MU sophomore killed while crossing street in Dallas

A 20-year-old University of Missouri student died in a hit-and-run in Dallas Sunday morning.

DALLAS - A 20-year-old MU sophomore died at the scene of a car crash while he was crossing the street early Sunday morning.

Dallas' ABC affiliate WFAA reports that around 2:30 a.m., a black Dodge Charger hit Paul Miltenberger when he tried crossing East Mockingbird Lane, a six-lane street. The car, heading west, left the scene after hitting Miltenberger. The report says Miltenberger did not use a marked crosswalk. Police did not have a suspect description, other than the car the person drove.

Dallas police did not respond to ABC 17 News' calls for information Sunday night.

Miltenberger, originally from the Dallas area, served as a brother in the Mizzou chapter of the Beta Theta Pi fraternity.

"Both the family and fraternity are asking for privacy until we learn more," fraternity president Samuel Gerlach said in an email concerning Miltenberger's death.

The fraternity sent out a tweet Sunday afternoon addressing Miltenberger's death.

"Whether you knew him as Paul, P-RO, or anything in between, we lost an incredible brother today. RIP Paul, our prayers are with you," the tweet reads.

A manager at Columbia Country Club told ABC 17 News Miltenberger worked there as recently as the fall of last year.
Driver sought in fatal hit-and-run near Mockingbird Station

A 20-year-old Southlake man was killed in a hit-and-run early Sunday near Mockingbird Station, police said.

Paul Miltenberger was fatally struck about 2:30 a.m. while crossing the street in the 5500 block of Mockingbird Lane, near Central Expressway. He was not in a crosswalk. He died at the scene.

Miltenberger, a Southlake Carroll High School graduate, was a sophomore at the University of Missouri where he studied marketing and was a member of the Beta Theta Pi fraternity, the university’s student newspaper, The Maneater, reported.

Friends took to social media Sunday to post condolences and remember Miltenberger. They called him “an amazing friend and great guy” who “always made people laugh and smile.”

“We lost an incredible brother today. RIP Paul, our prayers are with you,” the fraternity said via Twitter.

Police said they are searching for the driver of a black Dodge Charger that clipped Miltenberger on the passenger side of the vehicle. No other details were available.

MU sophomore killed in Dallas hit and run on Easter morning
MU sophomore Paul Miltenberger was killed in a hit and run in Dallas on Sunday morning.

Miltenberger was crossing the street at a non-crosswalk area when he got hit by a car, according to Dallas Police. He died on the scene.

Miltenberger, who was from Southlake, Texas, according to his Facebook profile, was studying marketing at MU. He was also a member of Beta Theta Pi fraternity.

Multiple Greek chapters, the Panhellenic Association and the Interfraternity Council tweeted their condolences to Beta Theta Pi.

COLUMBIA MISSOURIAN

MU remembers 12 students who died in the past year
Friday, April 3, 2015 | 10:03 p.m. CDT; updated 12:58 a.m. CDT, Sunday, April 5, 2015

BY KATELYN LUNDERS, MEREDITH MCGRATH

COLUMBIA — Friends, family and the MU community gathered Friday to remember 12 MU students who died in the past year.

MU Remembers, the university’s annual memorial service, took place at 2 p.m. in Memorial Union. Hundreds filled the Stotler Lounge to hear memories and view photos of their loved ones.

Cathy Scroggs, vice chancellor for student affairs, said this tradition is dear to the community.

"As a family, we celebrate together, we share common experiences together, and we support each other in times of need and sorrow," Scroggs said. “Those we remember today are a part of us, a part of MU, a part of this community.”

“Grief shared is grief better endured,” Chancellor R. Bowen Loftin said during the service. “Our being here today will not lessen grief, but knowing we share grief amongst so many, makes endurance of that grief possible.”
The Memorial Union tower was darkened Friday night to honor the following the students:

**Trent Bartolomucci** of New Lenox, Illinois, enjoyed the freedom of the outdoors and especially loved to fish.

Known among family and friends for his frugality, it made sense to them that he studied accounting at MU. Bartolomucci loved MU — it felt like home to him.

He was 21 years old when he died on Oct. 9, 2014, in Columbia.

**David "Davy" Bland** was a true fan of the Missouri Tigers. He had a passion for science, animals and the outdoors.

Bland was from Kirkwood, Missouri. He graduated from Kirkwood High School in 2008 and started the school’s Rugby Football Club.

Bland went on to study education at MU and was working toward a master’s degree and teaching certificate.

The 23-year-old was hit by a car while crossing an intersection in St. Louis County. He died on April 12, 2014.

He was a student teacher at Seckman High School in the zoology and biology departments at the time.

**Cale Boedeker** of Marshall, Missouri, was an active member of the MU community. His friends and family remember his smile, boundless energy, witty sense of humor and cooking abilities. Boedeker had diabetes, but he never made a big deal about it.

On Sept. 29, 2014, he died from diabetic ketoacidosis at the age of 19. A candlelight vigil was held on the front lawn of Alpha Gamma Rho, his fraternity, the day after he died.

At MU, he studied fisheries and wildlife. He was also involved in the College of Agriculture, Food and Natural Resources, and worked as an intern in the public relations department.
He was described as a selfless person by those who knew him. Since his passing, the fraternity has renamed its award for those who possess outstanding leadership qualities after him.

**Ryan Candice** of St. Louis was an avid tennis player and loved his church. Candice, of Ballwin, Missouri, studied international business at MU. He was an active member of the Pi Kappa Phi fraternity. Candice was known as a hard worker and spent time working at his father’s restaurant in St. Louis and Bleu in Columbia. He would have graduated in 2015.

His family and friends remembered him for his contagious smile and outgoing personality.

He took his own life at the age of 20 on June 19, 2014.

A group of Candice’s friends at MU are creating a documentary titled “Wake Up” to commemorate his life and spread awareness about suicide.

**Abbey Felton** was a spunky, headstrong spirit with a fierce, loyal love for her family and friends.

Felton was an MU senior studying biology. She interned at the MU DNA lab and worked at the Mizzou Store. She loved listening to a variety of music, watching movies and reading.

In 2012, she was diagnosed with multiple sclerosis and a seizure disorder that took her life. Felton died at the age of 21 on Oct. 10, 2014, at her home in Columbia.

**Chanel Goodwin-Watkins** grew up in Ohio and was a Cincinnati sports fan. She was a graduate student in the MU College of Agriculture, Food and Natural Resources, studying rural sociology.

Goodwin-Watkins died at the age of 43 on Oct. 12, 2014, in Kansas City, Missouri.

She was the wife of Gordon Watkins and the mother of Adalyn Watkins.

**Jack Lipp** was a kind-hearted son, friend and teammate with a passion for basketball. Lipp, 19, had just completed his first semester at MU in the College of Business before he fell from an unstable balcony Dec. 13, and later died Dec. 25, 2014.
He did not play basketball at MU, but started for two years on the Libertyville High School varsity basketball team. Lipp also made the Daily Herald all-area team his senior year, according to an article from the Daily Herald.

Lipp was featured in a “SportsCenter Top 10” highlight reel in 2013 while playing for the Rising Stars Elite, his travel basketball team, according to an article from the Chicago Tribune.

Lipp was a jokester with an upbeat and playful attitude, according to his friends and teammates in an article from the Chicago Tribune.

Christopher Nicklow was a goofy, carefree nature-lover who enjoyed fishing in Canada and his home state of Minnesota.

Nicklow, 20, was a sophomore at MU studying food science and nutrition. He died from natural causes Oct. 19, 2014.

A candlelight vigil was held for Nicklow the following Monday by the Sigma Pi fraternity, which Nicklow was a member of.

Four members sang a song in remembrance of Nicklow, and friends spoke about him, sharing memories and condolences, according to previous Missourian reporting.

Cameron Perkins had a wicked laugh, contagious smile and could find humor in almost any situation.

Perkins, 22, graduated from Parkway Central High School in 2010 and was pursuing a master’s degree in accounting. He served as treasurer of Phi Delta Theta fraternity at MU.

He died Jan. 25, 2015. Perkins would have graduated from MU in May and had accepted a position at KPMG in Kansas City for the fall.

He will be remembered for his intellectual curiosity, which led him to discover and explore different ideas and cultures, as well as the many lives he impacted.

Ty Rudder was full of energy and always seeking adventure.
Rudder graduated from Lee’s Summit High School in 2001 and recently enrolled as a transfer student at MU. He studied photojournalism.

His hobbies included football, listening to music, attending concerts and collecting first-edition books, but Rudder’s greatest hobby was photography.

He died Feb. 3, 2015, at the age of 32.

Rudder was the husband of Heather Robertson and had two children, Ronan and Kieran.

**Gabriel Small** always greeted people with a smile, handshake or hug. He was dedicated to his country, serving in the National Guard, Navy and Army for 15 years. Small died at the age of 39 on April 10, 2014, following a motorcycle accident in Columbia.

He graduated from Kirksville High School, joined the National Guard and went on to join the Navy.

When he returned to Missouri, he graduated from the Police Academy in Moberly. Small then went on to join the Army and completed tours of duty in Iraq.

Small was studying agricultural business at MU. In his free time he would ride his motorcycle, hunt and fish, and had been learning to play the violin. Small enjoyed spending time with his family, especially his niece Teagan and nephew Ronan.

**Shannon Tatum** was a fighter with a contagious smile and a passion for life. If someone said, “Let’s go,” she would be there.

Born with only one kidney, Tatum, 22, was in a wheelchair but did not let that hold her back. She loved spending time with loved ones, fishing, bowling, reading and shopping.

Tatum died Jan. 25, 2015, from her medical condition. She was from Ripley, Mississippi, and studied psychology at MU.

Her family and members of The Rock, an MU student organization she was involved with, came to support her at a service held in January.
MU Remembers honors lives of 12 students

A ceremony was held Friday to honor the lives of students who passed away over the last year.

Students who passed away over the last year were honored at the 15th annual MU Remembers on Friday in Stotler Lounge at Memorial Union.

To honor the students, their names will be engraved on a plaque that hangs inside Memorial Union, and books will be donated to Ellis Library.

