The University of Missouri has tapped an administrator with experience as a provost and a president at Florida State University to head its academic operations.

Florida State University Provost Garnett Stokes will join MU as the provost and executive vice chancellor for academic affairs on Feb. 1, according to a news release.

MU Chancellor R. Bowen Loftin said in a prepared statement that Stokes has the ability, the vision and the drive to move MU “to the next level.”

“She has a reputation for supporting students and building on existing research strengths,” Loftin said. “She understands the need to create an academic environment that provides students the tools they need to be successful.”

Stokes’ salary is $375,000, MU spokesman Christian Basi said.

In addition to provost, Stokes has worked as a department head and dean at FSU. Until early last month, she also was interim president of FSU.

The day Stokes took office as interim president, FSU administrators were told the school was under investigation for the way it handled rape allegations against football player Jameis Winston and whether the university violated federal laws against sexual discrimination and violence. That same day, the Florida Legislature proposed funding that would break up FSU’s joint engineering college with another area school. Additionally, the school’s new athletics logo was leaked.
All of the issues predated her time in the top role, Stokes told a room of MU faculty, staff and students when she visited campus last month, but she was the person responsible for addressing them.

Stokes said Thursday morning that she looks forward to working to meet MU’s goals for increasing its ranking in the Association of American Universities. The school ranks 32 out of the 34 public schools in the AAU. By 2018, the school’s leaders hope to climb to No. 28. At FSU, Stokes created hiring initiatives focused on research in science fields and the humanities. She also created an incentive program to increase the base salary of faculty who receive awards recognized by the AAU.

Research funding has increased by about 15 percent at FSU in the past year alone, with the majority of that boost coming from federal sources.

Stokes has been the FSU provost since 2011. She was the university’s interim president after Eric Barron left for Penn State University earlier this year. She was one of several candidates competing for the FSU presidency but wasn’t chosen.

Before Florida State, Stokes was dean of the University of Georgia College of Arts and Sciences for seven years.

Stokes was one of three female candidates for the job and will be the second female provost in MU’s history. Lois DeFleur held the position from 1986 to 1990.

Stokes said she hopes to move to Columbia with her husband, Jeffrey Younggren, in mid-January. She has two stepchildren and four grandchildren.

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**Update: Garnett Stokes named provost at University of Missouri**

Garnett Stokes was not looking to leave Florida State University, even though her bid to move from interim president to permanent leader at FSU fell short in September.
Stokes, FSU's provost since August 2011, said she had been approached by numerous institutions during recent months, and had declined to apply for leadership positions time and again.

**But the University of Missouri was different, Stokes told the Tallahassee Democrat on Thursday, the day the news of her appointment as MU's new provost was announced.**

MU is the flagship school in Missouri, the oldest public institution of higher education west of the Mississippi River. It has a robust engineering program, a highly regarded veterinary college and a teaching hospital attached to its medical school. It's also a land-grant university, and perhaps most importantly, it is a member of the prestigious Association of American Universities.

"It is the only position that I have applied for and a job that I regard as the next, new challenge," Stokes said. "There are a lot of opportunities at Missouri to tackle some of the same things I was working on at Florida State."

She will leave FSU in early January in anticipation of a Feb. 2 start date at MU.

"Garnett Stokes has the ability, the vision and the drive to help us move the University of Missouri to the next level," said UM Chancellor R. Bowin Loftin in a statement on the university's website.

"She has a reputation for supporting students and building on existing research strengths. She understands the need to create an academic environment that provides students the tools they need to be successful," he continued. "She also recognizes the importance of supporting our faculty and giving them necessary resources to foster discoveries in the lab that will enhance and benefit the lives of citizens in Missouri, the nation and world."

Stokes, an organizational psychologist, spent much of her career at the University of Georgia. She was a dean at that school when Eric Barron selected her to be provost at FSU in summer 2011.

When Barron accepted the president's position at Penn State, Stokes was promoted to interim president on April 2 and held that position until Nov. 10, the day former state Sen. John Thrasher took office at FSU. It was also the day Stokes did on-campus interviews at MU, where she was identified as one of four finalists to be provost and vice president for academic affairs.

Stokes said she was initially offered the position at MU days after the Nov. 20 shooting outside Strozier Library, but she told MU officials she needed to make sure FSU was stable before she could accept the position.
While serving as interim president, Stokes created a task force to address sexual and domestic violence and spearheaded the university's "kNOw MORE " campaign. She currently serves as the leader of FSU's Diversity and Inclusion Council.

COLUMBIA MISSOURIAN

Garnett Stokes appointed next MU provost
Thursday, December 4, 2014 | 9:11 a.m. CST; updated 5:36 p.m. CST, Thursday, December 4, 2014
BY FROM THE MU NEWS BUREAU

The MU News Bureau issued this news release Thursday morning regarding the appointment of Garnett Stokes as the next MU provost. Her curriculum vitae is embedded at the bottom of the release.

COLUMBIA — MU Chancellor R. Bowen Loftin announced that Garnett S. Stokes, provost and executive vice president for academic affairs at Florida State University, has been appointed as provost and executive vice chancellor for academic affairs at MU. Her appointment is effective Feb. 1.

"Garnett Stokes has the ability, the vision and the drive to help us move the University of Missouri to the next level," Loftin said. "She has a reputation for supporting students and building on existing research strengths. She understands the need to create an academic environment that provides students the tools they need to be successful. She also recognizes the importance of supporting our faculty and giving them necessary resources to foster discoveries in the lab that will enhance and benefit the lives of citizens in Missouri, the nation and world. We’re looking forward to having her join us as our newest Tiger."

"I am delighted to join the University of Missouri’s leadership team," Stokes said. "Mizzou is an extraordinary place, and the potential for greater success and impact on the wonderful educational community there is significant. I look forward to working with everyone on campus to build on the excellence already in place."

During her time at FSU, Stokes focused on several initiatives to elevate the university into a top-25 public research university, which included promoting an environment
consistently focused on excellence and collaboration throughout the campus and the community.

As provost, she worked to transform the undergraduate academic experience by supporting a new liberal studies curriculum, a "critical thinking" initiative designed for students in their majors, and a graduate success initiative, where faculty and career advisers worked to better prepare students for graduate school or professional careers. Stokes increased support for graduate students through provision of higher stipends and supplements for coverage of health insurance. Stokes also created a program for rewarding faculty with salary increases for receipt of awards recognized by the Association of American Universities or the National Research Council.

"We have been focused on helping our students take what they learn in their studies and understand how it will help them in the world of work or graduate school, wherever their career paths take them," Stokes said. "We also hired entrepreneurs-in-residence in some of our colleges to work with our students and provide them with guidance and advice they couldn't get anywhere else. We've been very proud of our work to ensure the success of our undergraduate and graduate students."

As interim president at FSU, Stokes created a task force designed to tackle sexual and domestic violence, which led to the development of FSUFlorida State's "kNOw MORE" campaign, a campaign intended to prevent sexual violence and assault. Currently, she serves as a leader on FSU’s Diversity and Inclusion Council and has focused her efforts on building a climate of support for faculty, staff and students. Prior to her current position at FSU, Stokes served as a faculty member at the UGA. In 2004, Stokes was named dean of the Franklin College of Arts and Science at UGA. In 2014, she served as interim president of FSU.

She received a bachelor’s degree in psychology from Carson-Newman College in Tennessee in 1977, a master’s degree in 1980 and a doctorate in 1982 from the University of Georgia in industrial/organizational psychology. Her research has focused on personnel selection and promotion, specifically the use of biographical information in job selection and promotion decisions. As a consultant, Stokes has assisted businesses, government agencies and Fortune 500 companies in the development of their hiring procedures.
MU names Garnett Stokes as its new Provost

The University of Missouri has named Garnett Stokes as the new Executive Vice Chancellor for Academic Affairs and Provost. According to a press release, she will begin work on Feb. 2.

Stokes is currently the provost and executive vice president for academic affairs at Florida State University. She has a bachelor’s degree in psychology from Carson-Newman College in Tennessee, and got her master’s degree and doctorate from the University of Georgia in industrial/organizational psychology.

Stokes was one of four candidates for the job that took part in public forums in October and November as part of the hiring process. The position was vacated when Brian Foster retired in December 2013.

In a written statement, Chancellor R. Bowen Loftin said, “Garnett Stokes has the ability, the vision and the drive to help us move the University of Missouri to the next level,” Loftin said. “She has a reputation for supporting students and building on existing research strengths. She understands the need to create an academic environment that provides students the tools they need to be successful.

Stokes announced as next provost

Stokes will take office Feb. 2 as MU’s second female provost.

MU announced Thursday that Garnett Stokes will be the university’s next provost and executive vice chancellor of academic affairs.
Stokes was formerly interim president and currently the provost at Florida State University. She is the second female provost in MU history and will take office Feb. 2.

“I am delighted to join the University of Missouri’s leadership team,” Stokes said in a news release. “Mizzou is an extraordinary place, and the potential for greater success and impact on the wonderful educational community there is significant. I look forward to working with everyone on campus to build on the excellence already in place.”

