Sometimes people need a cheerleader and sometimes they need to hear what they don't want to hear," Triplett says. "It's about going with your gut. You can't treat everyone the same, but you can be fair."

Triplett has taught engineering courses at MU since 2004 and has been associated with the Honors College since 2012. His commitment to students has earned him numerous awards, including a William T. Kemper Fellowship for Teaching Excellence in 2010. Triplett earned a bachelor's degree at Florida Agriculture and Mechanical University, a master's degree at Florida State University and a doctorate at the Georgia Institute of Technology.
Working out ways to employ people with autism
Free shopping service offered by Glenview teen an example of focus on creating a full and meaningful life

July 17, 2013 | By Lisa Pevtzow, Special to the Tribune

When Harrison Teuber walks into Trader Joe's in Glenview, as he does once or twice a week, he is treated like a celebrity. "Harrison's in the house!" a worker shouted out on a recent morning, clanging a bell.

Eyes averted, the 15-year-old student at New Trier Township High School smiles shyly at the recognition. Diagnosed with autism spectrum disorder at age 3, he now operates a free grocery-shopping service for families with special needs children. It is part of his life skills training at New Trier.

The service is an example of a small but growing trend, according to autism advocates: thinking more creatively about the future of people with disabilities, especially autism, and what they are capable of doing. And for some of them, it can be quite a lot.

"In some corners of the country, it is beginning," said Scott Standifer, clinical assistant professor in the Disability Policy and Studies Office at the University of Missouri School of Health Professions.

There are an estimated 1.2 million adults on the autism spectrum in the United States and about 800,000 children, according to Autism Speaks.

As little as 20 years ago, a person with autism was considered practically unemployable and usually ended up in a sheltered workshop or doing menial labor, Standifer said. Parents were told by doctors to do their best, but that their children would probably end up in an institution, said Peter Bell, executive vice president for programs and services for Autism Speaks.

"A lot of people stumbled around on their own," Standifer said.

Of the first 11 children to formally receive diagnoses of autism in 1943, for instance, seven wound up in institutions, two made their way into the community and the final two disappeared, he said.

It's only been within the last 10 years or so that there's been a focus on creating a full and meaningful life for people with autism, and an important part of that is finding employment. This has been driven largely by parents out of deep love for their children, as well as tremendous fear of what will become of them once the parents are gone.
Harrison’s mother, Fionnuala Teuber, came up with the idea for his shopping service. She felt it would be a way for him to give back to the community that has helped them so much. Families with disabled children often are so overwhelmed taking care of them that they have little time for household tasks, like shopping, she said. It also gives the families hope.

“If I had someone like Harrison come into my house a decade ago and (had seen) that there was hope, that would have been amazing,” she said.

Each morning when Harrison wakes up at his family’s home in Glenview, he checks his email for grocery shopping requests and then schedules them on his online calendar. Harrison, who runs track for New Trier — his mile time is under seven minutes — could probably run the program himself, said Colleen Koulentes, a special education and life skills teacher at New Trier, except for the fact that he is too young to drive, and the payment system hasn’t been quite worked out yet.

A teacher drives him as he makes his rounds during the school year. The program has continued into the summer, during which his mother is his driver.

When Harrison was little, experts told his parents he wouldn’t have much of a future, Fionnuala Teuber said. He did not speak until he was at least 7, and a shopping trip would cause a major meltdown. The choice between a red cup and a blue cup, for instance, would send him into a screaming panic. Over time he learned that it was OK when things changed, or at least OK enough, she said. Eventually, he grew to like grocery shopping, and in March he got his first customer.

Harrison does not get paid, but he says he likes to see other people in the stores, and the shopping service makes the parents so happy.

“Definitely, this is a huge benefit,” said customer Kate Campbell, of Winnetka, a single working mother who has four children, three of whom — triplets — have disabilities. “It’s great to have someone go shopping for me and drop off extra food for my family on Fridays.”

“I do feel great about this,” Harrison said. “I think this could be a job (beyond high school).”

“Harrison is a rightful member of the community, and he wants to be out there and working,” Fionnuala Teuber said.

Koulentes would like to apply for a grant to expand Harrison’s shopping service to include other teens and adults with autism whom the school serves.

Jennifer Pearson, director of special education for Glenbrook High School District 225, said students with autism and their families aren’t looking for sheltered workshops, but real jobs out in the community they can take pride in.

“It also puts them in another light with others,” she said. “They are not just recipients of services but contribute back to the community.”

