Delafontaine begins as MU School of Medicine dean

Delafontaine said he plans to improve the academic structure of the School of Medicine by integrating clinical work, research, and teaching.

**Patrice Delafontaine started as the new School of Medicine dean on Dec. 1.**

He was born in Alexandria, Egypt, and raised in South Africa before receiving his undergraduate and medical education at the University of Geneva in Switzerland.

After receiving his medical degree in Geneva, Delafontaine came to the U.S. to complete his residency and completed a fellowship in cardiology in Boston.

Before MU, Delafontaine served as the chief of cardiology at Tulane University in New Orleans.

**Passion for medicine**

Delafontaine has over 37 years of experience in medical research, teaching and clinical work — three components Delafontaine said he is working to integrate “almost completely” in his plan to strengthen the academic medical center.

Harold Williamson Jr., vice chancellor for health affairs, said those three components are key to effectively leading the School of Medicine.

“In particular, his research experience and expertise are a good fit with the next phase of the (School of Medicine’s) advancement,” Williamson said in a previous Maneater article.

One example of Delafontaine’s research expertise is his discovery of an important link between the renin-angiotensin system and a hormone known as igf-1. The study was first published in *The Journal of Clinical Investigation*.

“(The) findings back from 1996 ... are quite important in understanding the biology of muscle function and how that is relevant to chronic diseases and maybe the frailty of aging,” Delafontaine said. “It impacts a lot of chronic diseases, including heart failure, which is the single most expensive hospital diagnosis in the country.”

In actuality, Delafontaine said, he “stumbled upon” this discovery after two to three years of research at Emory University as an associate professor.
“One of the exciting things about science is you have a hypothesis,” he said. “So we were expecting one thing and we found something completely different; we went in after that finding and found this link.”

Delafontaine and his team are currently researching this link and its impact on chronic diseases 18 years since its discovery in a project funded by the National Institutes of Health.

Delafontaine said he has also acquired mentoring skills over the last 25 years of his career.

“One of the things I enjoy the most is actually interacting with students,” he said.

Since starting at Tulane in 2003, Delafontaine worked in the research lab with many students throughout the years, ranging from high school students to postdoctoral fellows.

“I always told them, ‘You know, my door’s open,’” he said. “‘You just come knock on the door.’”

Delafontaine not only mentors his students, but he creates and maintains long-lasting relationships with them. Although he no longer works at Tulane, Delafontaine still has an unpaid faculty appointment there.

“I actually have one graduate student who’s finishing her Ph.D. down (at Tulane),” he said. “She may be four or five months away, so I wanted to keep a faculty appointment and make sure she got everything done.”

**Goals for the School of Medicine**

Delafontaine said he aspires to help the School of Medicine move forward.

While Delafontaine holds higher expectations and goals for himself as the new dean, he said he still holds many of the same hopes and values he had in his previous professions — especially the importance of mentoring students.

In a previous interview with The Maneater, Delafontaine expressed the importance of a good patient-doctor relationship, defining it as the “bedrock of a good doctor.”

Similarly, Delafontaine recognizes dean-student relationships to be just as important.

“My role is to help people get grants and become independent,” he said.

Delafontaine said he is no longer directly involved with the smaller components of medical school, and is instead focused on the big picture, such as generating academic expansion.

“We can grow many different clinical programs here,” he said. “There are many of them that are already very, very successful.”
Williamson said in a previous interview that Delafontaine stood out among various candidates for the positions because “he has a very high level of integrity, responsibility, work ethic, mentoring experience, collaborative instinct and has experience in several medical schools.”

Although Delafontaine will be less directly involved with MU’s clinical work and medical research, his broader role will allow him to accomplish more within the School of Medicine.

The dean’s main responsibility is to support the mission of the School of Medicine, which, according to Delafontaine, is to “improve the health of all Missourians through exemplary research, teaching and clinical work.”

Delafontaine said he also believes that service to the community is just as much of a component as research, teaching, and clinical work.

In order to benefit the community, Delafontaine said he plans to take advantage of his broad role by stretching it across the entire school.

“T am most motivated and personally satisfied by bridging and integrating education, research, and clinical work,” he said. “I think the most exciting thing about academics is integrating those three components.”

Delafontaine’s plan to integrate components of medicine is not only efficient, but it holds the potential for positive, long-term effects on the community.

“(Integration) actually educates the basic researcher, the medical students, the residents, the undergraduates and the physician during the process,” Delafontaine said.

Goals for MU

However, Delafontaine said his focus is not solely in the School of Medicine. He also plans to help students from various fields of study by implementing interdisciplinary research. MU’s terrific potential for research and educational collaboration helped convince him to move over 700 miles to Columbia, he said.

“(A) big attraction was the strength of the different components of the university,” Delafontaine said. “All the different schools and colleges that are on-site here really allow for a lot of collaboration.”

Delafontaine said there were a number of factors that attracted him to taking the position, including the excellent reputation of the university. He said the health care system’s leadership and success also impressed him, especially since it continued to grow in a time when healthcare is under a lot of national pressure.
Settling in

Delafontaine said he is beginning to settle in by spending time learning about the institution, meeting the people and finding out about some of the issues on campus.

“I’ve enjoyed meeting everybody and I’m taking every day as it comes,” he said. “I must say … it’s going great.”

Former interim dean Les Hall said he has been helping Delafontaine transition into his new position and has high hopes for Delafontaine.

“I believe (Delafontaine) will be an outstanding leader for the School of Medicine and will make major contributions to the entire MU community,” Hall said in a previous Maneater article.

Hall is set to become the new dean at the University of South Carolina School of Medicine on Feb. 1, 2015.

“We will miss him here,” Delafontaine said. “He’s been a real delight to work with, but I think (this is) a great opportunity for him.”

COLUMBIA MISSOURIAN

Missouri Sports Hall of Fame announces inductees for Class of 2015

Tuesday, December 9, 2014 | 10:36 p.m. CST
BY MISSOURIAN STAFF

COLUMBIA — The Missouri Sports Hall of Fame announced its 2015 class Tuesday. The 13 individuals, one team and one program will be inducted in an enshrinement ceremony Jan. 25 at University Plaza and Convention Center in Springfield, Missouri.

The honorees are:

- Ned Reynolds, 28th Missouri Sports Legend: Reynolds is the former sports director at KY3 in Springfield, Missouri. He is a member of the Springfield Area Sports Hall of Fame as well as the Missouri Sports Hall of Fame.
Chris Carpenter, St. Louis Cardinals: Carpenter pitched for the Cardinals from 2004 through the 2012 season. He is the winningest postseason pitcher in Cardinals history with a 95-44 regular season record.

Nick Lowery, Kansas City Chiefs: Lowery made 80 percent of his field goal attempts in his 14 years as a kicker in Kansas City. He was inducted into the Chiefs Hall of Honor in 2009.

**Mike Alden, University of Missouri athletics director:** Alden has been the director of athletics at Missouri since 1998 and is the third longest tenured AD in school history. He has seen at least one conference championship in football, men's basketball, volleyball, soccer, softball, baseball and wrestling, and he has led $233.2 million in facility developments.

Andy Russell, Pittsburgh Steelers: A former linebacker for the University of Missouri, Russell played for Pittsburgh his entire 12-year NFL career and was captain for 10 of those years. He was selected for the Pro Bowl seven times.

