MU Title IX office releases data on last school year’s reports

By Megan Favignano

Thursday, September 17, 2015 at 11:31 am

The University of Missouri Title IX Office received 332 reports of sex discrimination, harassment and violence in the year ending July 31, according to figures the office released Thursday.

The report, which does not include incidents involving faculty or staff, tracks reports including sexual misconduct, sexual harassment, dating/intimate partner violence, hazing and stalking on the basis of sex. Title IX is a federal law that bars sexual discrimination on college campuses. MU officials say the report will establish a baseline for MU to identify trends and add initiatives to prevent sexual discrimination.

Most of the reports came from university employees who were concerned about a student, Title IX Administrator and Assistant Vice Provost Ellen Eardley said.

Victims are not required to speak to the Title IX Office. There were 328 complainants — two reports were made in four of the cases — between Aug. 1, 2014, and July 31. In total, 162 people received support or accommodation from the office, and 84 did not communicate with the office.

“We’re certainly concerned whenever anyone experiences sex-based violence, and we want our community to know we take this seriously,” Eardley said. “We think it’s a good sign students are engaging with our office.”

MU employees are mandatory Title IX reporters. When the office receives a report, Eardley said the office’s investigator, Salama Gallimore, contacts the students involved.

The Title IX Office connects both accusers and the accused to campus resources, most frequently referring accusers to the Relationship & Sexual Violence Prevention Center.

Eardley said she expects the number of reported incidents to increase in next year’s report as more people on campus become aware of the Title IX Office’s role. RSVP Center Coordinator Danica Wolfe said seeing the number of reports go up is a sign of a good program.
The Title IX Office broke down how many reports the office received each month, but that number doesn’t reflect the number of incidents that occurred each month, as a report can be made months or years after the incident.

Gallimore said October had the most reports, possibly because of an increase in alcohol consumption on campus and people reporting incidents that happened during the first couple of months of school.

“There were Halloween parties that don’t just happen on Halloween but happen the whole month,” Gallimore said. “We know that alcohol is used as a tool by predators.”

By October, students might feel more comfortable telling a professor or approaching the Title IX Office about an incident that happened at the start of the school year, she said. Students often wait to approach the Title IX Office until after they have spoken with RSVP.

This report comes after 18 months of significant changes to MU’s policies and resources related to sex discrimination and mental health issues on campus, including the creation of a new Title IX Office. The University of Missouri Board of Curators also approved Title IX training and policy implementation last October. MU’s Title IX policies were the subject of national attention last year after an ESPN “Outside the Lines” story raised questions about whether officials mishandled the alleged rape of a student athlete, Sasha Menu Courey, who committed suicide in June 2011.

Mizzou report details sex discrimination numbers on campus, from rape to dating violence

BY SCOTT CANON
scanon@kestar.com

The University of Missouri logged 300-plus reports of possible sex discrimination in the past year, ranging from rape to dating violence to bullying.

Campus administrators recorded 332 incidents from 328 people who said they experienced sex, gender or sexual orientation discrimination, according to a report made
public Thursday. Many ultimately did not press for formal investigations or disciplinary action.

But, said the report issued by the MU Title IX office, 33 complaints moved forward and three of those remained under investigation at midsummer. Title IX refers to federal law requiring that colleges and universities provide equal education opportunities for students regardless of gender, including that they be free of discrimination and safe from assault or harassment.

Six of the 33 cases pursued by the office were dismissed for lack of evidence or because it wasn’t clear that sex discrimination was involved, the report states. Twelve were resolved through conflict resolution or mediation, and a dozen more were settled using “the informal or formal resolution process.”

Various cases also led to seven student suspensions. “Discretionary sanctions” were imposed on one other student. And four students were cleared.

The report covers August 2014 through July 2015. The university has no previous numbers to compare because the report is the first of what will now be an annual record to track the school’s Title IX cases.

It also reflects a renewed national effort to combat campus rape and MU’s heightened efforts on the issue. The action in Columbia followed the suicide in 2011 of swimmer Sasha Menu Courey, who wrote in a journal found after her death that she had been raped. Various reports, including one commissioned by the school and conducted by an outside law firm, suggested MU failed to live up to Title IX standards in its handling of the case.

That prompted UM System President Tim Wolfe and Chancellor R. Bowen Loftin to promise sweeping changes, including the hiring of Ellen Eardley as full-time Title IX officer and other initiatives such as the report released Thursday.

Roughly a third of the incidents reported to campus officials fell under the definition of sexual misconduct, ranging from rape to indecent exposure. About a fourth of the incidents were classified as sexual harassment. The next two most common complaints came from incidents of dating violence and stalking.

“We have an opportunity and an obligation to use the information the Title IX Office collects to improve campus culture and reduce sex discrimination at MU,” Eardley said in a news release that accompanied the report.
MU Title IX office releases first annual report

COLUMBIA, Mo. - The University of Missouri Title IX Office releases its first annual report on sexual discrimination and violence on campus.

The report comes after 18 months of changes to policies, procedures, staffing and resources related to sex discrimination and mental health issues on campus.

ABC 17 News has been closely following these changes over this time period.

The report outlines trends in sex crimes reported at the University. In total, the report outlines 332 incidents reported by 328 individuals, totaling 374 allegations.

Here is the breakdown of the allegations:

Sexual misconduct (includes rape and nonconsensual sexual contact)- 124

Sexual Harassment- 85

Dating/intimate partner violence- 49

Stalking on the basis of sex- 31

Sexual exploitation- 30

Bullying on the basis of sex- 11

Sex discrimination- 5

Sexual orientation discrimination- 5

Hazing- 2

Retaliation- 1
Not sex discrimination - 26

Too vague to classify - 5

The MU Provost Garnett Stokes says, "Most reports of sex discrimination came from employees of MU who were expressing sincere concerns about students."

162 of the 328 victims did speak with the Title IX Office and received some type of support or accommodation.

MU Title IX administrator Ellen Eardley says she expects those numbers to possibly be higher next year as she thinks students will become more aware of the resources the University has to offer.

Sexual misconduct cases most reported in MU Title IX report

Watch story: [http://www.komu.com/player/?video_id=30563&zone=2,5&categories=2,5](http://www.komu.com/player/?video_id=30563&zone=2,5&categories=2,5)

COLUMBIA - The first MU Title IX Office Annual Report shows sexual misconduct as the most reported offense from the past year.

The report stated 124 people reported they experienced sexual misconduct out of the 328 people who reported they experienced sex, gender and sexual orientation discrimination. Half of the reports of sexual misconduct was nonconsensual sexual intercourse.

Ellen Eardley is the Title IX Administrator at MU. She explained one possible reason for sexual misconduct to be such a large portion of reports at the university is because there is more national attention on that specific issue.
"Some people don't understand that title IX is a law that prohibits all forms of sex discrimination," Eardley said. "Some students don't even realize that they could report information to our office, and one of the things that our office is doing is additional education about those opportunities to report."