Stokes visited campus Nov. 10 for an open forum with faculty and staff. She discussed her experience raising faculty morale at FSU and the importance of improving AAU metrics.

“A great university has strength across many different disciplines,” she said. “It’s about recognizing what it is you need to focus on. Missouri needs to look at where it is and see if there’s something that needs to be tweaked that would move metrics to the other direction.”

She also discussed her leadership through controversial issues at FSU, specifically regarding recent university incidents with sexual assault.

“I’ve seen the firestorm,” she said in the forum. “Universities are stymied by what they can say or can’t say regarding controversial situations. I believe in being as fair to our students as possible. I believe that one’s decisions cannot be driven by what the media might or might not say. They have to be driven by the information you have and what you believe to be right in protecting the rights of your students.”

Stokes holds a bachelor’s degree in psychology from Carson Newman College in Tennessee and a master’s degree and doctorate from the University of Georgia. She served as provost and executive vice chancellor for academic affairs at FSU before becoming interim president, and previously held professor, department head and dean positions at Georgia.

“Garnett Stokes has the ability, the vision and the drive to help us move the University of Missouri to the next level,” Chancellor R. Bowen Loftin said in a news release. “She has a reputation for supporting students and building on existing research strengths. She understands the need to create an academic environment that provides students the tools they need to be successful. She also recognizes the importance of supporting our faculty and giving them necessary resources to foster discoveries in the lab that will enhance and benefit the lives of citizens in Missouri, the nation and world. We’re looking forward to having her join us as our newest Tiger.”
Statement from FSU President John Thrasher:

“Garnett Stokes has been an outstanding provost at Florida State University and a visionary interim president. She has many accomplishments to her credit in leading Academic Affairs, and I deeply appreciate her great service, which always has been focused on creating the highest quality educational experience for our students. I know the University of Missouri will benefit from her intellect, skills and talent, and I wish her and her husband, Jeff, the very best.”

COLUMBIA MISSOURIAN

UPDATE: New Provost Garnett Stokes brings experience from Florida State, Georgia

Thursday, December 4, 2014 | 6:38 p.m. CST; updated 7:11 p.m. CST, Thursday, December 4, 2014

BY MISSOURIAN STAFF

COLUMBIA — Starting in February, Garnett Stokes will be MU's provost and vice chancellor for academic affairs.

Stokes has held a nearly identical position — provost and executive vice president for academic affairs — at Florida State University. Until recently, she served as interim president of the university.

Her appointment was announced Thursday morning in a news release.
Stokes said she is excited to help MU excel as a flagship land-grant university and improve its standing among other Association of American Universities institutions. She said she was impressed by MU's broad mix of strong programs, including engineering, medicine, agriculture, veterinary medicine and journalism.

"I think that I really like where Missouri is going," Stokes said Thursday. "I know about some very specific strengths, and it looks like a place that I could make a difference."

Chancellor R. Bowen Loftin said in the release that Stokes has "the ability, the vision and the drive to help us move the University of Missouri to the next level. She has a reputation for supporting students and building on existing research strengths."

At Florida State, Stokes created a program to reward faculty with salary increases for receiving awards recognized by the AAU or the National Research Council.

Craig Roberts, chairman of MU's Faculty Council, said that kind of program is long overdue at MU.

"We have people here who are fellows in more than one professional society who have not been recognized at all at Mizzou," Roberts said. "I believe Garnett Stokes, with her program, puts the walk with the talk."

Under the awards program at Florida State, faculty salary bumps ranged from $5,000 to $15,000 depending on the honor.

"I'm not sure there's been much I've done that I've felt better about," Stokes said at a Nov. 10 forum with MU faculty, staff and students.

Judy Wall, curators' professor of biochemistry, led MU's search committee and said Stokes' rewards program resonated with MU faculty.

"I'm sure there will be discussions to see if this program is a fit with the overall plans for the MU campus," Wall said in an email.

Roberts said another important part of Stokes' Florida State experience was handling shrinking budgets as well as serious Title IX incidents.
"She was there," Roberts said. "She just struck me as someone who is capable of dealing with the things that we're facing here."

At the MU forum, Stokes discussed her experience handling national media scrutiny after Florida State launched a Title IX investigation relating to a 2012 sexual assault allegation against Heisman Trophy-winning quarterback Jameis Winston.

At the forum, she was asked what she had learned from that experience and how she would draw on it at MU. As part of her response, Stokes said that when facts are sketchy, unclear or contradictory, people tend to make assumptions about what they believe is true.

"I believe in being as fair to our students as possible, and I believe that one's decisions cannot be driven by what the media might or might not say," she told the gathering.

Stokes said on Thursday that her past experience gives her "a laser focus" into Title IX issues. She said students' safety is a top priority.

"I need to know for sure where Missouri is relating to Title IX principles, but what I know is how important this issue is to Missouri and really every university," Stokes said. "What we're trying to do is create a safe environment for our students."

As interim president, Stokes created a task force on sexual and domestic violence. The task force led to the development of Florida State's "kNOw MORE" sexual violence and assault prevention campaign.

James Sampson, associate dean for faculty development and administration in the College of Education at Florida State, said Stokes collaborated with many organizations, including student and academic groups and the FSU Police Department, to create the campaign.

"That particular program was an effort of a lot of people," Sampson said. "Instead of it being her initiative, she brought everybody on board and helped craft a solution that other people felt ownership over. People at FSU talk about kNOw MORE as 'our effort.'"

Sampson said how Stokes dealt with the kNOw MORE program is indicative of how her deliberate decision-making style allows her to do what's best for the university.
"Her organizational style is to listen very carefully and weigh both sides," Sampson said. "She really helped us clarify who we were and what we wanted to do. She provided a real sense of stability."

As provost, Stokes also increased support for graduate students by providing higher stipends and health insurance coverage supplements.

She supported a new liberal studies curriculum and critical thinking initiative for undergraduates and a graduate success initiative to prepare students for graduate school and careers.

Sampson said he was sad to see Stokes go but thinks she will adapt well at MU.

"She's not going to make Missouri like Georgia or FSU," Sampson said. "She'll analyze what the school's strengths and weaknesses are and go forward with that."

Before she joined Florida State in 2011, Stokes served as dean of the University of Georgia's Franklin College of Arts and Sciences. Roberts said he thinks that background makes her more experienced in dealing with the arts and humanities.

"And the capability I see is in her record," he said.

Wall said Stokes developed strong administrative skills in her Florida State positions. While there, Stokes took time to meet with students one on one and in groups.

"Dr. Stokes is imminently approachable," Wall said. "She has also been quite active in efforts to expand diversity at (Florida State). There is every expectation that she will continue these activities here at MU."

Stokes said she relies on her background in organizational psychology when faced with making necessary change. She said that in her previous leadership experience, she has developed the ability to communicate openly while dealing with shrinking budgets.

"The most important thing is being really transparent and presenting the information and communicating about what we're doing," she said.

Stokes' annual salary as provost will be $375,000, MU spokesman Christian Basi said.

She succeeds Provost Brian Foster, who retired in December 2013. The search firm Isaacson, Miller was hired to create a position profile.
The other finalists were Nancy Brickhouse of the University of Delaware, John Wienczek of Virginia Commonwealth University and Michele Wheatly of West Virginia University.

Missourian reporters Caitlin Holland, Claire Boston and Michael Alvey contributed to this report.

First Title IX administrator candidate speaks at MU

By Ashley Jost

Thursday, December 4, 2014 at 11:30 am Comments (1)

The first of four candidates vying to be the University of Missouri’s first permanent Title IX administrator visited campus Wednesday afternoon.

Joe Gilgour, dean of students and academic support services at State Fair Community College in Sedalia, said what drew him to apply for the head of MU’s new Title IX office was the ability to focus solely on helping those who are dealing with issues covered by the federal law that prohibits sexual discrimination and violence on college campuses.

In his current position, Gilgour is responsible for dealing with everything related to Title IX, ranging from mandated reporter training for all State Fair employees, to investigating cases that students or other campus community members bring to him. But that role is one part of his many jobs as dean of students.

MU Chancellor R. Bowen Loftin announced the creation of the Title IX office earlier this year after an independent review found MU didn’t do everything it could have to investigate the alleged rape of former swimmer Sasha Menu Courey by a football player in early 2010. Menu Courey committed suicide in June 2011.

The office now consists of the Title IX administrator, a position Linda Bennett is filling in the interim, and an investigator, Salama Gallimore. Gilgour mentioned Loftin is talking about hiring another investigator.
Gilgour said his priority if he is chosen for the position will be getting “buy in” from the campus, particularly the students.

“We need to start identifying leaders of student groups who could be a resource,” he said when asked about ideas to prevent sexual violence on campus.

Gilgour said the Athletic Department, Greek Life and other student-centered populations would be good places to start. He mentioned working with student groups to educate students about Title IX, the role of the office and details about reporting incidents of sexual violence or misconduct.

“I want somebody who is going to take on the culture,” theater Professor Suzanne Burgoyne said. “Not much is going to change if people’s attitudes don’t change.”

Gilgour said two or three Title IX complaints are lodged at State Fair each year. The college’s enrollment is about 5,000 students.