Winston Garland, Southwest Missouri State University basketball: Garland led the Bears to the quarterfinals of the 1986 National Invitation Tournament and the second round of the 1987 NCAA tourney. He still holds the school record for season points, with 720 points in 1987. Garland went on to play six seasons in the NBA.

The Farmer family, Jefferson City: The family's legacy began with Elliot Farmer, a standout athlete himself. His son, Mike, was a quarterback and punter in 1970 and 1971 at the University of Missouri. Mike's son, Kirk, was also a quarterback at Missouri from 1999 to 2002 and led the team in passing in 2001 with nearly 1,600 yards and 13 touchdowns. Leslie Farmer, Kirk's cousin, was a track and field athlete at Missouri and is the school record holder in the 400-meter hurdles. Her brother, Elliot, was a standout football player in high school before an automobile accident left him paralyzed from the waist down.

Bob Roth, St. Joseph: Roth is the chairman of the board at Hillyard, Inc., the leader of basketball flooring in the country. He was the first president of the
Missouri Basketball Hall of Fame in 1986 and the initial president of the Missouri Sports Hall of Fame in 1993.

- Kathy Anderson, University of Central Missouri basketball: Anderson was an All-American basketball player for UCM and is a member of the UCM Athletic Hall of Fame. In 1978 and 1979, she was a member of the USA Women’s Senior Basketball team. She now serves as the UCM senior associate athletic director.

- Keith Guttin, Missouri State University baseball coach: Guttin started coaching at Missouri State in 1983. Under him, the Bears have won 11 regular season or conference tournament championships and made eight Division I NCAA Tournament appearances. In 2003, Guttin led the Bears to the NCAA Division I College World Series for the first time in school history and has been conference coach of the year 10 times.

- Larry Anderson, Central Methodist University coach and athletic director: Anderson was Central Methodist’s head football coach for 12 seasons before being promoted to athletics director, a post he also held for 12 years.

- Ann Cook, Springfield Glendale: Cook played soccer at the College of William & Mary, where she was a three-time All-American. She played professionally for the Bay Area CyberRays and Washington Freedom. Cook was also a member of the 1998 national team and has been the associate head coach at Penn State since 2007.

- Fred Merrell, high school football coach: Merrell coached high school football throughout Missouri for 40 years in Monroe City, West Plains, Blue Springs and St. Mary’s. He won 55 percent of the games he coached. He is a 1993 inductee into the Missouri Football Coaches Association Hall of Fame.

- Virgil Ward, fishing (posthumously): Ward gained notoriety for his nationally syndicated television show, radio show and newspaper column, all centered on fishing. He hosted his first TV show during the 1963-64 season in conjunction with the Missouri Conservation Commission. Ward won national and world fishing championships and received the Dolphin Award, the highest award in sports fishing.
Webb City football program: The Cardinals have won 13 state championships since 1989, including their fifth straight title in 2014. The Cardinals have not lost a regular season game to a team from Missouri since 2003 and have 11 undefeated seasons since 1989.

1969 University of Missouri football team: The 1969 Tigers finished the regular season 9-1 and recorded wins over three top-20 teams, beating rival Kansas in the annual "Border War." The team finished 6-1 in the Big 8, earning a co-conference championship with Nebraska and finished the year ranked No. 6 in both the AP and coaches polls.

The Missouri Sports Hall of Fame will also present Chris Hamon with the President’s Award and Advertising Plus with the Founder’s Award. The ceremony will begin at 11 a.m. Jan. 25.

COLUMBIA MISSOURIAN

MU buyout prompts faculty questions, reflections

Tuesday, December 9, 2014 | 6:59 p.m. CST
BY CLAIRE BOSTON

COLUMBIA — Nearly three months after MU announced a buyout program for tenured faculty, mixed feelings on campus reflect concern about potential curriculum holes and excitement at the prospect of retiring.

Some faculty worry that the buyout program, announced Sept. 19, is too broad. Others fear their departments will struggle to fill newly vacant spots.

Buyout-eligible faculty have turned to tax accountants and family for advice and weighed outstanding teaching and research commitments before applications were due Nov. 21.
Some have decided to stay at MU. Others will take the payout and leave as early as Dec. 31. Their applications are being reviewed by MU and University of Missouri System administrators.

**After applicants receive approval to retire, they will have seven days to turn down the offer if they change their minds.** MU spokesman Christian Basi said he expects some applicants will reverse their decision to retire during the waiting period, which is why MU is withholding the number of applications it received until retirements are final.

**Arc of a professor's career**
Faculty Council chairman Craig Roberts said the buyout could help MU improve its standing within the Association of American Universities, a key goal in MU's 2013-18 Strategic Operating Plan.

"I believe this and most other major moves on the Mizzou campus are tied to the AAU," Roberts said. "Improving in the AAU standing is not a discussion — it's going to happen."

MU is one of the 62 leading research institutions in the AAU. The AAU evaluates its members using four scholarly metrics: research spending, percentage of faculty in National Academies, citation rates and faculty awards. Universities can be voted out of the group for poor metrics. The University of Nebraska lost its AAU status in 2011 under these circumstances.

In 2012, MU's research and development spending was ranked 88th in the nation, according to National Science Foundation statistics. MU spent more on research than 86 percent of American universities, but compared to other AAU schools, its spending levels are among the lowest.

**MU Chancellor R. Bowen Loftin said in a news release announcing the buyout plan that the retirements will help MU "manage a challenging financial environment by providing flexibility for funding new positions and granting appropriate salary increases."**
Roberts said older professors often take on senior positions in their departments, such as mentoring younger faculty or working in governing roles. He said those jobs are important but don’t produce high levels of research.

"I'm sure that the hope is that the faculty members who are contributing heavily to the AAU metrics will not take the voluntary separation," Roberts said.

Under the plan, faculty can retire and accept the payout as early as Dec. 31. Roberts said there is some concern that retirements will create holes in the curriculum.

"We can hire all these strategic hires and bolster all of our scholarly metrics, but we can’t do that at the expense of teaching," Roberts said. "There will be these pockets of problems that will have to be addressed case by case. My guess is that there is no way around that."

MU last offered early retirement incentives in 2002 after the state withheld more than $66 million in funding. About 75 tenured and tenure-track faculty members accepted retirement packages, and about half were later rehired on a part-time basis. Graduate students and adjunct faculty filled immediate teaching vacancies.

Under the 2014 early retirement program, it’s possible some professors may be rehired on a part-time basis. Rehires will be negotiated through individual colleges and schools but are subject to approval from the provost.

Economics professor Michael Podgursky said he wasn’t sure underperforming faculty would take the buyout. He said if administrators want specific professors to retire, MU should have developed a narrower incentive program aimed at that group of professors.

"It's untargeted," Podgursky said of MU's current approach. "This entirely relies on self-selection. That's a big roll of the dice."

Making new hires to replace retired faculty comes with its own risks. Podgursky said that when the Department of Economics has open tenure-track positions, it usually hires recent graduates of doctoral programs. He said it's hard to predict who will excel at research and who will not.

"It's a crapshoot," Podgursky said of hiring. "They may turn out to be good, they may not. Five to seven years down the road when they're up for tenure, that's when you're going to know."
Podgursky was chairman of the Department of Economics during the 2002 retirement program. He had to scramble to redistribute departmental duties after two professors accepted retirement packages at a time when the department already had two other vacancies to fill.

Under the 2014 program's terms, about 28 percent of tenured faculty — 261 in all — are eligible for the buyout. Basi said the university has no goal number of retirements in mind.

