COLUMBIA MISSOURIAN

MU chancellor reflects after more than a year on the job

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BY THOMAS CARTER

COLUMBIA — MU Chancellor R. Bowen Loftin isn't new to the challenges he's faced in his first year at MU, but he said he's never encountered so many at once.

Feb. 1 marked Loftin's one-year anniversary as chancellor. Among other things, he has become known for his bow ties and his personal connections with students and faculty via Twitter.

But he also dealt with a number of profound issues that have confronted him, literally, since the week he began. He is no stranger to tumultuous events, he said, but not often so many at once.

"I've dealt with issues where we had a catastrophic event that caused loss of life. I've dealt with that personally," the chancellor said on Wednesday during a two-hour meeting with members of the press. "I've dealt with sexual assault issues before on campuses I've led."

But issues like that, Loftin said, don't usually come at such a rapid pace.

"It was the number and rapidity of these things that was surprising to me last year," he said. "A lot of things happened in a very short period of time."

Loftin was referring primarily to the Sasha Menu Courey sexual assault case that surfaced after an ESPN investigation and the collapse of the University Village walkway that killed Columbia Fire Department Lt. Bruce Britt last year.

ESPN’s "Outside the Lines" report into the Menu Courey case was released the weekend before Loftin became chancellor.

"I became chancellor two days later," he said. "Think about that."
The next weekend, the collapse at University Village happened.

**Title IX progress**
Loftin was introduced to the MU campus community on Dec. 5, 2013, as the school's 22nd chancellor. His previous position was as president of Texas A&M University.

He had also been a vice president and professor at Texas A&M and chief executive officer of Texas A&M University at Galveston, from 2005 to 2010, and professor at Old Dominion University in Norfolk, Virginia, from 2000 to 2005. His degrees are in physics.

He began his tenure at MU on Feb. 1, 2014. When he arrived, the conversation about sexual assault on college campuses nationwide was reaching critical mass. Almost immediately, Loftin and his colleagues began updating MU’s Title IX program.

In June, he announced his intention to make MU’s Title IX coordinator a full-time position. Eight months later, Ellen Eardley was hired as the program’s administrator.

Loftin also announced that additional Title IX investigators would be hired in light of an increased number of incident reports — 144 from Aug. 1 to Dec. 31. While reports have increased, MU Police Department spokesman Capt. Brian Weimer said last September that doesn’t necessarily mean that sexual assaults have increased.

"It gives you a sense of the magnitude of what we're getting right now," he said. "No numbers like that existed prior to this time in terms of that size."

**Race relations**
After Michael Brown, who was black, was killed by a white police officer in August in Ferguson, Missouri, unrest and a heightened awareness of racial tensions reached Columbia.

Since December, Loftin has hosted a series of listening sessions to explore race relations on campus. During a session held Tuesday night in Keller Auditorium in the MU Geology Building, students expressed frustration, and Loftin said he listened closely.

"There's a great deal of anxiety and hurt on the campus," Loftin said. "The stories that we've heard in these forums have been powerful stories, and those I think do move people."
Loftin spoke about the desire to elevate the position of Chief Diversity Officer Noor Azizan-Gardner, a job buried beneath several layers in the MU chain of command.

At the moment, the chief diversity officer reports to the deputy chancellor, who then reports to Loftin. As president of Texas A&M, Loftin said he had someone in a similar position reporting directly to him.

"It gives us a chance to rethink how we're structurally dealing with diversity across the entire campus," he said.

Diversity offices across MU are out there, Loftin said, but they are not coordinated in a way that results in the maximum impact from the offices.

"There are pieces of it everywhere," he said. "For example, the medical school just hired an associate dean for diversity."

Plans to screen the film "American Sniper" recently became an issue that further raised some racial tensions on campus, after an MU student and member of the Muslim community wrote a letter to MU’s student newspaper The Maneater condemning the film’s depictions of Arabs and Muslims.

Loftin said he was unaware the film was to be screened until two weeks ago, but said he wants people to learn from the experience. The film will be screened in April as scheduled, but Loftin credited Missouri Students Association President Payton Head for initiating discussion with constituents.

"What Payton and his team are trying to do is make this into not just a controversy but a real learning experience for people to openly discuss the challenges this particular movie brings to us," Loftin said.

**Retiring and hiring**

Loftin is still in the midst of a voluntary buyout program that concluded its first phase last fall when 111 tenured faculty opted to accept the retirement option.

The second phase began in January, where a smaller number of faculty – tenured members in full-time administrative roles – have the opportunity to apply for a voluntary buyout. Twenty-eight have met the criteria for the buyout, he said.
"We'll know something in about a week's time about how many of that 28 will make this choice as well," Loftin said.

The number of retiring tenured faculty presents an opportunity for MU, he said. According to his figures, 11 or 12 members of the faculty retire each year. This year, 10 times that are retiring.

"I call this a chance to renew our faculty, to truly bring extraordinary faculty to the university that will not simply replace those who are here, but complement other senior hires we're making right now," Loftin said.

The process of hiring new faculty won't be immediate, he said.

"You don't hire the best faculty in one day or one month," Loftin said. "They need one year."

His goal is to hire more than 111 faculty members within two years. The number depends on the field of study and the seniority of the new hire, Loftin said.

**Thoughts on legislation**

The chancellor responded to a question about tuition rates and financial aid for undocumented students and offered a glimpse into his personal philosophy.

"To me, every human being has great value," Loftin said. "One of the ways you achieve the maximization of that value is through education."

At Texas A&M, state law required the school to offer in-state tuition to undocumented students who had graduated from high school in Texas. That's currently the practice in Missouri, Loftin said.

The issue reminded him of a recent trip to South Africa, he said, and the potential of people with little or no access to education.

"You drive past these townships — hundreds of thousands of people cramped into these areas, living in 10-by-10 shacks basically, and you ask, 'How many geniuses are out there that we'll never about?'" Loftin asked.
MU chancellor suspends student over alleged harassing comments

By ASHLEY JOST

Wednesday, March 18, 2015 at 5:04 pm Comments (7)

A University of Missouri student accused of making harassing and hostile remarks toward another student about an "American Sniper" screening has been suspended, MU Chancellor R. Bowen Loftin said in a statement.

The chancellor’s statement came after a news release Wednesday afternoon from MU police saying police identified the student, who was escorted to the Student Conduct Office. The university didn't release the student's name.

The negative remarks were made online in response to another student’s letter to the editor in the MU student newspaper. It isn't clear where online the remarks appeared.

MU senior Farah El-Jayyousi's letter to the editor was published on the Maneater's website March 3 in response to the Missouri Students Association and Graduate Professional Council decision to show the film "American Sniper" on campus in April.

"The film glorifies the mass murder of Iraqis, including civilians who are men, women and children," El-Jayyousi said in her letter. "It tells the story of military occupation and oppression from the viewpoint of the oppressor, which is nothing new in mainstream American media (including news, film and TV)."

The movie is about Navy SEAL Chris Kyle, a sniper credited with killing more than 150 people in combat.

MU Police Department Capt. Brian Weimer said he could not identify what online platform the harassing comments were posted on because that information is part of the investigative report the department sent to the Boone County prosecuting attorney for review of potential criminal charges.
Loftin said in a statement that he “determined it is in the best interest of the university community to temporarily suspend” the student who allegedly made the harassing remark. The suspension will be lifted when the final sanction by the Student Conduct Office is imposed, Loftin said.

A statement issued last week by the Missouri Student Associations said the student groups will use the screening as an opportunity to discuss the campus climate. Additional programming dates have not been announced. The film screenings are scheduled for April 17 and 18.

Student suspended after making harassing comments related to 'American Sniper' showing

Jessica Quick, Meteorologist & Digital Content Director, jessicaq@kmiz.com


COLUMBIA, Mo. - University of Missouri Police have identified a student accused of harassing and making hostile comments toward another MU student.

The student allegedly made comments related to the recent discussion surrounding the showing of 'American Sniper' on campus.

MU Chancellor R. Bowen Loftin released a statement Wednesday saying the student will be temporarily suspended until the student conduct process is finished.

The student was taken to the Student Conduct Office and further information will be forwarded to the Boone Co. Prosecutor's office for review of potential criminal charges.

Student suspended after "American Sniper" remarks
COLUMBIA - A University of Missouri student is suspended after being accused of making harassing and hostile remarks directed toward another student. The remarks were related to the recent discussion concerning the showing of the controversial Clint Eastwood movie, "American Sniper" on campus.

Muslim students were reportedly planning on protesting the movie and a confrontation led to Chancellor R. Bowen Loftin suspending a student.

Loftin released a statement Wednesday saying, "I have determined it is in the best interest of the university community to temporarily suspend a student who has been identified by University of Missouri Police as the student who allegedly made harassing and hostile remarks aimed at another Mizzou student."

The student will be suspended until the formal student conduct process is complete. The student's behavior will be forwarded to the Boone County Prosecutor's office for review of potential criminal charges.

Protests were spurred by a letter sent to the Maneater, University of Missouri's student-run newspaper, written by former Muslim Student Organization President Farah El-Jayyousi. El-Jayyousi called the movie propaganda.

Information about the suspended student has not been released by the university.
MU temporarily suspends student accused of making racist remarks

By Covey Eonyak Son
March 18, 2015

MU will temporarily suspend a student who allegedly made “harassing and hostile remarks” toward another student, Chancellor R. Bowen Loftin announced Wednesday in a statement.

According to the statement, the student was identified by the MU Police Department during its investigation. Loftin told reporters earlier Wednesday MUPD was trying to determine whether students violated state law in their remarks related to recent discussion about screening “American Sniper” on campus. MU spokesman Christian Basi said he could not identity the student being suspended under Family Educational Rights and Privacy Act (FERPA) regulations.

“I have determined it is in the best interest of the university community,” Loftin said in the statement.

Because the investigation is ongoing, the university cannot say whether other students are under investigation, Basi said.

“Any and all threats of intimidation and harassment are taken seriously and will be investigated thoroughly,” he said.

Loftin said in the statement the suspension will be lifted once the formal student conduct process is complete, and a sanction will be issued based on the findings of the
investigators. Page 17 of the “M” Book, MU’s official rules and regulations governing students, lists the following as possible sanctions:

- **Warning.** A notice in writing to the student that the student is violating or has violated institutional regulations.

- **Probation.** A written reprimand for violation of specified regulations. Probation is for a designated period of time and includes the probability of more severe sanctions if the student is found to be violating any institutional regulation(s) during the probationary period.

- **Loss of Privileges.** Denial of specified privileges for a designated period of time.

- **Restitution.** Compensation for loss, damage, or injury to the University or University property. This may take the form of appropriate service and/or monetary or material replacement.

- **Discretionary Sanctions.** Work assignments, service to the University, or other related discretionary assignments.

- **Residence Hall Suspension.** Separation of the student from the residence halls for a definite period of time, after which the student is eligible to return. Conditions for readmission may be specified.

- **Residence Hall Expulsion.** Permanent separation of the student from the residence halls.

- **University Dismissal.** An involuntary separation of the student from the institution for misconduct. It is less than permanent in nature and does not imply or state a minimum separation time.

- **University Suspension.** Separation of the student from the University for a definite period of time, after which the student is eligible to return. Conditions for readmission may be specified.

- **University Expulsion.** Permanent separation of the student from the University.

Basi said he believes several factors influenced Loftin’s decision.
Students heavily criticized Loftin during the race relations forum Tuesday night, saying university administration was too reactive in its response to student concerns about campus climate.

Students said they do not feel safe on campus and recalled personal experiences of harassment and discrimination.

When Loftin asked the forum’s audience if they wanted him to ignore student leadership on the screening of “American Sniper” and take action, they responded with a resounding “yes.”

“I don’t have the power,” Loftin said at the forum. “There are limits to things I can and cannot do.”

Missouri Students Association President Payton Head said at the forum the decision to not cancel the screening was not an easy one, and that he wanted to consider the overall safety of students.

“We take full accountability for it,” he said. “The last thing I want is for any students to feel unsafe on this campus, because I know what it feels like to be unsafe on this campus.”
MU Chancellor R. Bowen Loftin said though the room was full, the people who need to be there the most — those who intentionally or unintentionally made hurtful or racist comments — did not appear to be among the crowd in the Geology Building auditorium.