The district’s transition department has helped students create small entrepreneurial businesses. An in-school balloon shop is staffed and run by special education students who make balloons for celebrations in school and throughout the community.
“Our goal is not to play the pity card and have students hired because of a disability, but because employers recognize what they have to offer,” Pearson said.

Recent research has shown that children and teens with autism are much more interested in social relationships than they’ve been given credit for, said Standifer, who is also the author of “Adult Autism & Employment: A Guide for Vocational Rehabilitation Professionals.” Likewise, they don’t like artificial make-work tasks any more than anyone else, and they are tired of learning social skills for middle-aged people.

“They want to be normal teenagers. They want to be out in the community,” Standifer said. “They want to hang out.”

Although abilities vary, many people with autism have unusually good memories, great attention to detail and a high tolerance — and desire — for predictability, said Bell, who said that his son, who has autism and is now 20, was able to multiply two- and three-digit numbers as a third-grader. Often they are better at pattern recognition, computer-based tasks such as data merging or software testing, and accounting. About 20 to 25 percent are going to college.

“We are starting to find situations in which people with autism are better at the work than us neurotypicals,” Standifer said. “If matched to the right job, they can make incredible employees.”

The biggest challenge for most of them is unstructured social interactions, situations where there is no script or routine. Jobs like customer service or sales are usually very, very difficult, and a major problem is a job interview.

“Employers have to decide how much it’s really important that a person likes to flap his arm in meetings if he’s worried about something,” Standifer said. “They may need a quiet place to work or a monitor tuned to a different color or incandescent bulbs instead of florescent bulbs, but companies that make the effort find that they are really good workers.”

At Walgreen Co., between 30 and 40 percent of workers at the company’s distribution centers have a disability, a significant proportion of them autism, said Steve Pemberton, the company’s chief of diversity. The Deerfield-based nationwide drugstore chain began actively employing people with disabilities about a decade ago at the suggestion of a senior vice president whose own son was autistic. They receive the same pay and are held to the same performance standards as other employees, Pemberton said.

Although the experiment was born out of empathy and concern for the people with disabilities and their families, it has had clear business advantages.

With their need for cadence, routine, self-discipline and structure, people with autism fit in well in a setting such as a distribution center, where precision and organization are essential.

“This may appear to be a charitable endeavor, but our distribution centers are more effective and efficient as result of employing people with autism,” Pemberton said. "Talent and disability can exist in the same sentence.”
Autism Speaks has developed an online tool kit to help people on the spectrum find and keep jobs (autismspeaks.org/family-services/tool-kits/employment).

The nonprofit is also creating a small-business think tank to identify and share some of the best examples of businesses that employ or are run by people with autism, Bell said. One of the businesses they've identified is AutonomyWorks in Oakbrook Terrace, a for-profit startup company that provides computer services.

The company, whose founder, Dave Friedman, has a son with autism, specializes in the kind of data-intensive projects that people with autism can be especially good at after being trained, said Julie Calmes, the company's managing director.

"They have eye for detail, the ability to stay focused for a long time and (can) be happy with routine, the things that drive most neurotypical people out," said Calmes, who also has a son on the spectrum. "They don't get bored."

Earlier in the year, when employees at AutonomyWorks received their first paycheck, several of them wept because they never expected to ever have a job, Calmes said.

AutonomyWorks seeks to be a sustainable business that provides a product as good or better than traditional companies, but the heart of the company is its social mission to create meaningful work for people with autism. There's still not a high inclusion rate for people with autism at most companies, she said.

"Most companies would rather write you a check for charity instead of creating something that requires time, human resources, financial resources for something they're not sure if it will be successful in end," Calmes said. "We see them as untapped workforce."

For Kate Campbell, the work provided by Harrison Teuber is invaluable.

Campbell has two children with cerebral palsy and a third with ADHD and behavioral issues and is unable to take them grocery shopping. She learned about Harrison's program through a flier sent home by the Northern Suburban Special Education District, which is helping advertise it to its families.

She said it can be a struggle to find time to shop for her family.

"The respite is crucial," Campbell said.

She calls Harrison "a lovely boy."

"He is so proud of himself," she said. "It's a luxury to have a smiling face greeting me with the food."
Baby mice exposed in the womb to low doses — but not high doses — of bisphenol A were fatter and had metabolic changes linked to obesity and diabetes, according to a new study published Thursday.

