University of Missouri police are asking for the public’s help in identifying the body of a man found in the Hinkson Creek Tuesday morning.

Capt. Brian Weimer said in a news release that no foul play was suspected as of Tuesday afternoon.

Police were sent to the Hinkson Creek bottoms, southeast of the intersection of Providence Road and Mick Deaver Memorial Drive, at 9:53 a.m. Tuesday to investigate the death of an unidentified man. Fire and medical personnel pronounced the man dead at the scene.

Police described the man as white, in his late teens to early 20s, with a slender build, about 6 feet tall, and with a large birthmark on his left calf.

Anyone with information is asked to call Sgt. Shawn Spalding at 573-882-5928 or 573-864-8571.

Weimer said the department sent out an informational email to students and staff Tuesday afternoon “with the hope that someone can assist us.”

The man wasn’t an MU student, Weimer said.
COLUMBIA — A man in his late teens or early 20s was found dead in Hinkson Creek Tuesday morning.

**MU police arrived at the creek at 9:53 a.m. and found the body in the water east of Providence Road. First responders pronounced the man dead at the scene, according to a statement from campus police.**

**Police have identified the man but are not releasing his name pending notification of his family. According to police, he is not an MU student.**

The Boone County Medical Examiner will perform an autopsy to determine the cause of death. There is no indication of foul play, according to the police statement.

MU police's investigation is ongoing. Anyone with information should contact Sgt. Shawn Spalding at 882-5928 or 864-8571.

COLUMBIA, Mo. (AP) – Mack Rhoades believes running a school in the Southeastern Conference job is not a big leap forward from Houston.

**Missouri’s new athletic director takes over next month and said he’ll be leaning on Mike Alden for advice during the transition.**

He said the challenge will be to continue the momentum led by Alden the last 17 years.

There was much fanfare at the school’s Student Center for the formal announcement.

School mascot Truman the Tiger led a procession that included a mini-marching band and cheerleaders to seats in front of the podium, setting the scene for Rhoades’ entrance.

Football coach Gary Pinkel, coming off consecutive Eastern Division championships, and wrestling coach Brian Smith, whose program is rated No. 1 in the country, were among those in attendance.
New athletic director Mack Rhoades calls Mizzou job a destination

BY TOD PALMER
03/10/2015 11:48 PM

COLUMBIA - New Missouri athletic director Mack Rhoades said he felt some nerves Monday morning as the school’s Board of Curators voted to approve his contract.

But he appeared relaxed Tuesday as he led his first “M-I-Z, Z-O-U” chant before beginning his remarks to a crowd of several hundred supporters who gathered at the MU Student Center for his first public appearance as the Tigers’ top athletics administrator.

Rhoades, 49, was hired Monday from Houston as outgoing athletic director Mike Alden’s successor.

“It really is a dream come true,” Rhoades said. “This is a terrific place with special people. I think that’s what makes it so terrific. ... You win with people. You can have the best facilities in the world, the biggest budget, but, if you don’t have great people, you’re not going to win. I feel like I walk into a situation where certainly we’ve got really good coaches and a good staff.”

Rhoades, whose family includes his wife, Amy, and three children, Nicolette, Natalie and Noelle, said he plans on Mizzou being his last job.

“We’ve been at a really great place, and it was going to take something special for us to leave ... ” Rhoades said. “This place is special. ... This is a destination place.

“I am honored and privileged to be your athletics director and wear the black and gold.”
MU chancellor R. Bowen Loftin, who led the search with assistance from international executive search firm Korn Ferry, said the process started the day Alden announced his retirement on Jan. 29 and that Rhoades was on the Tigers’ list from the beginning.

Now Rhoades has an immediate opening on his staff to fill. Missouri deputy athletic director Doug Gillin is set to become Appalachian State’s athletic director on April 6.

Rhoades said he had put some thought into Gillin’s replacement, but “I’m not going to share that right now.”

He mentioned his right-hand man, Houston vice president intercollegiate athletics and chief operating officer Hunter Yurachek, as “a great candidate,” but Rhoades said he hopes Yurachek succeeds him at the University of Houston.

Rhoades helped shepherd Houston through its transition from Conference USA into the American Athletic Conference and transformed the Cougars’ athletic facilities, including a $120 million football stadium that opened last fall.

Rhoades, who previously served as the athletic director at Akron and was an assistant at Texas-El Paso under former Missouri football coach Bob Stull, brings a reputation as an ace fundraiser and a man of the people.

He also stresses excellence at every level of the athletic department.

“We want to build championship programs — not just winning teams, but championship programs that are consistently good each and every year ...” Rhoades said. “It’s hard to win. It really is, and everybody has to be on the same page, pulling in the same direction.”

He also acknowledged that he was inheriting a strong situation thanks to the work of Alden, who served as Missouri’s athletic director for 17 years and helped grow the budget from around $14 million to nearly $84 million.

“This is not a fixer-upper,” Rhoades said. “The job that Mike has done here in his 17 years and his staff, it has been tremendous. The challenge is, how do you take something
where Mike has continued to raise the bar and take that momentum and continue to raise it?"

Loftin said Missouri targeted a candidate with integrity, who put student-athletes first, would easily gain the respect of coaches and staff and could fundraise. He said Rhoades checked all the boxes.

Loftin said Rhoades, who interviewed several weeks ago, would take over by April 27 and that Alden would step aside at that time, but “I’ve asked Mike to continue being available to (Rhoades),” Loftin said.

Rhoades said he may take over as early as April 21 and also plans to make several two-day trips during the next weeks to meet with staff. Details of Rhoades contract have yet to be released.

He welcomes any interaction with Alden.

Rhoades specifically asked Alden, who said he watched his own introductory news conference from July 1998 this week, to attend to his introductory news conference and plans to use his predecessor as a resource during the transition.

“He’s been one of the best, and is one of the best, athletic directors in the country,” Rhoades said. “Why wouldn’t I want to lean on him and learn from him? ... I have great respect for Mike, and I’m excited that he will be around.”

Rhoades will take his time to get the lay of the land before developing a list of priorities for his vision of the future of Missouri athletics. He acknowledged several projects already in the works — like the proposed south end-zone complex at Memorial Stadium and new softball stadium — as things he’ll evaluate in addition to the existing staff and coaches.

“The first several months, I’m going to do a lot of listening and a lot of learning and really formulating my own ideas and my thoughts ...” Rhoades said. “I’m going to meet with every staff member individually. I want to get to know them.”
Rhoades hits the ground running at MU

By Dave Matter

COLUMBIA, Mo. • Missouri formally introduced Mack Rhoades as the school’s new athletics director on Tuesday in front of a standing-only room crowd at the MU Student Center. A few news items of interest on Rhoades, 49, who comes to Mizzou after spending the last six years as the AD at the University of Houston:

• Chancellor R. Bowin Loftin picked up Rhoades and his wife Amy at the airport Tuesday morning, drove them to Mizzou Arena where he met with MU’s head coaches and the athletics department senior staff. Then he met with the entire athletics staff and talked to them and took questions at the arena. In between meetings Rhoades spent a lot of time on the phone making calls and introducing himself to important donors. He’s known nationally as a relentless fundraiser. That part of the job started immediately.

• Rhoades has agreed to a contract, but the UM system board of curators has not formally approved all the details. Loftin declined to share details of the contract and said it would be available soon.

• Rhoades will take office next month, no later than April 27, Loftin said. When Rhoades officially takes over as AD, outgoing AD Mike Alden’s term will end, though Alden will continue to be on the athletics department’s payroll through Aug. 31.

• Working with the search firm Korn Ferry, Loftin said he started with a list of dozens of targets and gradually worked the list down to a number of candidates that he interviewed personally. He declined to say how many. Once he was down to his final candidates, Loftin consulted Alden on his thoughts about each person. Alden’s opinion on Rhoades? “The highest,” Loftin said.

• Also, Loftin said it was “a myth” that he interviewed Rhoades for the Texas A&M AD job back in 2012. That was reported by Texas media outlets at the time, but Loftin said he never talked to Rhoades about the Aggies’ job — and never met him personally until a few weeks ago.

• Last year, Rhoades hired Kelvin Sampson to coach Houston’s men’s basketball team, a decision that Loftin said he spoke to Rhoades about at length during the interview process. Sampson had been hit with heavy NCAA sanctions for making impermissible calls to recruits at both Oklahoma and Indiana, ultimately costing him his job at IU. Sampson was slapped with a five-year NCAA show cause penalty and disappeared into the NBA as an assistant in Milwaukee and Houston. Both Loftin and Rhoades addressed the Sampson hire on Tuesday.

“He did his due diligence,” Loftin said. “He actually looked carefully and talked to all the right people and to the coach himself about expectations. This man (Sampson) made mistakes obviously in the past. He was sanctioned very heavily by the NCAA. That’s no longer the case. Mack satisfied me after in-depth discussion of what he went through with the process, that he asked all the right questions, not just of the coach himself but all the people around the coach, to make sure his hire was the right hire.
“The thing about this is this man, the AD, did his job, did his homework, did all the things you’ve got to do to ascertain if this person is a good match for the job and has learned from his past mistakes.”