Chancellor R. Bowen Loftin said all university flags were lowered to half-staff on Friday. The tower of Memorial Union was darkened and the bells above Reynolds Alumni Center and Switzler Hall rang out in honor of the deceased.

Vice Chancellor for Student Affairs Cathy Scroggs said the memories of 12 members of the “Mizzou family” who lost their lives will live on through the community. She said the event is important because it gives the family and friends of those who have died an opportunity to come together.

“One of the best aspects of my job is working so closely with students, recognizing their joys, learning about their families and learning about their hopes and dreams,” Scroggs said. “College is a time in their lives when all their goals are achievable and all their dreams are within reach. The saddest aspect of my job is learning that a student’s potential is extinguished through an untimely death.”

Loftin also spoke during the event.

“We’re here for a purpose,” he said. “To remember them, but to also demonstrate to the families something that is very critical — grief shared is grief better endured. Our being here today will not lessen grief, but knowing we share this grief among so many makes endurance of that grief possible.”

Theatre professor Clyde Ruffin recited the poem "Life is a Fading Mist" by Jessie Adolph and two students, senior James Malke and junior Alec Feldges, performed a guitar duo for the event.

Senior vocalist McKenzie Miller sang the lyrics to “Old Missouri” to end the ceremony.

The Missouri Students Association President Payton Head and the Graduate Professional Council President Hallie Thompson also spoke briefly about the 12 students who passed away this year.
David “Davy” Bland, College of Agriculture, Food & Natural Resources

Bland loved science, nature, conservation and being outdoors.

“He was an avid animal protector and couldn’t drive anywhere without stopping to help rescue an animal,” Thompson said.

Bland grew up in Kirkwood, Missouri. During his time at Kirkwood High School, he helped start the Kirkwood Rugby Football Club and was inspired to become a future teacher, Thompson said.

Bland was working to complete a Masters of Education and was currently student teaching at Seckman High School in the zoology and biology department.

He was proud of his Mexican heritage and loved his extended family.

“Mizzou was an enormous part of his life; a true fan, he lived and breathed as a Mizzou Tiger,” Thompson said.

Chanel Goodwin-Watkins, College of Agriculture, Food & Natural Resources

Born in Cincinnati, Ohio, Goodwin-Watkins enjoyed keeping up with her hometown’s sports teams, like the Bengals.

As a graduate student at CAFNR, she was also a member of Sheffield Family Life Center in Kansas City, Missouri.

Cale Boedeker, College of Agriculture, Food & Natural Resources

Boedeker’s only choice for college was MU, Head said.

Boedeker was an active member in Alpha Gamma Rho, where he served as the fraternity chaplain. He was a sophomore majoring in fisheries and wildlife.

During his time on campus, Boedeker was extremely involved in his respective college and student organizations, Head said. This past summer, he worked in the Dean’s Office for CAFNR as a public relations intern.

“In his spare time, Cale loved listening to country music and attended many concerts,” Head said. “Cale was well-known among his peers as an excellent leader and a public speaker.”

As a tribute to Boedeker's leadership, The Unsung Hero Scholarship, a scholarship for young men who stand out as leaders in the Alpha Gamma Rho fraternity, was named in his honor, Head said.

Boedeker’s brother, sister and brother-in-law were all in the audience.
Trent Bartolomucci, Trulaske College of Business

During his life, Bartolomucci became well-known among family and friends for his passionate political perspectives and frugalness.

While studying at MU, Bartolomucci seemed to discover an incredible hunger for learning new things, Head said. His pursuit of accountancy came as a surprise, but made complete sense to Bartolomucci, who had the vision to lead a company someday.

“Trent found satisfaction in creating new things, as he loved to cook and spend time drawing,” Head said. “Trent loved the freedom of the outdoors and especially loved finding a good fishing hole.”

He also enjoyed spending time with his dog, Head said. To relax, he filled his time with fishing, reading about current events and watching movies and college sports.

“Trent called Mizzou ‘my college’ and a place he could live, learn and laugh,” Head said. “Trent is greatly missed by all who knew him and has left his mark with his love, loyalty and compassion for others.”

Shannon Tatum, College of Arts & Science

“If someone said, ‘Let’s go!’ Shannon would be right there at a moment’s notice,” Head said. “She truly enjoyed having fun and creating adventures.”

In May 2014, Tatum earned an associate degree in psychology from Northeast Mississippi Community College and was seeking a major in psychology at MU. While at NEMCC, she was an active participant in marching band, which she carried over from high school.

“During her time at MU, she enjoyed making new friends, attending classes and attending The Rock campus church in her spare time,” Head said.

Tatum enjoyed fishing along with spending time with her family and friends. She also loved reading, problem solving and shopping.

“Her life was inspiring,” Head said. “She lived life as if she was running, although she was confined to a wheelchair.”

Cameron Perkins, Trulaske College of Business

Although he lived the majority of his life in St. Louis, Perkins also considered Kansas City his home and was an avid fan of the Kansas City Chiefs and Royals.

Perkins was due to graduate in May and had already accepted a job with KPMG in Kansas City beginning in the fall.
He was pursuing a master’s degree in accounting, and he was also a member of the Phi Delta Theta fraternity.

**Christopher Nicklow, College of Agriculture, Food & Natural Resources***

Nicklow spent the majority of his time outdoors.

He participated in many extracurricular activities, including playing hockey, lacrosse, basketball and snowboarding, Head said. Nicklow also loved fishing in Canada and his home state of Minnesota.

A sophomore pursuing a degree from CAFNR, Nicklow was also a member of the Sigma Pi fraternity on campus.

In addition to loving to spend time with his family, friends and caring for his dog, Nicklow “enjoyed indulging in Greek food and sushi,” Head read.

“Christopher will always be remembered as a kind, gentle young man who enjoyed many things in life,” Head read.

**Ty Rudder, College of Arts & Science**

As a photojournalism major, Rudder’s greatest hobby was photography.

“Ty was always full of energy, constantly ready for the next adventure,” Head said.

In his spare time, he loved attending concerts, listening to music and collecting first-edition books, Head said. Rudder truly appreciated working and was employed by many different places throughout his life.

“He loved life and enjoyed living on the edge,” Head said. “Ty was full of happiness and was known to always have a smile on his face.”

**Gabriel Small, College of Agriculture, Food & Natural Resources**

Small spent a total of 15 years in the armed forces.

After graduation from Kirksville High School in Kirksville, Missouri, he joined the National Guard and eventually the Navy. After a short break from the service, Gabriel rejoined the Army, where he served in Iraq.

“Gabriel was dedicated to his country,” Head said.

Small was pursuing a degree in agricultural business. In his spare time, he enjoyed riding his motorcycle, fishing, hunting and he was recently learning how to play the violin, Head said. He greatly enjoyed spending time with his family, especially his niece and nephew.
“He always greeted you with a smile, handshake or hug,” Head said. “Gabriel lived life to the fullest and was looking forward to what the future had in store for him.”

Ryan Candice, Trulaske College of Business

Candice grew up in Ballwin, Missouri, and was currently majoring in international business. He was also a member of Pi Kappa Phi fraternity.

Some of his hobbies included cheering on St. Louis sports teams, spending time at the lake and hanging out with his friends and family, Head said. He also enjoyed playing tennis.

An extremely hard worker, Candice enjoyed working for his father’s restaurant in St. Louis as well as Bleu Restaurant and Catering in Columbia, Head said.

“Ryan was an extremely outgoing and loving man, and he always wore a contagious smile and had a warm hug to give,” Head said.

Abbey Felton, College of Arts & Science

A biology major, Felton served as an intern for the MU DNA Lab and was an employee at The Mizzou Store.

In her spare time, Felton enjoyed hiking, longboarding, swimming and gardening, Head said. She also loved spending time with her Jack Russell terrier, Lucy.

Felton listened to a variety of music, including Incubus, The Killers, Queens of the Stone Age and Jimmy Buffett, Head said. She also had a passion for the Kansas City Chiefs, which she shared with her family.

“Abbey was a spunky, headstrong spirit with a fierce loyal love for her friends and family,” Head said. “She is greatly missed by all who knew her.”

Jack Lipp, Trulaske College of Business

Lipp graduated from Libertyville High School in 2014, where he participated in varsity basketball and golf.

A local Libertyville, Illinois, newspaper described Jack as a star, both on and off the basketball court, as well as a “Jack of all trades” and senior standout willing to fill whatever role is needed to help Libertyville win basketball games, Head said. One of his family’s greatest joys was watching him play ball.

He wore a number 22 on the court, and plans are being made to retire his jersey.

“Throughout his life, Jack accomplished things that many people aspire to achieve,” Head said. “He lived a life worth living; a life that was full of joy and meaningful relationships.”
Op-ed: How MU works as an economic driver

Recently, higher education celebrated the 150th Anniversary of the Morrill Act, the visionary legislation of the 19th century that set the nation on the path to the American Century. Out of Morrill came our land-grant universities such as the University of Missouri, whose missions have rested upon teaching, research and outreach for decades.

A newer concept is that land grant universities are to be engines of innovation and economic lift, which our university is addressing in five key ways:

Cooperate and collaborate rather than compete: To be successful, universities need the "community," those engaged day-in and day-out in the economy, to be partners in their endeavors. Through partnerships, the state benefits much more than if we are competitors. By recognizing strengths of peer institutions, we can capitalize on opportunities for real success rather than duplicate efforts. There has been too much research not done simply because academia and industry haven't been working more closely together.

Grow our entrepreneurs and innovators: We must create an ecosystem to nurture and support the growth of new young entrepreneurs that graduate from the university and who want to stay in our region. At the same time, we must put resources and funding into new programs that foster entrepreneurial learning and make it more likely that graduates stay in the state.

Be smart with intellectual property: Given the controlling position the university has over its intellectual property, universities must reevaluate our stances on IP and how we handle it in the future. To be "smart," faculty must be included in the decision-making processes from the outset. There should be a clear rubric to make decisions on the management of disclosures and patent filing.