Student representatives included leadership of the undergraduate and graduate student governments, the Legion of Black Collegians, MU 4 Mike Brown, Latino student organizations, Muslim student organizations and Greek life leadership. Many speakers were critical of Loftin and his administration for not doing enough since December, when students presented the chancellor with a list of concerns they wanted addressed or changed.

The list includes increasing faculty diversity and cultural competency training for university employees and students. Loftin said such major changes can’t happen quickly.

“If we can make systematic and permanent change occur, it’s worth the wait,” Loftin said. “It is truly worth the wait. I want you to be understanding of that. I realize your patience is thin. You’re frustrated. I’m frustrated.”

Loftin described the creation of a faculty committee to address some of those major changes, such as incorporating more cultural competency education in the curriculum across all colleges.

Some student concerns have been addressed, Loftin said, such as changing the campus tour route for prospective students to make stops at the multicultural center and other on-campus social justice resources.

Several students criticized the chancellor for not being transparent about what has been done and for not taking swift enough action. But one student commended Loftin for the chancellor’s explanation of administrative actions taken to address racist comments made on an anonymous social media app, Yik Yak, after a Ferguson-related demonstration on campus last fall.

“Lets burn down the black culture center & give them a taste of their own medicine,” one of the anonymous Yik Yak comments said last December.

Loftin said via a court order, MU police had been able to identify the commenters’ IP addresses. The chancellor read the Missouri statute that outlines how harassing language can be a misdemeanor, and from there how it can be elevated into a felony hate crime.

“There are consequences of your language,” Loftin said. “This isn’t the university” policy, “this is the law.”
At the request of students, audio and visual recording and photography were prohibited at the forum. Another open forum is planned for late April.

University and Students Continue Conversation on Race

By MICHAELA TUCKER • 15 HOURS AGO

University of Missouri students asked Chancellor R. Bowen Loftin for policy changes during the race relations forum on Tuesday night.

Loftin, administrators, faculty and students met for the third time on the topic since the announcement former Ferguson Police Officer Darren Wilson would not be indicted for the shooting death of Michael Brown last year.

In the past week, students of color at the university say they have felt unsafe and threatened after an organized march in Greek Town, the area of campus populated by fraternity and sorority chapters, and after one Muslim student was targeted for her opinion piece about the film “American Sniper” in “The Maneater,” the campus newspaper.

Loftin said the university is still pursuing the anonymous threats made towards black students and the Gaines/Oldham Black Culture last year on the anonymous social networking app Yik Yak. He said MUPD has identified IP addresses of the threats, but the department is still working to identify the individuals behind the threats. Loftin said he wants students to be aware of the seriousness of harassment and hate speech, which can be prosecuted by the state.

When Loftin opened up the floor for comments, undergraduates and graduates shared their fears and frustrations from their experiences on campus.

Students told Loftin where they wanted to see change, including having a more diverse faculty, providing support systems for students who feel unsafe or threatened on campus and creating cultural education for student organizations, like Greek life.
Co-Chair of MU Four Front Council, which represents minority student groups, Young Kwon said student concerns at the forum match the call to action student organizations gave the administration last year. The list includes continuing the conversation with the administration and reevaluating existing diversity initiatives, like One Mizzou and the Multicultural Certificate.

“We’ve been talking about this for a long time,” Kwon said. “We know what we’re talking about because this is our experience, so these are what we think can be a first step towards inclusion.”

Kwon said she doesn’t think the forums are effective in creating change, but she said it’s important that student voices are being heard.

“This strengthened that our call to action is necessary and important,” she said.

MU sophomore Kelsia Barnes said the forum was a good opportunity to hear student experiences, but she said she didn’t think it was enough.

“These forums are only as good as the actions that takes place afterwards,” she said.

Loftin listened to all the comments, but didn’t have a response to every student’s question, story or complaint. He said the administration is focused on long-term solutions to address the larger issues.

“We want to sustain a systematic change in the institution and that won’t happen over night,” he said. “But if we do it right, it will fundamentally change the University of Missouri and put it in a better place.”

Loftin said one solution in process is a faculty council that will develop diversity education requirements for students. Astrophysics professor Dr. Angela Speck is leading the committee. She said similar requirements were proposed in the past, but she said 70 percent of faculty voted it down because of misconceptions about what the requirements were and what courses were being taught. Speck said she is looking for undergraduate and graduate students to be part of the process.

The next race relations forum is scheduled for April 29.
Administration criticized for lack of action in race relations forum
By Taylor Blatchford
March 18, 2015

Students called out administrators for not taking concrete action to address race relations problems on campus in an open forum Tuesday night.

“Everything you’re talking about is reactive,” one student told administrators. “There’s very little that’s actually being done.”

They brought up the controversial upcoming showing of “American Sniper” on campus, lack of a diversity course requirement on campus, and the MU4MikeBrown march through Greektown. Media were asked not to record the event and speakers were not required to give their names.

Chancellor R. Bowen Loftin opened the forum before a full audience of students and faculty in Keller Auditorium and said the dialogue began last year after the grand jury decision to not indict police officer Darren Wilson for the shooting of 18-year-old Michael Brown.

“No change of this nature is going to be quick,” he said. “I can’t change the human heart. If we can make systematic and permanent changes, it’s worth the wait.”

A CONTROVERSIAL FILM

Several Muslim students in attendance said they do not feel safe walking through campus wearing hijab and asked why the Missouri Students Association is still sponsoring the upcoming screening of “American Sniper.”

One female student said the administration has not been proactive in addressing student safety and mental health.

“I do not feel that the administration is there for me or cares about my safety,” she said.

Another student said she is ashamed to call herself a Tiger because of the race issues on campus.
“How am I supposed to see myself at this university for the next three years when I don’t feel safe being myself?” she asked.

Loftin said he cared about students individually and didn’t make the decision to screen the film. When he asked the audience if they wanted him to ignore student leadership, people responded with a resounding “yes.”

“I don’t have the power,” Loftin said. “There are limits to things I can and cannot do.”

MSA President Payton Head said the decision to continue the film screening wasn’t an easy one, and that he wanted to consider the overall safety of students.

“We take full accountability for it,” he said. “The last thing I want is for any student to feel unsafe on this campus, because I know what it feels like to be unsafe on this campus.”

MSA Vice President Brenda Smith-Lezama said the film provides an opportunity to get students to give more attention to such a sensitive topic. Head also said MSA plans to provide a forum alongside the film screening to discuss its message, which many critics said contains overt Islamophobia.

**CALLING FOR CHANGE**

One student said swift change was possible at universities, and pointed to the University of Oklahoma’s response to a recent racist incident involving OU’s chapter of Sigma Alpha Epsilon fraternity. She said she would like forums to extend to a larger scale, specifically to Greektown.

“Things can happen and they can happen overnight when we have an administration that’s not afraid to offend white donors,” she said.

Another student criticized Loftin for joking earlier in the forum that “something good came out of racism” after a student said that his grandmother moved from St. Louis to California because of segregation.

“This is a race forum and that’s what you’re going to say to me?” the male student asked. “This is my life. It’s not a joke.”
Others pointed out that every administrator Loftin introduced at the start of the forum was white, and that the significant administrators he has hired in his year here, including Provost Garnett Stokes, have all been white. Loftin defended his choices by citing their gender.

AN UNSAFE ENVIRONMENT

One student recalled the time he found a racial slur spray-painted on his dorm room door in 2009, after which he asked for administrative actions on race relations to take the forefront of administrative publications such as MU Info.

“I’m sick and tired of having these anonymous threats for my life and for my friends and loved ones,” he said. “I’m sick and tired of this happening on campus. I’m very frustrated because there’s been no transparency and no accountability in this process.”

A sorority member said she was told not to go outside or comment during the MU4MikeBrown protest that walked through Greektown on March 12. She suggested making Greek organizations more culturally aware by implementing a required forum on diversity and race relations issues.

One leader of the Interfraternity Council said the Greek community is open to having honest discussions on these issues and that the IFC is launching a “campaign” in April.

“We want (the Greek community) to reflect the student body and be a place that’s open and warm and welcoming,” he said.

Another Greek student said he disagreed, saying IFC is not inclusive and suggested diversity seminars be held in addition to existing ones on sexual violence prevention.

“We earned our letters; why can’t we all be accepted?” he asked. “It hurts to see something I love reject me this much.”

REQUIRED COMPETENCY COURSE

Several students asked why there is no course requirement for diversity. They pointed to recent Title IX reforms and new sexual violence prevention training programs, suggesting a similar training on diversity for students and faculty be created.
Loftin said he wants to see similar changes that have real impact.

“A mandatory training takes 20 minutes,” he said. “How long does it take to train somebody to be culturally competent?”

Professor Angela Speck, Faculty Council's Diversity Enhancement Committee chairwoman, said a diversity course requirement was previously voted down by 70 percent of the council, but she is hopeful that current discussion will lead to change. She said many faculty voted against the addition of the requirement because there was a perception that many courses already addressed diversity.

“It’s not that they’re against teaching diversity, it’s that there was an understanding about what that curriculum was about,” she said.

Speck told The Maneater in January that a mandatory course is not realistic to implement and “not going to happen.”

**REPRESENTATION**

Traci Wilson Kleekamp, a tutor with Mizzou Athletics, said MU has less faculty diversity now than in the 1970s and '80s. She said she wants every department to publish their faculty recruitment and retention strategy on their websites.

“Because our campus lacks diversity at the teaching level, they’re not able to convey those ideas adequately to students,” she said. “It’s not their fault, but some of these people shouldn’t be teaching.”

Other students said they are the only minority students in their departments and feel disrespected in the classroom.

Loftin said he saw the lack of diversity at every level when he was being considered for the chancellor position in 2013.

“There are less than 10 Latino faculty members in the whole school,” he said. “It’s not just about one position, but every position here. We have far too few faculty of color at this institution.”

Another forum will take place April 29. The location has yet to be announced.
Loftin discusses challenges to campus climate, faculty retention
By Quinn Malloy
March 18, 2015

When Chancellor R. Bowen Loftin assumed office on Feb. 1, 2014, MU’s campus climate was temperate, if not benign.

Michael Brown was still alive and race relations had not yet grasped this campus’ attention. It would be two months before production started on “American Sniper”, the screening of which on this campus has been the subject of recent controversy here and elsewhere. Faculty and administrators still considered a diversity course requirement to be unrealistic; something that a senior Faculty Councilwoman said just “wouldn’t happen”.

The temperature has risen. Things are different now.

Loftin met with reporters in a conference room in the Reynolds Alumni Center on Wednesday to discuss ongoing challenges on campus, including race relations, faculty turnover.

CAMPUS CLIMATE

Just the night before, Loftin and MU administrators were criticized during a race relations forum by students who called their response too reactive and not proactive enough.

Loftin acknowledged the sense of anxiety and “a great deal of hurt” on this campus, but responded to student concerns about reactivity by saying it is sometimes necessary.

“In a sense you can’t help that,” he said. “When specific issues arise you have to deal with them, you have to react to them. We continue to do that on a regular basis.”
He said while some proactive measure are underway, he also noted that some may take longer than others.

Specifically, he noted the “constructive” conversations about potential changes to curriculum that could aid diversity education at the university.

“We talked more than once about the issue of curricular work here on the campus to provide mechanisms to bring us all to a better place in terms of the students as well as the faculty,” Loftin said. “Those things, I believe, are proactive.”

He said that most of the crowd’s questions Tuesday night about the potential implementation of a diversity education course were directed at Professor Angela Speck, chairwoman of Faculty Council’s Diversity Enhancement Committee, and that she was “pleased to learn that there were so many willing to work with her.”

Speck’s newfound optimism comes in stark contrast to her comments in January, in which she called the establishment of a diversity education course impossible.

A CONTROVERSIAL FILM

Loftin, who said he wasn’t aware of the planned showing of American Sniper until a student recently submitted a letter-to-the-editor to The Maneater on March 3, deferred to Missouri Students Association’s leadership in handling student concern.

“I have complete faith in that leadership team to make good decisions on behalf of our student body here,” Loftin said. “They work very hard to seek student input about whether or not the film should be shown and if it was shown, how to make that a useful educational experience.”

As soon as he became aware of the threats and overtly racist comments on social media, Loftin said, he began two parallel processes: An investigation — led by Cathy Scroggs, vice chancellor for student affairs — of potential violation of MU’s Standard of Conduct by students and an investigation led by the MU Police Department to find violations of state law. He said potential violation of state statutes may be classified as felonies.