Said Rhoades: “For me, one, you talk about fit and need. Coach Sampson filled a great need and fit there. Now, we weren’t going to compromise those things I talked about, (integrity, compliance, etc). I sat down with Coach Sampson not just one time but three or four. Candidly, he was very forthcoming. I talked to his former bosses, his ADs at two of the institutions he’d been at. We talked to people in the NCAA, people that used to be in the NCAA, people in the Big 12 and in the Big Ten. We certainly did our due diligence. What was loud and clear was, No. 1, he made a mistake. He was remorseful for his mistakes. He really is a person of great character in terms of his care and concern for his student athletes. It’s not just about basketball. He really cares about them and pushes them off the floor. ... I got to a great comfort level where he was a great fit and great hire for the University of Houston.”

• Rhoads said he will spend his first few months on the job “listening and learning.” He made a lot of head coaching changes in his five-plus years at Houston. Will he clean house at Missouri? He addressed questions of those sorts.

“I told the staff today I’m going to sit down with every staff member,” he said. “I want to get to know them individually. I want to do know do they like what they’re doing. I want to know if they feel their strengths are aligned correctly. I want to meet with all of our head coaches.

What do you need? What do you need to take our program to the next level? If it’s at the highest level, how do we continue to stay at that level? It’s going to take me several months to really form my impression and then work in terms of a strategic plan, and then how do we go about and attack this. ... We’ll evaluate staff. We’re not going to change just to change. If we change it’s to get better. This certainly isn’t about me. This program isn’t about me. It’s about the student-athletes and this university.”

• While meeting with a small group of reporters, Rhoades made the comment that’s not very patient. He later clarified and said he wasn’t referring to patience with head coaches.

“In evaluating coaches, there’s no set pattern,” he said. “There’s so many different variables. First of all, what shape was the program in when you took it over? If it was in great shape and now all of a sudden that program starts to (struggle), well, there’s an issue. But if it was not in very good shape or left without any talent, that’s a completely different situation in how you evaluate that. For me, it’s really about, are we getting better? Are there signs in terms of growth within the program, the culture, the expectations, the accountability. Those are the things I really look at. If you have a great process, guess what, you’re going to win championships. You are. Our focus is going to be on the process not necessarily the championships.”

• One person who could be joining Rhoades in Columbia is Houston associate VP and CEO Hunter Yurachek — if he doesn’t become the next AD at Houston. He was formerly the AD at Coastal Carolina. At Mizzou, Yuracheck could fill the void left by deputy AD Doug Gillin, the next AD at Appalachian State.

“He’s been the national AD of the year at the FCS level,” Rhoades said. “He would be a great candidate. I hope the gets the AD job at Houston. Beyond that, there’s certainly some others I would think of.”

• Is Missouri a destination job for Rhoades and his family? “It was going to take something special for us to leave (Houston), truly,” he said. “This place is special. ... Amy and I and the three girls are moving to Columbia, Missouri with the intent that this is our last job. This is a destination place.”
Rhoades ready to move Mizzou into future

By Dave Matter

COLUMBIA, Mo. • Mack Rhoades became a rising star in the world of college athletics based on his renovations at the University of Houston, a place with fledgling finances, decrepit facilities and underwhelming performances on the field.

Rhoades made Houston a better place than what he found six years ago. His reward? A job that doesn’t require all the sweat and grime.

“This is not a fixer-upper,” he told a standing-room-only crowd Tuesday at Mizzou’s Student Center, where he was formally introduced as Missouri’s new athletics director.

Rhoades, 49, officially takes over MU’s AD duties next month — no later than April 27, Chancellor R. Bowen Loftin said — and will seize the throne where Mike Alden sat for 17 years, overseeing an athletics program that’s operated at a budget surplus with record revenue and steadily transitioned into the Southeastern Conference.

At Mizzou, Rhoades inherits a situation far stronger than the one he took over at Houston — “I can’t even compare them,” he said — but an early challenge, he said, will be keeping his hands off things that don’t need fixing.

“I’m not a real patient person,” he said. “I want to get moving. For me to sit here and say, ‘Jeez, there’s a glaring weakness here or a hole there,’ I don’t see it right now.”

At the same time, Rhoades didn’t get this far by settling for the status quo. He talked repeatedly Tuesday about his “insatiable appetite” during a career that started in the Ivy League, far removed from the flash and fortunes in the SEC.

Rhoades’ first job in college athletics was at Yale, where he was tasked with managing the NCAA fencing championships. Five jobs later — he’s also worked at Marquette, Texas-El Paso, Akron and Houston — he now runs a department with an $85 million budget.

"There was a moment in time where I said I want to be at a place some time that is the best, that’s a national leader in our industry," he said. “The University of Missouri and this athletics program is just that.”
Rhoades’ first day on the job began at Mizzou Arena, where he met with MU’s head coaches and the athletics department’s senior staff. He moved down to Norm Stewart Court, where the rest of the athletic department employees filled the seats to listen and ask questions of their new boss. In between meetings, Rhoades kept a phone handy, making introductory calls to important donors.

By then, Rhoades’ energy and reputation had already won over his most important employee.

“We got the right guy, without question,” said MU football coach Gary Pinkel, who talked with Rhoades by phone after he accepted the job Monday and again several times Tuesday.

Wearing a black pinstriped suit and a gold tie with black accents, Rhoades pulled off his first MIZ-ZOU chant to start his news conference, then described himself and his philosophies in ways Mizzou fans surely enjoyed hearing.

A sampling …

• “We want to build championship programs — not just winning teams but championship programs that are consistently good each and every year.”

• “The one thing we will never compromise is integrity and compliance. It’s hard to win. But we’re going to win and we’re going to do it the right way. We certainly won’t cut corners.”

• “I know there’s great institutions in the SEC, but why can’t the University of Missouri be the best? That’s the quest from day one.”

Once Rhoades moves his family to Columbia, he plans to spend a few months “listening and learning,” he said. He’ll meet with every coach and staff member in the department and evaluate the program’s every nook and cranny. At Houston, Rhoades wasn’t afraid to shake up his roster of coaches. He fired several, some that he inherited and others he hired.

Asked directly about Mizzou’s sagging men’s basketball team under first-year coach Kim Anderson, Rhoades insisted he won’t make changes for the sake of change.

“When I say I don’t have a lot of patience, I’m talking about in terms of getting things done,” he said. “In evaluating coaches, there’s no set pattern. There’s so many different variables. First of all, what shape was the program in when you took it over? If it was in great shape and now all of a sudden that program starts to (struggle) well, there’s an issue. But if it was not in very good shape or left without any talent, that’s a completely different situation in how you evaluate that.

“For me, it’s really about, are we getting better?”

The answer to that question will be measured against Alden’s 17-year regime — a point not lost on his successor.

“The job that Mike has done here in his 17 years ... has been tremendous,” Rhoades said. “The challenge is how do you take something where Mike has continued to raise the bar and take that momentum and continue to raise that?”
Mizzou's Pinkel sold on new boss

By Dave Matter

COLUMBIA, Mo. • **In his 25th year as a head coach in college football, Missouri's Gary Pinkel will work for just his fourth athletics director in new Mizzou boss Mack Rhoades. Pinkel has talked with Rhoades several times the last few days. So far, so good.**

After working for Mike Alden the last 14 years, any concerns about meshing with the new boss?

“I can get along with anybody, contrary to what many people might believe,” Pinkel said Tuesday on Faurot Field after the first of 15 practices this spring. “He’s my boss, too. There’s a clear line there, a food chain. We understand that. We’ll get along fine. I’m not concerned about that. Always you agree to disagree but you also know who runs the show. I have no problem with that.”

Pinkel heard nothing but good things about Rhoades from their common friend, former Mizzou coach Bob Stull. Pinkel played under and later coached with Stull; Rhoades worked under Stull in the athletics department at Texas-El Paso.

“Bob called me and said, ‘You’ll get along with him great. He’s really good,’” Pinkel said. “I’m really excited and thrilled that we got him here.”

“We’ll adjust and make it work and we’ve all got the same goals. We want to keep getting better and improve.”

Rhoades comes to Mizzou known for two things above else: raising money and spending money on big buildings. As the AD at both Akron and Houston, Rhoades brought in a lot of funds to overhaul facilities, including football stadiums at both schools.

That’s all Pinkel needed to know about his new boss. Pinkel has stumped for bigger and better facilities since Mizzou made the decision to join the SEC in 2011. For the most part, he’s gotten what he wants. Most recently, Alden and his staff scrapped plans for a new indoor practice facility and shifted focus to Pinkel’s latest pet project, a new football-only facility just south of Memorial Stadium. MU is in the very early stages of planning for such a building.

“We’ve got to build here,” Pinkel said. “We’re in the SEC here. We’ve got a great opportunity to put something here that’s really, really special. You don’t build like you’re in other leagues. You build like you’re in the SEC. I’m really excited about that.”

After Tuesday’s practice, I asked Pinkel if he has to repeat to Rhoades the sales pitch he gave Alden for a new football complex.

“I don’t think I have to repeat, because we should be on the same team here,” he said. “There should not be talking people into it. Again, we’re in the SEC. When you build this facility here it’s going to be remarkably important for our student-athletes but also for recruiting and a statement. Because all
those recruits walk into all those football complexes and they come away with an attitude and an idea.