Unleash the power of the willing: Perhaps the most important change we need to embrace is culture change. We need to move from a culture that has been, at best, ambivalent to faculty starting new ventures to one that is more supportive and that values such activities.

Views on faculty innovation and entrepreneurship will continue to evolve as they have in the last decade, and for that, we must rethink the current policies to be able to foster innovation, grow entrepreneurs and create the new culture we know we need to have.

Don't be jealous; shamelessly borrow the best ideas of others: We all know the saying, "Don't reinvent the wheel." This should be true for universities, especially with limited resources. While
giving credit where credit is due, learning from the experiences of our peers is invaluable. For sharing to happen, university leaders need to be more willing to divulge information and to embrace ideas from other schools. This will shift the culture to being more cooperative and collaborative, rather than merely competitive and that in itself will be an innovation!

Our universities are in a position to drive innovation to help the country achieve renewed prosperity through sustainable economic growth and, perhaps, help spur the next American Century.

Hank Foley is Executive Vice-President for Academic Affairs, Research and Economic Development for the University of Missouri System

COLUMBIA DAILY TRIBUNE
COLUMBIA, MISSOURI

True/False screening sexual assault documentary next week

By Ashley Jost

Friday, April 3, 2015 at 2:00 pm

True/False organizers are back at it for one night next week, long enough for a screening of a documentary film that addresses sexual assault on college campuses and features an appearance by the University of Missouri.

Director Kirby Dick is known for documentary films that hone in on issues where there is opportunity for policy change, and “The Hunting Ground” falls in line with that trend, said Brad Prager, associate German professor at MU.

Prager is a co-organizer of Based on a True Story, an annual conference hosted by MU that coincides with True/False. The conference highlights the intersection of journalism and documentary filmmaking. Based on a True Story is partnering with the newly created Murray Center for Documentary Journalism at MU to host next week’s screening.

The “The Hunting Ground” starts at 6 p.m. Thursday at the Missouri Theatre, 201 S. Ninth St. A forum with Dick and Colleen Coble, executive director of the Missouri Coalition Against Domestic and Sexual Violence, will take place after the screening.
“His goal is to change the public discussion,” Prager said of Dick. “This is such an important issue and a topical issue that it seems like, if we can get the word out, it’s something that people in the community will recognize the importance of and will attend. It’s one of the issues that’s on their mind because this is impossible to avoid in the headlines.”

Reviews of the film indicate that Florida State University, the University of Notre Dame, the University of North Carolina at Chapel Hill, Harvard University and MU are among the institutions included in the film. Florida State appears to be a chief subject of the documentary, according to the reviews, because of the way the university handled sexual assault allegations against quarterback Jameis Winston.

The film also features Andrea Pino and Annie Clark, two University of North Carolina at Chapel Hill alumni and sexual assault survivors. Pino and Clark have focused on Title IX legal strategies in addressing where some colleges have fallen short in providing justice to sexual assault victims.

True/False co-founder Paul Sturtz said he has known about the film since it premiered at the Sundance Film Festival earlier this year and, because of the local relevance, he wanted to make it a standalone event.

“It’s controversial and it’s going to incite a lot of debate and questions about the way universities have handled this issue over the last many decades,” Sturtz said. “I think this challenges universities across the country to do better. And, I think, the movie chose universities as the subject because public relations concerns that they aren’t being as proactive in exposing the problem and bringing perpetrators to task.”

Sturtz said administrators at MU and the UM System have been invited to attend and to speak about the changes they have instituted. He said organizers have not heard whether any leaders will attend the event next week.

Tickets are $10 and can be bought in advance at Ragtag Cinema or before the event at the Missouri Theatre.

For each ticket sold, $1 will go to the Missouri Coalition Against Domestic and Sexual Violence.
The University of Missouri gave its fifth and final Kemper fellowship award of the year Friday morning to Rachel Harper, the director of MU’s Writing Center and a member of the honors humanities faculty in the Honors College.

Harper, an MU faculty member since 1995, was recognized as a 2015 William T. Kemper fellow because of her teaching prowess, as recognized by her colleagues, administrators and students, the university said in a news release. The award comes with a $10,000 check.

“Rachel has done as much as anyone on campus to get students to appreciate the value of the humanities at a time when it couldn’t be more under siege,” Nancy West, director of the MU Honors College, said in a statement. “Through her work, students and faculty have learned about the values of different cultures, about what goes into making works of art, about how history is made. She has helped preserve the great accomplishments of the past — and thus has helped those around her understand the world they live in and given them tools to imagine the future.”

MU leaders announced three fellows, Elisa Glick, Nicole Monnier and Berkley Hudson on Wednesday, and the fourth fellow, Trista Strauch, on Thursday.

The fellowships were established in 1991 with a $500,000 gift from the William T. Kemper Foundation. Kemper was a 1962 MU alumnus who died in 1989. His trust fund is managed by Commerce Bank.

MU Honors Teachers with Kemper Fellowships

Rachel Harper receives final 2015 Kemper teaching excellence award

Friday, April 3, 2015 | 6:43 p.m. CDT; updated 7:15 p.m. CDT, Saturday, April 4, 2015

BY DANIELLE ZOELLNER

COLUMBIA — The lights were off in the auditorium as a video about philosopher Hannah Arendt played for the students in Honors Humanities: The Modern Era.

As Rachel Harper went to close the auditorium door, it swung back open to reveal MU Chancellor R. Bowen Loftin. Behind him was a crowd of Harper's colleagues, students, former students and advisers.

“I lost the power of speech I was so shocked,” Harper said as she recalled the surprise during an interview on Friday afternoon.

Earlier in the morning, she became the fifth and final recipient of the 2015 William T. Kemper Fellowships for Teaching Excellence award.

Loftin and Commerce Bank Chairman Jim Schatz presented the Kemper award to her, along with a $10,000 check.

“I am grateful for all the people that took time to write letters nominating me,” Harper said.

Harper is the director of the MU Writing Center as well as an MU Honors College professor. She has been teaching at MU since 1996. “I enjoy everything about teaching,” she said. “I am the lucky one.”

Harper teaches the Honors Humanities sequence every semester. She said that it is one of the most fun things that she does.

“She loves what she does and that comes through when she teaches,” MU Learning Center Director Phil Deming said.

Deming has worked with Harper for the past seven years. He said that tutors and students have nothing but good things to say about her.
Online Writery Director Aaron Harms has known Harper for eight years and worked with her in the MU Learning Center for the past three. He helped co-write a letter of support in her nomination for the award.

“She is always thinking 'what can I do today that can change this person's life through teaching,'” Harms said. “Once she is on your team, there isn’t a whole lot that you can’t accomplish.”

Harms also teaches a class with Harper and said that she is good at having the hard conversations with a student when the student hasn’t performed to a level that they could.

“The students know she supports them,” Harms said.

Ellen Bruntrager, an MU freshman, took Harper’s Honors Humanities course about the early modern world last semester.

“I could tell that she put a lot of thought into her lectures,” Bruntrager said. “At the end of her lectures everyone stands up and claps because she is really engaging.”

Three other professors received the award on Wednesday and one received it on Thursday.

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Nixon releases $43 million of FY15 funding

April 03, 2015 10:15 am • By Alex Stuckey

JEFFERSON CITY • Gov. Jay Nixon released Friday $43 million for more than 20 programs such as the Missouri Preschool Program in the current year.

The announcement follows a 6.8 percent -- or $380 million -- increase in 2015 fiscal year-to-date revenue collections compared to 2014.

"The recent uptick in revenues reflects the broad-based growth we’re seeing in our economy and allows us to make additional dollars available for education, economic development and other key priorities,” Nixon said Friday.
For example, the Democrat released $1.5 million of general revenue for the Missouri Preschool Program and $3 million for Port Authority investments.

The Republican-led Legislature has denounced Nixon for still withholding this and other program funding nine months into the 2015 fiscal year that ends June 30. Even after releasing the $43 million Friday, Nixon still is withholding $408 million of general revenue from the current year’s budget.

Sen. Paul Wieland, R-Imperial, sent a letter last month imploring Nixon to release funding for infrastructure improvements to Missouri river ports. Eight senators signed the letter with him.

On Friday, Wieland applauded the governor for releasing the money, calling the ports "a great investment."

“Today, the governor has shown real leadership in releasing these funds and clearing the way for our ports to bring much-needed jobs and economic activity to the Show-Me State,” Wieland said at a news conference.

Other funds released Friday are:

• $7 million for Missouri Technology Corporation Programs

**$5.32 million for the University of Missouri/Springfield Medical Partnership**

• $5 million for critical maintenance and repair for state facilities

• $3.5 million in security upgrades for Information Technology Services Division

• $2.5 million for Missouri Works training

• $3.1 million for remote access for local libraries

• $2.78 million for state aid to local libraries

• $2.18 million for Federally Qualified Health Centers

• $1.4 million for North Central Community College Geyer Hall renovations

• $1.37 million for autism diagnostic centers, regional autism projects and Department of Mental Health Community program

• $1.2 million for University of Missouri S&T Experimental Mines Building

• $705,000 for Missouri State University's Therapy Program

• $670,135 for Department of Corrections Increased institutional costs

• $500,000 for tourism development efforts

• $500,000 for public defender caseload relief

• $300,000 for drug and crime control vehicles

• $250,000 for renovations to the Capitol complex

• $250,000 for the Lincoln University Land Grant match

• $200,000 for local firefighter training
Despite the growth that led to releasing these funds, the state still is on track to fall short of the revenue needed to balance this year’s operating budget and to finance planned capital projects. Revenue needs to grow about 10 percent from 2014.

Nixon releases remaining funds for MU med school expansion project

By Ashley Jost

Saturday, April 4, 2015 at 12:00 am

The last bit of this year’s funding for the University of Missouri medical school expansion project in Columbia and Springfield was released Friday morning by Gov. Jay Nixon, putting the organizers of the expansion at ease — for now.

Nixon released $5.32 million for the expansion, which was the remaining balance from the $10 million that was allocated and then withheld by the governor because of revenue shortfalls.

State Budget Director Linda Luebbering announced Thursday that general revenue collections increased 6.8 percent in fiscal year 2015 already, which allowed for $43.2 million to be allocated to a slew of state projects, including the expansion.