**Most harassment reports filed for on-campus incidents**

After the category of sexual misconduct, the next highest was sexual harassment (85), dating and intimate partner violence (49), stalking on the basis of sex (31) and other (85) which included instances like hazing and bullying.

The majority of sexual harassment reports said the harassment happened on campus (66 of the 85 reports, or 77.6 percent).

However, most of the dating and intimate partner violence reports happened off campus (28 of 49 reports, or 57.1 percent). The reports were made primarily by female students who were in romantic relationships with males. The annual report stated the Title IX officers proceeded "with caution" in these situations because they were "aware that some people who endure intimate partner violence may still be in a relationship with the Respondent at the time a report is made."

JulieAnne Mattson is a parent of a freshmen at MU. She said the numbers of sexual misconduct are concerning, but she is not surprised.

"They [the numbers] don't seem all that different from when I was going to school," Mattson said. "It's not surprising or shocking to me, but it is concerning."

She said she made sure to tell her daughter to be aware of her surroundings, even at a young age.

"I would tell her to be very vigilant as she was walking and be constantly watching," Mattson said. "I was very interested to learn that the rule in her dorm is that you cannot keep your door open. It's upsetting that they have to do this cause they want to socialize, but it's a matter of safety."

**Report addresses sexting, social media**

The breakdown of sexual exploitation was also explained in the study. University policy states sexual exploitation includes "allegations of predatory drugs used against a Complainant." The office received 14 reports involving drugs including instances in which people "recalled knowingly drinking a beverage (alcoholic and non-alcoholic) and experiencing nausea, vomiting and feeling abnormal.

The second most common type of sexual exploitation was invasion of privacy. This included being photographed/videotaped without their consent while nude or engaging in sexual activity or nonconsensual distribution of nude photos, or threats to distribute nude photos.
"I want students to understand that if they send pictures that they don't have the permission to take, to someone else, then that violates our policy and we will not tolerate that here," Eardley said.

**Most of reported discriminations happened on campus**

The office also determined 26 incidents could not be classified as sex discrimination, or not Title IX, because the reports were not sex-based. Also, they determined five reports were too vague to classify. Reports are determined to be "too vague" when the Title IX office gets information about an assault, but no further details are provided.

The highest number of reports happened during the month of October 2014. Eardley said there is not a significance with the month and the number of reports.

Most of reported discriminations happened on campus. The report states that 43.1 percent of people said they experienced discrimination while on campus, compared to the 33.4 percent who say they experienced it off campus. Some cases reported that individuals received discrimination purely by electronic means (5.7 percent).

Out of the 328 people who submitted reports, four people said they experienced discrimination more than once.

**What Title IX Office has done about reports**

The office said 31 formal complaints were made during the annual reporting period. An impartial investigation takes place when a formal complaint is received. After the investigation, the administrator reviews the investigation and can choose to meet with the investigator for more information, clarification or details regarding the complaint and investigation. Then, the complaint is moved to a "resolution phase" if a "reasonable person could, based on the evidence gathered, find the accused individual responsible for violating University policy."

The Title IX coordinator and administrator chose not to forward to the resolution phase on six occasions. The people who filed the complaints still received accommodations and services from on campus resources and services.

Some accommodations included housing changes, parking or transportation and academic accommodations. Academic accommodations included working with faculty so that a student who missed a class, could make up assignments and tests, if he or she felt anxiety and depression from sexual and relationship violence.

Eardley also said the office is working with the Relationship and Sexual Violence Prevention (RSVP) center to continue on strategic accommodations.

Danica Wolf is the coordinator at the RSVP center. She said her staff will help students explore options if they want to talk or report the circumstance.
"I hope that folks know that if they choose to engage, in any process, they are going to be supported and respected," Wolf said.

She also said, "I hope folks don't feel pressured to speak to anyone, my office included. I want them to do what makes most sense for them."

What's next for Title IX at MU?

If moved to the resolution phase, both parties can appeal the decision of the Equity Resolution Panel and the Title IX administrator to Dr. Cathy Scroggs. Scroggs serves as the appellate officer for both the informal and formal resolution processes. During the 2014-2015 academic year, five findings were appealed. They can be considered for appeals for the following reasons:

- procedural error that greatly impacts the outcome of formal resolution such as substantiated bias
- to consider new evidence that was unavailable during the original hearing that could impact the original findings
- sanctions fall outside the range typically imposed for the offense or for the cumulative conduct record of the accused

Eardley said she would not be surprised if the number of reports goes up in the next years.

"As more students and staff and faculty know about the resources we can offer, in our office, I think that more people will feel comfortable coming forward and connecting with our office," Eardley said.

MU Title IX Office Releases First Yearly Report, Citing 332 Sex-Based Discrimination Reports

*During the last 18 months, the University of Missouri has made changes in an effort to protect students from sex-based discrimination.* This included opening a Title IX office and
hiring staff, requiring all staff and faculty to act as mandatory reporters, as well as the entire University of Missouri system revising its policies in regards to sex-based discrimination.

After all of these changes, the MU Title IX office has released its first annual report, which details the number and type of discriminatory acts, based on sex, gender, sexual identity and orientation and others that occurred during the last year.

Ellen Eardley, the Title IX administrator and assistant vice provost, began at MU in April and said it is the intention of the office to provide annual reports on discrimination beginning this year. But since the Title IX office has only been open for a little over a year, there isn’t previous data to compare this to. So, this report will serve as the baseline for reports to come.

“We think it’s good news that students and employees are reaching out to our office and seeking services as well as accommodations and learning about their rights and options,” Eardley said.

According to the first annual report, there were 374 policy violations that were reported to have affected 328 people. That’s equivalent to more than one incident occurring every day during the reporting period – August 1, 2014 to July 31, 2015.

Sexual misconduct was the most common allegation with 124 incidents reported over the last year. Sexual misconduct includes allegations such as nonconsensual sexual intercourse or rape/sexual assault, nonconsensual sexual contact or sexual assault, exposing one’s genitals and sexual exploitation.

Detailed descriptions of all types of sex discrimination can be found in the full report.

Of the 124 sexual misconduct allegations, 62 incidents or 50% were nonconsensual sexual intercourse or rape.

Eardley said she believes sexual misconduct is the most common allegation because this issue receives more national attention and students may be more aware that this is a type of discrimination to be reported to their office.

She said there is sometimes a lack of understanding that Title IX actually prohibits all types of sex-based discrimination.

“Title IX addresses sex-based harassment, harassment in the classroom, harassment outside on the quad,” Eardley said. “And so some students don’t even realize that they could report that kind of information to our office and one of the things that our office is doing is additional education about those opportunities to report.”

One specific type of discrimination Eardley said she hoped to make students more aware of is sex-based violence that occurs through technology, such as taking or sending photos without consent.
“We need to work hard, all of us on campus, to stand up and say that any kind of sex-based discrimination is unacceptable,” Eardley said.