“What we have is really nice, but it isn’t close to what we’ve got to have. So, let’s get going. We should all be on the same page with this. It shouldn’t be that complex.”

Pinkel said Rhoades is already on that page.

“I talked to him about that already,” Pinkel said. “Guess what, he’s known for doing that, too. That conversation is nothing but super positive for Mizzou football, which if Mizzou football is doing well it’s obviously good for everyone.”

“When we got into this league one of the statements I made to (former chancellor) Brady (Deaton) and Mike and other people I talked to was, ‘You’ve got to invest, man. You sit back and say, well, we’re not used to having something quite like that ... well, don’t get in the league. Don’t be in the league.’ The good news is we have nothing but positive things that are happening around here. We all want to be successful.”

**STORY CONTINUES...**

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*ST. LOUIS POST-DISPATCH*

**Strauss: New Mizzou AD knows how to work the room**

*By Joe Strauss*

**COLUMBIA, Mo.** • Less than a year after a well-heeled revival broke out at the announcement of Kim Anderson’s homecoming as Missouri’s head men’s basketball coach, a black-and-gold balloon party commenced inside the Student Center on Tuesday to celebrate Mack Rhoades as successor to athletics director Mike Alden.

**One reflexively tries to tie the two hires. Mizzou preps for the SEC tournament in Nashville following a 9-22 regular season that left it in the conference cellar. Rhoades pleaded guilty to being an impatient sort shortly after leaving the dais to a blaring pep band and a dancing Truman the Tiger. “This is not a fixer-upper, OK?” Rhoades insisted as he sat beside ubiquitous MU chancellor R. Bowen Loftin, who first spoke to Rhoades three weeks before recommending his hire.**
Rhoades said all the right things. He said them forcefully, passionately, as one would expect from someone who knows how to work a room.

He praised his predecessor, Mike Alden, who attended and sat in the front row at Rhoades’ request.

He noted Missouri as a destination job and paid proper homage to the Southeastern Conference as the top league in college athletics.

Rhoades spoke a lot of transparency, integrity and compliance and insisted he does not see those qualities as in conflict with winning championships. Responding to a reporter’s question, Rhoades pledged, “We certainly aren’t going to cut corners.”

Tuesday represented a full embrace. Sans visor, football coach Gary Pinkel stopped by on his way to practice. Wrestling coach Brian Smith was recognized along with the fact that his team enters the NCAA Tournament as the nation’s No. 1 squad. Rhoades talked about raising the bar in CoMo, then recognized Alden’s 17-year term had already raised it pretty high.

Rhoades arrives at Missouri — the new man pronounced the state name correctly, with the long “ee” at the end — after being widely praised for his work at University of Houston. The Cougars, however, are something of a niche there, playing backup to the Astros, Texans, Rockets, the MLS Dynamo and even University of Texas and Texas A&M. Rhoades’ career as an administrator has taken him from a tire town (Akron) to a cow town (El Paso) to a pro sports town (Houston) and finally to a college town.

Much as Tuesday was about making nice and a dancing Truman, it also left Rhoades and Loftin alongside an elephant in the room.

To be blunt, by hiring a basketball coach whose transgressions sent two programs to the NCAA woodshed, Rhoades got away with something in Houston he can’t do in CoMo.

Kelvin Sampson left Oklahoma with sanctions, then doubled down at Indiana. It seems Sampson couldn’t keep himself from violating a since-rescinded rule stipulating how many phone calls and text messages he could send to recruits. The NCAA addressed the mess at Indiana by tacking a five-year “show cause” on Sampson, effectively banning a former national coach of the year from coaching at a member school.

Sampson instead wound up as an assistant with the Houston Rockets, where he bided his time as Rhoades dispatched Tom Penders then James Dickey.

Penders’ teams averaged more than 20 wins in six seasons but never won an NCAA Tournament game. (Houston hasn’t won an NCAA game since 1983-84 with Akeem Olajuwon as its center.) Dickey was a .500 coach for four years before Rhoades fired him and ended Sampson’s six-year collegiate exile.

The April 2014 hire was no big deal in Houston given Sampson’s association with the popular Rockets. It was enough of an issue to Loftin that he admitted Tuesday engaging Rhoades at length over the hire. “He did his due diligence,” Loftin insisted about 10 minutes before Rhoades addressed the same issue.

To Loftin’s credit, he had expected the question long before approached by some buzz-kill columnist. “He actually looked carefully and talked to all the right people and to the coach himself about expectations. This man (Sampson) made mistakes obviously in the past. He was sanctioned very heavily by the NCAA. That’s no longer the case.”
So we now know Rhoades is a pragmatist. Sampson’s ability to coach apparently trumped leaving Indiana in ruins. (Hey, the man did his time.) Rhoades’ new gig requires oversight of a department that long enabled Quin Snyder’s high jinks, hired Frank Haith from Miami as the NCAA posse closed on South Florida and until recently had an embarrassingly casual relationship with Title IX compliance.

Regarding the Sampson hire, Rhoades said, “Part of it was unique to where we were. It made things easier because he was right there. ... He’ll do things the right way there.”

Unprompted, Rhoades then redirected his answer to include his current coach, whose conference résumé includes wins over LSU, Florida and Auburn to go with 15 losses.

“Here we have a great basketball coach in Coach Anderson and I look forward to working with him.”

Please, let’s not be naive even on a day made for happy talk, fresh starts and tubas in the round.

Rhoades’ most glaring task is to install a hoops foundation of something other than shifting sand. As Penders knows well, Rhoades hardly showed himself bashful about enacting change at Houston. The guess here is Mizzou can’t find itself again playing on the first day of next year’s SEC tournament.

We’re tired of Ricky Clemons, Michael Dixon, Zach Price and players left beaten senseless outside of bars. It’s not a good look when this season’s Tigers rank last in scoring while leading the conference in suspensions. One look around Mizzou Arena screams that the fan base is weary of drab performance.

Thankfully, accountability is part of Rhoades’ reputation. At Houston he mandated student-athletes not only attend class but also sit in the first three rows. By all accounts, he gets the media.

Rhoades says he will do it the right way. Here’s taking him at his word. For his part, Loftin again let it be known Tuesday that he hates surprises.

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**BEHIND THE STRIPES**

**Mack Rhoades introduces himself to MU**

By DAVID MORRISON

Tuesday, March 10, 2015 at 10:02 pm

**Mack Rhoades** was sitting in Houston last night at 10:42 p.m., trying to think of all the things he wanted to say to the crowd that would assemble at the MU Student Center the next day to welcome him as the Tigers' new athletic director.

About 15 hours, later, there he was, enumerating the his vision for the future at Missouri and saying what he thought it would take to get there.
"We want to build championship programs. Not just winning teams, but championship programs that are consistently good each and every year," Rhoads said. "In order to do that, it's hard to win. It really is. Everybody has to be on the same page, pulling in the same direction. Not just the coaches. Coaches, student-athletes, athletic director, senior support staff, sports medicine, strength and conditioning, the Total Person Program. We all, collectively, have to come together and make sure we're doing everything we can for our student-athletes and coaches to give them the ability to win. As we all know, this is the most competitive league in the country. We're going to continue to work hard. Mike" Alden, "his team, have done a great job in terms of being competitive.

"We're going to want to be even more competitive."

Here are some more highlights of Rhoades' first day in front of the Missouri faithful:

**Expectations for Missouri**

A common theme from Rhoades was praising the job Alden did for the past 17 years and saying Missouri was far from in need of a total overhaul. He used part of his introductory remarks to have Alden and his wife, Rockie, accept a round of applause from the crowd.

He's not used to stepping into such good situations.

"My challenge here is going to be to come in and really not want to touch everything," Rhoades said. "I'm used to coming in, touching everything and saying, 'We're going to do this, this, this and this.' Really taking the time to say, 'OK, we really do this well. Maybe there's a way for us to do it a little better and if we can -- guess what? -- we're going to do that.' We're not going to change just to change. We'll change if it makes us better."

Rhoades said he doesn't see any reason why Missouri can't have one of the most successful athletic departments in the SEC or the country.

To that end, he knows he has to be there for his coaches and athletes when he's needed.

"I kind of operate from a premise of yes. You need something? Yes, we're going to try to get that done," Rhoades said. "Come to me. It needs to be well thought-out. How is it going to move the needle? Is it going to be a great return on investment? As long as head coaches are coming with that thoughtful process to me, I'm always helpful about, 'Well how can we get this done?'

As far as evaluating how those coaches do, Rhoades adopts different criteria for different circumstances.

"There are so many different variables," Rhoades said. "What shape was the program in when you took it over? If it was in great shape and all of a sudden that program starts to" plummet "there's an
issue. If it was not in very good shape or was left without any talent, that’s a completely different situation with how you evaluate that. For me, it’s about ‘are we getting better?’ Are there signs of growth within the program? The culture? The expectations? The accountability? Those are the things I really look at. If you have an unbelievable process, guess what? You’re going to win championships. You are. Our focus is going to be on the process, not necessarily on the championships.”

R. Bowen Loftin’s Expectations of Rhoades

Chancellor Loftin says he doesn’t want to meddle too much in the affairs of the athletic department. That's what the athletic director is for.