The medical school project is part of a partnership with two hospitals in Springfield, which will allow about a third of the students to spend their clinical years — years three and four of their education — at CoxHealth or Mercy hospitals in southwest Missouri.

The project also includes construction of a new building on MU’s campus in Columbia to house the expanded first- and second-year classes.

Weldon Webb, associate dean for the Springfield clinical campus implementation, said Nixon’s release of the rest of the funds has been a very positive experience for organizers and supporters, but the focus has now shifted to making sure the $10 million budget line is maintained for fiscal year 2016.

The line item was not fully-funded when it left the Missouri House, but funding was restored when the appropriations process started in the Senate. Sen. Kurt Schaefer, R-Columbia, said in the past that the project is a priority for him.
Schaefer said in February that the project has “tremendous support” in the legislature.

The clinical campus is expected to provide more than 300 additional doctors in the state and more than $390 million in economic impact in 27 years, supporters claim.

The released funds allow MU leaders to move forward in planning for the construction of the new building in Columbia. Actual development and hiring 22 employees and an associate dean who would work for MU at the Springfield medical campus will wait until the legislature finalizes funding for next year, Webb said.

UPDATE: Higher revenues lead Missouri governor to release funds
Friday, April 3, 2015 | 2:12 p.m. CDT; updated 8:58 p.m. CDT, Friday, April 3, 2015
BY MARIE FRENCH/ASSOCIATED PRESS
JEFFERSON CITY, Missouri — Democratic Gov. Jay Nixon released $43 million Friday for various programs that he'd previously held back, citing improved state general revenue collections in March.

The money will be distributed toward state building repairs, technology startups and university programs. It also includes $5.8 million for basic aid and Internet access for Missouri's public libraries.

Regina Cooper, executive director at Springfield-Greene County Library District, said she shouted about its portion of the $3.1 million specifically for Internet access so loudly the entire floor heard her. The countywide system has many branch locations in rural areas, where Internet access can be hard to come by.
"Many of our patrons don't have fast enough Internet access at their homes in rural areas ... or they don't have computers so they come in to use our computers to apply for jobs and to apply for government services that are moving more and more online," Cooper said. "This is very important in the day-to-day life of our patrons."

Other funds released include $7 million for the Missouri Technology Corp., a public-private partnership to promote entrepreneurship and fund technology startups; $5 million for critical repair and maintenance needs of state buildings; $3.5 million to enhance the security of state data systems and $5.3 million for a Springfield partnership to expand MU's medical school.

Nixon held back the money to balance this fiscal year's budget — a constitutional responsibility the governor has power to do. As the state gets more money from lawsuits or increased tax revenue, he has released some that had been held back, though $400 million is still restricted.

Republican lawmakers have criticized the governor's fund restrictions, particularly from priority programs for which legislators overrode Nixon's veto. The tension was exacerbated because the governor and lawmakers did not agree on an estimate for how much state revenues would increase this fiscal year.

Lawmakers used a higher number than Nixon proposed — a move he has consistently said put the budget millions of dollars out of balance. General revenues would have to increase over last year by about 10 percent to hit the legislative projections.

Last month, revenues increased from March 2014 by 25 percent, bringing the year-to-date increase to 6.8 percent. Budget director Linda Luebbering said part of the difference is due to a lawsuit settlement and other one-time changes but mainly it was a good month for collections.

"As Missouri's economy continues to pick up steam, state revenues are reflecting this positive trend," Nixon said. "More folks are getting back to work, meaning more funding for key priorities that will move our state forward."

One Republican senator who's called for the governor to release funds for improvements to state ports said he was pleased by the release $3 million for those projects. Sen. Paul Wieland, from Imperial, represents a district that includes the Jefferson County Port Authority.
"Today, the governor has shown real leadership in releasing these funds and clearing the way for our ports to bring much-needed jobs and economic activity to the Show-Me State," Wieland said in a statement.

**The additional money for an MU School of Medicine clinical campus in Springfield means the full $10 million appropriated for that program is now available; half was released in February. The expansion means additional capacity for 32 medical students.**

"It will allow this project to continue in an effort to provide critical additional physicians for Missouri, especially rural Missouri," University of Missouri System spokesman John Fougere said.
"Whenever the university administration and staff are dealing with issues, it would be good if they were in touch with faculty who have a lot of experience and wisdom they can share," he said.

When he takes over the role, he said he plans to put effort toward informing the faculty, not just those on the council, about faculty governance on campus.

Trachtenberg came to MU in 2010 as a visiting associate professor and became an associate professor in 2011, teaching criminal procedure, evidence and professional responsibility.

In 2014, Trachtenberg was awarded the Provost’s Outstanding Junior Faculty Teaching Award. He also received a Gold Chalk Award for excellence in teaching in 2012.

Trachtenberg received his law degree from Columbia Law School in 2005, a master's degree in international studies from the University of Limerick in Ireland in 2002 and a bachelor's degree in political science from Yale University in 2001.

Nicole Monnier
Monnier has worked at MU since 2000. She teaches Russian and is the director of undergraduate studies in the German and Russian Studies Department. She now represents teaching non-tenure-track faculty on the council.

This week, she was named one of the five recipients of the 2015 William T. Kemper Fellowship.

She received her doctorate from Princeton University in 2009 and a bachelor's degree from Holyoke College in 1991.

COLUMBIA MISSOURIAN

MU faculty can ask questions about new Title IX policy at two forums
Monday, April 6, 2015 | 6:00 a.m. CDT

BY TIMOSHANAE WELLMAKER
COLUMBIA — **Two legal consultants from Pennsylvania will be at MU on Tuesday to conduct an open forum and listen to faculty questions and concerns about the university’s new Title IX policies.**

**Faculty can attend one of two sessions, which will be held at Reynolds Alumni Center. The first session is scheduled for 8:30 to 11 a.m. and the second from 1 to 3:30 p.m. The details were announced Thursday at an MU Faculty Council meeting.**

The speakers are Gina Maisto Smith and Leslie Gomez, partners from the Philadelphia law firm of Pepper Hamilton, LLP.

In February, the UM System Board of Curators adopted new rules and regulations for pursuing sexual harassment and discrimination cases against faculty or staff members. Some faculty members were concerned about a lack of representation during hearings under the new rules.

Smith specializes in advising colleges and universities about sexual misconduct policies, changes in law and investigations of sexual misconduct allegations. Her practice focuses on educating, preventing and training in relation to all sexual misconduct issues.

Gomez focuses on institutional responses to sexual misconduct. She helps institutions develop comprehensive sexual misconduct policies, procedures and training programs in compliance with Title IX.

The new rules initiate a process that starts with a complaint, followed by an investigation. If the accused is found at fault, various sanctions may be imposed such as a warning, counseling, training, loss of pay and non-renewal of appointment.

Complainants and the accused both have a right to an adviser, often an attorney, at any meeting, hearing or proceeding during the process. In contrast to previous rules and regulations, the adviser may not make a presentation or represent either party. Instead, the adviser may consult with the client privately or in writing, according to previous Missourian reporting.

MU has placed greater emphasis on Title IX issues after an ESPN "Outside the Lines" investigation published in January 2014 reported that the university was “made aware
of claims that (swimmer Sasha) Menu Courey had been raped," but failed to pursue an investigation.

Columbia police opened an investigation of Menu Corey's alleged sexual assault following the ESPN report. However, police announced March 18, after more than a year of investigating, they could not identify a suspect and decided to close the case.

**ST. LOUIS POST-DISPATCH**

Short take: How do you take a lizard's temperature? Very carefully

April 03, 2015 3:30 pm • By the Editorial Board

There’s startling news for fans of the Puerto Rican crested anole, which is most of us. The little lizards may be better able to cope with rising planetary temperatures than previously thought. Science is hard. If you want to study fluctuations in the body temperatures of tiny little lizards, you have to go to Puerto Rico and watch lizards day in and day out, grabbing them every 15 minutes to take their temperatures, presumably with tiny little thermometers. Luckily, lizards are ectothermic, so you can take their temperatures on the outside.

*The payoff for patience is you get your study, “Patterns of Thermal Constraint on Ectotherm Activity,” published online in the journal American Naturalist. This is what happened to Manuel Leal, a biologist at the University of Missouri-Columbia.*

Sure, scoff, but this work is important. It shows that the anoles can adapt to hotter temperatures better than previously thought. Previously it had been assumed that global warming might cause some lizards to spend more time in the shade and less time eating and reproducing. This is bad practice, and not just for lizards.

We can only hope humans adapt as well. Otherwise we’d have to get serious about global warming.

**COLUMBIA DAILY TRIBUNE**

Revamped museum is waiting for you

By ALEX W. BARKER
We all know that art can move people. I have been reminded of that as the Museum of Art and Archaeology prepares to reopen its doors to the public.

It was certainly moving to see the first works on the walls of the new galleries. A few works had to go up early so we could block out locations for some of the larger or heavier pieces, or works that required special rigging to install. Mounting the works didn't move me, but later when I turned a corner and saw them as a visitor might first encounter them — and for an instant could imagine how the galleries would look when fully completed — I was moved to tears. The museum’s galleries have been closed to the public for a long time, and seeing objects finally being placed for public view was thrilling.

Something similar happened later as we were installing the ancient galleries. I looked down the line of cases, at serried ranks of ancient pottery and bronze, and at the myriad fine details of display visible at this stage of installation — details making the complexity and effort involved invisible to the viewer once installation is completed — and it made the end of our long move seem tantalizingly close.

For the past 18 months, it has been less a matter of art moving people than people moving art. Because of the infrastructure challenges faced at Pickard Hall, the museum had to pack its collections and move on short notice, and since Mizzou North required renovations in multiple areas before we could take occupancy, we moved first into temporary storage, then permanent storage areas while what-were-to-be galleries were renovated, and finally into the galleries themselves. As an accredited museum committed to professionalism in every aspect of its operations, all of those moves — and being closed for so long a period — were sorely trying.