Eighty-five incidents of sexual harassment were alleged during the first annual reporting period, making it the second most common allegation. The next most common were dating/intimate partner violence (49), stalking on the basis of sex (31), and sexual exploitation (30).

Eardley said she would not be surprised to see the number of reported incidents go up over the next few years, but not necessarily because more incidents are occurring at MU.

“As more students and staff and faculty understand about the resources that we can offer in our office, I think that more will feel comfortable coming forward and connecting with our office or connecting with the Relationship and Sexual Violence Prevention Center on campus,” Eardley said. “And we want those students, when something does occur, to seek our help.”

She was sure to add that when students either approach their office with an allegation or when a concern in raised by a campus mandatory reporter – faculty or staff – the student is in the “driver’s seat.”

This means after the Title IX office makes the student aware of their rights, their options in pursuing those rights and the resources on campus that support them - then the student is able to make their own choice of whether or not they wish to remain in contact with the office and move forward with an investigation.

According to the report, the most common location the reported incidents occurred was on the MU campus – over 43%, with off-campus locations accounting for 33.4% of incidents reported.

Of the 332 individuals that were reported to have been affected by some type of sex-based discrimination between August 1, 2014 and July 31, 2015, nearly 250 of them communicated in some way with the Title IX office.

The report specified that these communications with affected individuals are added to a private data base and will be used to try and thwart future discrimination whenever possible.

More than 150 individuals chose to communicate with the office and receive some type of “accommodation,” which includes academic adjustments, request for counseling services – from the Relationship and Sexual Violence Prevention (RSVP) Center, as well as other confidential counseling services on campus.

Danica Wolf is the coordinator of the RSVP center and she said she was glad to see the annual report include a list of the confidential spaces available to students – including the RSVP center, the MU Counseling Center, the Student Health Center and a few others.

“There are confidential spaces to share information, if they're [individuals affected] not sure what they want to do next,” Wolf said. “For example, if they come to our office and share with us - we are a confidential space. We have employees who can be confidential and we will help them
explore all of the options including reporting to Title IX, the police or any other avenue they want.”

Just 33 incidents of sex-based discrimination, of the more than 370 policy violations that occurred, were resolved using the university’s Equity Resolution Process. After the investigation process, 12 were resolved using conflict resolution and 12 were decided using informal or formal resolution processes.

Of the informal and formal resolutions, eight individuals were found responsible for acts of sex-based discrimination and 4 were found not responsible. This resulted in 7 suspensions, 1 individual receiving discretionary sanctions and no expulsions during the reporting period.

Danica Wolf, with the RSVP center, said her major takeaway from the report was that it looks like more attention and support is being given to victims, and she hopes those affected feel as if they will be supported in any way they need.

When asked if she thought this report and the Title IX office would help reduce the number of underreported discrimination cases, Wolf responded “I really don’t know.”

“I think people are going to do what they feel comfortable with and I hope they continue to,” Wolf said. “I hope folks don't feel pressure to speak to anyone - my office included. I just want to make sure that we're maximizing the number of options that people have so that they can seek the support that they need.”

Wolf added that she believes as long as the conversation about discrimination is continuing, it is positive, and she said she thinks the more these issues are talked about the less taboo they become and the more likely it will be that people will intervene when any type of sex-based discrimination is occurring.

Eardley said that as more data is collected, it will be used to look for ways to improve the prevention education that is taking place all over campus.
More than 300 sex-based violence allegations reported to MU Title IX office

The University of Missouri’s Title IX administration released its first annual report detailing the number and types of policy violations the office received between August 1st, 2014 and July 31st, 2015.

The Numbers

According to the report, the Title IX office received 332 total incidents involving sex-based violence. In that particular category, the office said it received 124 reports of sexual misconduct, 85 reports of sexual harassment, 49 reports of dating and intimate violence, 31 reports of stalking on the basis of sex and 30 reports of sexual exploitation.

The university's Title IX office defines sexual exploitation as the act when one person takes nonconsensual or abusive sexual advantage of another person for his or her own advantage or benefit, or for the advantage of benefit of someone other than the person being exploited. Title IX coordinators said the most common report they received in this category was the use of predatory drugs, such as alcohol, drugs, and medication. The office received 14 reports involving predatory drugs, and 12 reports of invasion of sexual privacy. This includes being photographed or videotaped without consent while nude or engaged in sexual activity, as well as nonconsensual distribution of the contents through text, email, and social media, according to administrators.

"I'd like students to understand one of our policies on campus is to prohibit sex based violence that occurs in technology," said Title IX administrator Ellen Eardley. "Invasion of sexual privacy is a violation of policy. Students may not understand that if they send pictures that they don't have permission to send to someone else, then that violates our policy. And we will not tolerate that at the University of Missouri," said Eardley.

The office said it also received three complaints involving individuals being "spied on" while engaged in private behavior; such as showering, undressing, and sexual activity. Administrators said they also received one complaint of a person purposefully transmitting a sexually transmitted disease or infection to another.

Other reports of potential sex-based violence included 11 complaints of bullying on the basis of sex, five reports of sex discrimination, five reports of sexual orientation discrimination, two complaints involving hazing, and one report of retaliation. The office also reported 26 incidents that were not sex discrimination and five reports that were too vague to classify.

"I would not be surprised if our numbers go up over the coming next few years," said Eardley. "As more students, faculty and staff understand the resources that we can offer, I think more will feel comfortable coming forward and connecting with our office."
The Investigation Procedure

Title IX administrators said after receiving a report of sex discrimination, a staff member will try and contact the alleged victim. The staff member will also offer the alleged victim a number of accommodations, according to the office. Administrators said it's the complainant's right to receive support and accommodations even if he or she chooses not to file a formal complaint or pursue an investigation.

The Title IX office said it will not report the information received to law enforcement agencies, unless the campus and community's safety is at risk. If an alleged victim wants to report to a law enforcement agency, the Title IX office said it would set up a meeting between the complainant and law enforcement officer.

The office said its staff members conduct investigations. Title IX administrators say the office uses relevant physical and electronic evidence in addition to detailed interviews with relevant parties and witnesses. Administrators said the parties are allowed to have an advisor of his or her choice during interviews, meetings and proceedings.

The office said investigations are typically completed within 30 business days from the initial notice to a Title IX coordinator. In cases where criminal charges are being pursued for the same behaviors, the university's investigation could be delayed, according to administrators.

The Consequences

Of the 332 incidents, administrators said there were 328 alleged victims. Thirty-three of those alleged victims moved forward with a formal investigation.

Coordinators said in the reported year, the university ended up suspending seven students and imposing sanctions less severe than a suspension on one. The university confirmed it did not expell any students based on Title IX complaints.

Twelve complaints were resolved through resolution or mediation, according to administrators. Other investigations were dismissed for insufficient evidence or because the incident was not sex-based violence.