"I'm not a person that likes to provide direction at the lowest level," Loftin said. "I'm going to say, 'These are the kinds of expectations I have for the outcomes I want you to achieve here.' Maybe the outcome is regarding financial management. Maybe it's regarding coaching selection. I will never get involved in those details of that. I've got to have the faith this person’s going to be transparent to me, and tell me every single thing. The worst thing I can have is an AD that doesn't share with me honestly what's going on. There are just too many risks out there.

"Look at you guys. The world we live in. The scrutiny is high, and it's amplified. If I have a student-athlete get in trouble, compared to somebody who’s not an athlete, but a student here, look at the difference in how they’re treated. The scrutiny is high. I know that. I need a person at my side who’s going to be absolutely honest with me and who I can depend on to do the right thing. I don't have the time to manage somebody that hard. I just can’t do that. Too many things to do. This guy as proven over many times now with many people he can do this. He’s had great relationships with his past leadership. Can’t ask for more than that."

That sounds good to Rhoades.

"I think I’m a fairly decent communicator. There's not going to be any surprises," Rhoades said.

"You’re going to know how I feel and what I think about the program and the job that you’re doing. A transparent partnership, I would probably describe it as. High-energy. I want things fast-paced. I want us to get things done and get them done in a hurry, but not to where you’re making mistakes. I think the coaches that work with me would say that I lead by serving people and by example.”

As such the coach hiring and firing will be up to Rhoades.

“I think we have a wonderful set of coaches right now. I think Mack’s already looked at that from the outside looking in. He has to meet each one of them, figure out their relationships. They’re all different people, obviously," Loftin said. "We've had great success at Mizzou. Nothing’s broken here
right now. At the same time, coaches do come and go. That’s the way life is. The most important thing is we’re going to hold our coaches to high standards for compliance and putting the student-athletes at the top of their lists for priorities. That’s where Mack’s are. That’s where mine are. The coaches need to do as well.”

One Rhoades hiring from the past, in particular, came up Tuesday: men's basketball coach Kelvin Sampson, fresh off a "show-cause" penalty from the NCAA for violations at Oklahoma and Indiana and six years out of being a head coach at the collegiate level.

Rhoades said he had multiple meetings with Sampson, NCAA officials and people from his past schools, the Big Ten and Big 12. In short, he did his "due diligence."

Loftin was satisfied with that.

"He looked carefully, talked to all the right people and to the coach himself about expectations," Loftin said. "This man made mistakes, obviously, in the past. He was sanctioned very heavily for that by the NCAA. That’s no longer the case. Mack satisfied me -- after a really in-depth discussion of what he went through in the process: did he ask all the right questions, not just of the coach himself but those around the coach -- to make sure his hire was a good hire."

**Nuts and Bolts**

Loftin said Rhoades will start no later than April 27. That lag time is to give his notice to Houston and, Rhoades said, give his family some time to uproot and settle again in Columbia.

He said he could possibly see that happening as soon as April 21.

Neither Loftin nor Rhoades would discuss the terms of his agreement with Missouri, and Loftin said there isn’t a finalized contract yet, just terms.

Loftin said he and search firm Korn Ferry started with "dozens" of candidates and whittled them down. He declined to say how many he interviewed.

He and Rhoades met a couple of weeks ago. Loftin denied that Rhoades was in the running at Texas A&M in 2012, as was widely reported.

"Genuineness. This guy is genuine. He lives integrity, breathes integrity," Loftin said. "That’s not only from him, it’s from those around him, going back to Coach Bob Stull. It’s all about integrity for him. He puts the value of student-athletes at the very top level. Those are the kinds of things I had in mind for the search process, and he met all those check boxes."

Loftin said he consulted Alden toward the end of the process, when he had a few candidates in mind, and Alden said glowing things about Rhoades.
The chancellor expects Alden to be a resource for Rhoades going forward.
"I've asked Mike to continue being available to him," Loftin said. "These guys are friends. Realize where Mack comes from. He was the head of the national ADs association. They know each other very well. You saw in there a good respect, in both directions, between those two individuals. Expectations from me to Mike is to simply be available, help this gentleman make all the right connections when he gets here. Help him understand where you've been, so he's plowing the ground over again you've already plowed. Mike will continue this year, following September 1, as a faculty member, which means he's still around. Mike will be a resource as long as Mack wants to tap him."

Rhoades has to fill a deputy AD slot after the departure of Doug Gillin to become Appalachian State's athletic director, and he says he has some candidates in mind. But he doesn't want to share them. He did mention the resume of Hunter Yurachek, who was his second-in-command at Houston. "He's been an AD" at Coastal Carolina. "He's been the national AD of the year at the FCS level. He would be a great candidate," Rhoades said. "But I hope he gets the athletic director job at the University of Houston. Beyond that, there are certainly some others I would think of. Doug's a great loss for this university. My relationship goes back to when he was with IMG. He's always been really, really good."

**Destination Job**

Rhoades said that he and his family are moving to Missouri with the hopes that it will be the place he retires.

Loftin's happy to hear that.

"That was actually, in our final conversation when I offered it to him, that was pretty important to be a destination job for him," Loftin said. "I don't want to do this again. I'm 65 years old, guys. That's enough."

Rhoades is excited about the opportunity.

"It really is a dream come true. This is a terrific place with special people," Rhoades said. "I think that's what makes it so terrific, is it's got great people. You win with people. You can have the best facilities in the world, the biggest budget. If you don't have great people, you're not going to win. I feel like I'm walking into a situation where we've got really, really great head coaches and a good staff."

Plus, check out the perks of the job.
"He was excited there was a bathroom as part of his office, with a shower, because he likes to run a lot of times, I think," executive associate athletic director Tim Hickman said. "That'll be handy."

Rhoades has built career on vision, relationships

By DAVID MORRISON

Tuesday, March 10, 2015 at 2:00 pm

About two years ago, it looked like the American Athletic Conference might never come together.

Born from chaos, the league was trying to weld pieces from the former Big East onto incoming programs from Conference USA and make it into a working model to begin play in the fall of 2013.

At least Commissioner Mike Aresco had a valuable resource: Houston Athletic Director Mack Rhoades.

“He once said to me, ‘Every day is a battle sometimes,’ ” Aresco said. “It was. We had to get this conference off the ground again and reinvent it, but we did it and had remarkable success. A lot of credit goes to Mack.”

Rhoades was a prized confidant, providing support and guidance when the commissioner sought them out. He served much the same function for the rest of the athletic programs in the conference in his capacity as chairman of the league’s athletic directors committee.

So Aresco had some mixed feelings Monday, when Missouri announced Rhoades as its new athletic director.

“It’s a bittersweet day for me. I’m going to really miss Mack. He’s been a valued friend, he’s become a close friend,” Aresco said. “I value his counsel. We talk all the time. He’s well-respected by everyone in our group. If you said a couple of words to describe him, I’d say a class act and a gentleman.”
Rhoades will assume his new role at Missouri in the next month or so. Chancellor R. Bowen Loftin said the school set a tentative start date in late April, but that was just to allow time for Rhoades to put in his notice at Houston and get settled in Columbia.

Once Rhoades does, Loftin said, he’ll take over for outgoing Athletic Director Mike Alden.

“Mike understands he has to move out of his role now, and that’s happening,” Loftin said. “Contractually,” Rhoades “has to give notice where he is right now, and that sets a timeline basically. It’s possible his president will allow him to leave earlier, but I can’t predict that. We’ve established a later-than-start date officially, just in case.

“Whenever he arrives here — whatever date that might be — Mike will step aside immediately. He already has an office on campus in education where he’s going to move.”

Alden is leaving the post he’s held since 1998 for a job in the College of Education. When he originally announced his plans to step down Jan. 29, he said his last day as athletic director would be Aug. 31.

On the “Tiger Talk” radio show Monday night, Alden said he and Rhoades will both draw paychecks from the athletic department from Rhoades’ start date until Alden moves onto the College of Education’s payroll Sept. 1.

“We knew there was going to be an overlap,” Alden said. “We knew we’d be double-paying athletic directors for several months. Shoot, that’s kind of standard in our industry, and this is the perfect time for a new athletic director to come in, in the spring. Our budget is already set for next year. We’ve got that rolling. We’ve already agreed to extending our contract with Nike for the next couple years. That’s a good thing for Mack to be able to inherit. That’s kind of standard in our industry. That happens all over the place.”

Rhoades’ career in athletic administration was just getting started as Alden began his tenure at Missouri.

Former MU football Coach Bob Stull took over as athletic director at UTEP in 1998 and, within a year, brought Rhoades on as associate athletic director for development.

“We interviewed him along with some other people. He stood out. He was a lot sharper,” Stull said. “Knew the business. Very personable. He was the guy that was motivated to do things. And I always
hire people that fit in really well and are really motivated to work. We don’t just do one or two things here. Our staff isn’t as big as some of them, so they do multitasking."

Rhoades rose up the ranks to senior associate athletic director for external relations, where he played a key role in helping Stull secure funding for improvements to the Miners’ facilities in football, softball, soccer and basketball.