RETAINING TALENT
Loftin also discussed faculty turnover, which became a pressing issue since 111 tenure-track faculty opted to retire at the end of this academic year. He said that in a normal year, 11 or 12 tenured faculty would retire, so having 10 times that number retire provides an “exciting and rare” opportunity for the university.

“This is a chance to renew our faculty, to truly bring extraordinary faculty to the university that will not simply replace those who are here but compliment other senior hires we’re making right now,” Loftin said. “We can adapt this university fully to this point in time in the future in terms of the opportunities we have in formal education and research.

Loftin said that his intention is to use funds freed up by retirees to secure new tenure earning faculty. He said there could be a transitional period, during which administration would hire non-tenure faculty in order to fill the gap for students.

“You don’t hire the best faculty in one day, one month even one year,” Loftin said. “We’ll have to go through a process, already underway in some cases, to secure the right faculty.”

The administration hopes to hire more than 111 new faculty within two years, he said. He said that while the ideal situation would have the number of tenure-track faculty at the university increase, he can’t presuppose what the best hires would be for deans of specific departments or the provost.

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Police close investigation into rape claims of 20-year-old Missouri swimmer who committed suicide and charge no one

- University of Missouri, where Sasha Menu Courey was a student, was criticized for not conducting a full investigation into the assault claims
- According to accounts in documents from records requests, Menu Courey was gang raped by football players in 2010
- Menu Courey told counselors and medical professionals about the alleged rape, and said she later spoke about it to staff in the athletic department
- A police spokeswoman said there was a lack of evidence and that witnesses were unwilling to cooperate
Police announced Wednesday they had closed an investigation into sexual assault claims by a former University of Missouri swimmer who committed suicide without charging anyone for her alleged rape.

Investigators in Columbia, Missouri, ‘encountered several obstacles’ while looking into claims Sasha Menu Courey made to health professionals that she’d been sexually assaulted by up to three football players as a sophomore.

Without DNA evidence, video recordings or a detailed recounting of the alleged assault, police could only rely on witnesses, who would not cooperate with the investigation, spokeswoman Bryana Maupin said.

After Menu Courey’s suicide in June 2011 at the age of 20, an independent investigation found the University of Missouri had failed to properly respond to the swimmer’s sexual assault claims.

While some of the people Menu Courey told she had been raped were medical personnel bound by confidentiality rules, ESPN reported that the former Mizzou student wrote in a diary that she had spoken about it with an athletic department administrator.

A story in the Columbia Daily Tribune in 2012 also noted that Courey mentioned the sexual assault in her journal. Under Title IX rules, an education institute is required to begin an appropriate investigation as soon as a possible sexual assault is known.

Menu Courey’s parents told ESPN that instead of the university following up on the report of sexual assault, head swimming coach Greg Rhodenbaugh stop speaking with them.

Raised in Toronto and once considered a prospect for the Canadian national swim team, Menu Courey had struggled with undiagnosed borderline personality disorder that had led her to attempt suicide when she was 16.

In February 2010, when she was in her second sophomore semester, Menu Courey claims she was sexually assaulted after a consensual encounter with a male friend.

We ‘were falling asleep & then i heard the [door] open & some other guy walked in & locked the door & i couldn’t really see who it was & i never saw a face the whole time,’ Courey wrote in an online chat with a rape crisis counselor later uncovered in a records request.

‘i remember just sitting upright in bed at the sound of someone walking in. & i just remember feeling really scared thinking that the two guys had planned this or something.’

‘so my first thought was figure out who this other person was in case so that if i needed the information i would have it later... the guy told me his name & then he pulled down his pants & put on a condom & just knew i was screwed ...’

‘the guy just lift up my dress & next thing i knew he inserts from behind. by that point tears were falling more but i wasn’t loud & didn’t anything. and then i just snapped and kind pushed him away & yelled no! and then he just left.’

A friend, Rolandis Woodland, who played football at University of Missouri, said Menu Courey began speaking about taking her own life the morning after the assault allegedly occurred.

Two months later, she entered treatment at the campus hospital to deal with her suicidal thoughts, after which she started seeing counselors and taking anti-depressants.

After a back injury, coach Rhodenbaugh asked her not to take part in training and competitions, which he told ESPN was to motivate her to focus on counseling, in spite of records that showed Menu Courey had not stopped going.

In March 2011, as she experienced mood swings and anxiety that her scholarship and place on the University of Missouri swim team were in jeopardy, she entered the school’s psychiatric center.

After being released to her parents, she went to a hotel where she slashed her wrists before a police officer was able to wrest the razor blade out of her hands.

It was during a 96-hour hospitalization following this incident that a member of the Missouri athletic department, Meghan Anderson, visited Menu Courey and had her sign a University Withdrawal Form, which coach Rhodenbaugh characterized as a way to prevent her grades from falling.

In the aftermath, Menu Courey began worrying more about school. She moved to Boston and was admitted to McLean Hospital for borderline personality disorder, which one doctor there told ESPN had been worsened by the
alleged attack.

In May, she called Anderson and spoke to her about the rape, according to a journal that she kept, though Anderson claims the conversation was about Menu Courey returning to school.

Later that month, she received a letter from the university informing her she was no longer eligible for financial aid, though the university described it as a form letter sent to student who had withdrawn from the school and said it did not apply to Menu Courey's athletic scholarship.

In June, the former Mizzou swimmer ingested 100 tablets of Tylenol while still hospitalized, dying two days later from organ failure.

Police close Menu Courey probe

Updated: March 18, 2015, 9:10 PM ET

By Tom Farrey and Nicole Noren | ESPN.com


Police have closed a rape investigation that involved University of Missouri football players and a Missouri swimmer who committed suicide several months after she told a friend and mental health professionals about the alleged incident.

The Columbia (Missouri) Police Department announced its decision Wednesday in a news release, more than 13 months after "Outside the Lines" reports prompted the investigation, stating, "After over a year of following leads, reviewing evidence, and taking multiple statements, CPD Detectives have been unable to identify a suspect in the case."

Police cited "several obstacles" during their investigation, including Sasha Menu Courey's death in June 2011, a lack of evidence, uncooperative witnesses and the lack of a clearly identified suspect. "Although several people have speculation on the identity of a subject who may have sexually assaulted Sasha, there is no information available to clearly establish that this person actually committed the act," the release states.

Yet supplemental materials attached to the report show that police were provided the name of former players suspected to have been involved in the alleged assault. One, Gil Moye, admitted to police, as he did to "Outside the Lines," that he had sex with Menu Courey on the February 2010 evening in question, but that it was consensual. Another player was named by Moye as having left the room where Menu Courey was allegedly sexually assaulted.
Rolandis Woodland, a former receiver who was friends with Menu Courey, also implicated the second player as being in the room with Moye that evening. Woodland said he knew that was the case because he saw a video of the alleged incident in which players were "switching up" on Menu Courey.

Reached by "Outside the Lines" on Wednesday, Woodland criticized the police department's decision to drop the case as lack of willpower, given the other evidence in the case, including diary entries, medical records and materials that seemed to point to an alleged sexual assault.

"It's just ridiculous," Woodland said. "All I wanted was justice for Sasha and for the truth come out. We tried to do what's right and nothing came of it. The police department is saying there was a case of he said, she said. But if they wanted to prosecute somebody, they could prosecute somebody."

Columbia police said they interviewed, by phone, the possible assailant who was with Moye that evening, but he denied having any sexual contact with her. Woodland told the detective that Menu Courey had implicated that player in a letter she wrote to him shortly before she died.

Police said that Moye told them Menu Courey was crying at the foot of his bed after the former teammate left the room. "Moye went on to state Sasha asked him how he could let him (the player) do that. He advised he did not realize the player had done anything until Sasha made that remark. Moye said that whatever happened occurred within a matter of seconds."

Menu Courey's father, Mike, said of the case closure, "It's disappointing to say the least."

Columbia police spokesperson Latisha Stroer said that police did the best they could with the evidence available to them. "There was limited information from Gil Moye and what he witnessed and didn't witness," she said. "Sounds like his memory had lapses, and we didn't gather a lot of information except for a name. We can't change his memory or the fuzziness of his memory."

In the notes by Columbia Det. Brian Grove of his interview with Woodland, Woodland said the video was included in a package that he received from Menu Courey shortly after she took her life. Grove wrote that Woodland told him there was a "close-up shot of a penis going into a vagina" and that "Rolandis stated that he could hear Sasha saying, 'no.' Rolandis also stated that he was sure Gil Moye and [unnamed player] were present." According to Grove, Woodland told him that it was "too dark to make out the faces of the people involved."

However, Woodland told "Outside the Lines," "You could see faces at times, and at other times you couldn't. And you could tell by voices who they were."

Moye and the other player were roommates. Police were given the names of two other roommates. The records released do not indicate whether either was interviewed by police.

Also unmentioned in the police materials is information about what happened to 11 pages from one of Menu Courey's journals and a five-page suicide note obtained by Columbia police after an April 2011 failed suicide attempt. A department records custodian told "Outside the Lines" as it prepared its stories that evidence from that incident had been destroyed. Menu Courey's parents said no one contacted them back then to see if they wanted the materials.

"We don't really know what was in that journal and her suicide note," Mike Menu said Wednesday.
In a March 4 informational memo, Grove wrote that no forensic evidence exists, that "much of the information obtained from listed witnesses is hearsay," and that some witnesses refused to cooperate. He also noted that no video evidence could be located and her journal contained no names of suspects. Further, he stated that there were "chain of custody issues with Sasha's computer being accessed several times after her death and prior to it being delivered into police custody." He also wrote that there were chain of custody issues "with ESPN possessing Sasha's phone" and accessing its contents prior to police receiving it. (Menu Courey's parents had given her phone to an ESPN producer ahead of ESPN's reports in an effort to determine with whom she had been communicating. The producer returned the phone, unchanged, to her parents the week after the stories aired and were published.)

"We interviewed people for over a year, and we still have questions to this day," Stroer said. "We do not have the ability to interview the victim. And we just don't have any more information than a year prior. But we did conduct an investigation. It was looked into."

As for the copy of the video, Woodland told "Outside the Lines," he blames himself. He said he stored the video -- allegedly taken by the players from a closet in the room -- at the home of a family member but that it inadvertently was thrown out. The package also included a letter from Menu Courey describing the alleged assault, which he did not learn about until she passed.

"I wish I could go back in time and turn in everything [to police] when I first received it," he said. "I hold myself liable for not doing the right thing. But I was in shock, and I wasn't sure what to do with it."

Still, he questions the department's resolve in getting to the bottom of what happened. He told police that he heard several players talking in the locker room about "how Sasha likes to be filmed during sex" and that when he approached them, "everyone but Moye denied having sex with Sasha." It is unclear whether detectives interviewed the players whom Woodland named.

The family provided the detective with the name of an additional source of information. Felix Cote, a friend from Canada, told police that Menu Courey text-messaged her on what might have been the night of the event. From the detective's notes: "Felix stated that Sasha told her that she was in a dorm room with three football players and was being pressured to have sex. Felix said that Sasha told her that she was ashamed because, initially, she wanted to participate but changed her mind." Cote said Sasha told her "it was she and one person, then the two other guys came in. She stated Sasha told her that 'this is not what I want to do.'"

Cote told police that Sasha told her they kept pressuring her, and that she was hiding in a bathroom and afraid to leave. She stated Sasha told her these individuals were football players. Sasha did not provide names to Cote.

In its original reports, "Outside the Lines" said that after the alleged assault, Menu Courey's behavior became increasingly erratic, and she committed suicide in June 2011. Menu Courey's doctor told "Outside the Lines" the alleged assault aggravated an underlying mental illness, later diagnosed as borderline personality disorder.

After the "Outside the Lines" reports, University of Missouri system president Tim Wolfe initiated efforts to revamp campus treatment of sexual assault and mental health. Missouri Sen. Claire McCaskill also cited the Menu Courey case in pushing for reforms on the national level regarding sexual assault of students.
On Wednesday, Wolfe and Chancellor Bowen Loftin issued a joint statement that highlighted the university's efforts and stated, "Though we cannot bring Sasha back, we can make the University of Missouri a safer and stronger place in her name. ... As a result of our external and internal reviews, we are a stronger and safer campus community, but there is more work to be done. We must be vigilant in our awareness campaigns, our education and training, and ensuring that every single member of the Missouri community can learn in a safe and secure environment."