Title IX and Mizzou Athletics

Part of what prompted the university to establish its Title IX program, was a set of national reports claiming some of the university's student athletes were involved in sexual based violence that went unreported. On August 22nd, 2014 ESPN's Outside the Lines reported an ex-Mizzou football player, Derrick Washington, was involved in multiple instances of sexual misconduct during his time at Missouri. On January 26th, 2015, another ESPN report claimed Mizzou did not pursue an alleged rape of a swimmer by one or more members of the football team. The swimmer, Sasha Menu Courey, later committed suicide in 2011. A third ESPN report released June, 2015 said Mizzou had the second highest number of athletes alleged in sexual assaults in an Outside the Lines study.
Title IX administrators would not say if any complaints were made about any members of the Mizzou Athletic Department between August of 2014 and July, 2015.

"We receive reports of students from all walks of life experiencing sex-based discrimination as well as students from all walks of life potentially perpetrating sex based discrimination," said Eardley in response to the question regarding Mizzou Athletics. "We understand this is an issue that affects all of our communities, regardless of race, sex orientation, or who you're affiliated with on campus."

**COLUMBIA MISSOURIAN**

Understanding Title IX and how reports are handled

**RUTH SERVEN**, 22 hrs ago

*MU's Title IX Office released its first report compiling sex discrimination from August 2014 to July of this year on Thursday morning. Read more about the report here.*

**What is Title IX?**

Title IX of the Education Amendment of 1972 prohibits discrimination based on sex in any federally funded education program or activity, with a few exceptions, according to the Department of Justice. On college campuses, Title IX has been instrumental in providing funding for women’s athletics and in handling reports of sex discrimination that violate a university’s policies. (Source: Department of Justice)

**What is a Title IX administrator?**

In a 2011 letter, the US Department of Education Office for Civil Rights recommended that since student-on-student sexual harassment, which includes sexual violence, is a form of sex discrimination, educational institutions should develop a way to report and conduct investigations upon reports of sexual harassment. At MU, the Title IX administrator, Ellen Eardley, oversees implementation of Title IX compliance at the university, including education
and resolution of grievances. (Source: U.S. Department of Education’s Office for Civil Rights; MU Title IX Office)

**What is the difference between a Clery Report and a Title IX report?**

The Clery Act, signed in 1990 after the rape and murder of Jeanne Cleary, requires all federally-funded universities to keep and disclose information about crimes on and near their campuses. When Clery Reports are issued, local police are giving warnings of crimes that may be a threat to campus students and employees.

In contrast, Title IX reports may or may not have parallel criminal cases. Title IX reports are handled by a Title IX administrator and refer to violations of the university’s Title IX policy, not crimes. (Source: White House Task Force to Protect Students from Sexual Assault)

**What happens when the Title IX Office receives a report?**

1. A staff member of the Title IX office will contact the complainant by phone or email to inquire about the individual’s safety, inform them of their rights and connect the individual to campus and community resources.

2. If the complainant expresses the desire to make a report to a law enforcement agency, the Title IX Office can facilitate a meeting.

3. The complainant has the right to file a formal complaint with the Title IX Office and to pursue an investigation and disciplinary action against the respondent.

4. The Title IX office can pursue an investigation based on the formal complaint. If the complainant does not file a formal complaint, or even if complainant requests that the investigation not proceed, the Title IX Office may pursue an investigation anyway to provide a safe and nondiscriminatory environment for all students.
What happens if there is no formal complaint or investigation?

1. When a report of alleged discrimination is made by someone other than the complainant, the Title IX Office contacts the complainant and informs them of their rights and their ability to receive accommodations and utilize campus resources.

2. If complainants choose to communicate with the Title IX Office, they may arrange accommodations, regardless of whether or not the complainant chooses to pursue a formal investigation. Accommodations may be academic, changes to housing, or changes to parking and transportation.

3. The Title IX refers both complainants and respondents to services like the RSVP Center, the Counseling Center, the Employee Assistance Program, Student Mental Health Services and the MU Police Department.

What does a formal complaint entail?

A formal complaint must contain a statement of the alleged policy violation, the name of the accused student or student organization, the date of the alleged policy violation, a request for a specific resolution process, and a list of witnesses.

How are formal complaints resolved?

1. If the alleged victim chooses to make a formal complaint, or the Title IX administrator chooses to pursue an investigation, a Title IX investigator is promptly assigned to conduct an impartial investigation.

2. The Title IX investigator conducts a preliminary investigation to gather enough information to refer the matter to an appropriate resolution process, provide interim remedies as needed, address any confidentiality concerns, and assess any requests that the investigation not be pursued.

3. After the investigator completes an investigation, the Title IX administrator reviews the investigation.
4. The Title IX administrator decides whether, based on the evidence gathered, the complaint should move to the resolution phase.

**How does the Title IX administrator decide if a complaint should be resolved?**

According to the report, the Title IX administrator can move a complaint to the resolution phase if a reasonable person could, on the evidence gathered, find the accused individual responsible for violating University policy. The Title IX administrator must decide whether or not a reasonable person could find the respondent responsible for violating University policy.

**How are complaints resolved?**

Complaints can be resolved through conflict resolution, informal resolution or formal resolution.

Conflict resolution is for behaviors that are less serious but inappropriate, and if the parties agree, complaints can be resolved through mechanisms like mediation, facilitated dialogue or restorative justice. At any time, either party can stop the process and request the informal or formal resolution process.

Under informal resolution, if both parties agree, the Title IX administrator can make a decision of responsibility regarding the respondent. If, during the informal process, one of the parties requests the formal process, the complaint will be resolved using the formal process.

In the formal resolution process, an Equity Resolution Hearing Panel, composed of three trained staff members or administrators, conducts a formal hearing on campus. The Title IX investigator presents a report of the investigation to the panel, and both the complainant and the respondent can serve as witnesses. After the hearing, the panelists will make a finding of responsibility for each charged policy violation and prepare a written report.

Both parties are allowed to appeal the decision of the Equity Resolution Panel and the Title IX administrator.
How long do investigations of reported misconduct usually take?

Investigations are usually completed within 30 business days of notice to the Title IX administrator.

COLUMBIA MISSOURIAN

MU releases year-long Title IX data on student sex discrimination, assault

EMMA VANDELINDER, KASIA KOVACS, 22 hrs ago

COLUMBIA — More than 300 reports of sex discrimination were made to MU’s Title IX Office from August 2014 to July of this year, and eight students were disciplined for violating campus sex discrimination policies, according to a report released Thursday by MU.

It is the first review of sex discrimination data — including sexual assault and harassment — compiled by the Title IX Office. It will act as a baseline to measure the frequency and types of sex discrimination involving students on and off campus. The Title IX Office will use this information in future prevention of sex discrimination and protection of university students.

"We have an opportunity and an obligation to use the information the Title IX Office collects to improve campus culture and reduce sex discrimination at MU," said Ellen Eardley, MU Title IX administrator, in a news release that accompanies the 30-page report.