He also had daily dealings with UTEP’s teams, both as the main administrator for a few Olympic sports and part of the team that helped oversee football and men’s basketball.

“He likes being around people. He communicates really well,” Stull said. “He listens and had really good relationships with the coaches when he was here. All the coaches really liked him. He’ll listen to them and try and do what he can to help them succeed.”

That trait served him well as athletic director at Akron and Houston over the past nine years.

Aresco said he is certain it will serve him well at Missouri.

“He’s not someone that looks for the spotlight. He is someone who doesn’t pound his fist on the table, doesn’t raise his voice,” Aresco said. “He’s been an absolute pleasure to work with. Mack has always been great about working toward trying to find the best path.”

— *The Tribune’s Ashley Jost contributed to this story.*

**BEHIND THE STRIPES**

**MU Notes: The "Build Me a Better South End Zone" edition**

**By DAVID MORRISON**

*Tuesday, March 10, 2015 at 6:56 pm*

**Gary Pinkel** threw a bit of a wrench into Missouri’s strategic facilities plan last fall when he told **Mike Alden** he would much have a newer, better south end zone complex -- complete with locker rooms, weight room, coaches’ offices, the works -- than a new indoor facility.
Planning was already pretty far along for the indoor facility. The south end zone is still in the gathering funds phase.

That's where new Athletic Director Mack Rhoades comes in.

"We've all got the same goals," Pinkel said. "That's what I liked today, about his energy level. We've got to build here. We're in the SEC here. We've got a great opportunity to put something here that's going to be special. You don't build like you're in other leagues. You build like you're in the SEC."

He doesn't expect to have to re-sell Rhoades on the future of Faurot Field like he sold Alden.

"I don't think I have to repeat it. We should be on the same page here," Pinkel said. "There should be no talking people into it. We're in the SEC. When you build this facility here, it's going to be remarkably important for our student-athletes but also for recruiting. And statements. All those recruits walk into all those football complexes and come away with an attitude and idea.

"What we have is really nice, but it isn't close to what we've got to have. So let's get going. We should all be on the same page about this. This shouldn't be that complex. And I think he is. I talked to him about that already. Guess what? He's known for doing it, too. That conversation is nothing but super positive for Mizzou football. If Mizzou football is doing well, it helps everybody."

It's something Pinkel has been hammering home for a while.

"When we got in this league, one of the statements I made to" former chancellor "Brady" Deaton "and Mike and other people I talked to was that you've got to invest, man," Pinkel said. "If you sit back and say, 'Well, we're not used to having quite something like that,' then don't get into the league. Don't be in the league. The good news is we have nothing but positive things that are happening around here. We all want to be successful.

"We also know the importance of us being successful helps dictate everything here."

Rhoades said he and Pinkel spoke on the phone shortly after he took the job, and Pinkel was a very conspicuous guest during the new athletic director's introductory press conference today.

If Rhoades can keep his 15th-year football coach happy -- the winningest one in Missouri history, no less -- it would be a good first step.
"I can get along with anybody, contrary to what many people might believe," Pinkel said. "He's my boss, too. So there's a clear line there in the food chain. We understand that. We'll get along fine. I don't have any concern about that.

"Always, you agree to disagree, but you also know who runs the show. I have no problem with that. I know Bob Stull, and he called me and said, 'You'll get along with him great. He's really good.' I'm real excited and thrilled we got him here."

Lofty goals for Rhoades at Missouri

COLUMBIA, Mo. — When Mack Rhoades was introduced Tuesday as the University of Missouri’s 16th director of athletics, he did not shy away from setting lofty goals.

“I know there's great institutions in the SEC, but why can't the University of Missouri be the best?” Rhoades said from a podium in the middle of the Missouri Student Center. “… I want MU athletics to be considered if not the best, one of the best in the entire country.”

But for Rhoades, who takes over for current AD Mike Alden in late April, succeeding at Missouri is less an issue of righting the ship than it is keeping it on course.

“Has everybody watched the show on HGTV, the show Fixer Upper?” Rhoades asked. “If you haven’t, great show. This is not a fixer upper.”

During Alden’s 17 years at Missouri, the department of athletics saw drastic improvements in budget size, on-field success and national recognition. Unlike Rhoades’ tenures as AD at Akron and Houston, where he has worked since 2009, the 49-year-old won’t have to start from scratch at Missouri.

“My challenge here is going to be to come in and, really, candidly, not just touch everything, because I’m used to going in and touching everything,” he said. Instead, he will be “really taking the time to say, ‘OK, we really do this well. Now, maybe there’s a way for us to do it a little better.’ And if we can, guess what? We’re going to do that, because we’re not going to change just to change. We’ll change if we can make it better.”

Rhoades said he could not single out one pressing matter that he hopes to come in and improve. Instead, he said his first few months will consist of “a lot of listening and a lot of learning.”
“I told the staff (Tuesday) I’m going to meet with every staff member individually,” he said. “I want to get to know them. I want to know, do they like what they’re doing? Do they feel like their strengths (are) aligned correctly? I’m going to meet with all of our head coaches. What do you need? What do you need to take your program to the next level? And if it’s at the highest level, then how do we continue to stay at that level?”

Though Rhodees did not frame it as a problem in need of improvement, one aspect of Alden’s tenure the Arizona graduate hopes not to repeat is incurring NCAA sanctions.

“The one thing we will never compromise is integrity and compliance,” Rhodees said. “It’s hard to win. I said that earlier, but we’re going to win, and we’re going to do it the right way. We certainly won’t cut corners. There’s a right way to do things and a wrong way, and we’re going to choose to do the right way not just some of the time but every time.”

Missouri’s basketball program dealt with NCAA punishments during the Quin Snyder and Frank Haith eras — though Haith’s suspension was punishment for his actions at Miami. Both Snyder and Haith were hired by Alden. The football program has faced criticism for its various incidents related to sexual assault Title IX violations, and an independent study found Missouri didn’t properly handle all aspects surrounding the alleged rape and subsequent suicide of swimmer Sasha Menu Courey.

Rhoades made a controversial hire at Houston by bringing in basketball coach Kelvin Sampson, who was punished by the NCAA for misdeeds at Indiana.

Chancellor R. Bowen Loftin, who headed the search for Alden’s replacement, said he and Rhodees discussed the Sampson hire at length.

“He did his due diligence,” Loftin said of Rhodees. “He actually looked carefully and talked to all the right people and to the coach himself about expectations. I mean, this man made mistakes, obviously, in the past. He was sanctioned for that very heavily by the NCAA. That’s no longer the case.”

Loftin iterated he wanted an AD who fit four characteristics: someone with a level of integrity, who puts student-athletes first, who will gain the respect of the coaching staffs and who has fundraising experience.

Rhoades demonstrated his proficiency at the latter by raising a reported $100 million at Houston and overseeing the development of $160 million-worth in facilities.

The five-week coaching search began when Alden announced Jan. 29 his intention to step down. Loftin hired search firm Korn Ferry to head the operation.

“I’ve learned the last time I did this that to get the very best people to consider the position, it must be highly confidential,” said Loftin, who hired an AD at Texas A&M in 2012. “That means you hire a search firm that’s well known by the AD community, trusted by them, never had a breach of confidence ever, and then you do it by yourself, because they then know that they can trust you.”
Loftin said the search began with dozens of candidates and Rhoades was “on that list from the very beginning.” He and Rhoades wouldn’t discuss specific dates but said Rhoades was interviewed a couple weeks ago.

Alden will step down Aug. 31, though there will be overlap as Rhoades expects to start at Missouri between April 21-27. Rhoades plans to visit Missouri a couple times before then to meet with staff.

Loftin said Alden will vacate his office once Rhoades comes to town, but Alden won’t be going far. Starting in September, he will begin work as an instructor in the Missouri College of Education.

“He’s been one of the best and is one of the best athletic directors in the country,” Rhoades said of Alden. “Why wouldn’t I want to lean on him and learn from him and move forward and have him here? I have great respect for Mike, and I’m excited that he will be around.”

III

Notes: Alden displayed a sense of patience with coaches during his tenure, giving Gary Pinkel time to develop a program and being rewarded with five division titles. Though Rhoades seemed to have a short leash at Houston, he said it is important to factor in where a program was when a coach takes over. Basketball coach Kim Anderson just struggled through a 9-22 regular season in his first year at Missouri. … The specifics of Rhoades’ contract have not yet been released and Loftin said there are still details the board of curators must approve. … Rhoades called the Missouri gig a “destination job,” which Loftin was happy to hear. “I don’t want to do this again,” the chancellor said. “I’m 65 years old, guys.”

COLUMBIA MISSOURIAN

New athletics director Rhoades says he's found 'the best' program at MU

Tuesday, March 10, 2015 | 7:36 p.m. CDT; updated 7:34 a.m. CDT, Wednesday, March 11, 2015

BY AARON REISS

COLUMBIA — As eyes fixed on him in the MU Student Center, Mack Rhoades thought about reality television.

Rhoades, who Chancellor R. Bowen Loftin formally introduced as Missouri’s next athletics director Tuesday, is a fan of the HGTV's "Fixer Upper" — a program about home renovations. Missouri athletics, Rhoades said, wouldn’t make for much of a show.