Gilgour said he was confident that in a full-time job focused on Title IX, he could handle the change to MU’s larger student population and higher complaint numbers.

Title IX candidate discusses proposed awareness plan

The University of Missouri hosted an open forum Wednesday for one of the four candidates for the new Title IX Administrator position. Students, faculty and staff were invited to attend and ask questions to candidate Joe Gilgour. At the forum, Gilgour discussed his seven years of experience working as the Title IX coordinator at State Fair Community College and how it relates to this position at MU. Gilgour also serves as the Dean of Student and Academic Support Services at State Fair Community College.

Gilgour said one of the challenges working as a Title IX coordinator is the difficulty of measuring success in preventing sexual assault. He said instead of trying to measure success, the public should focus on looking at the types of responses the university takes in these situations.

"Title IX really has three things to it. You stop the behavior, prevent it from happening again, and you help the victim. Those are your three things you really need to do and if you can show you’ve done those, then that to me is success,” Gilgour said.
Suzanne Burgoyne, a theater professor at the University of Missouri, said she attended the open forum to talk to Gilgour about new ideas on educating the university about sexual assault. She said as a victim of sexual assault, she wants the new position to promote new and interactive ways to bring awareness to these issues.

“I didn’t tell anybody for about 15 years because somehow, even though I knew better, I thought it was all my fault. And so I want somebody who is going to come in here and help us address those core issues for women as well as for men about how we think about rape,” Burgoyne said.

Burgoyne said she is interested in using participatory theater to not only bring awareness of sexual assault but to educate and show people how to communicate with others on this topic. Gilgour has a degree in theater and Burgoyne said this drew her to the forum as well because of their shared interests. She said her ideal candidate is someone who will attack this problem at its cultural roots.

The three remaining candidates will also participate in open forums within the next few weeks. In addition to the open forum, the candidates will meet with the search committee, Chancellor Loftin, the Faculty Council Executive Committee, the interim Title IX coordinator, the Title IX deputies, MUPD and student leaders.

**the maneater**

Title IX admin candidate discusses mandatory reporting, campus culture

Gilgour is the first of four finalists for the position.

MU’s search for a new Title IX administrator continued Wednesday with an open forum for Joe Gilgour, first of four finalists for the position.

Gilgour is currently the dean of student and academic support services at State Fair Community College in Sedalia, Missouri. After an introduction from Vice Chancellor for Operations Gary Ward, who is heading the search committee, Gilgour introduced himself and answered questions from an audience of approximately 20 faculty and students.

Gilgour’s position in Sedalia includes Title IX responsibilities for about 5,000 students across four campuses. In this position, Gilgour said, he discusses sexual assault prevention strategies with other community colleges around Missouri to try to find effective methods.

“There’s no 100-percent accurate way of prevention awareness that’s out there,” he said. “We have to combine our efforts with other institutions that are dealing with the same thing.”
Gilgour said the position at MU appeals to him because it would allow him to focus on policies designed to protect students against sexual discrimination and violence.

“My life calling is to serve students and help students be successful, and a big part of that is Title IX,” he said. “It’s hard to be able to do another job at the same time.”

Regarding UM System President Tim Wolfe’s “mandatory reporter” policy, Gilgour said he believes training faculty should prepare them to talk to students and handle reporting situations.

Gilgour said he wants more incidents to be reported, and to do that, the process needs to be clear and simple.

"Title IX has three steps: Stop the behavior, prevent it from happening again and help the victim,” he said. “In order to be effective, a Title IX coordinator must be able to make change happen.”

Gilgour said changing a campus culture involves getting to know students’ needs and attitudes, especially with a student body as diverse as MU’s.

“We can’t rely on personnel changes to make a difference,” he said. “It’s about education and having a vision for what this campus and culture are going to look like, and getting that vision to people.”

Gilgour said he believes alcohol is not a cause of sexual violence, but it is a common denominator in many cases. He encouraged the university to put pressure on local bar owners to not sell alcohol to minors or accept fake IDs.

“We have leverage,” Gilgour said. “Using that influence wisely is a definite opportunity.”

Naming MU Athletics as an example, Gilgour said he hopes to use leaders of various student groups as a resource to spread the word about Title IX procedures. He said he believes the effectiveness of training for students depends on how it is presented.

“I want to get a variety of students together and get their viewpoint on these things,” he said. “We need to get students in a role where they can help take responsibility.”

Gilgour said he measures Title IX success by student success, specifically the success of victims in academics and other areas.

“I don’t want to teach morals,” he said. “I want to make sure your educational benefit that you came here for still happens ... (MU) is bigger than us and can change someone’s life for the best. When an incident happens that changes someone’s life for the worse, our response can either help or make it worse, and I want to help.”

Three more candidates are scheduled to visit campus for open forums, according to a mass email released Tuesday. Those forums are currently scheduled for Dec. 4, 17 and 18.
Until the new position is filled, Linda Bennett will continue her post as the interim Title IX coordinator.

COLUMBIA MISSOURIAN

Title IX administrator finalist Hayes speaks about preventing sexual assaults

Thursday, December 4, 2014 | 10:23 p.m. CST; updated 6:40 a.m. CST, Friday, December 5, 2014

BY MICHAEL ALVEY

COLUMBIA — If someone had told Andrea Hayes this time last year that she would interview at MU for the Title IX administrator position, she would have thought that person was lying.

But that's exactly where Hayes, an assistant prosecuting attorney in Boone County since 2007, found herself Thursday during her open forum at the General Services Building.

"I wouldn't have known what Title IX was or what they do because I've been in my own little criminal world," Hayes said.

She became familiar with the issue last spring when MU athletics director Mike Alden asked Hayes to serve on a compliance committee, where she helped implement Title IX policies for the athletics department.

Hayes earned her bachelor's in criminal justice at the University of Central Missouri in 2001, then graduated from the Washburn University School of Law in Topeka, Kansas. Prior to coming to Columbia to be a prosecuting attorney, she held the same position at Audrain County's prosecuting attorney office in Mexico, Missouri.

Hayes said she's prosecuted every type of case imaginable, including trespassing and first-degree murder. She said her caseload currently consists of robberies, shootings and child-sex cases but said that prior to that, she was an expert in domestic assault cases, including sexual assault cases, violations of order and protection, harassment and stalking.

In her forum, Hayes said she thinks her experience in helping victims of all types of crimes makes her a good fit for the position of Title IX administrator at MU. She also talked about the
potential transition from working in law to higher education, preventing sexual assaults at MU and keeping Title IX initiatives at the forefront of the university.

**Changing careers**

Hayes was confident that switching from the position of prosecuting attorney to Title IX administrator would be viable. She said that although hiring a prosecutor might seem intimidating to some, the perception of what her job really is could be inaccurate.

"I think that the misconception of having a prosecutor in this role is, you know, you're gonna come in here like a bulldog and really shake things up and kick people off campus," Hayes said. "A prosecutor to me is a fair individual who has looked at all the facts and circumstances."

Hayes said her investigative skills as a prosecutor will help her decide cases but noted that the burden of proof as the Title IX administrator is much lower.

Although Hayes doesn't have a lot of Title IX experience, she thinks she will pick it up quickly.

"You go to law school, and they don't teach you how to be a prosecutor," Hayes said. "They teach you how to research the law, look up the law, and I've learned how to be a prosecutor. I think that will be the same with this. I'll use the skills and the training that I have and be able to make myself an excellent Title IX administrator."

**Preventing sexual assaults**

Hayes said the key to decreasing sexual assaults is education. Having forums and frank conversations and being candid about the issues are necessary, she said. She wasn't exactly sure how to make her initiatives reach all students but mentioned educating students at orientation at a possibility.

Hayes attributed alcohol as the biggest contributor to sexual assaults by students.

"Alcohol is the No. 1 problem," Hayes said. "I don't know that I've received a sexual assault case with students that there wasn't an intoxication level that wasn't really, really high."

Hayes also said she would increase awareness of what is actually considered a sexual assault. She said most students would be surprised about what the law states.

"When I told student-athletes that in the state of Missouri if someone is intoxicated, they can't consent (to sex), they were shocked," Hayes said.
Keeping Title IX in the forefront
Although Title IX issues have garnered recent headlines, it’s inevitable that there will be new problems at the university that overshadow them.

Hayes said being committed to Title IX education will eventually lead to it becoming engrained in all students. She commended what MU has already done with having its own Title IX office and said the university should look to be a leader in the issue.

"In preparation for my interview today, I tried to find out what other schools are doing, and there’s not a lot out there," Hayes said. "A lot of Title IX is lumped in with HR — it’s not its own entity. It would be great in a few years if it’s not the hot-topic issue here, but we have other schools coming here to look at our model."

Hayes said that if in the future Title IX isn’t a huge talking point at MU, that could be a good thing.

"It always becomes the hot-topic issue if we’re doing something wrong," Hayes said. "To me, it’s kind of like, if it’s not the hot-topic issue, that means we must be doing something right."

Title IX admin candidate Hayes emphasized training, education
Hayes said her experience as an assistant prosecuting attorney would serve her well as the Title IX administrator.