Police fail to identify suspect in swimmer's rape case

By JIM SUHR

ST. LOUIS (AP) — Police said Wednesday they failed to identify a suspect and have closed their investigation of a former University of Missouri swimmer's claims she was raped by several football players, more than a year before her suicide drew sharp criticism about the university's handling of the matter.

Columbia, Missouri, investigators of Sasha Menu Courey's claims "encountered several obstacles" that included the lack of DNA and video evidence, uncooperative witnesses and the elusiveness of firsthand accounts of how or where the alleged sexual attack took place, police spokeswoman Bryana Maupin said.

Menu Courey, who grew up in Toronto, was 20 when she killed herself in June 2011 at a Boston psychiatric hospital after withdrawing midsemester from classes at Missouri. She had been diagnosed with borderline personality disorder that her family said she grappled with before college but that went undiagnosed.

Before her death, she told health professionals bound by confidentiality that she had been sexually assaulted off-campus as a freshman at Missouri in February 2010 by as many as three football players.

The matter was not investigated by the university at the time, and no one was arrested or disciplined.

The Associated Press normally doesn't name alleged victims of sexual assault, but Menu Courey's parents have publicly discussed the case at length, as has the university.

A law firm's outside review ordered by the university into the allegations last year faulted the university's response to the late athlete's claims, concluding the school fell short of federal standards for the reporting and investigation of sexual assault on campus.
The report determined that the school's Title IX coordinator and Columbia police in November 2012 should have been alerted to Menu Courey's claims after a public records request by her parents produced documents alluding to the possible attack.

ESPN's "Outside the Lines" in January of last year raised numerous questions about the university's response to Menu Courey's death. The school initially said it didn't act sooner under the 40-year-old Title IX law or more recent U.S. Department of Education instructions because neither Menu Courey nor her parents sought a police investigation and didn't respond to a later request for information.

The Education Department in 2011 had warned schools of their legal responsibilities, including the need for immediate investigations that don't rely on criminal cases to move forward.

The university system's president, Tim Wolfe, and the Columbia campus' chancellor, Bowen Loftin, said in a joint statement Wednesday that their sympathies go out to Menu Courey's family, friends and teammates.

"Though we cannot bring Sasha back, we can make the University of Missouri a safer and stronger place in her name," the administrators' statement said.

Wolfe last year issued an executive order requiring all university employees other than those legally bound by confidentiality to report such claims to the university's Title IX coordinator.

Although Maupin, the police spokeswoman, said investigators still would welcome information about Menu Courey's case, the late swimmer's father said the failure to resolve his daughter's case was "disappointing."

"We believe there are people out there that know something, but nobody has come out and said anything."

Mike Menu told The Associated Press from his Toronto home. "But we're still hoping someone will hear something about this, come out and want to make this right, not only for Sasha but for others in similar situations."

Columbia police close case of sexual assault claims made by MU swimmer

By Dave Matter

UPDATED, 6 p.m.
COLUMBIA, Mo. • The Columbia Police Department has closed its investigation into sexual assault allegations made by deceased University of Missouri swimmer Sasha Menu Courey.

Menu Courey committed suicide in June 2011, after which ESPN discovered that she alleged to have been raped by Mizzou football players. ESPN's "Outside the Lines" first reported the allegation in January 2014 as part of a story on sexual assaults on college campuses. Menu Courey, 20 at the time of her death, had been diagnosed with borderline personality disorder.
Detectives were unable to identify a suspect after reviewing evidence and taking multiple statements during the last year. The case was reported to Columbia police on Jan. 27, 2014, nearly four years after the alleged assault in February 2010. There was no forensic evidence in the case and police could not locate any video evidence of the assault. Some of the statements gathered from witnesses interviewed by police, including at least three former Mizzou football players, was considered hearsay while other potential witnesses refused to cooperate with police.

“Although several people have speculation on the identity of a subject who may have sexually assaulted Sasha, there is no information available to clearly establish that this person actually committed the act,” read the 44-page report released by Columbia police on Wednesday.

“More so than not, it wasn’t the (witnesses’) reluctance to participate but the clarity of the information they were providing was hit and miss,” said Bryana Maupin, Columbia police public information officer. “You’re talking about an incident that was alleged to occur in 2010. We started the investigation four years later, so it was definitely a unique circumstance, a unique investigation. Our detectives spent over a year working on this case mostly for the parents and the community on really trying to get some answers on what may have occurred to Sasha.”

In his case summary given to CPD sergeant Mike Maynard on March 4, Brian Grove, the detective handling the case, wrote that MU’s general counsel sent him an online chat transcript between a person identified as “Anonymous” and an operator from the National Sexual Assault Hotline. Menu Courey had emailed the document to herself, using her university address, on Dec. 8, 2010. In the transcript, Anonymous, presumed to be Menu Courey, wrote that after having consensual sex with an unnamed male the previous February the man’s roommate sexually assaulted her from behind as she pushed him away. She didn’t identify either male by name in the transcript.

Included in the attachments were four documents from different MU medical personnel to whom Menu Courey reported a sexual assault but did not identify a suspect or location of the assault.

Grove interviewed Felix Cote, a friend of Menu Courey, who said Menu Courey texted her in February or March 2010 that she was in a dorm room with three MU football players and was being pressured into having sex. She never disclosed names of the players.

Grove also interviewed former Mizzou wide receiver Rolandis Woodland, who had previously dated Menu Courey and remained a close friend up until her suicide. Immediately after Menu Courey’s death, Woodland received in the mail two letters and a video of the alleged assault from Menu Courey. Woodland told police he believed she sent him the package just before she killed herself in a Boston treatment center.

In one of the letters, Woodland said she described the assault but told him to not share the details with anyone. He watched the video but could not make out the faces of what sounded like several men in the room. He could hear Menu Courey say “no” and told police he believed the men were trying to “switch up” on her. Woodland said he believed former MU players Gilbert Moye and La'Roderick Thomas were two of the men, the report said. Woodland later told police that one of Menu Courey’s letter said Thomas was in the room during the assault.

Moye, a running back from Texas, quit the Missouri football team in Feb. 2010. Thomas, a former wide receiver, suffered a career-ending injury in 2009 and graduated from MU in 2011.

Woodland told police he once confronted four Mizzou teammates in the locker room who were talking about Menu Courey and saying she liked being filmed having sex. Those players were Moye, Trey Hobson, Carl Gettis and Jasper Simmons, the report said. Hobson, Gettis and Simmons denied ever having sex with Menu Courey, Woodland told police. Moye admitted to Woodland that he had consensual sex with her and apologized to Woodland.
Woodland said he stored the letters and video in his mother’s basement but she threw them away while cleaning. Police never found the letters or video.

Woodland said the only people he told about Menu Courey’s assault were her parents, Lynn Courey and Mike Menu, at their daughter’s memorial service. Woodland told police he did not talk about her allegation because “he wanted to protect the team” and that he wanted to tell Mizzou coaches but never did.

Mike Menu gave Columbia police his daughter’s journal that included an entry about the assault, the report said. She wrote that Moye was in the room at the time of the assault and knew the identity of the suspect. She described Moye and the unnamed suspect as friends.

Police also interviewed Moye, who said he had consensual sex with Menu Courey in the spring of 2010 or 2011, after which she became upset and started crying. He noticed Thomas walking out of the room, the report said. Moye said she asked him “how he could let Laroderick do that.” Moye did not know of any video of the incident. He told police their other roommates were teammates Sean Weatherspoon and Justin Garrett. They were not interviewed by police, according to the report. Thomas told police he never had sexual contact with Menu Courey and never walked in on her and Moye having sex.

Police searched the contents of Menu Courey’s phone and computer but found no new information.

Last year, UM system president Tim Wolfe ordered an outside law firm to conduct a review of the university’s handling of Menu Courey’s case. The review determined that MU should have told police and the school’s Title IX coordinator in 2012 about the allegation after her parents requested public records that indicated she had been assaulted.

The university system and the Mizzou campus have since made sweeping policy changes to the ways students can report sexual assault. MU chancellor R. Bowen Loftin has also hired a new full-time Title IX coordinator and Title IX investigator.

“Though we cannot bring Sasha back, we can make the University of Missouri a safer and stronger place in her name. As we have learned, we can do better and we believe we have,” Wolfe and Loftin said in a joint statement Wednesday.

Columbia police close investigation into alleged rape of former Missouri swimmer

BY TOD PALMER
03/18/2015 12:53 PM

The Columbia Police Department announced Wednesday that it has closed its investigation into the alleged sexual assault of former Missouri swimmer Sasha Menu Courey without bringing any charges, citing “several obstacles during the investigation” in a statement.
“We have no concrete facts, and that’s what we have to go on, not speculation,” Columbia police public information officer Latisha Stroer said.

Menu Courey’s parents believe Columbia police, who were asked by the University of Missouri Police Department to investigate posthumous allegations that Menu Courey was raped by a member of the football team after her story was the focus of an ESPN “Outside the Lines” investigation in January 2014, omitted mentioning one obstacle to the yearlong investigation that yielded no suspects.

Columbia police acknowledged myriad challenges in a statement to announce that it was closing its investigation into the alleged sexual assault from February 2010.

There was no forensic evidence four years later and no victim to interview, because Menu Courey committed suicide in June 2011.

She had written about the alleged rape in a journal — discovered by her parents, Mike Menu and Lynn Courey, after her death — but Menu Courey’s account did not name the perpetrator.

Columbia police also cited chain of custody issues with Menu Courey’s cellphone, which was in ESPN’s possession for “an extended period of time,” and computer, which was accessed multiple times after her death before being delivered into police custody, as hurdles to the investigation.

Forensic analysis of her phone and computer failed to yield new information, and witnesses either refused to cooperate or only were able to provide hearsay evidence, leaving Columbia police unable to identify a suspect.

“It was difficult, because some witnesses went to ESPN but would not speak to us or, if they did talk to us, then it was different than what they told ESPN,” Stroer said.

Despite speculation from several people interviewed during the investigation, “detectives have been unable to identify a suspect in this case,” according to a 44-page release from Columbia police.

“We’re very disappointed that nobody was able to give some information that could be followed up on,” Menu said. “It’s also unfortunate that some of the obstacles into the investigation weren’t actually released.”

Two months before her death, Menu Courey attempted suicide in a Columbia hotel and police logged several of her belongings into evidence during the course of that investigation.
Menu Courey’s parents requested their daughter’s personal effects after her death in June 2011, and several items were returned roughly a month later, Menu said.

During the course of the Columbia police investigation, Menu Courey’s parents learned that items logged as evidence from that April 2011 suicide attempt were not returned.

Those items, including a 10-day journal and a five-page suicide note, were subsequently destroyed by Columbia police.

“We said, ‘Wait, what? We were supposed to have received all of her stuff back in July’” 2011 Menu said. “That was just four months after the incident, so it should have been there when we asked for all her stuff and it was not given to us. There was no explanation for why that was or why that happened.”

Menu Courey’s parents wonder if anything in those documents could have helped in the recently concluded investigation.

“There could have been really relevant information,” Menu said. “The journal, we suspect — and we don’t know, because we’ve never seen it, but we suspect — was related to her stay at MU’s hospital.

“That’s also a pretty substantial note, which we didn’t see either. What was in there? A person that killed themselves, you don’t know what they might have divulged in there, but there could definitely be something to look into.

“We felt like that, at the very least, should be mentioned as an obstacle, but it wasn’t even mentioned. I think that’s more important than the fact that our daughter’s computer had been accessed since her death when we opened it a couple times to read her journal.”

Courey flew to Columbia and brought police her daughter’s phone and laptop for analysis, because she and Menu feared they wouldn’t be returned if they were shipped to the Columbia police.

Deputy Chief Jill Schlude is working with Menu Courey’s parents to clarify what happened with the property in question and why it was never returned to them.

Last spring, a university-commissioned report by Dowd Bennett Law Firm in Clayton, Mo., skewered Missouri’s handling of the Menu Courey situation.