"This is not a fixer-upper," Rhoades said. "The job that Mike (Alden) has done here in his 17 years and his staff has been tremendous."
Rhoades complimented Alden, whom he will succeed in April once he leaves his athletics director position at the University of Houston.

"Gosh dang it, did you have to be so good?" Rhoades said.

Rhoades said the job he is stepping into is incomparable to the previous athletics director jobs he’s held at Houston and the University of Akron in Ohio.

At Houston, he inherited a basketball arena from the 1960s and a football stadium from the 1940s. He oversaw the construction of a new on-campus football stadium, and a two-floor basketball practice facility, which will open in August.

"The University of Houston, we really were going in and starting from scratch — just, in everything," Rhoades said. "... Just across the board. That was just a complete different situation."

The department at Missouri, which boasts a $76 million budget ($34 million more than Houston), is much further along.

Missouri welcomed Rhoades to his new home with an introduction from Marching Mizzou, which snaked down the Student Center walkway and played the school’s fight song before the news conference began.

When it was his turn to speak, Rhoades was loose. He introduced his wife, Amy, asked her to stand and joked to the crowd, "Like you can tell, hopefully, I can recruit a little bit."

Rhoades’ comedy act wasn't over. The couples' three daughters, Nicolette, Natalie and Noelle, weren’t in attendance, but Rhoades made sure to mention that all three girls were born in December, a product of what he called "March madness."

But back to business.

Rhoades has the facilities at Missouri. His program is already in the Southeastern Conference. The biggest project he said he has in mind right now is an end zone facility at Memorial Stadium.

"Nothing’s broken here," Loftin said.
Rhoades said it’ll be a challenge to not want to "touch everything," like he has in past jobs. Still, he believes there is room to improve. He said the bar can always be raised. He did not specify how.

Rhoades said he plans to meet with every athletics staff member. He wants to know if they’re satisfied and what can be done better.

Though he called himself impatient, Rhoades said he wouldn’t rush into any decisions. When it comes to evaluating coaches who have struggled — like baseball coach Tim Jamieson and men’s basketball coach Kim Anderson — Rhoades said he has to consider a variety of variables, like the shape of a program when a coach inherited it.

"The first several months, I’m going to do a lot of listening and a lot of learning," Rhoades said.

But Loftin doesn’t anticipate much of a learning curve for his newest hire. The chancellor said during the news conference that money is always a focus for athletics. And fundraising, Rhoades said, is the same everywhere.

Alden compared Rhoades’ situation to his own when he came to Columbia from Texas State in 1998.

"It’s just on a bigger stage; that’s all," Alden said. "For him, he’s done it at a high level. He’s had a lot of success. He’s going to apply those skill sets here. I think the only difference is it’ll just be in the SEC, which is the toughest conference in America, and it’ll just be on a little bit bigger stage."

Rhoades said he plans for this job to be his last one. When he worked as an intern at Yale, he decided he wanted to be at a school that is "the best."

"And the University of Missouri, and this athletics program, is just that," he said.

After meeting with members of the news media, Loftin and his newest hire shook hands and headed toward opposite doors. There was more on the itinerary for Rhoades; he had a reception to attend.

Mack and Amy Rhoades saw Alden and his wife, Rockie, on their way out of the MU Student Center. They exchanged hugs and handshakes.
"He did a great job," Alden said to Amy Rhoades.

To Rhoades' left, workers deconstructed the stage on which he recently stood. Black and gold balloons sat scattered.

The first party was over. The job — one unlike any other he's had — will soon begin.

COLUMBIA -- Mizzou formally introduced Mack Rhoades as its new director of athletics Tuesday.

Rhoades will take over for Mizzou's longtime athletic director, Mike Alden.


Mack Rhoades Introduced at Mizzou

A changing of the guard at MU. The new athletic director at Mizzou was introduced today. Fox four's sports director Al Wallace joins us in the studio with what the future holds with a new man in charge. Missouri chancellor R. Bowen Loftin said he first met Mack Rhoades 3 weeks ago.... but he'd heard about him way before then. Today it was Loftin who introduced the man...
taking over the reins of the Missouri athletic department. They had a very healthy crowd at the mu student center this afternoon.... with the 49 year old Rhoades coming to Columbia after 6 years in the same position at the University of Houston. Rhoades will take over the job vacated by Mike Alden.... he says it's not a fixer upper.... especially being a member of the SEC. Mack Rhoades.... a husband and father of 3 daughters.... now the new athletic director at the University of Missouri.

Watch the story: http://mms.tveyes.com/PlaybackPortal.aspx?SavedEditID=b217d4fb-b60a-4ce4-95cf-0cc72d9b9716

University of Missouri welcomes new athletic director, Mack Rhoades

The University of Missouri welcomed a new athletic director Tuesday afternoon after making the official announcement Monday morning.

Mack Rhoades will take over for current AD Mike Alden; coming to Missouri from the University of Houston.

Rhoades took the time to thank Chancellor Bowen Loftin, who said money was not an issue in the hire. He wanted to find someone to raise funds for the athletic department.

Rhoades also thanked UM System President Tim Wolfe, as well as his wife and three daughters.

Rhoades asked the crowd for a round of applause for exiting AD Mike Alden and his wife, Rockie.

Speaking on Alden's tenure, Rhoades said, "This is not a fixer-upper. Did you have to be that good?"

"I'm coming to a great place, and I'm leaving a great place. I'm really fortunate for the staff and student athletes at the University of Houston."

Rhoades went on to explain why he chose MU.
"Why Missouri? I want to be somewhere that is the best, a national leader. The University of Missouri is that place."

"We're going to expand the Mizzou brand. We are going to take the brand outside the state. I'm looking forward to carrying on the tradition and making new traditions, and meeting this incredible fan base," said Rhoades.

"I want to be a part of making sure our student-athletes leave with a degree from a world class institution and leave with the values instilled through teamwork and competition," said Rhoades.

Rhoades explained some of his goals coming into the program.

"It's hard to win, and everyone has to be on the same page, including athletic director, support staff, coaches, and athletes."

Rhoades said Mizzou is a destination job for him.


Rhoades introduced as Missouri AD at news conference

COLUMBIA - The University of Missouri’s incoming Athletic Director Mack Rhoades was in Columbia Tuesday afternoon, but did not get to work quite yet.
University of Missouri officials held a news conference at 2 p.m. on Tuesday at the MU Student Center to officially introduce Rhoades. MU Chancellor R. Bowen Loftin helped introduce Rhoades with guests such as outgoing athletic director Mike Alden, football coach Gary Pinkel and wrestling coach Brian Smith in attendance.

"I knew this was a great place, and I certainly look forward to taking it to the next level," Rhoades said.

He will begin his duties as athletic director in late April. Until then, outgoing athletic director Mike Alden will help Rhoades transition into the new job.

"For the first several months, I'm going to do a lot of listening and a lot of learning and really formulate my own ideas and thoughts," Rhoades said.

He said he will meet individually with every staff member in the athletic department. "I want to get to know them. I want to know, 'Do they like what they're doing?'" Rhoades said.

Rhoades comes to Missouri from the University of Houston, where he spent six years as athletic director. He helped raise nearly $100 million and helped build $160 million worth of new facilities, including a $120 million football stadium.

"I really believe that institution [Houston] is right on the cusp of being a power five conference," Rhoades said.

Houston is a part of the American Athletic Conference. Rhoades will now have to transition into the Southeastern Conference.

"As we all know, this is the most competitive league in the entire country, and we're going to continue to work hard," Rhoades said. "I think I will transition very well, because certainly I've been engaged in it."

Rhoades has also served as the associate athletic director at the University of Texas at El Paso in 1998 before eventually becoming AD at the University of Akron.

Former Missouri football coach and current University of Texas at El Paso Bob Stull, who hired Rhoades at UTEP in 1998, said his former pupil was deserving of an opportunity like this.

"He's been the rising star," Stull said. "He's had other opportunities to go, quite frankly, but he's very bright and a great fundraiser. He's excellent with people."

University of Missouri Chancellor R. Bowen Loftin introduced Mack Rhoades as the new Director of Intercollegiate Athletics at Mizzou. Rhoades vows to come in and talk and listen to his staff and coaches before he formulates a plan on how to continue to move Tiger athletics into the right direction.

At the University of Houston, Rhoades rejuvenated the athletics program across the board, including enhancements in the student athlete experience, academics, facilities, fundraising and competitiveness. During the 2013-14 academic year, 10 of the 17 sports programs competed in NCAA postseason competition.

The football team has participated in bowl games in four of the last six seasons, including the 2011 season when the Cougars were ranked as high as No. 6 in the BCS standings and competed in two consecutive bowl games in 2013 and 2014. In almost every academic measurement, including GPA and APR, Houston reached record levels; Rhoades created the Cougar Pride Leadership Academy to provide life-long leadership skills for student-athletes.

"The University of Missouri is a world-class institution, and I am honored to serve as its next director of athletics," Rhoades said. "Success begins with great people and I look forward to working with our talented student-athletes, coaches and staff to keep the athletics program among the nation's elite. Amy and the girls and I are extremely excited to become members of the Mizzou family, and I am grateful for the opportunity to work with Chancellor Loftin and President Wolfe. I look forward to traveling the state to meet the fans who are the heartbeat of the Tigers."