After spending seven years as an assistant prosecuting attorney for Boone County, Andrea Hayes is seeking the Title IX administrator post at MU, a position for which she is the second of four final candidates.

Hayes went on to say that although she is passionate about her current work as an assistant prosecuting attorney for Boone County, she views the new position at MU as a chance for personal growth and a way to challenge herself.

“I’m always at the end of punishment,” she said. “Let’s be on the end of some prevention.”

Hayes said her previous experience and investigative skills are transferable tools she could use in the new position.
“I will use the skills and the training that I have and be able to make myself an excellent Title IX administrator,” Hayes said.

Hayes said she plans to investigate cases similarly to how she does now — by keeping an open mind throughout the process and investigating evidence thoroughly.

Hayes acknowledges this position would come with a significant amount of pressure, and said she’s already had experience with the pressure of making difficult decisions, such as prosecuting well-known athletes.

As the Title IX Administrator, Hayes would focus on educating both faculty and the student body on the subject through forums and open dialogue. She said she would require all staff members to complete Title IX training.

Additionally, Hayes said she plans to use orientation as a time to educate new students about Title IX policies and campus resources.

Hayes said she also plans to host forums where students can express their concerns and learn about Title IX issues to educate and engage students. She said she is currently unsure how she will get students interested in attending these forums, but will try various tactics like offering food or making an event mandatory for certain campus organizations.

Hayes said Title IX education would cover everything from defining consent to reporting incidents. Hayes said her goal as the Title IX administrator would be to educate every student on campus within her first year.

“It’s surprising to me ... that people commit (crimes) that they’re not even aware that they’re committing,” she said.

Hayes said alcohol is the number one problem she sees when dealing with these cases, by hosting forums where she would present daunting statistics and bring in survivors to share their testimonies.

Hayes said while she does not blame the victims for incidents, she believes there are ways to stay safe, such as not excessively drinking when going out with peers.

Because statistics show many more sexual assaults take place than are reported, Hayes said she hopes the number of incidents reported increases with the new Title IX administrator.

“If we do this and we do it right, I think that we’re going to see the reports go up, and the reason that the reports will go up is not because more (incidents) are happening, but because more people are actually reporting it,” she said.

She said she would try to provide students with an environment in which they feel safe and welcome reporting Title IX incidents. She intends to keep the process assessable yet private.
Hayes’s open forum follows the forum held for Joe Gilgour yesterday. Two other candidates will visit campus for open forums on Dec. 17 and 18.

COLUMBIA MISSOURIAN

GEORGE KENNEDY: Belated steps to enforce Title IX seem to be a good start

Thursday, December 4, 2014 | 6:08 p.m. CST; updated 9:44 p.m. CST, Thursday, December 4, 2014

BY GEORGE KENNEDY

You may have noticed that our university is belatedly in the process of hiring its first full-time, permanent Title IX coordinator. Candidates are making their presentations this week.

If you are employed by the university, as I am, we no doubt received the same email from our boss, Chancellor R. Bowen Loftin, in which he decreed mandatory training in the issues of sexual harassment and assault.

I did the online training Thursday morning. It took a little over an hour, and it forced me to think about how we deal with each other on the campus.

I also learned a lot.

For example, did you know that under federal law, there are 14 “protected categories” of people who are potentially subject to harassment or discrimination? The criteria include those you (and I) usually think of, such as sex, race, religion, disability, age. Others weren’t so familiar. Those include gender identity and expression, national origin, HIV/AIDS, and some varieties of veteran status.

Although the job title is Title IX coordinator, the training material pointed out that at least two other federal laws apply. The one I knew about is the Clery Act.

Named for a Lehigh University student who was raped and murdered in her dormitory room in 1986, the Clery Act requires universities to report to the government and the public statistics of serious crimes on campus. It was passed in 1990 and signed by George Bush I.
The other federal law is Title VII of the Civil Rights Act of 1964. That bars discrimination on the basis of race, color, religion, sex or national origin.

In case you’ve forgotten, as I had, the better-known Title IX was part of the United States Education Amendments of 1972.

The point is that our university hasn’t exactly been on the cutting edge of protecting students, staff or faculty from the kinds of demeaning, harmful and even fatal forms of mistreatment the law has prohibited for years.

Remember Sasha Menu Couray? She was the Canadian member of the MU swim team who committed suicide in 2011 after saying she had been raped by two former football players. She told several friends and university counselors, but not the police. Nobody was ever prosecuted, but her case did inspire President Tim Wolfe to commission an outside review of the university’s policies and procedures.

That review, concluded earlier this year by a St. Louis law firm, was damning. It concluded that the university had failed to follow the law or its own policies when her complaint became known. President Wolfe then issued an executive order toughening standards in such cases at all four campuses.

Remember Derrick Washington? Mike Dixon? Both star athletes left the university after being accused of sexual assault. Washington was convicted of striking a female student; Dixon wasn’t prosecuted.

After an ESPN report, Chancellor Loftin conceded that the university hadn’t followed proper procedure in Washington’s case. He stressed a new commitment to rigorous enforcement of Title IX rules.

I’m sure it’s pure coincidence that our new provost, whose appointment was announced Thursday, comes from Florida State University, where football and sexual abuse complaints seem to go together.

Garnett Stokes was provost and then interim president as FSU finally opened an investigation into two-year-old reports that Heisman-winning quarterback Jameis Winston had committed rape. The state prosecutor declined to file charges.
Earlier this year, a university representative suggested that the school would also look into reports that another football player had beaten up his ex-girlfriend and expectant mother of his second child.

*When she spoke on the MU campus,* Provost Stokes assured that FSU’s policies are directed to protecting victims of sexual abuse.

The training materials told me that, from now on at least, our university pledges itself to “prompt investigations” and “timely action.”

Of course, that’s what the law requires.

*George Kennedy is a former managing editor for the Missourian. He writes a weekly column for the Missourian.*

COLUMBIA MISSOURIAN

**Former Missouri football player arrested on suspicion of burglary and stealing**

*Thursday, December 4, 2014 | 5:51 p.m. CST; updated 9:17 p.m. CST, Thursday, December 4, 2014*

**BY JASMINE YE HAN**

*This story has been changed to clarify that one of the men mentioned is not a current football player.*

COLUMBIA — **Former Missouri football player Lawrence Lee was arrested on Wednesday in connection to three burglary and stealing incidents.**

Between Nov. 10 and Nov. 11, Lee allegedly took a Sony VAIO laptop from South Residence Hall, MU Police Capt. Brian Weimer said. On Nov. 13, he allegedly took a Sony PlayStation, two games and a controller from the hall. He is also suspected of stealing an iPhone 6 on Tuesday from a locker room in the Mizzou Athletics Training Complex, Weimer said.
Lee was a freshman wide receiver and was dismissed from the team last month "for disciplinary reasons," according to previous Missourian reporting. Chad Moller, spokesman for Tiger Athletics, refused to disclose whether Lee's dismissal was related to his suspected offenses.

Lee was bonded out last night by Menz Bail Bonds at approximately 6 p.m., according to Boone County jail officials. His bail amounts at $13,500 in total, $4,500 for each offense, according to the Boone County Sheriff’s website.

*One current and one former Missouri football player also were arrested in 2014. Aarion Penton, a sophomore cornerback, was arrested on suspicion of marijuana possession in November. David Mikhail Sowell, a sophomore and a former defensive back who played in spring 2013, was arrested on suspicion of first-degree rape in May. Lee played sparingly in a backup role.

Curators sue over Conley House crash

The University of Missouri Board of Curators recently filed a lawsuit against a 21-year-old man who lost control of his car in November 2013 and crashed into the historic Conley House on campus.

The curators are seeking damages in excess of $25,000. The extent of the damage to Conley House wasn’t clear in the lawsuit, nor was the cost of repairs.

James Burke was driving westbound on Conley Avenue about 2:20 a.m. Nov. 8, 2013, when he lost control of the 2001 Lexus GS3 he was driving just west of Sixth Street and hit the building, according to the lawsuit, which was filed in Boone County Circuit Court on Nov. 17. Burke was taken to University Hospital, where he was treated and released. The car was damaged extensively and towed. There was no indication that drugs or alcohol played a role in the accident.
The lawsuit alleges Burke “was negligent in his operation of his motor vehicle” by driving at excessive speeds, driving carelessly and recklessly and failing to control his car. It was Burke’s duty to control the vehicle, the suit said, and his actions caused the damage to the building.

Police didn’t issue a citation to Burke. On Tuesday, a summons issued for Burke was returned, according to online court records, because he could not be found at his listed address of 3010 E. Stadium Blvd.

John Roark and Bethany Findley, Columbia-based attorneys representing the curators, declined to comment. Burke could not be reached for comment. The Conley House was built in 1869 and named for Sanford F. Conley, a local businessman who designed the home for his family. It was added to the National Register of Historic Places in 1973.

MU Police still looking for suspects in social media threat

COLUMBIA, MO. -- The University of Missouri Police Department is still trying to identify the suspects who posted anonymous messages on social media targeting the Black Culture Center.