The program was open to retirement-eligible tenured faculty who will be at least 62 by Aug. 31, 2015. Program participants will receive a one-time payment of 1 1/2 times their annual base salary, up to $200,000. If all 261 faculty were approved for the buyout, payouts would cost MU about $10 million.

Basi said the UM System will pay for half of the payout funds. Colleges and schools will cover 40 percent of the costs, and MU’s general funds account for the last 10 percent.

MU will offer a similar buyout program to 28 tenured administrators at a later date.

**Research and teaching**

Multiple professors contacted by the Missourian expressed concern about how the early retirements could affect not only MU’s research output but also its teaching. They asked not to be named for fear of backlash from their departments.

A professor in the College of Agriculture, Food and Natural Resources said he didn't like hearing the buyout referred to as a way of getting rid of unproductive older faculty.

"Frankly, that’s insulting," the professor said. "Many of the faculty at my age group are actually producing more research than we have at any point in our career."

"I felt compelled to stay for the sake of the students," said one School of Medicine professor who was eligible for early retirement. "Perhaps administrators thought it was fair to offer all the old-timers the right to retire early, but it was not fair to students who need responsible and experienced teachers to stay."

The professor said universities need to value the relationship between research and teaching. Lately, however, the professor said MU has provided few incentives to teach.
"The emphasis is on research that brings in grant dollars, and teaching is ignored even though good research can't be done by uneducated people," the professor said. "Indeed, there is no point in doing research unless we are willing to teach what we have learned to gain the value from decades of research."

**Making the decision**

For many of the faculty members eligible for the program, deciding whether to take the buyout meant weighing dozens of factors, among them research funding, pensions and personal savings, tax brackets, planned retirement dates, Social Security eligibility and simple gut instinct.

Podgursky was eligible for the buyout and said the offer tempted him. He decided he wanted to continue teaching at MU.

Animal Sciences professor Don Spiers was planning to retire at 70, when he would be eligible for maximum Social Security benefits. But after attending university-sponsored information sessions on the program and discussing the program with his wife, his tax accountant and a Fidelity representative MU provided, Spiers said he decided the program was "an offer I couldn't refuse."

Spiers will retire in August after he finishes gathering data for a study of heat stress on cattle. He'll turn 67 in June. His accountant advised him to consider the buyout fund as a sort of income supplement, which he'll use to defer taking Social Security until he can receive maximum benefits — about $1,000 more a month than he's now eligible for — at 70. "At the lower end (of the buyout age spectrum), at 62, I would probably be a little bit more hesitant to take the buyout," Spiers said. "I’m still doing research, and I plan on doing research up until the day I leave in August."

Charles Franz, an associate professor of management, said he and his wife, who is also a professor, had been considering retirement before receiving the buyout information. "We’ve been thinking about that for the past year and a half," Franz said. "We both decided that this is just perfect timing that we never could have predicted."

Franz, 72, said he did his own taxes for years, so he felt comfortable analyzing his pension, Social Security and savings to decide when to retire. He also discussed the
buyout with his accountant and colleagues in the business school’s finance and accounting departments.

At first, he thought he would retire in the summer. But when he realized he'd see a negligible pension increase after another semester of teaching, he decided to retire before the spring semester.

"It isn’t that I don’t like teaching, but there are now things in life tugging at my time that I want to do more," Franz said.

Franz has plans to teach abroad and travel in Asia and Europe. He also hopes to have more time to visit his grandchildren, attend away basketball games, cook and read.

"When you’re a professor, you're really kind of locked into a schedule for 16 weeks," Franz said. "You can’t just go to California to visit the grandkids or take a two-week trip to the Grand Canyon."

Spiers said he hopes he may be rehired as a part-time employee. He would like to continue teaching, researching or serving on graduate committees. He also expects to be analyzing his cattle data set for several years. He's been hoping to find time to write a book.

"One of the perks of this is that I could focus more on the things I've been putting off," Spiers said. "It would allow me more flexibility."

**New committee tasked to investigate faculty-raise concerns**

Tyrer said the three recent faculty raises being investigated have elicited a negative reaction from faculty members.

**Faculty Council is investigating concerns about the existing system for faculty raises and three recent raises that have received negative reactions from faculty.**
At the council’s executive session Dec. 4, the Executive Committee created the Ad Hoc Committee on Raise Distribution to address concerns about faculty raises and charged the committee which has several tasks as it looks in the current system.

Chaired by animal sciences professor Bill Lamberson, the committee is tasked with developing a set of graphs describing the distribution of raises; surveying faculty satisfaction with the process for distributing raises and the criteria for determining raise values; and surveying deans about the raise distributing process and how they internally reallocate funds for raises. The committee was given a tentative deadline of March 1, 2015.

Members of the committee are Lamberson, the chairman; Robin Kruse, associate research professor of family and community medicine; Stephen Montgomery-Smith, professor of mathematics; Karen Piper, professor of English; and Bill Wiebold, professor of plant sciences.

Faculty Council member Harry Tyrer, with whom the committee is consulting, said the three recent faculty raises that the committee is investigating have garnered a negative reaction from other faculty members.

*Problems regarding raises*

Raises have been a topic of discussion among faculty for some time.

In February 2014, the top 15 percent of high performing faculty members were rewarded with a raise of $15,000 or 10 percent of their salary. On Sept. 1, the top 20 percent of high performing faculty members also received a salary raise.

Tyrer said he found three problems with these raises. One of those problems, he said, was that the ways in which rules for distributing raises have changed without any faculty input.

Tyrer said the Association of American Universities’ metrics for membership played a big role when considering which faculty received raises.

“I don’t think anybody begrudges a big raise for somebody who is doing great work,” he said. “But on the other hand, if you’re doing great work but it just happens not to be the right metrics, then that is unfortunate.”

According to the AAU’s website, its metrics are divided into two phases. Phase I indicators, which are the primary indicators of an institution’s quality in education and research, faculty awards, focus on federal research grants, faculty membership in national academies and number of faculty cited in research.

Phase II indicators include agricultural, state and industrial research funding, number of doctoral degrees awarded by the university each year, number of postdoctoral appointees and an assessment of the undergraduate education.
The AAU metrics place a high on emphasis research, but there is no specific metric to reward quality teaching.

“The AAU assumes that you are going to teach well and you’re going to have good students, so they don’t have a metric that directly affects students,” Tyrer said. “There’s value in a university like MU where, in the same campus, we have a medical school, law school, engineering school, vet school, agricultural school, a robust arts and sciences school, and a wonderful nursing school. That makes this a rich atmosphere to challenge students and to provide them with the education and training.”

Tyrer said if a faculty member didn’t specialize in the type of field that is supported by AAU metrics, they did not benefit as much as their peers who are in AAU-favored areas.

“That doesn’t mean they didn’t do a great job,” he said. “It doesn’t mean that they weren’t dedicated. It doesn’t mean they didn’t educate a lot of students. It just means that they didn’t get a raise, and, of course, that hurts.”

Tyrer said he believes another problem is that only a small percentage of high-performing faculty were rewarded with raises.

“The other problem is what is called the ‘edge problem,’” Tyrer said. “There was a 15-percent group of faculty who got raises … what about the top 20 percent? Aren’t they deserving of raises?”

Tyrer said this group of faculty who performed well but were not rewarded accordingly represented the edge problem.