Missouri names Rhoades new AD

Watch story: http://fox2now.com/2015/03/10/missouri-names-rhoades-new-ad/
Mizzou names new athletic director


Racist Rants and the University of Oklahoma: Getting It Wrong

University of Oklahoma President David Boren has expelled two students, members of SAE fraternity, for participating in a racist rant on a bus. The rant included the following:

There will never be a nigger at SAE
There will never be a nigger at SAE
You can hang him from a tree
But he'll never sign with me
There will never be a nigger at SAE

Needless to say, such language is abhorrent. But the University of Oklahoma cannot constitutionally expel the students for this expression.
The Supreme Court has made it quite clear that public universities cannot constitutionally discipline their students for speech merely because it offends the university's sense of decency.

In *Healy v. James*, for example, a state college in 1969 refused recognition to a proposed student chapter of Students for a Democratic Society (SDS). The college argued that its denial of recognition was justified because SDS adhered to "a philosophy of violence and disruption." This was especially worrisome, the college explained, at a time of widespread disruption on college campuses, often accompanied by trespass, vandalism, and arson.

The Supreme Court held that the college could not constitutionally deny recognition to SDS, even though its advocacy of violence and disruption might well be "repugnant." The Court explained that "state colleges and universities are not enclaves immune from the sweep of the First Amendment." To the contrary, "the vigilant protection of constitutional freedoms is nowhere more vital than in the community of American" colleges and universities, and in our constitutional system, a college or university "may not restrict speech or association simply because it finds the view expressed by any group to be abhorrent." The "critical line," the Court held, is whether the speech in question was likely to incite imminent lawless action. Short of that, the speech -- and the organization -- were protected by the First Amendment.

*Similarly, in *Papish v. University of Missouri*, the Court held that a state university could not constitutionally expel a student for distributing on campus a student newspaper containing a political cartoon depicting policemen raping the Statue of Liberty and an article using the phrase "mother-fucker." Because the student was expelled for "the disapproved content" of her speech, the Court held that the university violated her rights under the First Amendment.*

In light of those precedents, it seems clear that the University of Oklahoma violated the First Amendment when it expelled the SAE students for their offensively racist expression. Now, I know it may seem crazy to say that a state university cannot constitutionally expel students for such outrageous speech. But the very point of the First Amendment is that the government cannot censor people (including students) merely because it finds their speech abhorrent.

The central meaning of the First Amendment is that we do not trust the government to decide for us what we should be allowed to hear, read, see, or know. We know that, given the power to censor, and given the realities of human nature, those with the authority to censor will inevitably deny us access to ideas, information, theories, images, and arguments, not because we would necessarily find them to be stupid, pointless, offensive, dangerous, or wrong, but because they don't want us to hear them.
Of course, a commitment to freedom of speech does not mean endorsement of the views of others. One can be revolted by the rant of these students and still defend their right to be obnoxiously offensive. As Voltaire observed, and as summarized by Evelyn Beatrice Hall in her biography of the great thinker, "I do not agree with what you have to say, but I will defend to the death your right to say it." That is the essence of a true commitment to freedom of expression.

Faced even with speech we find to be odious, obnoxious, and offensive, the only response a commitment to freedom of expression leaves us is not suppression, but more speech -- speech that says "You are wrong, you are an idiot, and here is why!" As Justice Louis Brandeis explained almost a century ago, in a system of free expression, the proper response to bad speech is not censorship, but good speech.

And that is precisely what happened at the University of Oklahoma. Students, faculty, alumni, and administrators came together to affirm that the expression indulged in by the SAE students was odious, stupid, insulting, offensive, and degrading. They did what the First Amendment expects us to do -- to answer bad speech with condemnation. And in the end, the people will judge.

There are, of course, those who will argue that the speech of these students was beyond the pale. It was "hate" speech -- speech that is so vile, so degrading, so insulting, so offensive that it is beyond what the First Amendment protects. But the Supreme Court has repeatedly -- and correctly -- rejected this notion. The First Amendment denies the government -- including state-run universities -- the authority to decide that certain speech is so outrageous that it may be banned.

Now, to be clear, there are exceptions to this principle. Speech that expressly threatens particular individuals, speech that expressly harasses particular individuals, speech that expressly defames particular individuals, speech that invades the privacy of particular individuals can be restricted, both in society generally and in a university. Moreover, like any educational institution, a state university can properly regulate what speech is appropriate in a classroom. Use of the word "nigger" in a classroom when the word is irrelevant to the material being taught can be restricted.

But as the Court made clear in Healy, Papish, and other decisions, a public university generally has no more authority to regulate offensive speech on a campus and a city has to regulate offensive speech on a city street.

I join President David Boren and the University of Oklahoma in denouncing the racist rant of these students. But to expel students for what they say and think -- however odious their words may be -- violates the very constitutional principles upon which the University of Oklahoma was founded.
This was a great, if difficult, teaching moment. It is a shame that President Boren and the University of Oklahoma taught their community the wrong lesson.

COLUMBIA MISSOURIAN

Conversation ramps up about race relations at MU, elsewhere

Tuesday, March 10, 2015 | 8:24 p.m. CDT
BY NATALIE HELMS

COLUMBIA — The MU community has ramped up the conversation about racial disparities on campus since the death of Michael Brown in Ferguson, Missouri, last year.

The discussion shifted this week after an overtly racist video caused the University of Oklahoma to close a fraternity and expel two of its members.

A number of initiatives are converging this spring to continue the exchange of information about race relations at MU.

Chancellor R. Bowen Loftin has scheduled the third in a series of listening sessions about race that began in December. The next one, a public session for faculty and students, will take place from 5:30 to 7 p.m. Tuesday in Keller Auditorium, Geology Building.

The chancellor has also asked the MU Faculty Council to create an ad hoc committee to address racial disparities among faculty, to be chaired by Berkley Hudson, a professor at the School of Journalism.

The organization is charged with determining the racial climate at MU and considering how its core values — respect, responsibility, discovery and excellence — connect with the issue of race relations.

The group is expected to convene around spring break with both faculty and student representatives.
"I see it as a collaborative effort," Hudson said. "That's the only way problems like this can be addressed."

Hudson said race disparities can't necessarily be solved, but there are ways to make the situation better.
"It's a vexing problem," Hudson said.
He said it's not easy to face, but there must be a "willingness and openness to confront it."

How plants FEEL insects eating them alive: A cabbage knows what creature is attacking it by the way it chews, claims study

A new US study may make you think twice about biting into a piece of lettuce. Scientists claim plants can feel themselves being eaten alive – and some can even tell what type of creature is attacking them.

The discovery was made after tests on the Arabidopsis plant found it can distinguish between insects eating it based on the way they chew and drool.

'It was no surprise that plants responded differently to having their leaves chewed by a caterpillar or sucked by an aphid,' Heidi Appel, senior research scientist University of Missouri told the Washington Post.

'What surprised us was how different plant responses were to each of the caterpillars and aphids. The plants could clearly tell insects apart - they really seem to "know" who's attacking.'

Professor Appel exposed a group of Arabidopsis, which is part of the cabbage family, to cabbage butterfly caterpillars and beet army worms.

She predicted that as the insects eat the plant, Arabidopsis could tell by the chewing motion and the drool whether the creature was a butterfly or a worm.

She also believed that the plant could tell several different insects apart, even when they were eating the leaves simultaneously.

To test her theory, she harvested the chewed up Arabidopsis, extracted the genes, and froze it in a laboratory.
Plants attempt to defend themselves using different methods, such as giving off spicy flavours and rancid smells.

These defences are expressed in their genes.

Based on the gene analysis, Professor Appel found that the plant can sense when a caterpillar is drooling and provides a different defence mechanism, than if it sensed a butterfly.

There were also different genetic responses to each worm, showing that the plant knew what was eating it.

Professor Appel hopes that this will allow scientists to breed plants that are naturally insect resistant rather than spraying them with pesticides.

The research builds on a study last year that found plants can identify sounds nearby, such as the sound of eating, and then react to the threats in their environment.

In this study, caterpillars were placed on Arabidopsis.

Using a laser and a tiny piece of reflective material on the leaf of the plant, scientists measured the movement of the leaf in response to the chewing caterpillar.

Professor Appel then played back recordings of caterpillar feeding vibrations to one set of plants, but played back only silence to the other set of plants.

When caterpillars later fed on both sets of plants, the researchers found that the plants previously exposed to feeding vibrations produced more mustard oils, a chemical that is unappealing to many caterpillars.

'What is remarkable is that the plants exposed to different vibrations, including those made by a gentle wind or different insect sounds that share some acoustic features with caterpillar feeding vibrations did not increase their chemical defences,' co-author Rex Cocroft, said.

'This indicates that the plants are able to distinguish feeding vibrations from other common sources of environmental vibration.'
Oklahoma President’s Swift Action on Racist Video Carries Risks

By Jack Stripling and Andy Thomason

In the 48 hours since several University of Oklahoma fraternity members were caught on video singing a racist anthem, President David L. Boren has acted quickly. Just hours after the video emerged, he called the students "disgraceful" and said he hoped they would leave Norman. And on Tuesday he expelled two who had led the chant.