Exhibition and interpretation plays a vital role for any museum, even a research and teaching museum like ours. That will soon change. Our galleries are filling up with familiar and well-known pieces, ranging from works created by Renaissance masters to Missouri’s own Benton and Bingham. Where else can you see fish plates from the south of France and Italy, one made by Pablo Picasso, the other made thousands of years before by an unnamed Apulian potter in the fourth century BC?

But while the galleries fill with works of art, they are still missing one thing to make them come to life, to again be vital and vibrant places where all of us can encounter important works of art spanning six continents and more than seven millennia: They’re still missing you.

Our doors will reopen on April 19, and I hope you will come by to see all we have been doing in the intervening months. There have been some real challenges along the way, but I’m proud the museum hasn’t missed a step. Now back to work.

Alex W. Barker is the director of the University of Missouri’s Museum of Art and Archaeology.
Editorial: Missouri Supreme Court must not outsource judicial integrity

April 03, 2015 5:30 pm • By the Editorial Board

IN THE MISSOURI SUPREME COURT
STATE OF MISSOURI
In Re: MUNICIPAL DIVISION
ST. LOUIS COUNTY CIRCUIT COURT
on the request of the

Missouri Supreme Court

for public comments

on means of reform.

COMES NOW, the Editorial Board of the St. Louis Post-Dispatch and for its Suggestions to the Missouri Supreme Court in Support of Reform to and Enforcement of the Code of Judicial Conduct and attorney practice and procedure in the Municipal Division of the St. Louis County Circuit Court states:

STATEMENTS OF FACT
On Thursday, the Court solicited comments from the public concerning municipal courts and any suggested practices and procedures to improve said courts.

This request came the day after Missouri Speaker of the House John Diehl announced his intention to amend a Senate proposal on municipal court reform with several suggestions of his own. Included would be requiring municipal judges to meet the same ethical standards required of other judges in the state, such as circuit court, appellate court and Supreme Court judges.

Currently judges in most of the 82 municipal courts in St. Louis County do not meet such standards. As outlined in a Sunday Post-Dispatch story by reporters Jeremy Kohler, Stephen Deere and Jennifer Mann, (linked here electronically as Exhibit A), there are numerous municipal judges who violate the traditional standards of ethics met by most judges in the state. They fill conflicting roles in different venues — judge in one city, prosecutor in the next, defense attorney in another. Often they sit in front of attorneys one day who will be adversaries or judges the next, cutting deals as they go.

There are examples also outlined by the Post-Dispatch reporters (we will call them Exhibit B), in which some judges conspired with wealthy friends to fix tickets in exchange for goods or services. There are numerous other examples outlined by nonprofit attorneys Arch City Defenders in their white paper published last fall (Exhibit C). This exhibit explains how poor defendants often are jailed by these corrupt courts for not being able to pay the fines stacked upon fines that started with a simple moving violation. And there are even still other examples outlined by the various lawsuits filed by St. Louis University School of Law professors (Exhibit D) which are making their way through the court system.

The Court has already determined that it has both the constitutional authority and responsibility to address these situations. In January, the Court added protections to its Rule 37 guiding how municipal courts deal with
indigent defendants. The rule change is intended to limit the ability of the courts to serve as de facto debtor’s prisons, where defendants who are unable to pay unconstitutional fines ultimately are jailed instead.

In March, following the release of the devastating Department of Justice report on the Ferguson police department and municipal court (Exhibit E), the Court replaced the municipal judge with an experienced appellate court judge. In effect, the Supreme Court took over a municipal court that had been using the legal system as not much more than a fundraising tool for a cash-strapped city.

QUESTIONS PRESENTED
These facts present the Court with two important questions:

1. Does the Court have the option to ignore its constitutional duty to urgently exercise its “supervisory authority” over the municipal courts as outlined in Article V, Section 4 of the Missouri Constitution?
2. Would the Missouri Supreme Court’s decision to outsource its responsibility over the Code of Judicial Conduct, as it affects the municipal courts, to the General Assembly represent a dereliction of the court’s constitutional duty as a co-equal branch of government, and would it undermine the independence and integrity of the judicial branch?

DISCUSSION
In September 2014, this editorial board called on the Court to exercise its role in fixing longstanding municipal court problems in the St. Louis region. The problems became very public following the unrest in Ferguson following the Aug. 9 fatal shooting of Michael Brown by police officer Darren Wilson. But the Court, and the entire legal community, has known of the problems in municipal court and its negative effect on the independence and integrity of the court system at least since 1966. That’s when a University of Missouri law professor called them the “misshapen stepchildren” of the judicial system in a stinging research paper (Exhibit F) calling for the same sort of change needed now.

With each month, and each new report, and each new lawsuit, and each new pronouncement from leaders in the legal community, such as SLU professor Brendan Roediger, or Boone County Prosecuting Attorney Daniel Knight (Exhibit G), that the system is an “embarrassment” to the legal community, it becomes clear that more action is necessary.

But action from whom? A Legislature which has barely been able to address its own ethics problems over the years?

To wit: The Legislature literally has inhabited an almost ethics-free zone for decades. During this time its members could take unlimited gifts from lobbyists. Since 2008, lawmakers threw out voter-approved campaign finance limits, allowing themselves to take unlimited campaign donations. They fixed it so donations could be passed among multiple committees to hide their source.

Now, only this year has the Legislature begun to take what many of its own members are calling “baby steps” to address that rotten status quo. The House and Senate have passed competing versions of bills that would limit lobbyists gifts and limit the existing conflicts between lawmakers lining up their lobbyist jobs before they are even out of the Capitol. But the Senate’s version of the bill wouldn’t even affect current lawmakers. This is not the body that should be fixing the blatant ethics and conflict of interest violations taking place among municipal judges, particularly in the St. Louis region.

In fact, the Court has previously opined, in the 1999 Weinstock v. Holden case (Exhibit H), that the Legislature cannot encroach on the Court’s power to regulate judicial conduct. Wrote the Court in that case: “The judicial branch, through its Code of Judicial Conduct, provides canons to guide judges through possible conflicts of interest, and to require judges to carry out their adjudicatory duties impartially. Rule 2, Canons 1, 2, and 3. By establishing these rules for proper judicial conduct, this Court has exercised its powers under article V, sections 4 and 5, and the separation of powers provision in our Constitution prevents the legislature
from encroaching on this judicial function.”

The problem, then, as the Court previously determined in making adjustment to Rule 37, is that the Court either needs to rework its own Code of Judicial Conduct, specifically Rule 2, or it needs to do a better job of applying that rule to its municipal divisions.

Should the Court require, as it should, all municipal judges to meet the ethical and conflict of interest responsibilities of circuit and county judges, it will have serious effects on the operations of municipal courts. Many, if not all, will have to fold if they can’t afford full-time judges. Their cases would be pushed to the circuit courts, adding to already heavy caseloads.

This may give the Court pause in deciding whether to exercise its constitutional power. That should not be the Court’s concern. The Court has often made decisions which then require the Legislative branch to change statutes to respond to a constitutional crisis. School finance decisions come to mind, as well as fairly recent decisions on cases involving tax revenue or caps on lawsuit damages. So be it. That is how the proper balance of power should work.

The Court’s responsibility is twofold: to protect the civil rights of Missouri citizens, and to protect the independence and integrity of the judicial system. If the Court makes the right decision, it will be the Legislature’s job to find a proper solution. Lawmakers could choose to fold 82 municipal courts into a single countywide municipal court, with north, south and west divisions.

CONCLUSION
The state Constitution, the Court’s own precedents and its existing Code of Judicial Conduct, demand that the Court continue down its current path and ensure that all judges, including those at municipal divisions, are following the same ethical codes and avoiding conflicts of interest.

The Court should not outsource its responsibility to the Legislature. But it should appoint a special master to coordinate with various lawmaking bodies which will have to implement the new reality: The rights of citizens are more important than the profits of members of the Bar and certain municipalities.

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Former governor supports honor for Theodore D. McNeal

April 05, 2015 12:00 am

It has come to my attention that state Sen. Jamilah Nasheed has offered a bill in the Missouri Legislature to name a portion of Natural Bridge Avenue for the late Theodore D. McNeal. He was an outstanding servant of Missouri who thoroughly deserves such an honor. In addition to serving in the state Senate, he served on the University of Missouri Board of Curators.

When I became governor in 1973, I broke tradition by appointing Ted McNeal, a Democrat, as president of the Police Board even though past practice had been for the governor to appoint the president from his own party. His previous service convinced me that he would be an outstanding leader, and he definitely proved to be so.
He led the Police Board through challenging times, avoided controversies and was successful in leading the organization that kept the crime rate down.

I sincerely hope that the measure to recognize Ted McNeal will be passed and signed into law.

Christopher S. Bond • St. Louis

How parents cope with America's child-care 'crisis'

Families try everything from co-housing to collaborative office arrangements to navigate the work-life balance.

Toward the end of one recent workday, with many of the city’s commuters already on their way home, Vanessa Smith climbed the stairs to the loft-like expanse of Free Range Office, one of Chicago’s newest co-working spaces, where entrepreneurs and freelancers rent desks and network with other independent professionals.

With one hand holding on to her 3-year-old daughter, Michaela, and the other pressing a phone to her ear, Ms. Smith walked directly toward the conference room and into an experiment in child care. Instead of conference tables or smart boards, the room had everything for the under-5 set – stuffed animals and blocks, mats, and a “Frozen” picture book, even a children’s yoga instructor. And without dropping her business call, Smith waved to her daughter and retreated, with a bit of relief, back into the “grown-up” space of Free Range Office.

“This is just great,” Smith said after her call. A lawyer by training, Smith runs her own human resources consulting firm. She is also a single mother. And while Michaela’s school ends at 3
p.m., the workday for her decidedly does not. “This really fills a gap for me...,” she said. “Would I be getting work done if we were home? Not a chance.”

This is what Liane Jackson, owner of Free Range Office, and Nikki Ricks, founder of a coworking and child-care initiative called Collide Coworking, wanted to hear. Both mothers of young children, and veterans of the work-family juggling act, they know how tough it can be to find affordable child care that supports a few flexible hours of work. So they decided to try to solve that – and, with events like the one this evening, to fill one of the many gaps in what advocates call the mess of an American child-care system.