Building on previous studies that link the hormone-altering chemical to changes in body weight and glucose tolerance, the new research fuels an ongoing controversy over whether federal testing of chemicals is adequate to protect people from low doses.

“What’s scary is that we found effects at levels that the government not only says is safe, but that they don’t bother to test,” said Fredrick vom Saal, a University of Missouri, Columbia, professor and senior author of the study published in the journal Reproductive Toxicology.

Many of the effects were reported in the mice fed daily doses — just during pregnancy — that were one-tenth of the amount that the U.S. Environmental Protection Agency says is safe for daily exposure throughout life.

Used in polycarbonate plastics, canned food liners and some thermal receipts, BPA is found in almost everyone’s body. Some earlier studies have linked it to obesity and diabetes in people.
Vom Saal said low doses of BPA caused a “deranged metabolism” in the offspring of the exposed pregnant mice, suggesting that “a component of the obesity epidemic and other metabolic diseases can be due to chemical exposure during development, when your cells are being programmed.”

In the offspring mice, BPA was associated with weight gain, increased abdominal fat and eating, impaired glucose tolerance and increased hormones that regulate glucose and appetite. Those outcomes, however, only happened when mothers were fed daily doses at or below 5,000 micrograms of BPA per kilogram of body weight. That amount is the EPA’s “no effects” level – the daily amount that the agency has concluded would not cause any human effects.

Of the doses fed to the pregnant mice – 5, 50, 500, 5,000 and 50,000 micrograms per kilogram – 500 caused the most metabolic changes, vom Saal said. The number of fat cells doubled at that dose. No effects were seen at doses higher than 5,000.

The study adds to the controversy over a phenomenon called “nonmonotonic dose response,” which means that hormone-like chemicals such as BPA sometimes do not act in a typical way; they can have health effects at low doses but no effects or different effects at high doses.

The EPA frequently evaluates the safety of chemicals with tests that expose lab animals to high doses, then extrapolating to lower doses that people and wildlife encounter.

In a report last year, 12 scientists, including vom Saal, criticized that decades old-strategy, saying it fails to detect health threats from low doses of hormone-like chemicals. Pete Myers, founder of Environmental Health News and chief scientist at Environmental Health Sciences, was the senior author of that report.

Last month, reacting to that report, the EPA defended its testing, concluding that current testing of hormone-altering chemicals is adequate for detecting low-dose effects that may jeopardize health.

In response to vom Saal’s new study, a spokesperson for the American Chemistry Council, which represents chemical companies, said the findings had not been
replicated and it "presents conclusions that are not supported by the findings of EPA's recent extensive review of the state of the science on low dose exposures."

"The conclusions of EPA's draft report affirm what most scientists have expressed for years: the scientific evidence for nonmonotonic low dose exposures leading to endocrine disruption and adverse effects is, at best, very weak," Kathryn St. John said in an email.

But the mouse study offers evidence that "high-dose testing just doesn't tell us what's going on at low doses," said Laura Vandenberg, a Tufts University researcher who did not participate in the new study.

“When you look at the highest dose that regulators say is the no observed adverse effect level [5,000 micrograms per kilogram] we should be finding nothing,” Vandenberg said. “And that’s just not the case.”

The EPA did not respond to requests for comment on vom Saal’s study.

Scientists are increasingly looking at environmental chemicals as a potential contributor to the growing obesity and diabetes problem.

BPA mimics estrogen, which has different effects on different systems and organs in the body, said Thomas Zoeller, a University of Massachusetts, Amherst, professor. Exposure to such chemicals during development can alter metabolism by changing how the body regulates insulin and glucose, he said.

Zoeller said vom Saal’s study adds to the concern about how ubiquitous chemicals are tested. "We've created a system where the entire human population is being exposed to chemicals that haven't been evaluated for safety at relevant levels," he said.

This article originally ran at Environmental Health News, a news source published by Environmental Health Sciences, a nonprofit media company.
COLUMBIA MISSOURIAN

UM System wins lawsuit over rights to faculty syllabuses

By Elizabeth Brixey
July 25, 2013 | 7:58 p.m. CDT

COLUMBIA — Faculty in the University of Missouri System will not be required to release syllabuses to an outside advisory group, the Boone County Circuit Court ruled.

UM System President Tim Wolfe announced the decision by Circuit Judge Kevin Crane in an email to faculty Thursday. A judgment in the case heard June 21 was entered July 17, according to court records.

The Washington, D.C.-based National Council on Teacher Quality sued the UM System Board of Curators in October.