“If you need to teach a large number of students, and most of the people who are doing the teaching are not getting appropriate compensation, you are not doing the job that has got to be done,” he said.

The third problem, Tyrer said, comes from skewed data on average value of raises.

Tyrer said the administration would examine a certain school and see that, for example, faculty received 4 percent raises on average in a 2 percent raise pool atmosphere.

“The trouble is two or three high-paid faculty got large raises and the majority of the faculty got very small raises,” he said. “So now you’ve got this business about an average, with the problem of small numbers of faculty with large raises and large numbers of faculty with small raises. The averages seem to be pretty good, whereas most of the people got whacked.”

**Merit-based raises**

*The MU Strategic Operating Plan reallocated 2 percent of nearly every departments’ budgets to fund initiatives like hiring new faculty and funding the high-performance raises.*
Tyrer criticized the MUSOP for putting constraints on departments that used their funds more efficiently.

“The units and departments that more efficiently used the money … were not able to come up with that 2 percent,” Tyrer said.

In addition to reallocating funds to make up for the cuts, academic colleges have their own merit-based raises that are funded from internal budget reallocations.

Dean of Veterinary Medicine Neil Olson said colleges began to consider giving traditional merit-based raises at the time of the high performance raises on Sept. 1.

“We have a lot of other things that we consider that are highly meritorious, but don’t necessarily come under research at all,” he said. “For example, teaching our professional students and providing clinical services to clients.”

Michael O’Brien, dean of the College of Arts and Science, said these raises were given at the divisional department level.

O’Brien said in the College of Arts and Science, the raise process begins with ranking of faculty in terms of merit.

“The chairs make the final decisions and submit the lists to me,” he said. “I then go over them, and if I have questions I talk to the chair to reconcile any differences. I then submit the list to the provost, who goes over the A&S list, just as he does those of the other colleges, and makes his recommendation to the chancellor.”

Amending the procedure

Tyrer said the committee hopes to present data to administrators and advocate for a change in the way raises are distributed and considered.

“Obviously, the faculty wants the administration to be a lot more sensitive to those concerns,” he said. “One way is that the administration can look at the data and set itself up to do a reassessment of the way they do things.”

Another way to implement change, Tyrer said, is for Faculty Council to advise administrators and voice concerns of faculty.

“Faculty Council has an important relationship with both the provost and the chancellor,” he said. “In particular, this chancellor has taken a very strong stand to being accessible to the faculty. There is a lot of opportunity for one-on-one discussion and a lot of opportunity for evaluation of data. We have formal mechanisms to do this, as well as informal mechanisms to do it. Once we get the data, we can just go ahead and go on.”
The MU Faculty Council and Intercampus Faculty Council are working to reform policies that determine how the university handles violations of Title IX.

The IFC represents faculty concerns from the four UM System campuses to system President Tim Wolfe, while the MU Faculty Council represents faculty concerns from MU to Chancellor R. Bowen Loftin and the provost.

Rethinking student conduct

Dennis Miller, chair of the IFC for this academic year, said an IFC committee has been working to make changes to how Title IX cases are processed by the university.

Miller, who is leading the committee, said one primary focus is the role of student equity panels in Title IX cases.

According to chapter 200 of the UM System Collected Rules and Regulations, which deals with student conduct, the equity panel currently consists of three trained administrators of faculty from the larger group of Equity Resolution Hearing panelists.

This procedure was created when Wolfe issued Executive Order 41 on Sept. 22, which revised various procedures related to Title IX, specifically student equity panels.

According to the UM System website, collected rule 200.025 dictates the equity resolution process for resolving complaints of harassment, sexual misconduct and other forms of discrimination against a student or student organization. Executive Order 41 states that panelists for discrimination claims should be trained administrators or staff appointed by the chancellor.

Miller said most faculty members believe the policy for equity panels is good but are concerned that it was developed without faculty input. He said the committee is critically evaluating the policy to provide feedback to Wolfe.

“Our goal is to make things better for students and make sure that the person (who) has experienced that sexual discrimination, harassment or misconduct is able to continue getting their education at Mizzou,” he said. “We also want to make sure the accused is treated fairly and that the process is fair, valid and the most equitable process we could have.”
Rethinking tenure protection

Another committee is examining how the university handles cases in which a faculty member is accused of sexual discrimination, misconduct or harassment.

Miller said a specific concern with faculty is the job protection of tenure and the process to remove tenure, which is slow and time-consuming.

“If a faculty member has committed an infraction, how can they be removed from their position if they have tenure?” he said. “We need to be sure we have a procedure in place so that tenure is not just stripped away on a whim, that there is a fair, equitable and reasonable process if tenure needs to be removed.”

Miller said Wolfe would like the faculty-related policy to be discussed at the Board of Curators meeting in February.

He said the proposed policy changes stem from increased national pressure for academic institutions to re-evaluate and reassess how they handle Title IX violations.

“The president as well as the faculty realize that we want to make sure our students are treated equitably,” he said. “We never want a student to not be able to get his or her education because of problems with sexual discrimination.”

In addition to policy reforms, MU has been searching for a new Title IX administrator since November. So far, two candidates, Joe Gilgour and Andrea Hayes, have visited campus for open forums.

MU spokesman Christian Basi said that the position will replace the interim Title IX coordinator Linda Bennett.

“This position is crucial in our ability to build on the leadership of Linda Bennett, MU’s Interim Title IX Coordinator, to ensure that our community responds to incidents of harassment and sexual misconduct in accordance with current best practices and guidelines issued by the U.S. Department of Education,” he said in an email.

At a Faculty Council meeting in November, Faculty Council member Tim Evans discussed how the change in titles might represent an evolution in MU’s handling of sexual assault cases.

“Linda Bennett is the Interim Title IX Coordinator. This will be the Title IX administrator,” he said at the meeting. “So there’s a subtle difference there in the hope that, with a permanent person, there will be an increasing of the staff and supervisorial roles.”

Miller said the Title IX coordinator plays a critical role in adjudicating accusations or complaints of Title IX violations.
“The Title IX coordinator has a tremendous amount of authority and responsibility,” he said. “The collected rules are the guidelines, but the one who enforces them and makes sure they’re applied correctly, equitably and fairly is the Title IX coordinator.”

Miller said he hopes the policies will improve the environment for students at MU.

“In the end, our goal and the president’s goal is to be sure that our students have the opportunity to get their education and to start their life off in an environment free of discrimination, harassment and misconduct,” he said. “We want to make things better for the students.”

New MU Health Care policy bans hiring nicotine users

Nicotine users of any kind — including users of alternative nicotine products — will no longer be hired by MU Health Care after Jan. 1, 2015

In less than a month, MU Health Care will no longer hire nicotine users of any kind.

Effective Jan. 1, the new policy, announced Nov. 20, applies only to new MU Health Care employees, meaning it wouldn’t affect current employees or MU medical students. It includes all types of tobacco products, extending to electronic cigarettes and chewing tobacco.

“Improving the health of our patients, as well as the community and the state, is central to our mission as a leading academic medical center,” said Mitch Wasden, MU Health Care Chief Executive Officer and Chief Operating Officer, in a news release.

MU Health Care spokesperson Derek Thompson said tobacco use is one of the single largest preventable causes of diseases and premature death in the United States.

“Tobacco contributes to or causes nearly 10,000 Missourian (deaths) each year, so we just really want to lead by example,” Thompson said.