MU Police is monitoring anonymous messaging apps such as Yik Yak and Erodr after racist comments were posted in response to a protest that took place in the Student Center Tuesday afternoon.

One comment read: "let's burn down the Black Culture Center and give them a taste of their own medicine."

Other comments referred to those protesting as "animals" and "trash."

Because of the recent events in Ferguson, MU police says there is a high sense of urgency to figure out who posted the comments.

"There's a lot of events going on on our campus right now related to this incident, so if we can make the campus feel more at ease, by all means we're working on it as quickly as possible," said Captain Brian Weimer of MU Police.
"Of course we're keeping open communications with the Black Culture Center to make sure their concerns and needs are taken care of."

MU Chancellor R. Bowen Loftin said in a statement "The behavior we are seeing on these anonymous social media sites is deplorable and unworthy of this institution and its values."

MU Police says it will be up to campus administration to decide whether to disable anonymous messaging apps for the future.

MU looking into threat against Black Culture Center

The University of Missouri is investigating a threat made on the anonymous social network site YikYak against the on-campus Gaines/Oldham Black Culture Center. The threat was made Tuesday after a peaceful rally for Michael Brown and minority killings by police officers.

The post said, “Let's burn down the black culture center & give them a taste of their own medicine.”

Chancellor R. Bowen Loftin issued a statement saying, “These statements have a chilling effect on discussion that is intended to improve our campus climate and ensure freedom of expression for all students in a safe and inclusive environment.”

He also said the university has sought assistance from federal law enforcement agencies in investigating the threats.

University spokesperson Christian Basi said it’s challenging to know how to deal with apps like YikYak. “Applications like that are problematic for our communities because the anonymous nature precludes holding individuals accountable for hate filled statements and threats and that is contrary to our educational goals,” Basi Said

The MU Police Department had been monitoring the situation since it was made aware of the threat, and has increased patrols around the center.
Protest group tells white students that Ferguson 'die-in' demonstration at University of Missouri is for 'people of color only'

Organizers of a University of Missouri demonstration held Tuesday in protest of the exoneration of Darren Wilson asked that 'only people of color' participate in their 'die-in.'

The group's email blast about the event asked 'non-people of color to stand holding hands in solidarity' at the Columbia, Missouri campus event.

A class walk-out that preceded the die-in was open to anyone interested in demonstrating. However, some are criticizing the organizers' choice to exclude 'non-people of color.'

The College Fix spoke to one organizer about the decision.

'The "die-in" is meant to represent black bodies that are killed unjustly. It was requested that others stand in a circle holding hands,' explained student Ebony Francis.

The demonstration lasted four-and-a-half minutes as a nod to the four-and-a-half hours that Michael Brown's body lay on the street after he was shot dead by Officer Darren Wilson.

Demonstrations lasted about an hour and a half total on Tuesday and were meant to protest the grand jury decision not to indict Wilson.

It was also meant as a demand for an equal justice system. One student told the College Fix that demonstrators failed, at least with that goal.

'If they are trying to make a message that is against racism,' said junior Daniel Beaman, 'I think they may have failed. The email makes it appear as if white people are not victims of police brutality. Like it's only a black issue.’
Online petition calls for East Campus improvements

BY LISA CONLEY

COLUMBIA — An online petition requesting more streetlights in the East Campus neighborhood went live on Monday, and by Thursday afternoon, it had gathered more than 1,100 signatures.

MU junior Sarah Sprick created the petition because of a perceived increase in East Campus crime. Sprick has lived in the neighborhood since August and said her house and several of her friends' homes have already been broken into.

"I don't feel safe," Sprick said. "I'm terrified to even walk home from the library."

Sprick said she thinks problems in East Campus have escalated since she moved there for its convenience.

"Columbia doesn't have a lot of affordable housing options that are close to campus," Sprick said. "So for me and a lot of other students, East Campus is our only option."

Columbia Water and Light is responsible for installing additional streetlights but does so only when it's requested and with Columbia City Council approval.

"It's kind of funny when you first hear about street lighting because you wouldn't think it'd be a controversial issue, but it is," Water and Light spokeswoman Connie Kacprowicz said. "There have been instances where we've installed a streetlight only to remove it that same week because of disagreements between neighbors."

That's why Columbia Water and Light looks for neighborhood consensus before installing streetlights. Thus far, it appears the idea is popular in East Campus.

"I think it is absolutely ridiculous to think we need to watch our backs every night when walking through our neighborhood," East Campus resident Steven Leonard wrote on the petition's
website. "With extra lights installed, assailants are less likely to attack, easier to be spotted and easier to be identified if they manage to attack someone."

Zach Bine, another East Campus resident, wrote on the petition's website that additional streetlights might make the area safer.

"Lights may not deter all acts of sexual violence or assault," Bine wrote, "but they will provide a heightened sense of awareness for those walking home."

Students aren't the only ones signing the petition; concerned parents and alumni also are showing support for increased lighting.

"My daughter lived in a house on East Campus during the summer," one mother wrote, "and we are well aware of how unsafe it is at night. The streets are pitch black."

Another mother said her daughter was attacked in East Campus last fall.

Sprick said she plans to take the petition to Columbia Water and Light after she feels it has enough signatures.

MU Health partners with Kansas company to buy Callaway County hospital

Thursday, December 4, 2014 at 5:07 pm Comments (1)

University of Missouri Health Care announced Thursday that it's partnering with a Kansas company to buy Callaway Community Hospital in Fulton.

Callaway Community is an acute-care hospital with 37 beds. MU Health will partner with Nueterra, a health care management company based in Leawood, Kan., and Nueterra will be the majority owner, according to an MU Health news release.
“MU Health Care and Nueterra have a unified goal — to advance the health of the communities we serve,” Mitch Wasden, CEO/COO of MU Health, said in a prepared statement. “We believe this collaboration will help us meet that goal by improving access to quality health care.”

The buyers plan to renovate the interior and exterior of the hospital and add technology and service lines, the release said.

COLUMBIA MISSOURIAN

MU Health Care enters joint venture in Callaway County
Thursday, December 4, 2014 | 8:04 p.m. CST
BY CAITLIN BUSCH

COLUMBIA — **MU Health Care announced Thursday that it's entering a joint venture with Nueterra, a health care integrator based in Kansas, to buy Callaway Community Hospital in Fulton, Missouri.**

According to a MU Health Care news release, Nueterra will own approximately 65 percent of the hospital with MU owning the other 35 percent. MU Health Care will pay $1.15 million in cash from its operating reserves for the investment.

The hospital's operations will be overseen by a board of both Nueterra and MU Health Care representatives.

"Nueterra has a strong record of improving access, affordability and quality of care in communities similar to Fulton," Nueterra Chairman Dan Tasset said in the release. "Through this partnership with MU Health Care, we are committed to being a part of of this community and empowering physicians and health care provides to offer the highest quality of care possible."

MU Health Care has a history of providing medical care in Callaway County. Its faculty and resident physicians work with more than 15,000 outpatients a year.
Missouri plans to build new football complex in south end zone of Memorial Stadium

BY TOD PALMER | 12/04/2014 9:54 PM

**Missouri’s athletic department is planning to build a new south end zone complex at Memorial Stadium that is expected to include new football offices, a weight room, training room and new locker room.**

The idea for the expansion came out of a conversation between Missouri coach Gary Pinkel and MU athletic director Mike Alden over coffee six weeks ago. MU will push back already approved plans for a full-length indoor football practice facility to build the new complex.

The project also could include new premium seating and set the stage for an eventual upper deck and enclosure of the south end of Memorial Stadium, Alden said during a news conference Thursday at Mizzou Arena.

MU executive associate athletic director Bryan Maggard said he expects a scope analysis to take place after the first of the year. After the athletic department finalizes details of the new project, the University of Missouri System Board of Curators would have to approve the revised plan before bids could be solicited for design and construction.

Alden said typically such a project would require nine to 12 months to design and, after the bid process, 24 to 30 months to build. Until final plans are ironed out, it won’t be possible to put a price tag on the project, Alden said.

“An attractive concept, for me at least, in this type of project is that it benefits all of our programs,” Maggard said. “It’s much more than just enhancing the football program. What it does, in essence, is it frees very valuable space up in the Mizzou Athletics Training Complex.”
Alden said Pinkel believes the south end zone complex should be a bigger priority because Missouri already has an indoor practice facility — the 70-yard Dan Devine Pavilion.

“(Pinkel) was saying, ‘Where am I going to get the biggest bang for recruiting? Where is the biggest wow factor for recruiting?’” Alden said. “He believes, and I agree with him on this, you’re going to get a bigger ‘wow’ factor with an end-zone complex and what we’re trying to do there than you would for a new indoor facility.”

The Mizzou Athletic Training Complex (MATC) currently houses MU coaching staffs, a student-athlete dining hall, tutoring operations, a weight room, a training facility and administrative offices.

“We’re crawling all over ourselves in the MATC right now,” Alden said. “Not only football, but all of our sports programs are. It frees up space for football, but it also frees up space for everybody else. Gary looked at that as a win-win for everybody.”