The council made an open records request for the syllabuses and related material in 2011. It sought to evaluate teacher training at the system's four campuses. The review was part of a larger project examining teacher preparation programs at 1,100 public and private universities nationwide.

In July 2012, the UM System denied the request, saying the records were the intellectual property of the faculty who created them and, therefore, exempt from the open records laws. The council and the UM System tried and failed to reach a compromise on the issue.

"We have long taken the position that syllabi are the intellectual property of the faculty members who develop them," Wolfe wrote in the email.

Wolfe said the system met with faculty and administrators at all four campuses to determine whether or not to release the syllabuses. Based on the feedback, the system decided to maintain the denial of the request.

The council did not immediately return a call late Thursday afternoon.

Supervising editor is Elizabeth Brixey.
Judge Booker T. Shaw brings bench savvy to Thompson Coburn

Retired Judge Booker T. Shaw is a partner in the Business Litigation Practice Group at Thompson Coburn, where he brings clients valuable insight and perspective gained from his more than 25 years on the bench. His knowledge of current judicial thinking at the trial and appellate levels on a wide range of issues enhances the Business Litigation Group's ability to argue a client's case more persuasively and to craft the most effective strategy.

Judge Shaw has launched his Alternative Dispute Resolution practice with Thompson Coburn, and he is part of the St. Louis community. He grew up in the Ville neighborhood and attended St. Louis Public Schools: Simmons Grade School, Turner Middle and Sumner High School.

He continues to help young minorities aspire to be successful. He mentors those of all ages from grade school children, college, law students and young lawyers. He is making a difference by being a resource, mentor and role model.

Judge Shaw's unique judicial background also brings tremendous value to Alternative Dispute Resolution proceedings. As a certified mediator, Judge Shaw's decades of experience allow him to critically analyze the strengths and weaknesses of a broad range of claims, look critically at all facts and defenses, and lead parties to a successful resolution.

At the trial court level, Judge Shaw's patient and thoughtful approach enabled him to facilitate the settlement of many difficult and complex cases. Now his talents for problem solving and conflict resolution offer parties the opportunity to reach mutually beneficial solutions.

Judge Shaw received Mediator Certification at the highly regarded Center for Dispute Resolution at the University of Missouri. He is an approved mediator for the U.S. District Court for the Eastern District of Missouri, the Circuit Court of the City of St. Louis and the Circuit Court of St. Louis County.

Judge Shaw served on the Missouri Court of Appeals, Eastern District for seven years, including one year as chief judge. While on the appellate bench, he participated in more than 1,000 cases and authored 141 appellate opinions on a variety of cases, from medical negligence and nuisance/sovereign immunity to commercial transactions, contracts, and personal injury. He also served as a Special Visiting Judge of the Missouri Supreme Court.

As a former trial judge in the 22nd Judicial Circuit, from 1983 until 2002, Judge Shaw presided over more than 500 trials.
Prior to his judicial posts, Judge Shaw worked at the U.S. Department of Justice, the Federal Trade Commission and the St. Louis Circuit Attorney's Office, where he tried more than 50 criminal cases to verdict before a jury, securing guilty verdicts in all but two trials.

In addition to his decades of public service as a distinguished jurist, Judge Shaw continues to give back to the legal profession. He has taught trial advocacy at Washington University School of Law since 1995 and served as an instructor at the National Institute of Trial Advocacy since 1999. He also frequently speaks at Missouri Bar continuing legal education programs.
Aaron Cone, a senior at Pattonville High School, was among 100 students selected for participation in the University of Missouri School of Medicine's High School Mini Medical School.

The program, now in its 15th year, is designed to give high school seniors who are already interested in medical careers a one-week preview of medical school. Students attended one of two summer sessions, from June 16 to 20, or from June 23 to 27.

During the session, he participated in a medical-school style curriculum, which includes problem-based learning, a method of teaching that combines independent learning in small groups with patient care cases. Students also participated in sessions with clinical and research specialists; gained hands-on experience in anatomy, microbiology and clinical skills; interacted with medical school students, faculty and staff; and attended seminars on college and medical school life.
Letter to the Editors:
Cartoon about Republicans went too far

Coming from the educational world, I believe in academic freedom, that professors should be able to teach and write what they believe without being penalized if the trustees or administrators do not agree with them. So, although disagreeing, I have been tolerant of the Post-Dispatch’s consistent bombardment of the Republicans. But the cartoon on July 22 depicting Republicans as wanting whites only in the voting booth is going too far.