As has been outlined recently by a growing number of public officials, including President Obama, child care in the United States is a huge problem for a huge number of parents – exorbitantly expensive, underregulated, and often unavailable. In Illinois, as in most states, the average price of infant care exceeds the price of in-state college tuition. For parents in the US, having a baby is one of the top risks of falling from above the poverty line to below it. Lower-income single parents pay on average 40 percent of their earnings on child care, while wealthier, married couples still regularly use up the bulk of one parent’s salary on care.

At the same time, child-care workers are among the worst-paid professionals in the country, with an average income of around $20,000 a year, according to the US Bureau of Labor Statistics.

“Parents and teachers are caught between a rock and a hard place,” says Kristin Rowe-Finkbeiner, executive director of the advocacy group MomsRising. “Parents can’t afford to pay any more, and teachers can’t afford to be paid any less.”

But as was clear on the night at Free Range Office, parents across the country are trying to figure out innovative ways to make it all work. In some ways their solutions – from living in co-housing communities where other adults help watch children to staggering schedules with a spouse or grandparent – show the depth of what has been dubbed a “child-care crisis.”

But they also show the determination of families. Couple this with a growing public push for child-care solutions – as well as an increasing number of cities and states that now offer paid parental leave and sick days – and one catches a glimpse of what may indeed be a better future for the country’s struggling working parents.

Ms. Ricks came up with the idea for Collide soon after she gave birth to her daughter, Sloane. She was working five days a week at an architecture firm and, although she loved her job, the idea of leaving her baby most of her waking hours broke her heart. She was also breastfeeding, and Sloane wouldn’t take a bottle. So Ricks decided to shift her schedule – and her company agreed to let her – so that she could spend one day in the office and work the rest of the time from home.

This meant squeezing work into all of those downtimes parenting experts tell new moms to use for themselves. There was no sleeping when the baby slept. Naps for the child were work times for Ricks, as were evenings. And while Ricks and her husband, a copywriter at an advertising agency, felt fortunate that she even had the flexibility to make those compromises, she also
thought there had to be a way to schedule in a few hours of work now and then without taking on the expense of a nanny or day care. She started to look into co-working spaces.

“When I had my baby two years ago, I thought it would be so great if there was a place where I could take some conference calls and get briefed on a project,” she recalls. “But there were 40-some co-working spaces in the city and none of them offered child care.”

At first she thought she would start a co-working-plus-child-care space on her own. One such venture, called NextKids, already existed in California, and a couple other similar start-ups were operating across the country. But Ricks quickly decided that she didn’t have the money to do it, and instead created Collide.

She partners both with local co-working spaces and indoor play spaces, such as the Little Beans Cafe, where parents can work in a Wi-Fi-enabled coffee shop while their children hang out with Collide-provided child minders in a playroom next door, which is complete with a mock firehouse, dress-up center, and grocery store.

Ricks was not the only entrepreneur who had thought about starting a co-working-plus-child-care space in Chicago. When Ms. Jackson, a lawyer who was working as a government press secretary, decided to open her Free Range Office, she had intended to offer child-care space as well.

Jackson and her husband, who is also a lawyer, had just had their second baby when they agreed that she should switch to a more flexible career. She was working long hours, caring for her mother, and parenting two children under 4. “Everything was just getting too crazy,” she recalls.

She planned to create an office-like setting where she could network with other professionals on her own schedule and have a place for her children nearby. But then she started crunching the numbers. As Jackson quickly realized, the economics of running a child-care center are difficult at best.

There are a slew of regulations, with a mandated ratio of child-care workers to children that seemed low to the mother of toddlers (in Illinois it is one adult to eight 2-year-olds) and also expensive to meet. She would need to hire backup workers, and would need a space big enough to have child care well away from the office area. All of this was pushing up what she would have to charge clients for either joining the co-working space or using the child-care option – to the point where they might as well hire a nanny, who in that area earns an average of about $15 an hour.


The profit margins of all day-care centers are low. Wages are the highest expense for the child-care center owners, but those wages are already meager in most cases. Many, then, try to cut
expenses in staffing, food, and facilities. Meanwhile, even the lower-quality care centers – those with the worst-paid staff, and most spare facilities – are too expensive for many parents.

“We’re in a no-win situation,” says Ellen Bravo, director of the Family Values @ Work consortium. “Parents can’t afford what they’re paying. That’s true for all income levels. For low-wage parents, compound that with irregular scheduling, not enough hours; it becomes a nightmare. At the same time, child-care providers cannot live on what they’re making.”

In Illinois, Ms. Nyman says, many of the lower-income parents who receive state assistance to help pay for child care are themselves child-care workers.

This sort of child-care assistance exists throughout the country, but is almost exclusively for low-income families. The federal government earmarks child-care subsidy money to the states, which then come up with their own regulations and funding policies. This, says Sara Gable, a University of Missouri professor who wrote “The States of Childcare: Building a Better System,” has created a complex, inconsistent approach to child care.

People making just over the income cutoff point for subsidies fall off what has been dubbed the “child-care cliff.” In Illinois, for instance, a family of three – usually one parent and two children – making $36,600 a year will pay about $3,200 a year for full-time child care, thanks to subsidies. If that same family makes $38,000, its child-care bill rises to an average of $12,300. Virtually no federal financial support exists for most Americans’ child-care expenses.

Little oversight exists when it comes to day-care quality, at least for middle-income parents. “The idea that children, writ large as a class, deserve to have decent child care while their parents are employed – that’s still a radical notion in America,” says Jennifer Glass, a sociology professor at the University of Texas (UT) at Austin.

As Ms. Gable explains, the US has a bifurcated approach to child care. One set of programs exists under the policy label of “early childhood education,” which is primarily for low-income families. These programs, such as Head Start, are built with the child’s well-being in mind and are designed to improve health, development, and school readiness.

The second approach focuses on day care so a parent can work. Although basic safety regulations exist within this set of programs, there is far less attention to child well-being. States have different laws about whether some home day-care centers even need a license.

“Why aren’t we making high-quality care for children and employment for parents combined policy?” asks Gable. “The system of child care that supports parental employment doesn’t garner the type of resources or investment in quality because we are still hung up on the idea of mothers choosing to go to work.”

There are, however, other arguments against expanded child-care support. The Heritage Foundation and other conservative think tanks believe that child-care subsidies simply raise day-care prices even higher and force parents into certain arrangements that might not be best for
their families. A number of critics argue against policies that channel young children into more hours of day care – something they say is detrimental to children’s development.

Even proponents of expanded support acknowledge that to make a real difference for families, the government would need to embrace a far larger role than seems possible in today’s political climate – with months or even a year of paid parental leave, a sliding scale payment system for child care, and universal preschool.

Still, as Gable suggests, the ambivalence Americans feel about working mothers underlies all aspects of the debate. The number of women in the workforce has skyrocketed in a generation. In 2012, some 71 percent of mothers with children under 18 participated in the labor force, according to the Census Bureau, compared with 47 percent in 1974. Around 60 percent of women with children under 3 are in the workforce. And a 2013 Pew Research Center report found that about 4 in 10 women are their family’s sole or primary breadwinner.

But the public remains divided about what this means for kids. Sixty percent of Americans still say it is better for one parent to stay at home to focus on the family, according to Pew. Yet at the same time, 62 percent say that a marriage in which both husband and wife have jobs, and both take care of the children, is preferable to one in which the husband works and the wife takes care of the home and family. Meanwhile, as many dads as moms tell researchers that they find it difficult to balance the responsibilities of work and home. And the economic toll crosses gender lines. According to a 2012 report by the advocacy group Child Care Aware of America, child-care fees for two children at a care center exceeded median rent payments in all 50 states; in 20 states it exceeded housing costs for homeowners with a mortgage.

This economic pressure is shifting the rhetoric on child care. In general, the country has moved in the past decades from defining social policy choices in moralistic terms toward framing them in economic arguments, says William Gormley, a professor at the McCourt School of Public Policy at Georgetown University and codirector of its Center for Research on Children in the United States.

“Employers are very important now in pressing government officials at all levels to take child care and early childhood education more seriously,” he says. “Workers depend on affordable, available child care; employers depend on affordable, available child care. A distracted worker is a less productive worker; an absent worker is a less productive worker. And a worker who feels guilty about leaving his or her child in an unsafe setting is a less productive worker.”

Mr. Obama zeroed in on the issue during his January State of the Union message. “It’s time we stop treating child care as a side issue, or a woman’s issue, and treat it like the national economic priority that it is for all of us,” he said.

Meanwhile, families are figuring out how to make it work – often by joining forces with other parents. In Cambridge, Mass., Jory Agate always knew that when her daughters returned home from school, someone in their 32-unit co-housing community would be there to help them out. Co-housing developments, intentionally collaborative communities, began in Denmark in large
part to provide individual families help with child-care duties. More than 100 co-housing communities now exist in the US.

“We never had a formal child-care setup within our community,” says Ms. Agate, a Unitarian Universalist minister. “But it functioned more like a small town or neighborhood did many years ago ... that just felt incredibly supportive.”

She remembers one time a neighbor was stuck at work, and the neighbor’s 12-year-old daughter “just wandered over for dinner.” On many other occasions neighbors took care of her children. Although she and her wife had full-time jobs and their own daytime child-care arrangements, she believes the “wraparound” care from her community dramatically eased the task of raising children.

Back in Chicago, Monica Lasky helps organize a neighborhood babysitting co-op where parents earn points for caring for other people’s children and then use those points for child care themselves. She and her husband joined when their oldest daughter – now 11 – was 5 months old. “Finding resources like that made me feel like, ‘oh, there is life after childbirth,’ ” she says.

But more often the solutions come from within the family unit. Parents will alter their schedules, or cobble together a few hours of care here, an hour with Grandma there.

Adriana Hutchings of Olympia, Wash., remembers a conversation she once had with her boss at an architecture firm in Seattle. Her manager, who had recently had a baby, complained about how much she was paying for child care and how she pumped milk in a private nursing room so she could give it to the nanny. She mentioned one day that she hadn’t seen her baby awake for two weeks.