The office received 332 reports between Aug. 1, 2014, and July 31. However, some reports made during this annual reporting period were of incidents that occurred before Aug. 1, 2014.

"Sometimes we’re getting reports of incidents that occurred five or six years ago," Eardley said in an interview.

The report comes in a national climate of growing concern about the prevalence of sex discrimination at colleges and universities. One in five women is sexually assaulted during her
college years, according to a National Institute of Justice report, which is used by the Office for Civil Rights.

Among other changes in how sexual misconduct is addressed, the University of Missouri System recently announced a preventive training, Not Anymore, which students are required to complete before applying for classes this spring. The training is video-based and reviews topics such as sexual assault, consent, dating and domestic violence, stalking and bystander intervention.

**By the numbers**

Reports involving 328 students who said they experienced sex discrimination in some form were made to the office. Four involved more than one incident, for a total of 332 incidents. In its report, the Title IX Office states there were 374 alleged policy violations because sometimes one incident reported by a student violated multiple MU discrimination policies.

Complainants is the term used for alleged victims of the university's anti-discrimination policies. Respondents are those accused of violating those policies.

The office regards sex discrimination as that based on sex, gender, pregnancy, gender identity, gender expression and sexual orientation. Incidents such as sexual assault, harassment and stalking are subcategories of these.

Sexual misconduct — including rape and other sexual assault, exposing one's genitals and sexual exploitation — was the most highly reported type of incident, at 33.2 percent.

Of the 124 counts of sexual misconduct reported to the office, 50 percent were incidents of rape (identified in the report as nonconsensual sexual intercourse) and 20.2 percent were other types of sexual assault, such as touching someone’s genitals without permission.

Students also reported 85 incidents of sexual harassment, 49 incidents of dating and intimate partner violence and 31 incidents of stalking.
Reports and incidents were not divided by gender in the report. The omission was not intentional, Eardley said.

"I could say that predominantly respondents were male and complainants were female," she said.

**Investigations**

Just over 9 percent of incidents were followed up with an investigation.

The Title IX Office pursues an investigation when a student files a formal request with the office. Out of the 332 reports, students filed formal complaints 31 times.

Seven students were suspended as the result of Title IX investigations, and one student was given "discretionary sanctions," which is not defined in the report. Four students were found not responsible for violating the nondiscrimination policies.

Other cases were settled through conflict resolution or were still open at the end of the reporting period.

A student can be disciplined for an incident of sex discrimination by the university if what the report called a reasonable person could, based on the evidence, find the accused person responsible for violating MU’s discrimination policy.

The number of students disciplined for sex discrimination is low in comparison to the number of reports made but is not low when compared to the number of investigations conducted. About one in four investigations led to disciplinary action.

A number of factors could have influenced why only 31 students decided to make formal complaints, said Salama Gallimore, lead Title IX investigator for MU. Students often pursue accommodations — such as help with classes or mental health treatment — instead of an investigation because they want to move forward rather than take action against someone, Gallimore said.
The student is not required to make a formal complaint, but the university can pursue action without the complainant’s permission when it’s in the interest of safety for all students, the report stated. In these cases, the student does not have to participate in the investigation.

"It’s their choice how they participate in that process," Eardley said, "so they could say, ‘We’re done talking.’"

The university took independent action twice in the latest annual reporting period, so the Title IX Office conducted 33 investigations over that time.

**Who reports incidents**

The Title IX Office received most of its reports from university employees about MU students, according to the report. They were predominantly made by the Department of Residential Life, faculty members, course instructors, academic advisers and the MU Police Department.

"(Faculty and staff) don’t need to feel like they have to provide the support themselves — they may not have the expertise to provide the support themselves," Eardley said. "So they can feel assured that they’re getting students to a place on campus that can help provide those options to them."

The Title IX Office received the highest number of reports during October, and most of the incidents reported in October were alleged to have occurred that month. Gallimore said this was probably because a lot of drinking occurs around then for Homecoming, football games, Halloween parties and other events.

"We know that alcohol is a tool that’s used by predators so it becomes a lot easier to separate people from their friends, and people are obviously more uninhibited or may feel comfortable in a situation that’s not comfortable or safe," Gallimore said.
Future of Title IX reporting

The MU Title IX Office was established for student victims of sex discrimination, Eardley said. This first report was intended to address students’ experiences with sex discrimination and not those of faculty and staff.

"It’s a process," Eardley said of the overall development of consistent processes for dealing with sex discrimination on campus.

"I work on a regular basis with several places on campus that have historically addressed faculty and staff issues including Human Resources, the MU Equity Office and the Provost's Office," she said. "We’re continuing to work on those issues together. Certainly when reports of sex discrimination get to my office, regardless of who’s impacted by it, I address it and get involved in it."

Eardley and Danica Wolf, coordinator for the Relationship and Sexual Violence Prevention Center, which works closely with the Title IX Office, said they expected the number of reports to increase in coming years, after students — and faculty and staff, who are now mandatory reporters — become more aware of the Title IX procedures.

"One of the signs of a good prevention program is that the numbers go up," Wolf said. "I think that it can hopefully increase confidence in how their story will be handled when and if they do choose to report."

MU Title IX office releases annual report

There were **332 reports of sex discrimination to the MU Title IX Office during the 2014-15 academic year, according to an annual report released by the office Thursday.**

The report detailed the different types of incidents, the resources the Title IX Office offered to victims and the outcomes of the 30 cases that went through the investigative process. Three are
in still under investigation. A large number of complainants reported that they experienced sex discrimination on campus more than either off campus or electronically.

This is the first annual report from the Title IX office.

“The Annual Report helps establish baseline information that the University can use in future years to begin to identify trends,” Title IX Administrator Ellen Eardley wrote in a letter addressed to members of the MU community, which preceded the Title IX annual report. “We have an opportunity and an obligation to use this information to improve campus culture and reduce sex discrimination.”

One hundred twenty-four (33.2 percent) of reported cases of sexual discrimination were categorized as sexual misconduct, making it the most common of the 12 types of sexual discrimination reported. The report states that sexual misconduct includes sexual assault — defined as including anything from rape to nonconsensual sexual touching of another’s genitals or touching someone with one’s own genitals — and exposing one’s genitals. Sexual exploitation was examined as a separate category.

Seven people were suspended after being found responsible for an unspecified Title IX violation, according to the report.

Top three categories of reported sex discrimination

In the 332 incidents reported to the Title IX Office during the 2014-15 academic school year, there were 374 allegations of sex discrimination. The top three types of discrimination reported were sexual misconduct (33.2 percent), of which 62 cases were nonconsensual sexual intercourse. Sexual harassment constituted 22.7 percent of reports (85 cases total) with 77.6 percent of those cases occurring on campus. Dating and intimate partner violence made up 13.1 percent of reports, which primarily consisted of female complainants and male respondents.

When did the Title IX Office receive the most reports?

In October 2014, there were 50 reports made to the Title IX office. While most alleged incidents might not have happen in the month they were reported, 38 of the 50 reported in October 2014 occurred in that month. April 2015 had the second highest number of reports with 37, and January 2015 was third with 35 reports.