It’s also a chance to strike while the iron is hot with the Tigers football team playing in a second consecutive SEC Championship Game at 3 p.m. Saturday against Alabama at the Georgia Dome in Atlanta.

“I think certainly, with all the success that (Pinkel) has had and our staff has had and our program has had, you want to keep that thing growing,” Alden said. “This gives us an opportunity to focus in on a very highly visible, but also a very effective project for us. That’s a testament for him.”

Maggard said some money that was slated for the indoor facility can be redirected to the south end zone project, “but there’s more money to be raised. The magnitude of this project is much greater from a cost standpoint that the indoor facility,” he said.

The dining hall and academic support areas would remain at the current training complex.

Missouri renovated the Memorial Stadium press box and brought the iconic rock “M” closer to the field before the 2013 season. An east-side expansion including premium
seating and an upper deck opened before the 2014 season, giving Memorial Stadium a capacity of 71,168.

“For right now, for Mizzou, we’re right in the sweet spot,” Alden said.

Eventually, capacity would increase to roughly 80,000 with the addition of a south upper deck, but ticket demand will dictate when that happens.

“I think you’ve got to be consistently putting 71,000-plus in there for Central Florida and for a game that determines whether we go to the SEC Championship Game or not,” Alden said.

Missouri and other SEC schools expect an influx of cash from the SEC Network, but Alden said he doesn’t expect to have revenue figures for the first year of the joint SEC/ESPN venture until May or June.

While Thursday’s announcement does not impact plans to build a new softball stadium east of the Hearnes Center, Alden isn’t sure what it means for a timetable for building the full-length indoor practice facility, which is already being designed and will be constructed west of the training complex.

“The minute we get this thing rolling, I’m pretty confident he’s (Pinkel) going say, ‘OK, when are we getting that new indoor facility?’” Alden said.

Read more here: http://www.kansascity.com/sports/college/sec/university-of-missouri/article4287527.html#storylink=cpy

Mizzou shifts focus to new football complex

By Dave Matter dmatter@post-dispatch.com 314-340-8508

COLUMBIA, Mo. • When Gary Pinkel speaks, people at Missouri listen.

Six weeks ago, Pinkel sat down with his boss over coffee and wanted something done. Pinkel told Mizzou athletics director Mike Alden that they should hold off on building a new indoor practice facility and instead shift resources to a new all-encompassing football complex south of Memorial Stadium.
Request granted.

Alden and executive associate AD Bryan Maggard met with a few reporters today to lay out long-term plans for a new facility that will house the day-to-day operations of the football program: coaches’ offices, locker room, weight room, training room, etc. The new building, planned for just south of Memorial Stadium, will free up current space occupied by the football team in Mizzou Athletics Training Complex, located across Providence Boulevard.

Sometime in January, Mizzou will launch a “scope analysis” for the project, during which they’ll meet with campus officials to decide what the project will include and kick around cost estimates. From there, Alden said, it will take about three years to complete the project — nine to 12 months to design the complex and another 24-30 months to build it.

The complex could include some additional premium seating in the south end zone, but this project is not about adding capacity to Memorial Stadium. Alden believes Mizzou’s current capacity (71,168) is Mizzou’s “sweet spot.” The stadium was at that capacity figure just twice this season, for games against Georgia and Arkansas.

“We’re right where we need to be,” Alden said. “What we saw at the Arkansas game, what we talk about is, that’s what we need to see every game. When people talk about, ‘Hey, we need to build it bigger.’ No. We’ve seen at other schools, you look at like Tennessee, for an example, that’s a big, big house. And as prideful as they feel about having this huge place, man, if you have can have lesser seating that you can pack all the time, that’s what we’re looking at.”

However, the second phase of Mizzou’s master renovation plan calls for an upper deck along the south side of the stadium that will close the bowl and connect the towers on the east and west sides. That project — there’s no timetable on when it could begin — could push the capacity up to 80,000, Alden said.

Alden sees the enhanced stadium as part of Pinkel’s legacy.

“Gary just looks at it like, ‘Look, man, this is just the next step. We’ve just got to keep it going. Just keep building,’” Alden said. “He’s always been like that. The minute we get this thing rolling I’m pretty confident he’s going to say, ‘When are we going to get that indoor facility?’”

As for that indoor facility, that building is now on hold and the Tigers will continue to use the Devine Pavilion for the foreseeable future.

It’s too soon to know about a price tag on the new end zone complex.

“There’s more money to be raised for something like this because the magnitude of this project is much greater from a cost standpoint than the indoor facility,” Maggard said. “But we don’t know yet what that number is.”
Why did Pinkel prefer the south end zone facility over the indoor practice building? Here’s how Alden recalled that conversation from six weeks ago.

“He loves that east tower and that Rock M and how we really made Faurot Field look the way it looks,” Alden said. “He’s saying, ‘Where am I going to get the biggest bang for recruiting? Where’s the biggest ‘wow factor’ for recruiting?’ He believes, and I agree with him, we’re going to get a bigger ‘wow factor’ with an end zone complex than you are a new indoor facility. It’s something that’s a lot more attractive.”

Alden: Memorial Stadium's south end zone upgrade becomes priority

Columbia - As Missouri football grows its footprint in the SEC, Memorial Stadium will continue to grow.

Missouri athletic director Mike Alden, in a one-on-one interview with ABC 17 Sports Director Austin Kim, said renovating Memorial Stadium's south endzone will become a top project for Mizzou Athletics in the near-future. Alden added the new indoor football facility will be put on hold while MU administrators focus on designing and building up Memorial Stadium’s south end zone.

Mizzou just completed a $45.5 million expansion of the stadium's east side this August. The 4,100 upper deck seats and 1,200 premium suits in the east side bumped Mizzou back to its original 71,000 seat capacity.

Alden said he did not know how many seats the south end zone expansion would add at this time. He also did not offer a firm time table for completed renovations. Alden did say the plans include a new weight room, new locker room and football offices.

The Missouri athletic director also said Mizzou softball's new stadium plans, scheduled to open in 2017, will not be affected.

Mizzou Athletics is in the midst of a 10-year, $200 million master plan to upgrade its facilities.
It's tart. But is it smart?

Welcome to Should I Eat This?—our weekly poll of five experts who answer nutrition questions that gnaw at you.

Have you heard of Greek yogurt? Of course you have. The stuff is so popular that if Greek yogurt were a band, it wouldn’t be cool to like them anymore. But these experts are still huge fans.

David Katz, MD, director of the Yale University Prevention Research Center, eats it every day for breakfast, topped with berries and whole-grain cereal. That’s because it’s filled with calcium, potassium and, of course, lots of protein—which every expert we spoke to mentioned. Just six ounces of plain, fat-free Greek yogurt has 34% of your daily value. That’s way more than you’d get from the thin, watery version marketed to dieters.

Thicker yogurt, strained to remove the whey, has been part of many cultures’ cuisines for ages. Without that whey weighting it down, Greek yogurt comes with less sugar than regular yogurt, as long as you stick with the plain stuff, says Shivani Sahni, PhD, an instructor at Harvard Medical School.

Greek yogurt fills you up with protein, not calories—a container of non-fat only has about 100. That means, at least in theory, you won’t be inclined to eat as much nutrient-poor food. “Given that protein is considered the most satiating macronutrient per calorie, a high intake of Greek yogurt may help prevent weight gain,” says Mario Kratz, PhD, research associate professor in epidemiology at University of Washington.

Protein researcher Heather Leidy, PhD, assistant professor of nutrition and exercise physiology at University of Missouri, agrees. “We’ve examined the beneficial effects of eating Greek yogurt as an afternoon snack and reported greater satiety—fullness—and a greater delay wanting to eat again compared to regular yogurt,” she says.

The diet-worthy dairy is also versatile, and it stands up just as well in your chip dip as in Dr. Katz’s morning granola.

There’s just one caveat. While Greek yogurt is a nutrition powerhouse, according to our experts, its probiotic promises may be overhyped. “While it is a probiotic, the bacteria don’t hang around in your gut,” says Jack Gilbert, PhD, a microbiologist at the U.S. Department of Energy’s Argonne National Laboratory and a researcher of all things bacteria. “If you are healthy they have very little impact on your health. But if you have a disrupted microbiome, such as when
you have taken an antibiotic, then eating Greek yogurt might be good, filling up the real estate, and stopping pathogens from taking over.”

Before it gets to your gut, though, let Greek yogurt colonize your grocery list—right at the very top.

The ABCs of Annuities

Do you anticipate living longer than average, like many Americans? You may want to consider annuities.

Annuities are the basic financial tool your financial advisor doesn’t want to talk about.

That’s because annuities provide a bedrock income for retirement by shifting money out of the "I want this money to grow" part of your portfolio into the "I don’t want to outlive my money" part of your portfolio. An annuity is the flip side of life insurance, explains Kim O’Brien, president and CEO of the National Association for Fixed Annuities, an industry group based in the District of Columbia. “Life insurance protects your loved ones if you die too soon. Annuities protect you if you live too long,” O’Brien says.