While it did not find that the university violated the law, the Dowd Bennett report concluded that MU had flouted Title IX regulations.
University of Missouri System President Tim Wolfe and Chancellor R. Bowen Loftin promised sweeping changes in the wake of the report and largely delivered them.

“We have made extraordinary progress in the last year, but there is more to do,” Loftin said during a meeting Wednesday with reporters.

Loftin said rules for reporting sexual assault allegations by faculty and staff have been revised and more clearly defined. It’s also been a point of emphasis in training.

MU also hired a full-time Title IX coordinator, Ellen Eardley, for the first time.

Linda Bennett has filled the position on an interim basis during the last year.

Eardley, who previously worked as a gender and race discrimination lawyer at the law firm of Mehri & Skalet in Washington, D.C., assumes that post April 20.

“This has made a watershed difference in terms of how we’ve handled things here,” said Loftin, who also touted the development of MU’s Title IX website as a tool for streamlining reporting of incidents and providing information for faculty, staff and victims.

“We again express our sincere sympathy to Sasha’s parents, family, friends and teammates not only for their loss, but also for the emotional difficulties that today’s announcement may bring,” Loftin and Wolfe said in a joint statement from MU.

“Though we cannot bring Sasha back, we can make the University of Missouri a safer and stronger place in her name.”

Loftin also reiterated that it’s an ongoing process.

“We have so many things now we didn’t have before, but are we satisfied? No,” Loftin said. “... Even though we get better and better and better, we’ll never get to a point where we can say, ‘Ah, we’re done.’”

Wolfe has scheduled a call with Menu Courey’s parents for Thursday morning to discuss the steps MU has taken in the last year to better address the issues of mental health and sexual assault.

“We’re looking forward to finding out how this is actually working,” Menu said. “We want to know what is the level of satisfaction from these measures. The key is to keep this conversation going and not leave it in the background or just let it die. There needs to be education that is up front and in your face. When people come to the university,
people need to get the feeling that, ‘Whoa, they are really into this. It’s really important to them. They have our back.’”

He hopes that will help remove the stigma toward mental health services and perhaps save a life.

“If there’s anything out of this to help others, if it helps somebody else who’s in the same situation and it avoids being another tragic story, if there’s one Sasha out there that can be saved, then, whatever the wound that’s reopened is worth it,” Menu said. “It’s worth it, for sure, because other families might be saved from losing their loved ones.”

According to a journal entry Columbia police found on Menu Courey’s computer, Menu Courey wrote that former Tigers running back Gil Moye was in the room at the time of the alleged rape, knew the assailant’s identity and was friends with him.

Moye, who left the MU football team around the time of the alleged assault, admitted to ESPN and police investigators that he had a consensual sexual relationship with Menu Courey, but he denied any knowledge of an assault.

Menu Courey’s former boyfriend, Rolandis Woodland, told police he received a package from her shortly after her death, which included a CD that contained video footage of the assault.

Woodland said the video was too dark to make out any faces. He also said the package contained two letters, including one that described the sexual assault but asked him not to disclose the details.

The CD and letters were stored in the basement at Woodland’s mother’s house and were thrown out when she cleaned the basement. He was unable to produce them as part of the Columbia police investigation.

Menu Courey was a freshman on the Tigers’ swim team in February 2010 when she allegedly was sexually assaulted in an off-campus apartment.

She told university health care workers about the incident when she checked into a campus hospital in April 2010 and was treated for depression.

Menu Courey also began counseling through MU’s Student Health Center in July 2010. She disclosed to the athletic department in August that she had been hospitalized for a depressive disorder but made no mention of the sexual assault.
In December 2010, Menu Courey reached out to a rape crisis hotline through an anonymous online conversation.

She also was dealing with a back injury and was asked to stop training with the swim team by coach Greg Rhodenbaugh in January 2011.

Rhodenbaugh, who denies any knowledge of the alleged rape, said he wanted her to focus on healing and attending counseling.

Menu Courey again checked into a campus hospital in March 2011 and noted on her intake form at that time she had been “raped/football player.”

She attempted suicide April 3 after a 10-day hospital stay ended and was transferred to a facility in Kansas City, where she signed a withdrawal form from MU.

Eventually, she was transferred to McLean Hospital, where she committed suicide a few months later.

Missouri came under fire for failing to meet its Title IX obligations with respect to sexual assault after learning of the alleged rape.

According to Menu Courey’s journal, she spoke with an academic adviser, Meghan Anderson, in May 2011 and told her about the alleged sexual assault.

Anderson, who now works at the University of Tennessee, admitted speaking to Menu Courey by phone but denied being told about the rape, which would have triggered a responsibility on her part to inform the athletic department staff and commence a Title IX investigation into the allegation.

The alleged rape first surfaced publicly in a Columbia Daily Tribune article in February 2012 detailing her suicide.

A link to the story circulated among MU’s athletic department staff, including athletic director Mike Alden, but no investigation was launched until after Menu Courey’s parents initiated a records request that unearthed the transcript of her online conversation with the rape crisis hotline.
Columbia police close Sasha Menu Courey rape investigation

By ALAN BURDZIAK and DAVID MORRISON and ASHLEY JOST

The Columbia Police Department on Wednesday announced it has closed the investigation into rape allegations in the case of former University of Missouri swimmer Sasha Menu Courey without making an arrest.

Menu Courey committed suicide in 2011. Her story was the focus of an ESPN report that brought renewed, national attention to sexual assault and mental health on college campuses.

A suspect could not be identified in the investigation, police said.

Police said the incident likely occurred in February 2010, but it was not reported to the department until Jan. 27, 2014, after ESPN’s “Outside the Lines” reported that university officials possibly mishandled reporting and investigating the alleged sexual assault. Columbia police released 75 pages of documents Wednesday, including investigative reports, a summary and timeline of the case, and a news release.

Police say no forensic evidence of the rape exists, no video evidence could be found, some witnesses refused to cooperate and most information obtained from witnesses is hearsay, typically inadmissible in court.

A memo police Detective Brian Grove sent to his supervisor, Sgt. Mike Maynard, details obstacles in the investigation and gives a summary of the case. Grove also cites chain of custody issues with Menu Courey’s phone and computer. ESPN, Grove wrote, had possession of her phone for “an extended period of time” and accessed its contents before it was handed over to police. Her computer also was accessed several times before police obtained it.
Menu Courey’s parents, Lynn Corey and Mike Menu, emailed a statement to the Tribune.

“This is very sad day for us as we believe that someone, somewhere has additional information to bring closure about this incident,” they wrote. “Very disappointing results and at the same perhaps not surprising. However, thanks to the media we were able to make great strides on the subject of sexual assault and mental health … with ripple effects all the way to the White House. We must not give up and hope the truth will prevail one day.”

UM System President Tim Wolfe and MU Chancellor R. Bowen Loftin issued a joint statement Wednesday, expressing sympathy for the family's loss and “for the emotional difficulties that today's announcement may bring.”

“Though we cannot bring Sasha back, we can make the University of Missouri a safer and stronger place in her name,” the statement reads. “As we have learned, we can do better and we believe we have.”

The statement lists numerous actions taken by administrators in the past 13 months to improve campus resources for victims of sexual violence and students battling mental health issues.

In addition to revamping reporting structures for Title IX violations, UM System leaders pushed for changes to the governing rules for all four campuses that put adjudication procedures in place and provided clarity for the process complaints can pursue.

“As a result of our external and internal reviews, we are a stronger and safer campus community, but there is more work to be done,” the statement reads. "We must be vigilant in our awareness campaigns, our education and training, and ensuring that every single member of the Missouri community can learn in a safe and secure environment. That remains our commitment to the community and to Sasha’s memory.”

ESPN’s report brought national attention to MU and whether the university is compliant with Title IX, a federal law that prohibits gender discrimination in higher education. New Title IX policies were recently approved for addressing sexual harassment and discrimination complaints against university faculty and staff, and MU recently hired its first Title IX administrator, who will head the office full-time and oversee investigations into complaints.

Menu Courey’s parents wrote the report has an “important omission” that journal entries of hers and a five-page note police collected related to her April 2011 unsuccessful suicide attempt were not returned to the family and were destroyed before the start of the sexual assault investigation.
They wrote that in July 2011, about a month after their daughter died, police gave them what they thought were all of her belongings, except her jeans. Menu Courey’s parents claimed they were not told about the note or journal they believe she wrote while she was in the University of Missouri Psychiatric Center.

“We were also not notified prior to destroying this evidence to see if we wanted this back or destroyed,” they wrote. “We are waiting for an explanation from CPD about this but are very disappointed that this was not mentioned in the CPD report as an obstacle to the investigation.”

Maupin said the journal and suicide note were destroyed in accordance with the department’s policy to hold evidence in cases for one year after investigations cease, unless otherwise required by law. Grove notified Menu Courey’s parents of the investigation’s end on Tuesday, Maupin said, and Deputy Chief Jill Schlude is talking with them about the destroyed evidence. Police are also internally reviewing the case to ensure policies and procedures were followed concerning the destruction of evidence, Maupin said.

Maupin also encouraged anyone with information about the case to call police. Maynard did not return a message seeking comment.

Last February, Grove interviewed former Missouri wideout Rolandis Woodland, who was extensively featured in ESPN’s “Outside the Lines” investigation into the Menu Courey story. Woodland told police he and Menu Courey dated for about six months starting in November 2009, and Menu Courey came to his room upset in the early morning hours one day in February 2010. Woodland said Menu Courey did not say what had upset her and, after he went to football practice and returned, she did not bring up the subject again.

Woodland said he received a package from Menu Courey shortly after her death in 2011 that included two letters and a CD that contained footage of the incident. Woodland told police the lighting was dark and he could not make out the faces of those present, but he knew former Tigers running back Gilbert Moye and receiver La’Roderick Thomas were there. Woodland put the package in a box that ended up in his mother’s basement, he said, and his mother threw the box away when she was cleaning.

According to the report, Woodland heard Moye and former Missouri defensive backs Carl Gettis, Trey Hobson and Jasper Simmons talking in the locker room about how Menu Courey “likes to be filmed during sex” shortly after the incident. Woodland told police he could not tell who was saying
what, but he confronted all four men. All but Moye denied having sex with Menu Courey. According to Woodland, Moye told Woodland the sex was consensual and apologized.

Police interviewed Moye last April and he repeated that he and Menu Courey had consensual sex on the night in question, according to the report. Moye said he was drifting in and out of sleep later that night and remembered Menu Courey getting back into bed with him while “upset and crying” and Thomas exiting the room. Menu Courey asked him “how he could let La’Roderick do that,” according to the report.

Thomas told police he and Menu Courey were friends, and said he neither had sexual contact with her, nor did he make any sexual advances.

Moye said his roommates at the time of the incident were Thomas, former Tigers safety Justin Garrett and Sean Weatherspoon, a three-time All-Big 12 performer at linebacker for Missouri who was a first-round pick of the Atlanta Falcons in 2010.

COLUMBIA MISSOURIAN

UPDATE: Columbia police close Sasha Menu Courey sexual assault investigation

Wednesday, March 18, 2015 | 7:12 p.m. CDT; updated 10:52 p.m. CDT, Wednesday, March 18, 2015
BY HUNTER WOODALL, JACK SUNTRUP

This story has been updated to include more information from the report and to indicate that the detective on the case was not available for comment Wednesday.

COLUMBIA — After more than a year of investigating, Columbia police announced Wednesday they can't identify a suspect in the alleged sexual assault of Sasha Menu Courey.

Menu Courey took her own life in June 2011. She was 20 years old.

The Menu Courey case gained national attention after an ESPN "Outside the Lines" story in January 2014 reported that MU was "made aware of claims that Menu Courey had been raped." Roughly four days after the story was published, Columbia police began its investigation.
The report detailed the obstacles Columbia police faced since launching the investigation into Menu Courey's alleged assault, including:

- the lack of forensic or video evidence;
- chain of custody issues regarding both her phone and laptop;
- the lack of corroboration from people close to Menu Courey who might know something about what happened to her;
- the omission of the name of a suspect in her journal entries.

According to the informational memo from police, there was speculation about who sexually assaulted Menu Courey but no evidence that an assault took place. According to previous Missourian reporting, the alleged sexual assault occurred in February 2010. The report included the following information:

- After the alleged assault, Menu Courey visited several MU medical professionals. The notes from her visits don’t mention a suspect. Menu Courey didn't name a suspect in any journal entries or email exchanges.