The report states there weren’t as many reports in August 2014 or May 2015 because that was when school was beginning and ending, respectively.

How incidents were addressed

According to the report, 328 students were recognized as victims in the 332 incidents reported. As per Title IX policy, the office reached out to those alleged victims, with 162 responding back in some way — via phone, in-person or email exchanges. Those 162 used accommodations
offered by the Title IX Office, but they didn’t all pursue investigations. Those accommodations — which are also available to aggressors — include:

**Academic:** The office helps victims work with faculty and instructors to make up missed assignments, participation and other class work, reschedule exams or determining an alternate attendance and participation policy.

**Relationship and Sexual Violence Prevention Services:** The office will introduce victims to the support programs in the RSVP Center on campus, including crisis intervention and advocacy services.

**No-Contact Directives:** The office issues a letter to both the victim and aggressor, which mandates that both parties stop all contact of all forms.

**Education and Training**

**Housing:** The office will help victims change housing situations if they no longer feel comfortable in their on-campus housing after the alleged incident.

**Parking**

**Work**

**Trespass Warnings:** The office can ask the MU Police Department to issue trespass warnings to prohibit an individual from coming on campus.

**Reported to Law Enforcement:** The office will help set up a meeting between the victim and a police officer to file out a police report.

**Counseling:** The office will help victims get help from the mental health services available on campus.

The next step for complaints is to decide if they want to pursue an investigation. If they opt for an investigation, the process is roughly 14 steps, depending on a couple of factors.

A part of that process is the resolution portion:

**Conflict Resolution:** This solution includes mediation, facilitated dialogue and restorative justice between the two involved parties. **Twelve cases** completed this process.

**Informal Resolution:** The Title IX administrator makes a decision on whether the alleged aggressor is responsible after reviewing the investigation and evidence available. This can be changed to a formal resolution at any time if one party asks it to be. **Seven cases** completed this process. Five of the respondents were found “responsible” and two were found “not responsible.”
**Formal Resolution:** The Equity Resolution Hearing Panel (which is composed of three trained staff members or administrators) conducts a formal hearing during which they hear from the Title IX administrator about the investigation and evidence in the case. The panel then decides if the alleged aggressor is responsible. **Five cases** completed this process.

Three of the respondents were found “responsible” and two were found “not responsible.”

Informal and formal resolutions can also be appealed for one of three reasons: procedural error that impacted the outcome; if new evidence has surfaced that could change the decision; or the sanctions placed on the aggressor fall outside those typical for the offense.

According to the report, there were five appeals during the last academic year. Two aggressors appealed their “responsible” findings from the formal resolution process and one victim appealed a “not responsible” finding for their alleged aggressor from the formal resolution process. One of the appeals filed by an aggressor led to lessened sanctions for that person.

Two aggressors filed appeals of their “responsible” findings from the informal resolution process, one of which also led to lessened sanctions.

There were no reported incidents of gender identity, gender expression or pregnancy discrimination, according to the report.

*The background of Title IX*

MU has drastically changed the structure of its Title IX programming in the past year and a half. Title IX prohibits discrimination based on sex in any educational program receiving federal funding, which includes most public and private colleges and universities.

In April 2014, UM System President Tim Wolfe issued Executive Order 40, which designated all MU employees with knowledge of sexual harassment, discrimination or misconduct against a student as mandated reporters.

The Title IX coordinator became a full-time position in June 2014 when Chancellor R. Bowen Loftin publicly acknowledged the need to improve the university’s handling of sexual assault cases. He appointed Linda Bennett, an associate professor in the College of Education, as the interim Title IX coordinator.

After a search from the provost’s office that began in November 2014, Ellen Eardley was appointed in February as the full-time Title IX administrator. She took office in April and is in charge of the university’s Title IX compliance and coordinating training, education and procedures, according to MU’s Title IX website.

Not Anymore, an online sexual assault prevention training program for students, was also announced in February. The program is mandatory for incoming students. Students who do not complete the training will have a hold placed on their account and will not be able to register for classes.
Can a Debate About Who Should Decide Campus-Rape Cases Change Minds?

By Sarah Brown

NO MENTION

Just before four law professors take the stage here to debate whether courts or colleges should decide sexual-assault cases, the ABC News correspondent John Donvan polls the audience of about 250 people.

Should all rape allegations involving college students be handled by the criminal-justice system? Or should campuses continue to use a separate disciplinary process, with different standards and sanctions, and give students who allege such incidents a choice of how to proceed?

The question is misleading. It suggests a black-and-white dichotomy, in which cases fall either to colleges or to the courts, that doesn’t reflect reality.

But the proposition is interesting because it’s not part of a congressional hearing or a session at a higher-education conference. Thousands of people nationwide, of all ages and backgrounds, are listening to the debate online. It’s part of the Intelligence Squared U.S. series, based on a similar British program, where experts engage in a two-sided public forum, moderated by Mr. Donvan, about key issues in the news.

Wednesday night’s event offers a chance to see whether well-crafted arguments can change minds on such a polarized and politicized issue. The audience in the studio and online will hear two legal experts arguing in favor of putting the cases in the courts’ hands, and two maintaining that colleges need to play a decision-making role — in order to protect students’ civil rights under Title IX, the federal gender-equity law, and to properly support victims. Then a second vote is taken of the studio audience to gauge whether people’s views have changed.
Hundreds of online votes poured in before the debate here this week. A glance at the early returns shortly before the arguments begin reveals a lopsided result: Nearly 90 percent of the respondents believe that courts, not colleges, should decide sexual-assault cases.

**Strong and Varied Opinions**
Among the audience members at the Kaufman Music Center are sexual-assault-awareness activists, parents who say their children were falsely accused of rape, and the vice chair of a local college’s Board of Trustees. At a reception before the debate, several of them say they already have strong opinions about the issue.

Two of the parents talk about their experiences with colleges’ disciplinary processes. They say their sons were found not responsible for sexual assault after both campus and criminal proceedings. The parents also say the events have led them to believe that colleges have too many conflicts of interest and not enough professional knowledge of the law to adjudicate the cases fairly.

But many, perhaps most, of the attendees are not activists or experts in the field. They are students and local residents, brought here by curiosity. Several of them emphasize that they are not yet supporting either side and are eager to learn.

Some New York University students in the studio say they are leaning toward supporting the courts argument, but they want to learn more about Title IX and its nuances. Eliza Northwood, a marketing professional, wonders whether colleges’ punishments, even expulsion, are serious enough for students found responsible for sexual assault. Shawn Chittle, a website and digital-product designer, proposes an unconventional solution: Just let students decide the cases because they understand the "cultural dynamics of a campus" better than any jury or judge would.

The initial vote taken of audience members finds that about one-third of them are undecided. More than half support giving the courts decision-making authority in sexual-assault cases, and just 12 percent support assigning such a role to colleges.