“And she felt like she was lucky,” Ms. Hutchings says. “I was like, ‘What? This is insane. This isn’t how it should be.’ ”

She went home and told her husband, Craig, that she wanted to find a job that had more-flexible hours before they had children. She eventually became a massage therapist. After they had children, Adriana worked mostly evenings and weekends, while Craig worked his day job as an environmental chemist so they could trade off child-care duties. When she had day hours at the health club, she dropped her son in the playroom usually reserved for the children of gym members. She was exhausted.

“But at the time, I guess we made it look pretty effortless,” she says. Her friends would invite her out to lunch to pick her brain on how to “make it work.” “They would say, ‘How are you doing this?’ ”

She laughed at the idea. “Everyone is searching. Everybody is wondering, how is everyone else doing it?”
Brad Farris gets this question a lot. Entrepreneurs regularly ask the founder of Anchor Advisors, a small-business consulting firm in Chicago, how they can build their companies while taking care of children or paying for child care. He has sympathy.

He started his business when he was a single dad. “I had three kids and no child care,” he recalls. “I just treated it as a constraint. I can’t do breakfast meetings. I’ve got to get the kids out of the house. It gives you a very different perspective than those people who do start-ups and can choose any 100 hours of the week to work.”

He would sometimes rely on friends to pick the kids up from school, or help out if one was sick. As they got older, and after he remarried, the flexibility increased. Then he and his wife had a baby together – the fifth child in their combined family. “There were definitely times when I missed deals,” he says. “But that just meant that my business grew differently. The path that I chose was dictated by the flexibility I needed to take care of my kids.”

Which, to Chicago businesswoman Jill Salzman, is a refreshingly straightforward concept. When her older daughter was 2 years old, and getting too noisy to hang out with her in her home office, Ms. Salzman started what would become a kid-friendly national networking group for mom entrepreneurs.

Mostly, she says, she began The Founding Moms because she wanted to figure out what other people were doing to incorporate their kids into their working lives. She still encourages members – some 8,000 in 50 states – to bring their children to meetings. But she says many women are cautious at first.

“It’s like our culture makes it seem that if you want to be a real businessperson, you can’t have children anywhere around you,” she says. “But children make you more effective.”

Salzman does see a huge need for more-flexible child care, particularly for mothers. Like Jackson and Ricks, she sees answers in a co-working-plus-child-care space, which she hopes to start herself in the Chicago suburb of Oak Park.

Within a week of announcing her plans, nearly 100 women signed up to be notified when they could join, she says. Other moms and dads offered to prepay to reserve space.

She admits that starting the business has been “unbelievably hard” – mainly because she has struggled to find the right space and to explain the “co-working” concept to landlords. But she remains undaunted. “I hear so much about how hard it is,” she says. “And I think, c’mon, there’s got to be a solution. We’ve found solutions to things way more complex than this.”

Others, though, say that the only solution for everyone is major government intervention. Many countries in Western Europe developed programs in the 1990s to ease the cost of child care for working families – in large part to support maternal employment.

“We’ve reached a saturation point, and we just need to recognize that,” says Glass of UT Austin. “I don’t see how this can be done individually and on an ad hoc basis. This is a big job.”
Expecting parents to just figure it out – it’s like telling a group of parents to start their own school. We just don’t do that.”

Chinese moonshine, hogs and drought fuel sorghum boom

April 05, 2015 5:48 am  •  By Megan Durisin, Jeff Wilson and Lydia Mulvany • Bloomberg News

CHICAGO • Across the Great Plains, farmers are turning to a little-known grain called sorghum for relief from a two-year slump in agriculture prices.

A kernel-yielding stalk that's native to Africa, sorghum has three things going for it right now: it's cheap to plant; it holds up better in drought-like conditions than other crops; and most importantly, demand is soaring in China, where farmers feed the plant to their hog herds, and moonshiners make it into a whiskey-like liquor called baijiu. While corn, soybeans and wheat slumped into bear markets last year amid a global supply glut, sorghum prices have held stable.

"As far as an alternative crop, it's so much better than anything else right now," said Clayton Short, a 53-year-old farmer in Assaria, Kan.

Short plans to sow sorghum on 650 acres this year, an increase of about 30 percent from 2014 and the most in the six decades that his family has been growing the grain. Overall in the U.S., sorghum plantings will climb to the most in seven years, a jump made possible in part by cutbacks on corn and cotton, a Bloomberg survey showed.

Exports of sorghum from the United States, the world's top grain shipper, are headed for the most in 35 years with most of it going to China, government data show. The Asian nation began tapping foreign suppliers in recent years to meet growing consumption by the world's largest hog herd. The U.S. Grains Council estimates 10 percent of China's imports are used to make baijiu, a 100-proof grain alcohol that is the most-consumed booze in the world.

While lesser known than corn, wheat, rice and barley, sorghum is the world's fifth-largest grain by output. Like corn, it is used mostly to feed livestock and to make ethanol, a grain-based fuel, though sorghum kernels also end up in food like couscous or popped like popcorn.

Domestic sorghum plantings will jump 14 percent to 8.148 million acres, the most since 2008, according to a Bloomberg survey of 15 analysts. That's more than last week's U.S. Department of Agriculture's projection for a 10.7 percent increase, to 7.9 million acres, from 2014.

Even though the crop accounts for less than 4 percent of the land devoted to corn, soybeans and wheat, its appeal increased after two years of big global harvests reduced export demand for the top U.S. grains. Prices plunged, compounding a slump in commodities fueled by surpluses in everything from crude oil to sugar.

The Bloomberg Commodity Index has tumbled 27 percent in the past year, including 21 percent for corn, the biggest domestic crop, to $3.9425 a bushel in Chicago. Wheat slumped 24 percent, soybeans tumbled 34 and cotton plunged 33 percent.
Some farmers in Kansas are being offered 35 cents a bushel more for sorghum planted this spring than corn, according to Dan O’Brien, an economist at Kansas State University in Manhattan. The state is the biggest U.S. grower. The cash price for sorghum delivered in Kansas City slid 0.7 percent in the past 12 months.

China stepped up purchases of U.S. sorghum in 2013 to supplement domestic production, which the USDA expects will remain steady this season as imports surge 68 percent to 7 million metric tons, the most ever. While the nation mostly uses the crop in hog and poultry feed, distillers have been fermenting the grain into baijiu for centuries. Domestic sales of the liquor climbed about 5.5 percent in 2014 from a year earlier, Nielsen data show. Spirit makers are now seeking to sell more to Western consumers.

"There are hundreds of baijiu brands, and they go from the very big companies all the way down to mom-and-pop distilleries in every town and city," said Silvio Leal, the chief operating officer of ByeJoe, a company based in Stafford, Texas, that makes a lighter version of the Chinese liquor. "These can be very rudimentary, moonshine-type operations that are very small, with small volumes sold right there in the town."

The export surge may not last. China increased buying after banning a genetically-modified strain of U.S. corn used in animal feed. The ban was lifted in December. Sorghum will average $3.68 a bushel next season, down from $3.87 in the 12 months that end Aug. 31, the University of Missouri's Food and Agricultural Policy Research Institute said March 16.

"When a market flashes up overnight, there's always worries about whether it's going to stay," said Tom Sleight, president of the U.S. Grains Council in Washington.

The U.S. will account for 74 percent of world sorghum exports in the season started Sept. 1, compared with 15 percent for wheat, the USDA estimates.

Even if exports slow, farmers may plant more because sorghum is hearty and cheap to grow. About 28 percent of the High Plains was in moderate to extreme drought as of March 24, up from 11 percent at the start of the year, U.S. Drought Monitor data show.

It will cost $142 an acre to grow sorghum this year, including seed, fertilizer and chemicals, the USDA estimates. Cotton will be $497.26, corn $350.33, and soybeans $181.07.

John Bondurant, who owns 4,300 acres in Mississippi and Arkansas, said he'll increase sorghum plantings fivefold to 1,000 acres, displacing soybeans and wheat. He can deliver sorghum in September at 85 cents a bushel more than corn, offering the highest return of any of his crops.

"It's all about dollars and cents," said Bondurant, 72, who is also the owner of Bondurant Futures Inc. in Memphis, Tenn.
Does Faculty Diversity Need Targets?

April 6, 2015

by Colleen Flaherty

NO MU MENTION

Brown University made a bold promise at its inaugural National Diversity Summit last month: to double its proportion of underrepresented minority faculty by 2025. The announcement, to which the faculty was already privy, drew praise on campus and off, but also questions about how Brown would achieve such a goal. It sparked a larger discussion about the best way for institutions to aggressively diversify faculties, too, especially at elite institutions, when candidate pools remain relatively small.

Currently, 9 percent of Brown’s faculty is underrepresented minority (an additional 11 percent is Asian-American). That’s relatively high among Ivy League colleges, but still far below the percentage that would mirror Brown’s proportion of underrepresented minority undergraduates, which is about 20 percent (another 13 percent is Asian-American; Brown also hopes to increase that figure and the overall climate for minority students and faculty as part of a broader strategic plan emphasizing diversity).

So how can Brown enact such change? Liza Cariaga-Lo, vice president for academic development, diversity and inclusion, described in an interview a multipronged approach that relies heavily on “developing the young talent of scholars from diverse backgrounds, to identify individuals who will be competitive for faculty positions here at Brown.”

One method is by creating a new postdoctoral fellowship program, in which early-career scholars who have finished their Ph.D.s within the last five years will be invited to work closely with Brown faculty members for two years, particularly on integrated areas of scholarship in the humanities and social sciences.

Another piece of the plan aims at closing the so-called leaky pipeline between graduate school and the professoriate, when many students leave academia for industry or other jobs. Cariaga-Lo said Brown is sponsoring a young scholars program, in which a small “cadre” of advanced outside graduate students will be invited to conferences on campus to work with faculty members, again on “integrated” areas of scholarship. The first conference will take place this fall, and center on the theme of “the brain.”