In acting so decisively, Mr. Boren has departed from the measured, legalistic response that so often dominates crisis management in academe. And while his blunt rhetoric and swift discipline prompted cheers from many, it may have opened up the university to legal challenges on grounds that the students were denied due process or stripped of their First Amendment rights.

Mr. Boren, a former governor of Oklahoma and U.S. senator, seems ready for such a fight. In a letter to the students facing expulsion, the president cited "your leadership role in leading a racist and exclusionary chant which has created a hostile educational environment for others."

Gene Grabowski, a crisis-communications consultant, said the president’s response is the sort that few in his position seem capable of mustering in the moment. It is common to hear college leaders talk about culture and diversity, but words like "bigots" and "racist," employed by Mr. Boren, are particularly charged and less frequently uttered from university presidential podiums.

"He’s definitely coloring outside the lines here," said Mr. Grabowski, a partner at kglobal, a communications firm in Washington. "He’s gone well beyond the decorum one expects from presidents."

Mr. Boren, who is 73, may feel he has little to lose. He is unlikely to pursue a presidency elsewhere, Mr. Grabowski said, and any fallout from the last few days could be explained as an overly passionate response to what the president perceived as despicable behavior. (Mr. Boren declined an interview request for this article.)
"I do think you’re going to see some repercussions based on action this swift," said Mr. Grabowski, who has offered his consulting services to Sigma Alpha Epsilon, the fraternity whose members are under fire. "But the court of public opinion certainly will be on Boren’s side," he said. "And right now President Boren is more concerned with getting the tone right and taking the moral high ground than he is concerned about repercussions."

**Legal Issues**

The university’s expulsion of two students on Tuesday has prompted public discussion about the very notion of disciplining students for racist comments or behavior. There is precedent for universities doing just that, and legal challenges have followed.

In 2001, Auburn University announced the indefinite suspension of 15 students who had worn Ku Klux Klan uniforms and blackface to fraternity Halloween parties.

Like Mr. Boren, William F. Walker, the university’s interim president at the time, did not mince words in the announcement. "The continued presence of these students in the university community poses an immediate threat to the well-being of the university and we’re taking that action," Mr. Walker said. Within weeks of the president’s proclamation, however, an Alabama judge had ordered the university to reinstate most of the students, who were members of Beta Theta Pi. Even if the costumes were considered racist, a lawyer for the members argued, they were protected speech.

Romaine S. Scott, who represented the fraternity, said on Tuesday that the incident highlighted the problems of college presidents’ succumbing to public pressure to act before gathering all the facts. Doing so risks further besmirching the reputations of individual students, who have not been given due process, he said.

"The president has got to realize that his is the voice of the institution, and I don’t know that he has to show personal outrage," Mr. Scott said. "I think the institution can deal with it."

Within a year of the Auburn incident, after some legal wrangling, Beta Theta Pi and Delta Sigma Phi, the other fraternity involved, were both back on the campus. Mr. Scott said that the Beta Theta Pi members had had to undergo sensitivity training, but received no further discipline.
Damning Evidence

Mr. Boren’s initial public statements were passed around on social media on Monday and Tuesday with a hefty dose of affirmation. Huffington Post College summed up the popular reaction:

The intensity of Mr. Boren’s response stems at least in part from the specific circumstances of this case—most prominently, the presence of seemingly indisputable video evidence. (Another video of the same incident surfaced on Monday.) More often, a president is stuck responding to an incident based on hearsay, media reports, or photographs.

For example, Teresa A. Sullivan, president of the University of Virginia, wrestled with imperfect evidence when Rolling Stone magazine published a now-infamous article about a brutal gang rape in a fraternity house on UVa’s campus. The day after the article was published, Ms. Sullivan issued a public statement that was panned by critics for its legalistic tone. She issued a sharper, more passionate statement two days later.

For all of the criticism Ms. Sullivan received early on, her initial caution may appear well advised in hindsight. The graphic incident depicted at the center of the magazine article quickly crumbled under news-media scrutiny, giving pause to those who had wanted the president to join the torch-and-pitchfork crowd. But for the time being, Mr. Boren’s hardline rhetoric appears to be playing well, particularly in quarters where politics and education mix.

The Chronicle of Higher Education

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What Obama’s ‘Student Aid Bill of Rights’ Will — and Won’t — Do

By Kelly Field

NO MU MENTION
President Obama’s latest effort to improve student lending has a catchy-sounding name — the Student Aid Bill of Rights — and it’s garnering praise from consumer advocates and Congressional Democrats.

But does it actually alter the student-lending landscape? Yes and no.

The "bill of rights," and an accompanying memorandum that the president announced on Tuesday at the Georgia Institute of Technology, will make it a little easier for borrowers to stay current on their debt payments and to file complaints against the companies that manage their loans.

But the president’s steps won’t ease students’ debt burdens or make it easier for struggling borrowers to discharge that debt. And they don’t fundamentally change how the government services student loans.

Here’s a rundown of what the memorandum does, what it doesn’t do, and what we still don’t know about the plan:

**What It Does**

Help borrowers keep track of their student loans. For years, consumer groups and colleges have been warning that borrowers with more than one servicer are losing track of their loans — and winding up in default as a result. The Education Department acknowledged those concerns last fall, when it adjusted some institutions’ "cohort default rates," or the share of borrowers who default on their loans within a certain time frame.

At the time, the agency cited confusion created by "split servicing" as a reason for those changes. To make it easier for borrowers to keep tabs on their loans, the administration is now creating a central portal where they can see information about all of their loans, regardless of the servicer.

Make it easier for borrowers to file complaints involving their student aid. Right now, borrowers can file complaints with a variety of agencies, including the Consumer Financial Protection Bureau, the Department of Veterans Affairs, and the Defense Department. But there isn’t a centralized website where all borrowers can lodge their grievances against lenders, servicers, debt collectors, and colleges.

The White House is directing the Education Department to create one — and to share the complaints it collects with other federal agencies. Young Invincibles, a policy group that represents young adults, called that "a significant step to give students struggling with poor loan servicing and deceptive debt-collection practices a voice."
Help borrowers remain in income-based repayment plans. Each year nearly 40 percent of borrowers "fall out" of income-based repayment plans, largely because they fail to provide annual "certification" of their income. Consumer advocates have urged the department to allow borrowers to authorize the Internal Revenue Service to release income information for multiple years, so borrowers don’t have to resubmit it each year. The president is requiring the secretaries of education and the treasury to at least study the idea.

**What It Doesn’t Do**

Prevent students from overborrowing in the first place. Many of the challenges that student-loan borrowers face in loan repayment are the result of unmanageable debt. After all, if borrowers could afford their loan payments, they wouldn’t have to turn to income-based repayment or deal with debt collectors.

To be fair, the administration has proposed and taken many other steps to lower tuition and reduce student debt, including significantly increasing the maximum Pell Grant and expanding education tax credits. But "unless the administration and Congress act urgently to constructively address escalating college costs," the American Association of State Colleges and Universities said in a statement on Tuesday, the "debt burden will inevitably escalate."

Overhaul student-loan debt collection. Consumer advocates say the system — which relies on private contractors to collect on federal student loans — is fundamentally broken. They want the government to handle debt collection itself. But the president’s plan merely talks of "raising standards" for student-loan debt collectors, and it’s pretty vague about what those higher standards would look like.

While the plan does create a pilot project that would allow the government to work directly with some defaulted borrowers, officials told reporters that would be a way to try out different debt-collection tactics, not a trial run.

Provide an escape hatch for defaulters. Consumer advocates and some Democratic lawmakers have called for the return of standard bankruptcy protections to student loans. They’ve also urged the department to exercise its authority to cancel loans in cases where colleges close or mislead borrowers.

The memorandum directs a trio of agencies to report on whether changes in bankruptcy laws and regulations are necessary, but it will take Congressional action to change the underlying statute. And the plan doesn’t direct the Education Department to use any of its existing tools to provide debt relief to borrowers.
What We Don’t Know Yet

How exactly will the government "raise standards" for debt collectors? The memorandum requires the department to "ensure that the debt-collection process for defaulted federal student loans is fair [and] transparent, charges reasonable fees," and "effectively assists borrowers in meeting their obligations and returning to good standing." That all sounds positive, but it’s not very specific. As Deanne Loonin, a lawyer with the National Consumer Law Center, puts it: "We need to know what that means."

What sort of consumer protections will be added to student-loan servicing? The memorandum promises "higher standards for student-loan servicing," including "enhanced disclosures" and "strengthened consumer protections."

But the examples it gives almost all count as disclosures — notifications when a loan becomes delinquent, when it’s transferred to another servicer, or when borrowers become delinquent or fail to complete applications for repayment plans.

The only protection listed is ensuring that servicers apply prepayments to loans with the highest interest rates first. Will there be others, and how will they be enforced?

Will the agencies’ findings be made public? The memorandum requires the Education Department to publish several reports, including ones that summarize and analyze data from the complaint system, and a quarterly performance report on private debt collectors. Presumably, those reports would be made public, but the memorandum doesn’t specify. "They’re not clear about how transparent a lot of this is going to be, said Ms. Loonin."