- Menu Courey wrote in her journal that Gil Moye, a former member of the MU football team, was in the room at the time of the assault and knew the suspect. In April 2014, investigators contacted Moye, who said that one night in the spring of 2010 or 2011, he and Menu Courey had been out drinking. The two went back to Moye's apartment and had consensual sex, he told investigators. Moye told police he was drifting in and out of sleep.

- Moye told investigators that he remembered Menu Courey getting back into bed with him. She was crying and upset, he said. Moye said he saw La'Roderick Thomas, a former member of the MU football team, leaving the room. Menu Courey asked Moye "how he could let La'Roderick do that," he recalled her saying.

- Police contacted Thomas, also in April 2014, and he said that he and Menu Courey were friends but had not had sex. He said he never made any sexual advances and did not walk into Moye's room that night.
Columbia police interviewed Rolandis Woodland, a former member of the MU football team who dated Menu Courey. He said that after Menu Courey died, he received a package in the mail with two letters: One described her feelings for him, and the other described a sexual assault. There was also a CD with footage of the rape, Woodland told police.

Woodland said the footage was dark, so he could not identify any of the people involved. The audio indicated that many people were in the room at the time, he told police. He said he heard Menu Courey say “no” in the video. Woodland said his mom threw away the two letters and CD when she cleaned out the basement. He did say, however, that Menu Courey wrote that she saw Thomas leave the room the night of the rape. Police were unable to find the video on Menu Courey’s phone or computer.

The report included the following timeline of the investigation. We pasted the text from the report into an interactive timeline, making no changes to the text other than correcting misspelled names.

During a media session Wednesday morning before the police announced the decision to close the case, Chancellor R. Bowen Loftin said MU had made "extraordinary progress in the last year" in addressing the problem of sexual assault on campus.

"We have so many things now we didn’t have before," Loftin said. "But are we satisfied? No. If anybody is ever assaulted on this campus, or if any of our students are ever assaulted in any way, or any other type of sexual abuse occurs here — that’s wrong. And we can’t be satisfied ... until that is totally gone."

In April, an independent counsel released a report that said MU's handling of the Menu Courey situation was not in compliance with Title IX guidelines, according to previous Missourian reporting. Days later, MU made changes to its Title IX reporting system.

Now, all UM System employees are mandated to report to the Title IX coordinator any information regarding the sexual assault or harassment of a student. Counselors, health care providers, lawyers and their staffs are excluded from this rule, according to previous Missourian reporting.
Police did not make the detective on the case, Brian Grove, available for comment on Wednesday.

“We felt it was important to the community and Sasha’s parents to really continue and to dig deep into this investigation and try and find an answer,” Public Information Officer Bryana Maupin said.

Lynn Courey, Sasha’s mother, said in an email, "We need time to process all this and still believe that there will be a time where we will obtain closure on what happened to Sasha on February 2010.

"We have to believe that justice will find its way. It is very hard to hear and see that the people responsible for what happened to her in February 2010 are still out there. I want to believe that someone, somewhere will come to us with the truth."
Columbia police close sexual assault case of former MU swimmer

Posted: Mar 18, 2015 11:54 AM by Jessica Mensch, KOMU 8 Reporter and Mark Bergin, KOMU 8 Digital Producer
Updated: Mar 18, 2015 9:34 PM

Watch the story:
http://www.komu.com/player/?video_id=28047&zone=5&categories=5

COLUMBIA - After more than a year of reviewing evidence, Columbia police say they were unable to identify a suspect as the Sasha Menu Courey sexual assault case comes to a close.

Menu Courey was a former MU swimmer, whose suicide prompted national attention including ESPN's "Outside the Lines" report.

Police cited a number of obstacles in documents sent to KOMU 8 News, one 44 pages and one 31 pages, including: no information available to clearly identify a subject who may have sexually assaulted Menu Courey, not being able to get a statement from the late Menu Courey, no forensic evidence, no video evidence, and witnesses either refused to cooperate or witness information was hearsay.

"From not returning phone calls or if they did answer the phone saying they didn't know anything and didn't want to be contacted by police, "Latisha Stroer, Columbia Police Department Public Information Officer, said.

She also said the four year gap between when the incident likely occurred and when the investigation began, also made the case more difficult to solve.

"We only have a certain amount of time where we can get physical evidence of a crime occurring," Stroer said. "Definitely within 4 years the time has expired on that. "
According to the report, police did not interview Menu Corey's roommates who could have been possible witnesses. KOMU 8 News asked Stroer why they were not interviewed, and she said she did not know and would get back to us after talking to the head of the investigation.

The incident likely occurred in February 2010 and was not reported to Columbia police until Jan. 27, 2014, a day after ESPN aired "Outside the Lines - College Athletes and Mental Health: Sasha's Story." Menu Courey committed suicide in June 2011. The case was assigned to a Columbia police detective after being contacted by the University of Missouri Police Department.

Nationally recognized MU sexual assault case closed

by Meghan Lane

Watch the story: http://mms.tveyses.com/PlaybackPortal.aspx?SavedEditID=f94be1fc-a5ea-4c6c-a9e7-242aadd5712e

COLUMBIA -- The Columbia Police Department has closed their investigation into the case of Sasha Menu-Courey, a University of Missouri Student who became one of the faces of sexual abuse reporting on American university campuses.

In a news release the department said “after over a year of following leads, reviewing evidence, and taking multiple statements, CPD detectives have been unable to identify a suspect in this case.”

On January 27, 2014, Menu-Courey’s case was assigned to a CPD detective after being contacted by the University of Missouri Police Department in response to the allegations airing on ESPN “Outside The Lines-College Athletes and Mental Health: Sasha’s Story”.

That ESPN special said MU didn’t investigate an assault committed against Courey in February 2010. Courey took her own life in June 2011. ESPN said it obtained numerous records of visits between Courey and campus counselors.

Columbia Police said detectives have encountered several hurdles during their investigation.

This is a developing story and KRCG 13 will bring you more details as they become available.
Police: case closed on Sasha Menu Courey case

ABC 17 News Staff, news@kmiz.com
Austin Kim, Sports Director, austin.kim@kmiz.com


Watch the story: http://mms.tveyes.com/PlaybackPortal.aspx?SavedEditID=1b73b814-d328-44ae-86ef-8bbc318dc95d

COLUMBIA, Mo. - Columbia police confirmed on Wednesday the sexual assault case opened for Sasha Menu Courey is now closed with no arrests, due to a lack of evidence involving the claims made by the former University of Missouri student athlete.

The Columbia police department first started their investigation January 27, 2014, a day after ESPN aired a report on the rape allegations.

Detectives stated there were several obstacles in their investigation, including Sasha's suicide in 2011. They believe the incident happened in February of 2010. Officials said they could not find any video evidence and cited the fact ESPN had Sasha's phone for an extended period of time before it was delivered to police. They also said Sasha's journals do not name a specific suspect.

ABC 17 News reached out to Menu-Courey's parents Wednesday, who said they need time to process all of the information.

Sasha's father, Mike Menu, said, "This is a very sad day for us as we believe that someone, somewhere has additional information to bring closure about this incident. Very disappointing results and at the same time, perhaps not surprising."

Menu also told ABC 17 news he thought there was important information left out of Wednesday's report. Columbia Police destroyed journal entries and a suicide note from Sasha's attempted suicide in 2011. Menu said he was not notified of that and that the evidence was destroyed before the investigation started.

"I wouldn't say it's a failure. With all our evidence, there is a time frame that evidence is destroyed if it's not pertinent to a case. So again, I believe that is a conversation the deputy chief is having with the parents," said Bryana Maupin with CPD.
Police interviewed two of Menu-Courey's friends, Rolandis Woodland and Felix Cote. The informational memo stated Menu-Courey told Cote she was in her dorm room when three football players pressured her to have sex. According to Cote, Menu-Courey did not identify the players or provide more details about the encounter.

Woodland, a former Mizzou football player, was also interviewed by detectives. He said, in the informational memo, he and Menu-Courey dated for approximately six months starting in November 2009. He said he believes her assault took place in February 2010. He added Menu-Courey was upset and asked Woodland to not be mad, but did not go into details.

After Menu-Courey died in June 2011, Woodland said he got a package from Menu-Courey, which he presumed was sent from a treatment facility in Boston before she died. The memo states Woodland said one letter expressed Menu-Courey's feelings for the former Mizzou football player and another letter described her sexual assault. In that second letter, Menu-Courey requests that Woodland not disclose details of the assault. In addition, Woodland also received a CD from Menu-Courey that contained video of the sexual assault.

The memo states Woodland was unable to locate the letter or video detailing the assault. Police state they could not find the video of the assault.

According to the police's informational memo about the case, Woodland said he watched the video but it was too dark to make out the face. However, he was able to identify Menu-Courey in the video. He said he could see several men trying to have sex with the former Mizzou swimmer, even though he could hear her say no.

The following day, Woodland said he confronted four teammates who were talking about how Menu-Courey liked to be filmed during sex. The players in question were Carl Gettis, Gil Moye, Jasper Simmons and Trey Hobson. According to Woodland, all but Moye denied having sex with Menu-Courey. Moye told Woodland his sexual encounter was consensual.

Woodland adds he believes Moye and another former Mizzou football player, La'Roderick Thomas, were in the room when Menu-Courey was assaulted.

Police state they made contact with Gil Moye. Moye adds he believes her assault took place in either the spring of 2010 or 2011. The former Mizzou football player said he remembers drifting in and out of sleep after he and Menu-Courey had consensual sex. Later that night, Moye said Menu-Courey went back into the bed they shared and was upset. She asked Moye 'why he would let him do that' after Moye saw Thomas leave the bedroom. Thomas was a roommate of Moye.

Thomas said he never had made sexual advances on Menu-Courey or walked in Moye's bedroom that night. Moye also adds he was unaware of video of the sexual assault.
Police also said investigators could not find the video. They also state they reviewed Menu-Courey's journal and it did not provide new information. That journal details a sexual assault. It said Moye was in the room and knew of the suspect's identity. The entry states it Moye and the unidentified person were in the room.

Investigators state they did not have plausible evidence to locate and identify a suspect.

Timeline of former MU swimmer sexual assault investigation

Posted: Mar 18, 2015 10:04 PM by Kimaya Davis, KOMU 8 News Reporter
Updated: Mar 18, 2015 11:13 PM

Watch the video:
http://www.komu.com/player/?video_id=28053&zone=2,5&categories=2,5

COLUMBIA - After more than a year of reviewing evidence, Columbia police closed the Sasha Menu Courey sexual assault case.

Here is a detailed time-line of Menu Courey's time at MU and the subsequent reports and investigation:

- Sasha arrived at the University of Missouri in August 2009.
- Six months later in February 2010, the alleged sexual assault between Menu Courey and an MU football player occurred.
- Two months after that, Sasha checked herself into University hospital.
- In July 2010, she began regular counseling at the student health center.
- The following month, she noted her April hospitalization and "major depressive disorder" in her yearly medical appraisal for the athletic department.
- In December 2010, Sasha contacted an online rape crisis hotline and told her university therapist about the alleged rape.
On March 21, Menu Courey checked herself into the on-campus psychiatric center where she told a nurse she was raped by an MU football player.

Just 13 days later, she attempted suicide at a motel in Columbia.

23 days after that she was admitted to McLean hospital in Boston.

On June 17, 2011 - Menu Courey died after ingesting 100 Tylenol.

On January 23, 2014 - The University of Missouri was notified ESPN would airing a report during "Outside the Lines" claiming MU did not investigate the alleged sexual assault.

On January 24, 2014 - The ESPN 'Outside the Lines' report aired.

On January 26 - UM System President Tim Wolfe announced he would be hiring an independent attorney to conduct an investigation into how MU handled the situation.

On January 27 - The Columbia Police Department announced it had launched an investigation into the alleged sexual assault after the MU Police Department determined the alleged event occurred off campus.

On February 5 - The Board of Curators approved new Title IX policies.

On February 14 - The university announced the Dowd Bennett law firm would investigate whether university employees acted lawfully throughout the alleged sexual assault and death of Menu Courey.

On April 11 - The law firm reported its findings to the curators saying while the university did not violate the law, it did act inconsistently and did not act in accordance with the Title IX compliance program.