**What Constitutes Sexual Assault?**
During the debate, one example that the panelists return to several times demonstrates how difficult sexual assault is to define and cope with: A female student in a chemistry lab consistently gets groped by the male student who sits next to her. She is unable to perform her best work because of the other student’s behavior.
Is that a crime punishable by law? Yes, says Jeannie C. Suk, a professor of law at Harvard University. She, along with Jeb Rubenfeld, a Yale Law School professor, are arguing in favor of having the courts handle sexual-assault cases.

If the groping occurs in a public place like Times Square, says Ms. Suk, "it’s a crime. And if it happens in a chemistry lab, it’s also a crime." She adds that, if she were the female student’s adviser, "I would say, Go to the police, because this is a crime, and if a crime has been committed against you, the person will be arrested."

It is preferable, however, for colleges to have authority over that kind of situation, argues Stephen J. Schulhofer, a law professor at New York University. He and Michelle J. Anderson, dean of the City University of New York’s School of Law, are on the team arguing against using the courts. "It’s not desirable to send that case to a criminal court, where some immature adolescent is going to wind up on a sex-offender registry," Mr. Schulhofer says.

Ms. Suk adds that her recommendation might be different "if we were living in a reasonable world with a reasonable Department of Education."

Despite being on the pro-courts side, Mr. Rubenfeld agrees that groping can probably be dealt with on a campus level. But, he says, groping should not be put in the same category as sexual assault. "If campuses want to have a code against offensive touching, sexual misconduct, sexual harassment — sure, those are things that campuses could do well," he says. "We are talking about sexual assault here. Let’s not expand that term so that it means all kinds of things."

Throughout the 90-minute debate, some predictable arguments emerge. Ms. Anderson asserts, to the audience’s applause, that "we’ve had 200 years of history where the courts and the police have not taken sexual assault seriously." She adds that colleges’ disciplinary processes tend to work more efficiently.

But most colleges are not equipped to deal with forensics and rape kits, contends Mr. Rubenfeld. And college proceedings are rife with conflicts of interest, Ms. Suk says, because they have "a Title IX officer who is charged with compliance with the Department of Education’s dictates. And they are terrified about what’s going to happen if they don’t do things a certain way."

However, the alternative, Ms. Anderson fires back, "is the era before, where campuses swept these cases under the rug."
New Tally, Different Result

The post-debate vote comes in. Fifty-six percent of the in-person audience supports having the courts decide sexual-assault cases, an unchanged statistic. The share of support for having colleges do so, on the other hand, more than doubles, while the undecided vote declines to 14 percent. Nearly half of the people in the crowd have changed their minds.

Katie-Rose Nunziato, one of the New York University students at the event, is among those who voted undecided at first but switched to the colleges’ side. Ms. Nunziato says she now realizes the importance of students’ having options, and she sees an opportunity for campus proceedings to evolve and improve over time.

Ms. Anderson says she hopes the vote reflects greater awareness that colleges and courts run "parallel processes, with different remedies for victims and different goals."

Still, a majority of the voters remain on the side of the courts. Among that group is Mr. Chittle, who says he first voted undecided but was convinced by Mr. Rubenfeld that the seriousness of the crime makes police involvement necessary. Tejas Sawant, another NYU student, says he voted in support of the courts on both occasions; he sees colleges’ proceedings as having "a low deterrent value."

The result was not the point of the debate, though, Ms. Suk says; it was "a much-needed rational airing of difficult issues." And ultimately, Mr. Rubenfeld says, he hopes it sends a message to federal officials and college administrators. "If huge numbers of people out there don’t believe in what they are doing," he says, "they need to see that."

MU student body leader Payton Head writes emotional response to being called the n-word

BY LISA GUTIERREZ
l gutierrez@kcestar.com
Payton Head was walking down the street with a friend last week near the University of Missouri campus in Columbia when something ugly happened to him.

“Some guys in the back of a pickup just started yelling the n-word at me,” Head, who is African-American, told the Columbia Missourian.

It wasn’t the first time he’d been targeted with slurs in Columbia, he said. The first time someone shouted one at him on campus, Head, who grew up on Chicago’s south side, was stunned, he told the Missourian.

But this time was different.

This time, as the leader of the school’s student association, he owned a public platform.

“I’d had experience with racism before, like microaggressions, but that was the first time I’d experienced in-your-face racism,” he told the newspaper.

“I could either not say anything and go about my night, or I could finish my term and stay angry, or I could say something.”

So, he said something in a long, emotional Facebook post that’s starting to go viral. The line that’s being quoted over and again is this: “I really just want to know why my simple existence is such a threat to society.”

The student body leader also challenged his fellow Tigers to not stand passively by when they see behavior like that. He also reported the incident to the police.

“This story is not just something that happens here. It’s not a Mizzou issue. It’s a societal issue,” Head told The Washington Post. “And very few people are privileged to have the voice to speak up that people will listen to.”

His post has been shared more than 1,500 times on Facebook since Saturday.

One of those who applauded him was Cathy Scroggs, MU’s vice chancellor of student affairs, who called Head “a profile in courage.”

“What has made this case notable is that in a day where young black men are often portrayed as volatile and menacing,” writes The Grio, “Head’s heartfelt letter has touched a chord within his community due to its candor and thoughtfulness.”

Head won his job in student government by campaigning on a platform calling Mizzou to “embrace students who are different.”

He wrote on Facebook that the reason he’s “always talking about the importance of inclusion and respect” is “because I’ve experienced moments like this multiple times at THIS university, making me not feel included here.
“Many of you are so privileged that you’ll never know what it feels like to be a hijab-wearing Muslim woman and be called a terrorist or a towel head. You don’t have to think about being transgender and worrying about finding a restroom where you can go and not be targeted for violence because you don’t fit into the gender binary.

“You’ve never had to experience people throwing drinks on you and yelling (homosexual slur) at you from the patio at Big 12 as you walk past on the street holding hands with your partner ... these are some of my experiences and the experiences of the ones closest to me.”

He ended his post: Your (n-word and homosexual slur) Missouri Students Association President, Payton Head.”

Head said this week that he has heard from professors around campus who used his post to start conversations in class. And actor Harry Belafonte, a longtime activist, has reached out to him too, he told The Washington Post.

The Washington Post

Mizzou chancellor responds after student-body president is called the n-word

After the University of Missouri’s student-body president heard people yelling a racial slur at him from the back of a pickup truck, he said, he was moved to write a piece that has sparked a debate about discrimination of all sorts.

Payton Head’s post was shared more than 1,500 times within a few days and generated press coverage far beyond the Mizzou campus. Head became the latest symbol of the tension between students’ right to feel safe on campus and their right to free speech.

On Thursday, the university’s leader responded.

“Let me be very clear about where I stand as Mizzou’s chancellor: one bias incident is too many,” R. Bowen Loftin said in a statement.