MU Health Care believes this policy is a national progression, as the United States is increasingly focused on health and wellness, Thompson said.

David Fleming, chair of internal medicine and director of the MU Center for Health Ethics, said the new policy will reduce potential hypocrisy of medical professionals using tobacco themselves.
“It will create a presence of a health care system, in our community and in the mid-Missouri area, which practices what it preaches,” Fleming said.

New applicants will be asked if they use nicotine products at the beginning of the application process. If they say yes, they’ll be given tobacco cessation information and told to reapply after 90 days. If they say no and are considered for hiring, they’ll be tested for nicotine as part of their pre-employment drug screening.

If a new applicant after Jan. 1 is suspected of using nicotine products, MU Health Care system will follow a standard disciplinary process, which Thompson said could involve verbal warnings and termination, if necessary.

MU Health Care is legally allowed to follow through with the policy, according to an exemption in Missouri Law.

Section 290.145 of the Missouri Revised Statutes states, “It shall be an improper employment practice for an employer to refuse to hire, or to discharge, any individual, or to otherwise disadvantage any individual . . . because the individual uses lawful alcohol or tobacco products off the premises of the employer during hours such individual is not working for the employer.”

However, the document goes on to exempt “religious organizations and church-operated institutions, and not-for-profit organizations whose principal business is health care promotion.”

Rafael Gely, associate dean for academic affairs at the MU School of Law, said besides this section, Missouri has no further protections for smokers under discriminatory laws.

“This kind of prohibition is what can protect (job-seeking smokers), but again, here you have that exception that applies,” Gely said.

Fleming said tobacco users are not generally included in groups protected against discrimination laws.

“The main reason there’s a difference I think is that (smokers are not) … clearly identified classes of individuals that have been historically underserved or discriminated against in our society, which is what the laws were created to protect,” Fleming said.

Freshman Matt Fondersmith, who smokes cigarettes, said he disagrees with the policy, but doesn’t think it’s discriminatory.

“They’re trying to do the right thing,” Fondersmith said. “They’re trying to make people quit smoking tobacco, which is obviously bad for you, but I don’t think it should be a make or break situation … I don’t think that a person should be declined a job just based on the fact that they smoke cigarettes or chew tobacco.”
University policy forbids employees from nicotine use — at home

COLUMBIA, Mo. – University of Missouri Health System is rolling out a new “nicotine-free hiring policy” that forbids new employees from using nicotine — on or off the clock.

Come Jan. 1, the system will no longer hire people who use any form of nicotine, will test for nicotine during pre-employment drug screenings, and can fire employees if it’s sniffed out later that they misled human resources, according to the policy.

Banned products include: cigarettes, cigars, pipes, chewing tobacco, snuff, clove cigarettes, electronic cigarettes and similar products, MU health officials say.

A memo on its employment website tells candidates they “must certify that they do not and will not use nicotine products during their employment with MU Health Care, both on and off duty.” If caught later, they could be fired.

Its officials have called the new policy “a natural progression” as health care gravitates toward “wellness and prevention,” but some argue it’s an invasion of privacy and could lead to similar policies on the obese or other lifestyle choices.

University of Missouri Health Care operates medical facilities across the state. Under its new policy, applicants will be asked if they use nicotine products. If they say “yes,” they will be given info on how to quit and invited to re-apply in three months.

“If we suspect that an employee who is hired after the implementation of this policy goes into effect is using nicotine products, we will follow our normal disciplinary process,” Mary Jenkins, spokeswoman for MU Health Care, told The College Fix by telephone. “Our normal disciplinary process could include drug screens, written warnings, and terminations if the actions [nicotine use] continue.”

The policy will be grandfathered in, essentially exempting current employees. However, it will allow employees and their families to reduce their health care insurance premiums if they permanently snuff their butts.

Some have concerns about the new policy.
“[I’d] hate to see any employer assume that he or she has the right to control their employees’ behavior 24/7,” Dan Viets, president of the Missouri Civil Liberties Association, told The College Fix in an email. “Drug testing is leading to more and more of this.”

Viets also raised the specter that the ban on hiring nicotine users could disincentivize future brilliant doctors and health practitioners from serving patients who go to the University of Missouri Health System for help.

“There are certainly good health care workers who smoke tobacco and it is reasonable to assume they will choose to work elsewhere,” Viets said.

There is also the concern that this policy might lead to others, wherein the university will also start to prohibit all risky behavior or lifestyles by employees.

Mary-Kate Baumann, a graduate student at the University of Missouri’s school of journalism, said she believes the policy is a slippery slope.

“Since overeating, much like smoking cigarettes, leads to health problems, who is to say that this policy won’t open the door to health centers turning away future applicants who are obese?” Baumann told The Fix.

That sentiment has been echoed by Lewis Maltby, president of the National Workrights Institute, who has fought against the practice and told the New York Times in 2011 “there is nothing unique about smoking. The number of things that we all do privately that have negative impact on our health is endless. If it’s not smoking, it’s beer. If it’s not beer, it’s cheeseburgers. And what about your sex life?”

The Times article noted that the shift “from smoke-free to smoker-free workplaces” is growing more common.

“There is no reliable data on how many businesses have adopted such policies,” it reported. “But people tracking the issue say there are enough examples to suggest the policies are becoming more mainstream, and in some states courts have upheld the legality of refusing to employ smokers.”

Smoking moratoriums in public places are also becoming more common.

As of Oct. 1, Americans for Nonsmokers’ Rights recorded 1,477 universities that banned tobacco use on campus, far up from 586 in October 2011. Twenty percent of these schools include e-cigarettes, which emit vapor rather than smoke, in their smoke-free campaigns.

The ban on nicotine-using employees at the MU Health Care system, and the subsequent smoking ban at the University of Missouri, has also kick-started a campaign to increasing the smoking age from 18 to 21.
As Jones Hall demolition approaches, residents prepare to vacate

Residential Life will pack, move and unpack Jones residents’ belongings for them over break.

The Department of Residential Life will begin demolishing Jones Hall in spring 2015 to make way for two new residence halls.

Jones will be the tallest building to be torn down as part of the Residential Life Master Plan to renovate all residence halls on campus.

ResLife Director Frankie Minor said tearing down Jones will be beneficial in the long run. He said the two new buildings will be able to hold 291 and 282 students, respectively, resulting in a net gain in living space compared to the 330 beds currently in Jones.

Minor said students from Jones will be placed into other residence halls for the spring semester. The exceptions are students who are moving into fraternity and sorority houses, studying abroad or leaving the university.

“It’s been the plan to demolish the hall for over a year,” said Jones Hall Coordinator Adam Callahan. “And the information has been on the website the whole time, so ideally they already knew coming in.”

Freshman Abby Kielty, currently a Jones resident, said many residents there are stressed by the upcoming move.

“I’m a little nervous,” she said. “We haven’t gotten our room assignments yet, which is kind of stressful, but I’m glad I got to spend one semester here because it’s been a great experience.”

Callahan acknowledged that moving in the middle of the year can be difficult and said ResLife is working to address residents’ concerns.

“It can be stressful,” he said. “There have been people who have had questions, people who have had concerns, but … I’ve talked to multiple people and allayed their fears.”

Minor said ResLife cannot guarantee to keep roommates together but will try its best. He said those who cannot be kept together are placed as close to each other as is possible.
Freshman Sarah Jones, another resident of the hall, said ResLife has helped make the transition easier for residents.