On June 10, 2014 - MU announced it was making the Title IX coordinator a full-time position.

October 30 - An advisory committee was being formed to find a Title IX administrator for the University of Missouri and the University of Missouri system employees in Columbia.

February 25, 2015 - University of Missouri provost Garnett Stokes announced she appointed Ellen Eardley, a partner at Mehri & Skalet in Washington, D.C., and an adjunct faculty member at American University Washington College of Law, as assistant vice provost and Title IX administrator.

March 18, 2015 - The Columbia Police Department announces it has closed its investigation into the assault.
Menu Courey case a catalyst for MU sexual assault reporting reform

Posted: Mar 18, 2015 1:53 PM by Lee Anne Denyer, KOMU 8 Reporter
Updated: Mar 18, 2015 8:44 PM

Watch the video:
http://www.komu.com/player/?video_id=28049&zone=5&categories=5

COLUMBIA - University of Missouri Chancellor R. Bowen Loftin spoke Wednesday morning about the aftermath of the Sasha Menu Courey investigation and its impact on Title IX investigations. He took questions surrounding sexual assault reporting in an open-ended question and answer session initially organized as an opportunity to reflect on his first year as University chancellor.

His remarks came less than an hour before the Columbia Police Department announced it was closing the Sasha Menu Courey sexual assault case.

Menu Courey committed suicide in April 2012. Later investigations revealed the MU swimmer had reported in 2010 she had been sexually assaulted by several members of the university football team. Even though several university employees heard about the assault from Menu Courey, university administration officials were not made aware of the situation. This prompted a harsh critique of MU's sexual reporting in an "Outside the Lines" report by ESPN, published in January 2014.

During Wednesday's session, KOMU 8 News asked the chancellor directly how he thought the university played a role in helping the community start to find closure after Menu Coureys' death.

"There are some many instances we can talk about here," he said. "I think that, in terms of Sasha Menu Courey, that stimulated a great deal of thought over a short period of
time to really understand how the university responds to both sexual assaults and to specific needs of our students"

Loftin cited several key changes, including the hiring of a full time Title IX administrator. Ellen Eardley will begin her positions as Title IX Administrator and Assistant Vice Provost April 20.

In addition to hiring Eardley, Loftin said university leaders have structurally changed the way students report and receive help following an instance of sexual violence. Eardley served in Washington, D.C. as an attorney and adjunct faculty member at American University Washington College of Law. Loftin said the university is fortunate to have a person of her caliber serving as Title IX administrator.

"We had the resources before, but accessing them was more dependent on the students' knowledge of where to go opposed to our having a pipeline for them," he said. "Now we have a single entry point for our students who need assistance. From that point they can be sent to the right places to get the most appropriate help they need."

Since the "Outside the Lines" article brought sexual assault reporting to the headlines, the University of Missouri has made significant changes. Loftin said in addition to hiring Eadley, the university will hire two more investigators.

Loftin said in addition to handling reported cases, university staff has increased its proactive education efforts to educate its student body.

MU Title IX office shares data on fall reports
By ASHLEY JOST
Wednesday, March 18, 2015 at 9:28 am
Reporting data gathered by the University of Missouri’s Title IX office last semester will serve as a baseline for comparing future semesters, as administrators said there is no way to compare to reports logged in the past.

The office collected a total of 144 reports between Aug. 1 and Dec. 31, 2014, and 135 of those reports provided enough information to be classified under one or more of five violations: sexual misconduct, sexual harassment, dating or intimate partner violence, stalking on the basis of sex and sex discrimination.

When the UM System Board of Curators voted to overhaul a slew of governing rules related to Title IX and the adjudication process for students last October, one of the rule changes established five violation categories that all four UM System campuses now use.

The approach was recommended by the National Council for Higher Education Risk Management, a consultant the system hired last year, “and is based on legal guidance and best practices,” UM system spokesman John Fougere said in an email.

Of the 135 classified reports, 55 were labeled as sexual misconduct, which Title IX investigator Salama Gallimore said includes nonconsensual sexual intercourse or sexual contact, genital exposure, sexual exploitation—including recording without consent—and other similar violations.

Of those misconduct cases, Gallimore said more than half involved alcohol, and some involved incapacitation because of drinking.

“There are behaviors that you just do not do no matter how much you drink,” Gallimore said.

The office has started prevention education efforts with other offices on campus to address alcohol consumption, Gallimore said. Those efforts will increase when Ellen Eardley, the permanent Title IX administrator, arrives April 20.

“Prevention is about prevention no matter if you’re drunk or sober,” Gallimore said. “The training isn’t ‘don’t drink.’ It’s yellow light if you’re drinking, red if you’re drunk.”

Gallimore said alcohol increases the difficulty of investigating cases “exponentially” because there is not always someone available who can corroborate the victim’s story.

The majority of the violations take place off campus, Gallimore said. Harassment-type behavior is the exception to that trend. Many harassment incidents happen in the workplace, she said. Of the 135 reports, 38 were classified as sexual harassment.
Thirty of the reports were classified as dating or intimate partner violence, a classification Gallimore said she fears gets overlooked.

“It’s scary to think that somebody this young in age would have developed those behaviors already,” she said. “It’s definitely something that happens, and when it happens, those are the scary situations. Those are the situations that I have been more alarmed by and most worried for the complainants and survivors.”

Reports can be classified under more than one violation. While there are 11 reports of stalking on the basis of sex, stalking can often be an offshoot of ongoing dating and intimate partner violence.

There also were three reports of sex discrimination during the fall reporting period. While all incidents were reported during the time span, not all of them necessarily occurred during that period. Gallimore confirmed that former students have filed reports about violations that occurred when they were on campus; she said those cases are “extremely hard to investigate.”

Reports come to the Title IX Office from self-reporting, employees who are mandated reporters, the MU Police Department and the student conduct office, among other outlets. Investigations into incidents end if students elect not to pursue them, but Gallimore still determines whether there is a threat to campus based on federal guidelines.

“Sometimes I will meet with a student that says, ‘I don’t ever want to talk to you again, I just want you to fix this attendance issue I have.’ I am happy to do that,” she said. “We sit down and come up with a solution and they will never talk to me again.”

Gallimore said she is starting to notice trends in reports that are helping shape prevention education efforts, including certain locations, situations and student populations.

Greek life makes up about 20 percent of the student population, Gallimore said. The number of reports where an incident was connected to Greek life — not necessarily happening in Greektown, but a student might have been drinking in a fraternity or sorority house and then left — is “pretty proportional” to the number of Greek-affiliated students on campus.

Gallimore and Linda Bennett, interim Title IX administrator, plan to produce an annual report breaking down the number of reports by month and gender, among other categories. The contents of the report are not yet finalized.
A committee is working to find a second investigator to join Gallimore, Bennett said. She said comparable institutions have three to four investigators, so more might be hired in the future to address student, faculty and employee reports.

To date, the Title IX office has incurred a cost of $184,000, which includes labor and prevention education efforts, MU Chief Financial Officer Rhonda Gibler said in an email. The budget process for fiscal year 2015, which starts July 1, is still in progress. The MU campus is waiting to hear how much money the UM System will allocate specifically for Title IX resources, but Gibler said the campus will be responsible for some of the office’s cost moving forward.

Reports of sex assaults on MU campus at all-time high

Heather Hourigan, Reporter, heather.hourigan@kmiz.com

Watch the story: http://www.abc17news.com/news/sexual-assault-reports-at-alltime-high-at-mu/31875056

COLUMBIA, Mo. - The number of sexual assaults reported on the University of Missouri’s campus is at an all-time high. From August to December of this past year, 144 incidents were reported to the Title IX coordinator.

Of those reports, 135 were potential violations that are currently being investigated.

For the past year, MU has made several changes in how these crimes are reported and investigated.

"We have established a very good reporting process. We have a full time investigator and we are hiring two more right now. So the case load can be maintained so we can do rapid investigations compared to the past," said Chancellor R. Bowen Loftin.

Loftin said the numbers do not mean sexual assaults are up on campus, but rather students are more educated on where they report those sexual assaults.

On Wednesday, ABC 17 News asked students on campus if they knew what a Title IX coordinator was.
"I get emails about it but I'm not sure exactly what it is."
"Yes, I believe it's for like sexual assaults."
"No"
"Nope"
"Umm no."

"The title IX coordinator is someone that oversees maybe minorities and women's rights."

"They are the people who are required to report about sexual abuse or harassment when it comes to the campus."

For the past year MU has had an interim coordinator, but starting next month Ellen Eardley will take over.

"Ellen brings a lot of good perspective to this and she has talked to me about how much she wants to focus on education and training and that's where I think the solution ultimately is," said Loftin.

All freshman at MU are now being taught about the Title IX coordinator, and that is something Loftin says will continue under Eardley's leadership.

The interim Title IX coordinator will stay through August to help Eardley.

The department will also be purchasing a case load software system to help the investigators to get each report as quickly as possible.

Title IX data allows comparisons

by Mark Slavit


COLUMBIA, MO -- University of Missouri Title IX investigators have collected enough data to compare future violations on the Mizzou campus.
The school’s Title IX office collected 144 reports between August and December of last year.

135 of those reports allow investigators to classify the information under 5 types of violations.

The classifications are sexual misconduct, sexual harassment, dating or intimate partner violence, stalking on the basis of sex and sex discrimination.

Mizzou officials are stepping up their alcohol awareness programs because alcohol was involved with more than half of the violations.

MU Wellness Resource Center Director Kim Dude said, “The community needs to realize students make their decisions about alcohol in the community. The community needs to help us out. We need to make sure that our bars do a better job of carding and our bars do a better job of not over serving.”

The Title IX data also indicates the majority of the violations take place off campus.

March 19, 2015

Sensing a Moment, Diversity Officers Swap Tips on Improving Campus Climate

By Madeline Will

**NO MU MENTION**

Put 300 campus diversity officers in a room, and they’ll have no shortage of topics to discuss.

But this week, when the National Association of Diversity Officers in Higher Education held its annual conference here, one issue came up frequently: the racial climate on college campuses.

That topic has claimed the national spotlight, most recently after a video surfaced of several University of Oklahoma fraternity members’ singing a racist anthem. (Two of the students were expelled.) In North Carolina, the recent killings of three young Muslims and a backlash against the call to prayer at Duke University shocked students. And the Black Lives Matter movement, fueled by a recent wave of African-American men’s deaths at the hands of white police officers, also has found a place on campuses.
The incident at Oklahoma didn’t come as a surprise, diversity officers said. But it did provide an impetus for college officials to look more closely at race relations on their own campuses.

"Part of the charge of diversity officers is really to provide leadership to engage" people to respond to those incidents, said Benjamin D. Reese Jr., the association’s president and vice president for institutional equity at Duke University. "It’s really an opportunity for lots of people in the academy to think more clearly and be more decisive about what we need to do."

**The Talk of the Conference**

How can diversity officers do that? Several of the actions discussed by conference attendees — in panels and in interviews with *The Chronicle* — centered on the following themes.

**Helping students with different backgrounds "intersect."** Many students "come from a largely homogenous background," said Archie W. Ervin, the association’s second vice president and vice president for institute diversity at the Georgia Institute of Technology. "There’s little difference in their schools and communities, and you bring them into a large vacuum of a university setting, and you expect them to have full confidence in negotiating their differences. That’s not a realistic expectation."

It’s up to administrators like diversity officers to create opportunities for intersection, Mr. Ervin said. Classes, discussions and lectures, and diverse residence-hall communities can all encourage students to "reach beyond familiarity," he said, and "learn about differences." For example, diversity officers can encourage professors to pull students of different backgrounds to work together on projects.

Students who engage in racist speech or actions "might not fully understand how harmful, hateful, divisive it really is," Mr. Ervin said. The incident in Oklahoma has offered an opportunity for reflection.

"It’s a hell of a way for us to launch a conversation, but it’s certainly an effective way," he said.

**Supporting student activism.** Racially charged incidents, on and off campuses, have sparked a wave of student activism across the country. A number of student protests have specifically asked administrators to pay more attention to diversity-related issues on the campus.

Wright State University, for example, is only a few miles away from the Wal-Mart store where John Crawford III, a 22-year-old African-American man, was shot to
death by police officers while holding a BB gun. Kimberly A. Barrett, vice president for multicultural affairs and community engagement at the Ohio university, said students protested the killing and engaged in acts of civil disobedience.