It is so easy for holier-than-thou writers and cartoonists to sit at their desks and proclaim their moral platitudes, but how many of you have been in the trenches where the action is? Well, I have, and furthermore, I am a Republican and make no apologies for it. In 1953, as student body president of the University of Missouri, I appeared before a Missouri legislative committee crusading for black students to be admitted to the university. Later, as an ordained minister, I served in the Dale-Selby area of St. Paul, Minn., and then in downtown Los Angeles, where, among other things, I was responsible for integrating the largest church in the world at that time of our denomination — and suffered the consequences for it.

I know many Republicans who would be as offended as I am by this cartoon. If you really want to know the truth about what Republicans believe, I would be glad to spend a day introducing many of them to you so you could learn firsthand for yourselves what they really believe.

Any takers?

William B. Bradshaw • Chesterfield
Virginia Johnson Masters dies at 88; famed researcher helped debunk sexual myths

Before she became famous as a pioneering sex researcher, Virginia Johnson was a twice-divorced mother of two who came to St. Louis in 1957 looking for secretarial work.

She met William Masters, a prominent OB-GYN physician at Washington University School of Medicine. He asked whether helping with sex research would bother her.

“I can't imagine why,” she answered. “But why does anyone need it?”

She had grown up on a Missouri farm, and sex was no mystery — she took it for granted.

“Ginie” Johnson went from secretary to assistant to full research partner with Masters. According to her biographer, Masters told Johnson that her job would require having sex with him. They married in 1971.

They opened the Masters and Johnson Institute in St. Louis and opened the world's eyes to sexuality. They transformed knowledge about the human body and helped couples become more comfortable with sex. They created the field of sex therapy.

Mary Virginia Masters, her legal name, died Wednesday (July 24, 2013) at the Altenheim assisted living center in south St. Louis, said her son Scott Johnson of St. Louis. She was 88.

Her role at the institute initially included gathering personal sexual histories and watching strangers copulate. She persuaded coeds and staffers at Washington University to participate in sex studies. They replaced prostitutes, whom William Masters had initially enlisted.


“It was a textbook on physiology and anatomy and dry as a dishwasher,” she recalled in 2001.

But the subject matter was revolutionary at the time, and the world soon took notice. Before 1970, there was little in the way of useful help for people with sexual problems.

Couples from all over flocked to the clinic for help. Hugh Hefner put Masters and Johnson in Playboy magazine as experts on sexuality. Johnny Carson quipped about them on the “Tonight” show. They were widely quoted in publications, and their photos appeared in Life magazine.
Masters and Johnson weren’t the first sex researchers; in the 1950s, Alfred Kinsey interviewed people to find out about their sexual habits.

Masters and Johnson took that a step further, to find out what happened when couples were having sex. They hooked up instruments to their subjects and recorded what happened when they copulated or masturbated. They used an artificial phallus to capture what happens during sexual arousal.

In 1970, they published their second book, “Human Sexual Inadequacy.” It explained their therapy programs and became another best-seller.

Their findings debunked myths that sex wasn’t possible or normal for the elderly, or that the length of a man’s penis was the key to sexually satisfying a woman. They showed that some women are capable of having multiple orgasms.

They were roundly criticized for their warning, which turned out to be correct, that AIDS would become a serious danger to homosexuals.

Some other conclusions were shaky. William Masters apparently fabricated data in which he claimed that homosexuals could be “converted” to heterosexuality, according to Thomas Maier’s biography “Masters of Sex,” published in 2009.

He said that Masters and Johnson married more for work than love. The couple worked ceaselessly, with hardly any time off. They divorced in 1993. William Masters died in 2001.

Mary Virginia Eshelman was born in Springfield, Mo., where she said her father’s family was one of the founding families. She moved with her family to California and returned to graduate from Golden City High School and what is now Drury University in Springfield.

She later attended the University of Missouri-Columbia and Washington University, where she was a doctoral candidate.

She was married for a year to an attorney and later married a bandleader, with whom she had two children.

“The only thing I ever really loved is music,” she told the Post-Dispatch in 1995.

Her biographer called her later transformation from secretary to co-director of the Masters and Johnson Institute “a classic ‘Pygmalion’ story.”

In 2008, she sued her ex-husband’s professional partners for trademark infringement. She won a $2.4 million judgment that was upheld by the Supreme Court, according to her lawyer, David Harlan.

The Masters and Johnson story will be shown on Showtime in September on the show “Masters of Sex.”

STORY CONTINUES...