“We’ll bring in scholars from underrepresented backgrounds, including women, to be able to have them present their work, but also be mentored by and have the opportunity to talk to scholars not just here at Brown but also other scholars from other campuses,” Cariaga-Lo said. “We’ll work with them on trying to facilitate work on their dissertations and career development, and various other ways we might help them as they consider their careers.”

A third arm is aimed at helping faculty of color and women in the physical sciences -- which are particularly lacking in diversity -- “be able to thrive and be productive in their
work here at Brown,” Cariaga-Lo said. That means expanding professional development opportunities for underrepresented groups. (Brown has a separate goal of doubling its proportion of women in the physical sciences, which is about 15 percent.)

Brown’s other major commitment is to work closely with departments on “accountability” related to climate, so that underrepresented minorities are not only hired but want to stay at Brown, Cariaga-Lo said. “We’re asking that each department in the fall develop its own diversity action plan, so that my office will be looking and monitoring on a yearly basis whether or not they meet those goals and objectives.” Such plans might include curricular innovations related to diversity and metrics for measuring progress, she said.

These efforts build on Brown’s existing affirmative action practices in recruitment, which entail proactive outreach to and careful, holistic reviews of applicants who historically have been underrepresented in their disciplines. "Faculty search committees are required to make a good faith effort to ensure a diverse pool of candidates," Cariaga-Lo said. "We are developing new metrics to look at both short-term and long-term considerations of diverse candidate pools and hires in departments."

As a "21st-century university," Cariaga-Lo added, "we want to be a leader in providing the resources to support an ever more diverse student body. This is an opportunity to try to address the many needs of these diverse students by ensuring that the faculty and administration have sufficient experience and tools to be able to address their concerns.”

Though the plan is still somewhat in flux -- there’s no price tag yet, for example -- faculty members at Brown seem to support the overall goal of doubling the percentage of underrepresented minorities. The idea was generally well-received at a faculty meeting last semester, when President Christina Paxson first shared her goal with professors. James Morone, director of the Taubman Center for Public Policy and the John Hazen White Professor of Political Science and Public Policy, and chair of the Faculty Executive Committee, said there’s “a lot of commitment on the part of the faculty to supporting the goal of diversity at Brown.”

Morone said the faculty has been “keenly awaiting details about how exactly it’s going to happen, but I think everybody who’s spoken up at faculty meetings has really been pushing hard for this goal. There’s a really strong sense that we’d like to be leaders in this area, and in some of our departments there’s a strong sense that we really could be doing more.”

He said committing to diversity aligned with Brown’s values, adding, “We’ve really been waiting for strong leadership and a good plan to really take the plunge and make our mark in the world of higher education in this way.”

Benjamin Reese Jr., vice president and chief diversity officer at Duke University, and president of the National Association of Diversity Officers in Higher Education, said the first step to any successful diversity initiative is making sure that “the strategy the institution uses should align with the nature of the that institution, and where it’s sort of at historically” -- which he said seems to be the case at Brown.
Beyond that, Reese said bold numerical goals can be good motivators for progress; Duke announced it was going to double its number of black faculty members in 1993, as part of its Black Faculty Strategic Initiative, within 10 years. It hit its target of 88 faculty members, up from 44, a year early. The initiative, somewhat similar to Brown’s, provided university funds to hire and offer professional development to new faculty members, as well as means of tracking and recruiting minority candidates. It eventually morphed into a broader faculty diversity strategic plan supporting the careers of other underrepresented groups.

“For a particular school setting, if a numerical goal works for that environment, that’s a decision for the leadership,” he added. “I don’t think one size fits all.”

Reese said Brown’s “grow-your-own” approach to filling the pipeline with well-mentored advanced graduate students and postdocs was a more common feature of institutional diversity plans. He said it’s also important to include current faculty in discussions about the kinds of implicit bias that can drive hiring decisions, as well as how to recruit and entice minority faculty candidates.

That’s all beyond any existing diversity protocols for search committees, he said, which vary from campus to campus. Reese said some colleges require that a certain number of candidates from underrepresented groups be interviewed; others rely on "intense oversight" of the search committee. In the latter case, Reese said, it's "not so much 'do you have one of these and two of those,' but a real, in-depth assessments of what you've done" to ensure that the candidate pool is diverse.

Reese said one strategy isn't necessarily better than the other, but that "one of the challenges of requiring a search committee to interview a certain candidate is that it runs the risk of being a perfunctory interview, where everyone in the search committee knows that this person is not going to be a finalist." Broader diversity initiatives, such as Brown's, help widen the pool of diverse applicants over all.

The University of Pennsylvania's diversity initiative, announced in 2011, also is focused on filling the pipeline with more diverse faculty candidates, including women and other underrepresented groups. But Penn chose not to put a numerical target on its five-year plan. The program still has yielded results. In just two years, between fall 2011 and 2013, for example, the percentage of new hires who were underrepresented minorities shot up from 9 percent to 14 percent. Total underrepresented minority faculty grew from 6 percent in 2010 to 7 percent in 2013. Minority professors overall increased from 13 percent in 2013 to 16 percent in 2014.

Anita Allen, vice provost for faculty, said she “loves and respects” Brown, but that it’s "more important to Penn that we have a strong and diverse faculty than to focus on a particular number.” Allen, a legal scholar, said that race-based, numerical targets have a long and complicated history in higher education. But the most important reason to think twice about them, she said, is that falling short can make any diversity initiative seem like a failure -- even if it’s been wildly successful in achieving its other goals.

“The challenge of a specific target like that is of course we’re talking about a finite pool of new Ph.D.s and new professional school graduates and continuing scholars,” Allen said. “I just don’t know that it’s wise to present those kinds of goals as being
imperative to the real goal, which is making the faculty diverse and inclusive.”

But Penn did put another kind of number on its diversity initiative -- a big one: $50 million from the university, matched by each of its schools. Allen said meaningful funding has to be a part of any successful initiative, since putting more Ph.D.s into the pipeline and eventually luring them to take jobs in academe -- presumably amid intense competition between institutions seeking to diversify -- is expensive.

Penn’s plan -- which defines diversity broadly, including racial minorities, women, and lesbian, gay, bisexual, and transgender and disabled people, as well as veterans -- focuses on faculty recruitment through some endowed professorships, funds for competitive hiring and retention, and facilitating dual careers. It also aims to grow local recruitment pools of graduate students.

The plan emphasizes faculty climate, too, as well as retention and diversity in leadership. Like Brown, it hopes to nurture young scholars through postdoctoral programs and a new predoctoral program that allows six graduate students in the social science and humanities at other universities to spend a year at Penn while completing their dissertations.

Allen said not all graduate students involved in such programs will get hired at Penn, but that helping minority students prepare for careers in academe is to “everyone’s benefit.”

Graduate students aren’t the only students targeted by diversity initiatives. A newly announced $8.1 million grant from the Andrew W. Mellon Foundation to the Associated Colleges of the Midwest and the Committee on Institutional Cooperation, which includes the Big Ten Conference member universities and the University of Chicago, is reaching farther down the academic pipeline, to minority and women undergraduates.

The seven-year initiative, called the Undergraduate and Faculty Fellows Program for a Diverse Professoriate, will offer college students internships at research universities in the humanities, social sciences and the arts. (The program complements similar, ongoing efforts in the natural sciences.) The program also will provide faculty fellowships in tenure-track positions for 30 new terminal-degree holders from underrepresented backgrounds at the associated colleges, as well as a series of annual meetings and workshops for colleges and universities focused on diverse and inclusive faculties.

Barbara McFadden Allen, executive director of the Committee on Institutional Cooperation, said the goal of the program was to “make the pipeline bigger and create as many viable candidates for slots in our graduate programs or postdoctoral programs or faculties as possible. Quite frankly, we know the numbers are not great in our universities with respect to the representation of underrepresented groups, and any movement positively toward the right is what we want to accomplish.”

Many of the colleges associated with the grant have much smaller budgets with which to work on diversity than Brown and Penn -- both Ivy League institutions with large endowments. Christopher Welna, president of the Associated Colleges of the Midwest, said the colleges must have "sobering" conversations about how they'd fund the
tenure-track positions, for example, after the grant runs out, but that the general consensus was "this is what's in our mission statement -- this is an opportunity to give additional energy to our efforts to achieve these goals." He added, "Several of us said, 'This isn't going to be easy, but this is where we need to be in the future.'"

Regardless of how well -- or with how much money -- a campus plans to diversify its faculty, Allen, of Penn, said, the plan will fall apart if there's too little focus on climate and retention.

“You can hire as many good people as you can afford, and you can offer as much in the way of financial incentives as possible, but if the atmosphere is not welcoming, if it’s toxic or uninviting, or acrimonious or sexist or racist or intolerant in any way, you’re just going to be out,” she said. “There’s just no way of increasing or doubling or meeting these goals if the climate is not there.”

Penn’s faculty climate surveys, like those at most institutions, traditionally suggest that minority and women faculty don’t feel that the climate is as positive as their white, male colleagues do, Allen said. For that reason Penn’s diversity plan is backstopped by a focus on faculty mentoring, work-life balance, tolerance and accommodation for disability.

“All those kinds of things matter,” she said.

Kecia Thomas, a professor of industrial-organizational psychology and associate dean of faculty leadership and development in the Franklin College of Arts and Sciences at the University of Georgia who has written about faculty diversity, said she thought the most “effective ways to support an aggressive diverse-faculty recruitment strategy would be to ensure that leaders and the larger climate are supportive of diversity and inclusion.”

Specifically, Thomas added via email, “resources could be directed to training [human resources] and search committee chairs and department heads on long-term efforts to cultivate a pipeline of minority faculty. Also providing implicit bias training and providing some level of certification that search committee members are prepared to effectively engage in a successful search are other suggestions. Online webinars and in-person training could support this.”

All of that could go a long way to ensuring that Brown’s plan works out long-term, in that “these underrepresented faculty hires are not marginalized nor are stigmatized due to these affirmative action efforts,” she said.

Whatever the result, Reese, of Duke, said he applauded Brown and other institutions for tackling such an issue.

“The challenge of having a diverse leadership and faculty is one of the most important challenges for the academy,” he said.