"It did cause us to think about how should we be supporting our students so that they can speak out," she said. "Certainly we didn’t want to rehash the legal part of it or anything, but we did want to support and make sure our students knew how to, in productive ways, engage in social activism."

"We want them to be engaged citizens," she said. "We want to support that."

Administrators set up a series of continuing community conversations about social justice, Ms. Barrett said. The first three are about race and policing, and feature both members of the police force and others.

**Bringing white men to the table.** Sometimes, using the buzzword "diversity" can make non-minority students feel as if that topic doesn’t pertain to them, several officers said. As one put it, "diversity is understood as an issue that black people care about."

Joanne G. Woodard, vice provost for institutional equity and diversity at North Carolina State University, discussed a recent campus-climate survey during a panel discussion. The survey showed that about half of white male students had never attended an event about diversity. They didn’t see the value in doing so, she said.

"How do we get those folks at the table to have that dialogue, who would probably benefit the most from it?" she asked.

North Carolina State offers a course, "Foundations of Cultural Competence for Professional Success," that fulfills undergraduate requirements. Couching the class in those terms has led to high enrollment. Once they have entered the classroom, students have been willing to engage in forthright dialogue, Ms. Woodard said.

"If they thought it would help their professional success, they were more likely to want to have those talks," she said.

During the panel’s question-and-answer session, one diversity officer asked how many people in the room thought students should take at least one course on diversity before graduation.

The entire room — hundreds of diversity officers — said yes.
Missouri to save $1.6M on interest after refinancing bonds

JEFFERSON CITY, Mo. (AP) — Missouri will be on the hook for $1.6 million less in interest payments after a state board approved refinancing of some bonds at a lower interest rate.

The Missouri Board of Public Buildings on Wednesday approved refinancing $21.4 million in bonds.

Gov. Jay Nixon says the state's consistent triple-AAA rating was key to saving money through refinancing.

The transaction also included the sale of $38.5 million of bonds to fund the renovation of an engineering building at the University of Missouri-Columbia.

The Legislature approved sprucing up Lafferre Hall at the University of Missouri last year. The renovation will provide additional space for engineering research.

Starved and constrained, MU Libraries turn to students for funding

By George Roberson, Hailey Stolze and Quinn Malloy

March 18, 2015

Power cords are strewn about the floor of the Grand Reading Room on the second floor of Ellis Library. These cords are a jury-rigged solution to the enduring problem of providing power to study stations throughout the library, said Matt Gaunt, director of advancement for MU Libraries.

“Things like that are commonplace for other libraries,” he said. “We’ve just fallen behind.”
MU Library System officials hope to address these inadequacies and more by asking for funds from students.

Recently, library officials proposed a $5 per credit hour student fee to the Missouri Students Association that would incrementally increase to $15 per credit hour over the next six years. The fee would fund improvements to the library including renovations, increased staffing, new services and 24/7 study space.

The MSA Senate will vote Wednesday evening to determine whether the fee would be placed on the November ballot for student approval.

The proposal calls for an estimated $10,392,000 in new funding over the first two years, in addition to the $17,681,236 annual allocation the library receives from the university. The fee itself will bring in just under $13 million a year once it reaches its target in 2022.

WHERE THE MONEY WILL GO

Additional funding would allow the libraries to expand its staff, facilities and collections, Director of Libraries James Cogswell said. The MU Library System encompasses Ellis and its eight branch libraries.

Library officials hope to make information at the libraries more accessible with additional funding. MU currently spends about $8.8 million on collections. Most of that money, approximately $6 million, is spent on electronic information. Cogswell said students currently have limited access to several digital scholarly journals, but they could gain full access to the collections with added library funding.

Funding for books and journal acquisitions would increase 83 percent from about $7 million in 2014 to $13 million in 2022, when the fee reaches its peak.

Journals and collections spending is projected to make up 63.6 percent of the libraries’ expenditures for the first year of the fee and 53.8 percent for the second year. Over the two-year period, the library projects it will spend $6,092,000 on collections.
DAVID ROSMAN: Proposed legislation would counter First Amendment religious protections

Thursday, March 19, 2015 | 6:00 a.m. CDT
BY DAVID ROSMAN

The GOP is good at making a silk purse out of a sow's ear. They are also good at pandering to conservative religious groups in their attempt to bypass the First Amendment’s Establishment Clause.

In this case, Missouri Rep. Elijah Haahr, R-Springfield, has proposed the Student Freedom of Association Act, HB104. Similar bills have been introduced and advanced through the state Senate as SB248 and SB311. So far this sounds like a good law — that is until one gets into the nuts and bolts of the proposed legislation.

At the core of the proposed legislation is a rule that would prohibit "colleges and universities from enforcing policies that deny benefits to student organizations that require leaders or members to adhere to certain beliefs." That's religious beliefs for the uninitiated.

Haahr and his colleagues seem to believe that religious-based student organizations, those recognized by the school as any other student organization, may be denied recognition as any other student organization based solely on their religious beliefs.

In my research, I have not found one incident remotely comparable in any Missouri state institution. I have found that Missouri schools have gone out of their way to provide reasonable accommodations to all religious groups.

Haahr cites two incidents where religious groups were denied access to university facilities. The University of California System de-recognized four groups and Vanderbilt University 14 student groups. The groups at Vanderbilt included both sectarian and secular organizations.

The reason they were de-recognized at Vanderbilt was their decision not to comply with the university's rules on student associations. According to the Vanderbilt press office,
these were not new rules but an attempt to enforce rules already approved by the university.

The UC System was simply complying with state mandates that all student groups be open to all, an "all-comers" rule. The student organizations in question did not permit non-Christians or gays to be members.

Related to that, the U.S. Supreme Court, in Christian Legal Society v. Martinez, has ruled that a university or college is not violating the First Amendment "by refusing to officially recognize a student organization unless it allows all students to join the group, even if that all-comer policy requires a religious organization to admit gay students who do not adhere to the group's core beliefs."

As HB104 is currently written, student religious associations in Missouri must be given the same access to the facilities as any other student association recognized by the public university. By statute and court decision, this is already established, as long as all student groups, sectarian and secular, comply with the same rules.

It is the second paragraph of the bill that is disturbing. It reads:

"No public institution of higher learning shall substantially burden a student’s exercise of religion unless the institution can demonstrate that application of the burden to the student is in furtherance of a compelling interest of the public institution of higher learning and is the least restrictive means of furthering that compelling interest."

In essence, an all-comers rule would be deemed a substantial burden on groups that deny access to their organization based on deeply held religious beliefs. If an evangelical Christian or orthodox Jewish organization does not permit gays as members based on those deeply held religious beliefs (Leviticus 18:22), the group must still be permitted on campus as any other secular organization.

**Haahr indicated that his proposed law would "preempt (an all-comers rule) from happening" in Missouri colleges and universities. Prof. Carl Esbeck of the MU School of Law agrees stating that the proposed law would essentially prevent an all-comers policy from being enacted and enforced by any of the public colleges and universities of Missouri.**
This proposed statute focuses on religious organizations, although that is not in the title. However, would the same rules apply to secular organizations such as MU-SASHA (Skeptics, Atheists, Secular Humanists & Agnostics)? Haahr believes it will.

The problem is simple. By establishing that a religious organization may discriminate, the law would appear to violate the essence of the First Amendment and Christian Legal Society v. Martinez.

The state would be formally recognizing that a religious organization does not have to comply with rules required by the secular counterparts. The state would be creating "law respecting an establishment of religion," something specifically prohibited by the First Amendment.


Study: Women in Missouri earn less than men in every county
Mar 18, 2015, 8:11am CDT UPDATED: Mar 18, 2015, 10:58am CDT

A new study reveals that women in Missouri earn 29 percent less money than men, KSHB reports. The study was conducted by the Women's Foundation and the University of Missouri, which found that men earned more than women in every county in Missouri. Here's a look at the disparity:

- **Jackson County (pop. 674,158):** men earn $8,500 more annually than women on average
- **Clay County (pop. 221,939):** men earn $13,000 more than women
- **Cass County (pop. 99,478):** men earn $12,500 more than women
- **Platte County (pop. 89,322):** men earn $16,000 more than women

To combat the disparity, a senate bill has been introduced which would provide state guidelines on the best practices for closing the pay gap. According to the Mission-based Women's Foundation CEO Wendy Doyle, 51 percent of Missouri's population is comprised of women.
House Would Cut Student Aid More Than Budget Blueprint Reveals
By Kelly Field

NO MU MENTION

Turns out the budget outlook for student aid is even bleaker than it seemed.

On Tuesday, Republican leaders in the U.S. House of Representatives released a spending blueprint that would freeze the maximum Pell Grant for 10 years and roll back some recent expansions of the program. On Wednesday they revealed that their plan would also abolish the in-school interest subsidy on Stafford loans, reverse a recent expansion of income-based repayment, and end public-sector loan forgiveness. Those cuts in the federal student-loan programs don’t appear in a budget document that the House Budget Committee released on Tuesday. But when Rep. Mark Pocan, Democrat of Wisconsin, asked during a markup session on Wednesday if such changes were assumed in the measure, a committee aide confirmed that they were.

Taken together, the three changes would save taxpayers more than $61 billion over 10 years, according to budget estimates. But they would also make student loans more expensive for borrowers.

Republicans have proposed similar cuts in the Pell and student-loan programs in past budget blueprints, to no effect. But this year is different because the party now controls both chambers of Congress.

On Wednesday student protesters disrupted a hearing of the Senate Budget Committee, carrying signs and chanting "no cuts, no fees, education should be free." The protesters were escorted out of the hearing by Capitol police officers, and seven people were arrested, according to Maxwell Love, president of the United States Student Association, which organized the protest.
Subsidized Stafford loans, which do not accrue interest while the borrower is in college, are available to undergraduate students from low- and moderate-income families. About half of the Stafford loan volume to undergraduates last year was in subsidized loans.

Charging needy students interest on their loans while they are still in school would cause a student who entered college this coming fall and borrowed the maximum $23,000 in subsidized loans to pay an additional $5,000 over a standard 10-year repayment period, according to the Institute on College Access and Success. Students who repaid over a longer period would pay even more.

The Senate’s budget blueprint, released on Wednesday, would not explicitly freeze Pell Grants for 10 years, but, like the House bill, it would eliminate mandatory money for the program, subjecting it to the annual appropriations process. That’s how the program was financed until recently, but some advocates worry that a shift back to 100-percent discretionary funding would make Pell Grants vulnerable to budget cuts.

Journal expresses concern about study that ranked UMKC No. 1

Wednesday, March 18, 2015 | 4:29 p.m. CDT
BY THE ASSOCIATED PRESS

KANSAS CITY, Missouri — An academic journal is distancing itself from an article about the University of Missouri-Kansas City business school, marking the latest blow to a program that has seen the Princeton Review strip its ranking and two faculty members resign.

The Journal of Product Innovation Management has issued an "expression of concern" about an article it published that found the school No. 1 in an emerging field of business research, The Kansas City Star reports (http://bit.ly/1bflIUp). UMKC also was faulted for the way it used the finding to promote its programs.
The school has faced a steady stream of problems since auditors with PricewaterhouseCoopers issued a scathing report in January. The report found that the academic journal article was not subject to the same rigid standards as top academic papers.

The report also found that the business school knowingly submitted false data when applying for ranking, leading the Princeton Review to take action. Later, the former director of the Regnier Institute for Entrepreneurship and Innovation at UMKC and a subordinate resigned.

While the academic journal's action doesn't rise to the level of a retraction, an expression of concern is an official designation in the world of academic scholarship. It is often a prelude to a retraction, although the journal's vice president of publications said Tuesday that a retraction is unlikely in this case.

Even so, experts who study the ethics of research publication called JPIM's decision a significant step.

"Expressions of concern are very, very rare," said Ivan Oransky, co-founder of the website Retractionwatch.com.

UMKC officials said in a statement that they "respect the publication's point of view," but consider the matter in the past.

The two co-authors of the study, which ranked UMKC above Harvard and other elite universities in the field of innovation management research, were visiting scholars at the Bloch School at the time their article was submitted for publication.

But the newspaper reported that potential conflict of interest was not disclosed to the journal editor at the time or later when UMKC used the study to promote itself as a global leader in innovation management research.