You set up an annuity with a large lump sum. The financial institution – typically an insurance company – guarantees you will receive a monthly income from the lump sum. You will have to decide if you want an annuity that delivers the same amount of income each month or income that varies with market returns. Another key decision is whether you get your lump sum back at some point. With traditional annuities, you don’t. With some newfangled annuities, you do.

When you move a big chunk of money from a mutual fund or exchange-traded fund into an annuity, that’s less for your fee-based financial planner to manage. It trims the fees he or she earns, and that’s why your financial advisor may steer you away from a financial tool that guarantees you a lifelong income.

Here’s an overview of the basic types of annuities, and why you may or may not want one.

With a classic annuity, you are essentially buying a pension for yourself, says Dan Keady, senior director of financial planning for TIAA-CREF. You pay an upfront lump sum and start getting payments.

With an immediate annuity, you pay the lump sum and start getting monthly payments right away. With a deferred annuity, you pay the lump sum but don’t start taking the monthly
payments until a predetermined date. Typically, the date is tied to a particular age, Keady says. People often have an annuity kick in at age 75 or 80 to ensure additional income to cover rising living and medical expenses.

If you buy the annuity decades in advance, you can get it at a discount. For example, you may buy a $100,000 annuity for $85,000, because the insurance company has time to win investment gains before it starts making payments to you.

“One way to think about how much to put into an annuity is to estimate your basic monthly living expenses in retirement. How much of that is covered by Social Security? How much do you still need to cover? Can you convert or buy annuities to cover what isn’t covered by Social Security?” Keady says.

If you want the annuity to provide lifelong income for both yourself and your partner, be sure to buy a joint-survivor annuity. When one partner dies, the other partner continues to receive the monthly income. Fixed annuities deliver the same amount of income per month. Variable annuities guarantee a minimum amount per month, plus a potential additional amount, depending on how the market performs. Variable annuities are usually tied to commonly used market indexes, such as the Standard & Poor's 500 index, financial advisors say.

**Once you hand over that lump sum for a traditional annuity, however, you can’t get it back, says Michael Guillemette, assistant professor in the University of Missouri's department of Personal Financial Planning. “It’s locked in. You get the monthly payments, but you can’t get that lump sum back,” he says. “That means there’s less for an inheritance.”**

Some variations on annuities allow policyholders to reclaim the lump sum, O’Brien says, but that flexibility comes with stiff fees. Guillemette explains that you could buy an annuity including a life insurance component, thus providing a death benefit. Another twist is a term-certain annuity, which guarantees income for a certain number of years, paying out to you or your heirs, he adds. These variations add fees and make it more complicated to see how annuities fit into your retirement plan.

Don’t assume you should put as much money as possible into annuities. Financial advisors unanimously stress that retirees also need accounts they can tap right away. You may be able to convert part of your 401(k) account to an annuity, all within the framework of the plan. This mode of setting up the annuity can minimize fees and keeps the accounts under the 401(k) umbrella, Keady says.

If you decide to buy an annuity, be sure to work with a financial representative or advisor who has a fiduciary responsibility to you for that transaction, Guillemette says. “You want someone who’s looking out for your best interest as a fiduciary, even if they make a commission in the process,” he says. “If you go to ‘Joe the Insurance Guy,’ who is under the suitability standard, he’ll sell you whatever he can. Go with a fee-based advisor. In this case, a commission isn’t a bad thing.”
Don’t think of annuities as a type of investment. They are a way to convert savings to guaranteed income, Guillemette says. Investments involve calculated risk. Annuities involve minimal risk. The whole point is that you know how much monthly income you can count on. Do consider buying an inflation-protected annuity, which increases the payments each year to keep up with the cost of living.

Regulations regarding annuities might change as Congress seeks ways to ease pressure on the Social Security system, Guillemette says. For example, last summer the U.S. Treasury issued final rules on longevity annuities. Guillemette recommends keeping an eye on policy changes that tweak the rules about how much money you can put into and take out of annuities, in case politicians decide to add some tax incentives to make this traditional financial tool a bit more appealing.

Scholars: China gov't gets foothold on US campuses

By MATTHEW PENNINGTON

WASHINGTON (AP) — China's authoritarian government is gaining a foothold on American campuses by funding dozens of institutes that project a rose-tinted view of the Asian nation that compromises the academic integrity of U.S. universities, a congressional hearing was told Thursday.

Scholars of China testified that these state-funded Confucius Institutes teach nonpolitical subjects like Chinese language and culture but suppress discussion on sensitive topics like Tibet and the 1989 Tiananmen crackdown on democracy protesters.

The hearing was chaired by House Republican Rep. Chris Smith, an arch critic of Beijing, who questioned whether American education was "for sale."

Students from China now make up 31 percent of all international students in the United States. Last year, Chinese students in U.S. colleges and universities contributed $8 billion to the U.S. economy, according to the Commerce Department.

U.S. colleges such as New York University are also opening campuses in China, hoping to tap into the country's enormous, growing pool of students.
Geng Shuang, spokesman for the Chinese Embassy in Washington, said China-U.S. educational exchange is carried out on a voluntary basis and respects the academic independence and integrity of all educational institutions.

Perry Link, a China expert at the University of California at Riverside, said independent scholar-to-scholar exchanges with China should be encouraged.

But he said the Communist Party of China opposes the exchanges and prefers to negotiate campus-to-campus cooperation. He said inexperienced U.S. academic administrators, eager for funding, reach protocols with party officials that allow authorities in Beijing to choose teachers and set curricula that provide a rosy "cameo" of China.

Thomas Cushman, a professor in social sciences at Wellesley College, said the Chinese government's effort to forge ties with U.S institutions is part of a more general "soft power" strategy toward the West.

There are now about 90 Confucius Institutes in the U.S., part of an expanding network of more than 400 worldwide. Geng, the embassy spokesman, said the institutes help people learn about Chinese language and culture and strengthen cooperation between China and other countries.

But there has been some push back from scholars and colleges in the U.S. In June, the American Association of University Professors called on universities to cancel their current agreements with Confucius Institutes, and this fall the University of Chicago and Penn State ended their relationships with the institute.

The Chinese state-funded outreach comes amid growing restrictions on scholars at home as President Xi Jinping's government has tightened controls over a wide range of society since he took power early last year.

"For decades, the primary strategy of the CPC in censoring its own people has been to induce self-censorship," Link said, referring to the Communist Party of China. "Now the CPC, stronger and wealthier than before, is looking to project these battle-tested methods onto the world stage."

Cushman said U.S. scholars of China are careful what they say in public so they can keep visiting. He said that leads to a "beautified" version of China that avoids the realities of repression.

Link said he's been blacklisted since the mid-1990s and gets two or three inquiries per month from younger scholars wanting to know what they should avoid saying in order not to be barred.

Cushman also contended that professors on U.S. campuses may avoid discussing sensitive tops about China in their classes out of fear of negative evaluations by the growing number of Chinese students.
China and Academic Freedom

December 5, 2014

By Kaitlin Mulhere

NO MU MENTION

The growing number of educational partnerships between Chinese and American colleges could see increased congressional scrutiny, as some critics argue the Chinese government’s influence in such initiatives undermines academic freedom.

U.S. Rep. Christopher Smith, a Republican from New Jersey, said at a subcommittee hearing Thursday that he plans to ask the Government Accountability Office (GAO) to review partnership agreements of American satellite campuses in China and Confucius Institutes housed on U.S. campuses.

Many American colleges partner with Chinese universities, often with on-the-ground programs in China. And more than 90 institutions in the U.S. host Confucius Institutes, which are funded by China’s government to teach Chinese language and culture.

Opposition to such partnerships is hardly new. Faculty members at many colleges, including Wellesley College and New York University, have expressed concerns about censorship and the free exchange of ideas. This summer, the American Association of University Professors warned in a statement that Confucius Institutes could pose a risk to academic freedom. A couple months later, the University of Chicago and Pennsylvania State University pulled the plug on their institutes.

But Smith and the witnesses who gave testimony Thursday said the threat to political freedom, and by extension academic freedom, in China only grows more serious.

Perry Link, who’s written several books and articles about China, said he worries Americans aren’t taking the warnings about Chinese violations of academic freedom and other rights, because scholars like himself have been preaching for decades about human rights violations in China.

But now, he said they need to find a way to show it’s only gotten worse -- “seriously worse, threateningly worse.”
The main tool of the Chinese government has been the use of fear to impose self-censorship, said Link, who’s the Chancellorial Chair for Teaching Across Disciplines at the University of California at Riverside.

Chinese scholars who speak out against the party line are subject to harassment and imprisonment. American scholars who research China also have to monitor what they say and write or risk being barred from researching in China, he said.

Link isn’t allowed in China. While that’s true of only a few American scholars, he said, every scholar knows the blacklist exists, and so they preemptively avoid crossing the line. That’s dangerous, because the self-censorship is invisible.

Link said the government should withhold visas for Confucius Institute instructors until China ends its practice of withholding visas on political grounds for American scholars. He also suggested the U.S. government should fund Chinese language instruction: “Why should we hand over our young students to an authoritarian government because they supply the funds?” he said. “We have enough funds for that.”