“It doesn’t really bother me too much (because) they have a moving company, so I don’t really have to do much,” she said. “I just put it all in a box, and they move it for me.”

Minor said students’ belongings will be waiting for them in their new rooms upon returning from break.

Freshman Grace Hemming, who also currently lives in Jones, said having to move in the middle of the school year is problematic.

“I don’t really understand why they did it at the semester,” she said. “It kind of stinks for all of us. I think it will be cool once it’s all done, (though).”

Minor said though closing the residence hall in the spring can be tough on students, it is the best option for ResLife. He said that since eight to nine percent of students move out of residence halls at the start of the spring semester, there are fewer people occupying beds on campus.

Because demolition and reconstruction take about 16 months, he said, closing buildings in the spring results in only one fall semester when the space is unavailable.

Relocating an entire hall of students is nothing new to ResLife. Minor said the department still had enough room for all residents even when Hatch and Schurz halls, which each have more than 500 residents, were closed for renovation.

Minor said Jones staff will be given new positions, except for those who signed on solely for the fall 2014 semester.

“Some (staff) were placed there because they’re graduating or studying abroad,” he said.

Additionally, ResLife plans to tear down and replace Lathrop, Laws and the Pavillion at Dobbs and replace them with three new halls, increasing the number of beds by roughly 260.

The demolition and construction at Jones Hall are expected to cost $71 million out of an estimated $483 million budget for the Master Plan.
Commission to approve $4.3 million in Children's Services Fund contracts

By Ashley Jost

Tuesday, December 9, 2014 at 12:15 pm Comments (1)

The Boone County Commission is set to approve the first round of contracts from the county’s Children’s Services Fund on Thursday after a first reading Tuesday morning.

The commission gave initial approval to a recommendation for 18 contracts Tuesday, totaling about $4.3 million. The commission approved a budget amendment of $5.2 million last week to set the stage for these requests and more that will follow.

About $1.7 million of that money is for “purchase of service” contracts with groups or companies hoping to expand their efforts to help area children.

The other $2.6 million is for many of the same organizations, as well as a few others, who pitched pilot programs.

Groups asked for money to provide temporary shelter, services to unwed mothers, counseling and related services and other programs that fall under the statutory guidelines of county children’s services.

The Children’s Services Fund has proposed a budget for $8.75 million for 2015, funded by a quarter-cent sales tax approved by voters in November 2012.

Kelly Wallis, community services director, said she has five more contracts with groups that are still negotiating final terms. All five contracts are for purchase of service. Wallis said she hopes those will be in front of the commission for approval within the next month.

As early as spring, Wallis said she hopes to start soliciting more proposals. The contracts in this round of funding were narrowed from 58 proposals.

Several of the contracts address or create mental health services for youths and families, including about $75,000 to the University of Missouri Assessment and Consultation Clinic for mental health evaluations and screenings estimated to serve as many as 150 local children and family.
Commissioners had few questions about the proposals, which were vetted by a nine-member board appointed by the commission.

“Thank you for all of your hard work getting this done,” Commissioner Janet Thompson said to Wallis.

Wallis said after the public hearing and second reading and final passage of the funding at the Thursday commission meeting, the agencies will start getting their newly funded services in place as quickly as possible.

Community debates covering up parts of a war hero's memorial

COLUMBIA - Community members met Tuesday to discuss the use of religious symbols on public property.

People who laughed when asked if they came to the discussion thinking they’d change their mind on the issue filled the room.

A decision the Boone County Commission made earlier this year prompted the discussion. It decided to cover a Christian symbol on a war memorial located on the Boone County Courthouse Plaza for two veterans who died in Operation Desert Storm.

William Fisch, a law professor at the University of Missouri-Columbia School of Law, presented an overview of the constitutional principles in the area citing several Supreme Court cases.

Overall, the Supreme Court is still divided on the issue of religious liberties. It has yet to make a ruling on something similar to the current issue in Boone County.
Bart Tichenor, an ordained Baptist minister, said he thinks covering up the religious symbol was the constitutional thing to do.

"No one has been denied their free exercise of their religion because that religious symbol has been covered," Tichenor said.

Columbia lawyer Brent Hayden said he thinks the symbol on the memorial should be allowed because it does not tell anyone what to believe.

"If we're coming to a point though, where passive symbols on monuments that are privately funded are somehow the speech of government or establish a religion, you wonder how far can we go at all," Hayden said.

Tuesday's discussion was only the beginning of the process. The commissioners were in attendance to listen to how the public feels before they make any decisions on what to do with the symbol.

The commission replaced the "Jesus fish" or ichthus symbol with a plaque that reads "Dedicated 1992."

The parents of one of the veterans recognized on the memorial said in November the county's decision dishonored veterans.

In November, the commission said it covered the symbol in June after a Washington, D.C.-based group threatened to take legal action against governments that allow religious icons on taxpayer-owned property.

The League of Women Voters sponsored the public forum over religious symbols on public property.

COLUMBIA MISSOURIAN

'Empathy Museum' challenges visitors to start a revolution

Tuesday, December 9, 2014 | 7:31 p.m. CST
BY KATIE JOHNS

COLUMBIA — MU freshman Ryan Layton stood in front of a board titled "What is holding us back from being empathetic?" and challenged people to answer questions about where in the world people are suffering from homelessness, poverty and hunger.
The questions were glued around a map of the world, and all began with "Where in the world ...," including:

- Do 15 percent of people live beneath the poverty line?
- Are 9,880 children placed in foster care?
- Do 416,000 receive food stamps?
- Is home to 1,260 food-insecure children?

Layton asked people to place pushpins on the locations they thought were the answers. But the answer to every question was Missouri.

"We need to open our eyes that this is in our backyard," Layton said.

Students from MU's Honors College and Douglass High School took a class together this semester and, as a final project, collaborated to create an "Empathy Museum" in the Douglass gymnasium that was open to the public on Tuesday.

This is the first semester the class was offered, said Kathryn Chval, associate dean for academic affairs in MU's College of Education and one of the class teachers.

"They're learning the difference between empathy and sympathy," Chval said.

The students were given two requirements for the museum: They had to learn something, and the museum had to be interactive, she said.

"Water Works," for example, was one of the first tables in the room. MU freshman Elyse Hilotin said the purpose of "Water Works" was to have people carry gallons of water to understand what it was like for African women in tribes to carry water every day.

"It's to show other people cultural things that aren't in their own backyard," Hilotin said.

The class textbook, written by Roman Krznaric, was called "Empathy: A Handbook for Revolution," and some students incorporated the idea of a revolution into their museum piece.
"We empathize" was spelled out on top of Maddy Brown's board while her table said "Call to Action." Brown, a sophomore at MU, and her group asked people to take a note card and write how they would start their own empathy revolution.

"Being in this class helps you try to understand circumstances people are going through," Brown said.

Chval said the students in the class have formed a bond since the beginning of the semester. Before they even met, though, MU students were asked to write words they thought the Douglass students would use to describe them. Those words included white, privileged, partiers and arrogant.

The Douglass students, meanwhile, were asked to write what they thought the MU students would be like. Their words included old and well-dressed.

"They were startled when they looked the same," Chval said.

Chval said she hoped the museum would make people aware of barriers.

"Imagine if everybody in the workplace or community displayed empathy," she said. "The world would be different."

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**the maneater**

**Geography professor looks to the forest to study climate change**

Grant Elliott never quite knew what he wanted to do when he grew up, but he has always been a wanderer.

*As an assistant professor of geography at MU, Elliott looks to the mountains to understand climate change. His work has led him to study how environmental changes affect the upper elevation limit of mountainous forests.*

Elliott said a lot of factors affect tree growth — everything from changes in temperature to the side of the mountain the tree is growing on.
Getting to experience the expansive landscape of the mountainous forests is one of Elliott’s favorite job perks. He said people sometimes forget about the aesthetic value of a healthy environment when the climate gets brought up.

“When people talk about climate, that sometimes can get political,” Elliott said. “But when you go out and see these natural patterns and processes being impacted by changing climatic conditions, to me it’s one of the neatest things.”

Elliott’s love for nature and science began in childhood.

“(As a kid) I wandered around the woods a lot,” he said. “My parents would think I was kind of weird for wanting to hang out in the woods.”

When he started college at MU, Elliott said, he wasn't very focused or attentive to his studies.

“I kind of feel like I understand students that don’t come to class often and are disinterested, because that was me for the first two years of my college career,” he said.

After doing poorly his first semester, Elliott decided to take classes he thought sounded interesting. One of those classes was a geography course, in which he learned that geography goes far beyond locating states and capitals.

After earning his bachelor's degree in geography from MU, Elliott went on to earn his master's from the University of Wyoming and his doctorate from the University of Minnesota-Twin Cities.

Evan Larson, now an assistant professor of geography at the University of Wisconsin-Platteville, worked with Elliott when both were doctoral candidates at Minnesota.

“Grant’s work really captures the essence of geography,” Larson said.

While in the field, Elliott studies climate change using a method called dendrochronology. He takes samples from trees and studies the rings. Changes in coloring or size in certain rings indicate how the climate around the tree was different during those years. For example, in years of drought the tree grows more slowly, causing a smaller ring.

In addition, Elliott measures how the outer limits of the forest are changing. As the climate changes, trees are able to grow at higher elevations. This means the forest has a larger habitat, but trees are encroaching on alpine environments.

Bradley Carlson, a Ph.D. candidate at the Laboratoire d’Ecologie Alpine in Grenoble, France, has worked on the same kind of research in the past, studying the Alps.

“You have the environment, which is sort of the contextual driver affecting treeline position,” Carlson said. “But you also have human land use, which shapes, to a huge degree, where the forest is right now and where it has been.”
Carlson is focused on studying the alpine and subalpine environments that forests are expanding into. While conservation of those habitats is an important part of his work, it is not the only reason the expanding forest is getting noticed. The portion of a mountain widely regarded as beautiful is usually the peak, or alpine portion.

“There is certainly an aesthetic consequence on the landscape,” Carlson said. “People tend to value an open mountain landscape where they have good views and they’re hiking above treeline. It’s a certain alpine experience that people seek.”

Elliott’s first experience with fieldwork was while he was a graduate student. He lived in the back of his truck for two months doing his research in the San Juan National Forest in Colorado. That year, there had been a drought and there was a forest fire in a nearby portion of the forest.

“The whole area smelled like a fireplace, and that was kind of my ‘trial by fire’ and introduction to fieldwork,” Elliott said. “I thought, ‘This is so cool. I can’t believe I’m getting paid to do this.’”

While having a fire as your next-door neighbor for two months may be interesting, it is not the only close encounter Elliott has experienced. He has weathered dangerous storms and has had several run-ins with wild animals throughout the course of his career.

“Grant had some amazing experiences in the field,” Larson said. “He had some incredible successes and some stories where you kind of scratch your head and wonder, ‘How in the world did all this happen?’”

Elliott said one of his most notable experiences to date involves a close encounter with lightning.

“I could hear the air sizzle,” he said.

He said the face of his friend on the backdrop of solid white lightning is etched into his mind. As they were running down the mountain away from the storm, Elliott slipped on some rocks and slid on a rock outcrop.

“Out of sheer terror, because lightning is crackling all around, I was like, ‘Man down! Man down!’” Elliott said.

As if that was not enough, a ram blocked the path down the mountain. Elliott had to scare it out of the path without angering it, so they could continue running down the mountain to escape the storm.

Despite his close calls in the past, Elliott said he loves the forest. Now that he has kids, he hopes to share his love of the forest with his daughters. He even dreams of having a small one-room log cabin in the woods as a kind of hideaway one day.

Elliott never really stopped wandering, but now his forest has expanded in scope.
“When I was a kid, it seemed like a huge woods to wander around,” he said. “Now, it doesn’t seem big at all.”

THE KANSAS CITY STAR.

University of Kansas receives $58 million gift from couple’s estate

BY MARÁ ROSE WILLIAMS

12/09/2014 8:07 PM

The University of Kansas on Tuesday celebrated the largest single donation from individual donors in school history.

The $58 million gift from the estate of Madison “Al” and Lila Self will provide fellowships and scholarships for students in business, economics and the STEM fields — science, technology, engineering and math.

Tuesday’s announcement brings the total donation from the couple to $106 million, making them the university’s most generous private donors, school officials said.

Al Self died in January 2013 in Hinsdale, Ill., a Chicago suburb where he and his wife had lived for nearly half a century. Lila Self died 10 months later. Both were 91. Their only child, son Murray A. Self, preceded them in death.

Al Self and Lila Reetz grew up in rural Kansas and met at KU, where Al Self earned his bachelor’s degree in chemical engineering in 1943. They married in September that year.

Four years later, the Selfs, who both came from modest means, purchased a company with three employees — the Bee Chemical Co. in Lansing, Ill. When they sold it in 1984, the firm had grown to an international producer of polymers and polymer coatings for use on plastics. It had five U.S. manufacturing facilities and operations in Japan and England.
Al Self later became the chief executive officer of Tioga International, a provider of coatings for the plastics and rubber industries.

“Throughout the nearly 25 years that I knew Al and Lila Self, they remained committed to KU and were steadfast in their support of students,” said Dale Seuferling, president of KU Endowment.

KU Chancellor Bernadette Gray-Little met with the Selfs on several occasions, including their final visit to campus in 2011.

“Lila and Al were dedicated to contributing to the personal growth of KU students so they can become the leaders our society needs,” she said in a statement. “Their gift will benefit generations of KU students whose innovations and ideas will create prosperity and well-being long into the future.”

While there is at least one area on the Lawrence campus named for the couple — Self Computing Commons in Eaton Hall — “they were not big believers in bricks and mortar, but were more about investing in people, in this case students,” Seuferling said.

Among the many scholarships and programs supported through the Selfs’ donations are the Self Graduate Fellowship program, as well as the Self Engineering Leadership Fellows program for undergraduates, the Mossberg Pharmacy Professorship and the Society of Self Fellows.

Of this latest gift, $39 million will be added to the Self Graduate Fellowship Fund for doctoral students in STEM fields, business and economics; $15 million will go to the engineering leadership program; and $4 million will go into a new Self Graduating Senior Fellowship Fund to recognize graduating students for their achievements.

Seuferling said the Selfs focused a great deal on supporting graduate education.

“They saw it as an opportunity to make investment in students who had already identified a career path” and could be reasonably predicted to follow through with those aspirations, Seuferling said. “Al was interested in creating leaders in the field.”
The graduate fellowship program began in 1989 with a $1 million gift, and to date KU has had 154 Self graduate fellows. It has 31 now. Over four years, each will receive $165,000 in financial support.