Wellesley College Professor Thomas Cushman said he’s concerned about general partnerships between American and Chinese universities, largely because there’s so little data on them.

“We simply don’t know how many there are,” he said, suggesting that the U.S. government should conduct an audit to determine how many colleges have such partnerships.

Smith, who’s chairman of the subcommittee on Africa, Global Health, Global Human Rights and International Organizations, sought to get insight into one of the more high-profile partnerships, New York University’s Shanghai campus. But despite offering NYU representatives five different occasions to participate in the hearing, he said each of the invited professors and President John Sexton said they could not do so.

Emails to NYU’s media relations office and individual faculty members seeking an explanation for why they didn’t participate were not returned.

Cushman’s institution, Wellesley College, also has one of the more well-known Chinese partnerships. Cushman spearheaded an effort last year to criticize its partnership with Peking University for firing Xia Yeliang, a professor of economics. The university has claimed the dismissal was due to poor teaching. Yeliang, Cushman and other supporters say it was retribution for Yeliang’s criticism of the Chinese government.

Yeliang, who also spoke Thursday, said he knows a scholar who was visiting at Stanford University. Despite teaching in America, he still felt that he couldn’t say anything the Chinese government would consider radical or aggressive.

“You don’t have academic freedom even on the campuses in the U.S.,” he said, “so how can you export the liberal ideals to authoritarian countries?”

Follow the Money
Sophie Richardson, the China director of Human Rights Watch, has investigated academic freedom in China and its influence in the U.S. She said everyone she has interviewed has said the same thing: Follow the money.

The Chinese education market can be a lucrative place for American universities, experts said.

That market includes revenue from an estimated 274,000 Chinese students who are paying full tuition to study in the U.S., according to Cushman. Similarly, the Chinese government floats half a million dollars to open each Confucius Institute, while neglecting schoolchildren in rural, impoverished parts of its own country, Yeliang said.

**Academic Freedom Intact?**
Not all American academics are up in arms about the Chinese government infringing on academic freedom.

Richard Saller, of Stanford University, said in an email that he understands some universities may have had different experiences than he has, but that there has been no attempt to influence the academic work sponsored by the Confucius Institute at Stanford. Saller is Vernon R. & Lysbeth Warren Anderson Dean of the School of Humanities.

Likewise, Kenneth Hammond, a history professor at New Mexico State University and director of the Confucius Institute there, said the institute has presented a wide range of speakers and topics. Should there ever be an attempt by Chinese officials to influence their programming, the university would withdraw from their agreement, he said.

Richardson said she expects all universities to say the same rules for academic freedom will apply at their satellite campuses, but she's skeptical whether universities are truly prepared to handle what the Chinese consider sensitive topics, such as discussion of Tibet or Tiananmen Square.

For those who question how much space there is for free expression in China, Richardson said she’d remind them of Ilham Tohti, an economics professor at Minzu University who was recently sentenced to life in prison. Some of his students also were arrested and charged with separatism.

Smith started the hearing by saying that Thursday’s discussion was the first of a series he plans to hold on the issue, and he encouraged each of the experts who spoke to give recommendation for the GAO’s upcoming study.

He ended by quoting Proverbs 22:1: “A good name is more desirable that great riches.” Have American universities, he asked, compromised their reputations in exchange for Chinese money?
The Talk—and Pledges—at the White House Summit on College Opportunity

[Updated, 12/4/2014, 5:38 p.m.]

NO MENTION

Washington — Hundreds of college leaders are now heading home, still giddy from Thursday’s White House Summit on College Opportunity. Now comes the hard part: Making good on their varied promises to enroll more low-income students and help them graduate.

More than 300 college presidents, foundation heads, and nonprofit executives attended the summit, which was twice as large as the inaugural event, held in January. They shared ideas, they heard from experts, and a lucky few got shoutouts from President Obama.

Like the last time, they came armed with steps they intend to take—their “commitments,” in summitspeak—to expand college access and completion. The more than 600 pledges center on building collaborations among colleges and between school districts and colleges, investing in high-school counselors, and increasing the number of college graduates in science, technology, engineering, and mathematics—the STEM fields.

During the daylong event, the college presidents listened to panels on innovation and collaboration, participated in breakout sessions, and swapped business cards. But for many attendees, the highlights were speeches by President Obama, the first lady, and the vice president.

Mr. Obama acknowledged that increasing access and completion were “big challenges,” but argued that “they are solvable, as long as we work together.”

The president also highlighted a few of the commitments, telling the sponsors to “pat yourselves on the back” when they heard their name. Those he mentioned included the National Association of System Heads, which pledged to produce 350,000 more graduates by 2025, and the University Innovation Alliance, a coalition of 11 public research universities that promised 68,000 more graduates by the same date.

“Our challenge going forward,” he said, “is to make sure your outstanding commitments mean something where it matters most: in the lives of young people.”

Michelle Obama focused her remarks on the importance of high-school guidance counselors, and the inequities in the current system.
“Right now, a small number of students are getting every advantage in the college admissions race, while millions of other students who are just as talented can’t even begin to compete,” she said. “We are depriving ourselves of so much human potential.”

The final speaker, Vice President Joseph R. Biden Jr., praised colleges for their efforts to expand access, but took them to task over rising tuition, saying he worried the nation was headed toward a “two-tier higher-education system.”

“You’ve got to do something about escalating college costs,” he said. “You guys are still way, way ahead of the curve, in the wrong direction.”

If you missed the summit, you can catch up on the day’s action below, in our live blog of the event.

Good Cop, Bad Cop From White House

December 5, 2014

By Michael Stratford

NO MU MENTION

WASHINGTON -- The second White House college summit held Thursday was bigger and focused on a broader range of institutions than the inaugural January event.

And it also, in part, more vividly illustrated what seems to be an ongoing tension of the Obama administration's higher agenda: how to promote the value and importance of colleges while also seeking to hold institutions more accountable, especially for their tuition prices.

The contrast in tone between separate speeches on Thursday by President Obama and Vice President Biden underscored the balancing act for an administration that has sought to both cheerlead successes and innovations in higher education and clamp down on rising tuition prices -- approaches that tend to draw opposite reactions from college leaders.
The Summit on 'This Week'
Our weekly news podcast, "This Week @ Inside Higher Ed," will feature a discussion of the summit with Gail Mellow, president of LaGuardia Community College. Click here to receive email notification of this and other podcasts.

Although Obama's remarks referenced a growing "frustration" with rising tuition, his speech was largely geared at making the case for why boosting college completion is crucial both for enhancing the nation's global competitiveness and pushing individual families into the middle class.

Obama praised the hundreds of commitments that the White House published from colleges and university leaders, philanthropists, business leaders and nonprofit organizations.

He noted that the two summits have yielded promises of change and progress without the need for "a single piece of legislation" or "a single new stream of funding."

"There's a lot that you and I can do together even if Congress doesn't act," Obama told the college presidents.

In his speech, meanwhile, Biden took college presidents to task for rising tuition, criticizing some university expenditures.

"It seems to me -- and you're going to be angry with me, you college presidents -- you got to do something about escalating costs," he said. "I understand the problem, and I'm not talking about salaries. I'm talking about spending another $180,000 putting new boxes up at the football stadium."

"The president is much more polite than I am," Biden joked. "But all kidding aside: You got to do something."

He continued to push the college cost issue, telling the presidents: "On another occasion, I'd like to speak to you more about this."

"If I announce what I'd speak to you about, you probably won't show up but I'd like to talk to you about it," he said to some laughter.

Biden's remarks were a contrast to a daylong summit that was otherwise focused on cheerleading effective innovations in higher education -- and talking about ways to scale them -- as well as promoting more seamless pathways between secondary education and colleges and universities. First Lady Michelle Obama spoke about the need to reduce the inequality in college advising between low-income students and their wealthy peers.

To be sure, outside of the summits, the Obama administration has pursued policies seeking greater accountability for colleges as a way to combat the rising costs that Biden railed against Thursday. The president has twice used his State of the Union address, for instance, to advocate for policies that would punish colleges that don't do a good job of keeping down rising tuition.
Unmentioned, though, in both Thursday's summit and the previous event in January, was a discussion of the administration's policy efforts aimed at holding colleges more accountable for their outcomes and prices. To that end, the Education Department plans to release in the next week or two its college ratings system.

Those ratings seem certain to reignite a new round of criticism -- and debate -- over the role the Obama administration wants to play in higher education. But on Thursday, college leaders said they were largely happy with the President's Obama's role as a convener of higher education.

Freeman A. Hrabowski, president of the University of Maryland-Baltimore County, who was on a panel on innovation at the summit, said the event served as an important moment of self-reflection for colleges and universities.

"We need to understand who else is doing what," he said. "What do we do well? What can we do better? And how might we think different?"

M. Peter McPherson, who attended the summit as president of the Association of Public and Land-grant Universities, praised the administration for winning commitments from hundreds of colleges but said the next step should be to channel those pledges toward an overarching college completion goal.

"It's been my observation that big institutions, countries, organizations need stated goals that can be measured," McPherson said. "It's my hope that the administration will emphasize a big completion goal, an umbrella under which these commitments and others could fit."