The undergraduate fellowship program began in 2006. Those students each receive $24,000 over four years.

The Selfs’ gift has helped the university reach its $1.2 billion goal in its “Far Above” campaign, which launched publicly in 2012 with a projected 2016 finish line.

The Selfs’ donation is part of a new level of giving to colleges and universities seen across the country. The Giving USA Foundation found that Americans donated a record $52.07 billion to education in 2013, according to Inside Higher Education. Adjusted for inflation, that is a 7.4 percent increase over the previous year.

Other universities in the area also have received record individual donations in the past five years.

Jack Vanier and his family this year donated $60 million to Kansas State University, including $20 million for improvements to Bill Snyder Family Stadium. It was the largest private donation in K-State history.

The University of Missouri-Kansas City saw its biggest donation in 2011, when Henry Bloch donated $32 million for a business school building.

The University of Missouri said it has received record multimillion-dollar gifts in recent years from anonymous donors who asked that the amounts not be specified.

In 2001, MU received $25 million from Bill and Nancy Laurie toward a new sports arena.

Read more here: http://www.kansascity.com/news/local/article4390295.html#storylink=cpy
Senators Express Frustration Over Colleges’ Handling of Sexual Assaults

NO MENTION

U.S. senators expressed frustration with several aspects of how sexual assaults are handled on college campuses nationwide during a hearing on Tuesday of a Senate Judiciary subcommittee on crime.

The hearing occurred as the dust continued to settle over an alleged sexual assault at the University of Virginia that was reported in Rolling Stone magazine but has since been shrouded in doubt after the magazine said “discrepancies” had emerged in the victim’s account.

“I refuse to let this one story become an excuse for Congress not to fix a broken system,” Sen. Kirsten Gillibrand, a New York Democrat, said of the Rolling Stone episode, according to Politico.

Sen. Sheldon Whitehouse, chairman of the subcommittee and a Rhode Island Democrat, said he was discouraged by local law-enforcement agencies’ lack of involvement in many cases. “I am concerned that law enforcement is being marginalized when it comes to the crime of campus sexual assault,” he said, according to the Associated Press. “I’m concerned that the specter of flawed law enforcement overshadows the harm of marginalized law enforcement.”

Sen. Charles E. Grassley, an Iowa Republican, agreed, Bloomberg reported. “I think a crime of rape off campus or a crime of rape on campus ought to be treated the same way.” The sooner that happens, he said, “the sooner the message is going to get out that you can’t get away with something on campus that you couldn’t get away with somewhere else.”

But Ms. Gillibrand said she sympathized with women who had sought resolution to their cases through on-campus disciplinary boards. “Time and again,” she said, “I have heard from far too many survivors of campus sexual assault that they have felt revictimized by the process of trying to seek justice for the crime committed against them.”
NO MU MENTION

WASHINGTON -- Colleges’ mishandling of sexual assault may continue to occupy the national spotlight, but the criminal justice system has done a worse job supporting and addressing the needs of victims, Sen. Claire McCaskill, a Missouri Democrat, said during a U.S. Senate hearing here Tuesday.

The hearing, held by the Senate Judiciary Subcommittee on Crime and Terrorism, focused on finding ways to inspire campus sexual assault survivors to have more confidence in law enforcement so that they don’t, as McCaskill said, “take the default position that they’d be better off just pursuing the Title IX option.”

Panelists and senators stressed that such a decision should remain up to the victim, but said that too often survivors – either through discouragement from their college or their own disillusionment with law enforcement – think of Title IX, the federal anti-discrimination law that requires colleges to investigate campus sexual assaults, as their only option for finding justice.

“I am concerned that law enforcement is being marginalized when it comes to the crime of campus sexual assault,” Sen. Sheldon Whitehouse, a Rhode Island Democrat and the chairman of the subcommittee, said. “I’m concerned that the specter of flawed law enforcement overshadows the harm of marginalized law enforcement.”

Whitehouse said he hoped the hearing would “help inform” the work of senators, including McCaskill, who are fine-tuning the introduced earlier this year. The bill requires every college to create a “memorandum of understanding” with local law enforcement. But some campus safety officials said such a requirement may not go far enough and places an unfair burden on colleges.

Establishing clear lines of communication between law enforcement agencies and campuses is important, but a “memorandum of understanding is not a panacea,” said
Kathy Zoner, chief of police at Cornell University and a panelist at the hearing.

“It can be helpful, but entering one isn’t always possible,” Zoner said, adding that some colleges must interact with multiple agencies with competing jurisdictions. “There’s no guarantee that local law enforcement will even cooperate with a memorandum of understanding.”

**Different Goals**
Under the proposed legislation, institutions that don’t obtain a memorandum of understanding could be penalized up to 1 percent of the college’s operating budget, a sanction Zoner said is too aggressive for such a complicated process. Earlier in the hearing, Sen. Kirsten Gillibrand, a New York Democrat and co-sponsor of the bill, stood by the requirement. She said it was “shocking” that one didn’t already exist, and said such a requirement would “serve to flip the current incentives for colleges and universities that would rather sweep these reports under the rug.”

While the mandate does allow the U.S. Department of Education to waive the penalty if a college can prove it demonstrated a good-faith effort, Zoner said the legislation gives too much discretion to the department -- particularly as its Office for Civil Rights would get to keep whatever fine it imposed. There are other points of friction between the responsibilities of law enforcement and those of a college that complicate such a partnership, as well, panelists said.

McCaskill said the interactions were often “a complicated thicket” of issues. Campuses and law enforcement agencies use and standards of evidence. The length of the investigations vary greatly, with a criminal investigation often taking far longer than what the Education Department expects from colleges.

And the two kinds of investigations often have different end goals -- college adjudication processes under Title IX are about the safety, civil rights and well-being of a particular student, while criminal investigations and trials are about the prevention of further crimes and prosecution of those guilty of the crime. Because of that difference, said Peg Langhammer, executive director of Rhode Island’s sexual assault coalition Day One, “campus-based adjudication processes, as they stand now, don’t work.”

Too many students are found responsible for sexual assault, Langhammer said, only to transfer to another institution and assault again.

“Colleges alone are not competent enough to handle the investigation and prosecution of these cases, and nor should they be,” she said. “There must be integration between the two. The question is, how can we create a system where the victim’s choices are the priority and where the option of reporting is a viable one?”

One possible solution to that question could be the “Campus Choice Program” at Southern Oregon University, which both panelists and senators praised at the hearing. Campus Choice provides students with an opportunity to seek information and options through a confidential adviser who is well-trained in both the criminal justice system and Title IX. The adviser is exempt from the Title IX reporting process. The program also requires anyone who interviews a victim to be trained in “trauma-informed” interviewing techniques.
This all allows the process to move at a slower, more victim-focused pace, said Angela Fleischer, assistant director of student support and intervention for confidential advising at the university. If a student chooses to report the crime to law enforcement, which the university encourages, Fleischer accompanies the student through the entire criminal justice process. The student is encouraged to talk to the police, even if he or she doesn’t wish to pursue charges, which can at least provide law enforcement with details that can be helpful if the accused turns out to be a repeat offender.

More than three-quarters of the cases that pass through Southern Oregon’s confidential advising program now involve interaction with law enforcement, Fleischer said.

“Most of the students are now at least exploring that option and the police department has the name and information of these offenders,” she said. “Just giving information to law enforcement in the first place is highly valuable.”