“The incidents that I have heard about – both blatant and subtle – are totally unacceptable. Our core values of Respect, Responsibility, Discovery and Excellence leave no room for bias and discrimination.

“We support free speech in the context of learning, spirited inquiry and intellectual discussion, but acts of bias and discrimination will not be tolerated at Mizzou.”
He also updated the campus on efforts it has made since some students held a “call for action.”

Not everyone was impressed. Sophomore Kennedy Ward wrote in an e-mail, “Well, our Chancellor just responded to these events and it’s a polished piece of politically correct garbage.

“Referring to these recent events as ‘acts of bias,’ our Chancellor completely avoided using the terms ‘racism’ and ‘homophobia’ throughout the entire letter. …

“Experiences like Payton Head’s have been going unnoticed, unchanged and minimized within this university for far too long. Our voices need to be heard.”

Here is the chancellor’s letter in full:

Dear MU Students, Staff, and Faculty:

Many of you are aware of recent incidents of bias and discrimination directed at members of our community. I have heard from far too many of you who have experienced incidents of bias and discrimination on and off campus. This is particularly hurtful when our students are the target.

I regret the delay in providing a clear statement of our position to the Mizzou community, but during the intervening days MUPD interviewed affected parties, and we have been in conversation with the students involved in recent incidents to ensure that their wishes are taken into account in any public statement that we make.

Let me be very clear about where I stand as Mizzou’s chancellor: one bias incident is too many. The incidents that I have heard about – both blatant and subtle – are totally unacceptable. Our core values of Respect, Responsibility, Discovery and Excellence leave no room for bias and discrimination. We support free speech in the context of learning, spirited inquiry and intellectual discussion, but acts of bias and discrimination will not be tolerated at Mizzou.

Since the Call to Action by our students, we have been working on a number of fronts to address the issues brought forward. Thanks to the leadership of students, faculty and staff, a full progress update can be found on the transparency web site. We still have a tremendous amount of work to do, and I challenge everyone at Mizzou to stand against acts of bias and discrimination.

As always, anyone with safety concerns should contact MUPD at 573-882-7201. They will investigate all reports of bias incidents and, whenever possible under the law, take steps to hold the perpetrators responsible. Students may also pursue complaints by contacting the Office of Student Conduct.

I invite all members of the MU community to stand together against bias and discrimination. We will be continuing our efforts to respond to the concerns that have been raised and to employ working groups relative to the steps we must take as a university and a community to live up to our values. Please help us make this campus a safe and productive learning and living environment and show our community and the world that Mizzou will not tolerate hate.
Sincerely,

R. Bowen Loftin

Chancellor

Racism and discrimination in Columbia get national attention

Watch story: http://www.komu.com/player/?video_id=30561&zone=5&categories=5

COLUMBIA - "WARNING: EXPLICIT LANGUAGE."

That's how MU's student association president, Payton Head, began a Facebook post last Saturday after being called the "n-word" by some men in a pickup truck while he was walking through campus the night before.

He continued his post to include other incidents of racism he has experienced during his time at MU, as well as addressing various cases of ethnic, racial and gender discrimination he has witnessed and heard about.

"These are some of my experiences and the experiences of the ones closest to me," Head's post stated. "This is what I'm fighting against every day in boardrooms, conferences, meetings, classrooms, the Capitol, and in my daily life."

In less than a week, the post received 840 likes, 74 comments and 1,500 shares. In addition to Head's post going viral on social media, it has been picked up for stories by a slew of local radio shows and newspapers as well as larger publications like The St. Louis Post-Dispatch and The Washington Post.

Head said he knew his position at MU would give him a platform to have his message heard, but he had no idea the story would get this big.
"I know that this is the every day reality for a lot of people," Head said. "People are facing this every day. I am using my platform to remind people how real this is. This is a call to wake up."

In light of recent major events in Ferguson, Mo. and other cities throughout the nation, Head said his post is to show that these acts can happen to anyone.

"It doesn't matter," Head said. "This office can't save me. It doesn't matter if I am the student body president of this university. In that moment, I was just a black man. It didn't matter if I was a thug or anything else. I was a black man."

Head said he sees the issue of racism in mid-Missouri to be founded in a lack of education and representation.

"There is diversity in mid-Missouri," Head said. "This area is diverse. The issue is that the people in Jeff City need to understand who they're representing. It's easy to want to stand up for your own people. It would be easy for me to work harder to represent my people, but that's not that point."

After the post gained national attention, MU's Chancellor Loftin sent out a mass email to students, faculty and parents to ensure the university does not support or allow bias or discrimination. The email also said MUPD has been looking into the issue. MUPD did not respond to KOMU 8 to comment on the issue.

Nickie Davis, owner of Muse Clothing, was born and raised in Columbia. Davis attended MU and stayed to start her business. As a woman of color, Davis said she mostly encounters racism in Columbia when she goes into stores.

"You get followed around like someone thinks you're going to steal something," Davis said. "I'm not sure if it's because of stereotypes or not. Either way, it's pretty awful."

Davis continued to say that, as a whole, the issue of race in Columbia is a matter of people not understanding people from other backgrounds.

"I really think people just don't know," Davis said. "They don't truly understand what it's like for people to deal with this. They don't get it because it doesn't happen to them."

Davis said actions like Head's post are good for Columbia.

"Creating this conversation in a town like this is good. When we slowly start talking about these things, that's when change happens."
COLUMBIA MISSOURIAN

Students, administration react to MSA president's statement about campus racism

NATALIE HELMS, 13 hrs ago

COLUMBIA — On Friday night, Missouri Students Association President Payton Head said he was walking down Hitt Street when a pickup passed him and a passenger repeatedly shouted racial slurs at him. His response came in the form of a Facebook post on Saturday that brought the incident—and the issue—to the attention of the MU community.

Since then, his statement has gone viral, with people sharing their support of Head and their frustration with MU's response on social media. Several media organizations have also reported on the story.

R. Bowen Loftin @bowtieger

Payton Head @MSAPresident
@Mizzou I just don't get it. Why are we so reactive? Why has everyone shared my story but you? 6 days later is unacceptable. Am I bad PR? 1:05 AM - 17 Sep 2015 · Missouri, USA, United States

Lindsay Webb @ lindsaywebb
Whose university is it again? @MSAPresident is there to give students a voice and make change, while @bowtieger just promotes it. @Mizzou 7:53 AM - 17 Sep 2015

Olivia Run This @OliviaRocks14
In my ten years at Mizzou we have had a number of these carbon copy chancellor letters. Yawn. https://twitter.com/bowtieger/status/644313119141965824 … 7:39 AM - 17 Sep 2015 · Missouri, USA, United States

Mizzou Diversity @mizzoudiversity
We'd like to support @MSAmizzou president and all our students that have found themselves targets of discrimination. http://ow.ly/SISFY
2:47 PM - 15 Sep 2015

Lex. ⭐️ @_lexxtherexx
Killing them with kindness. Another reason to love and admire our MSA President.
@MSAPresident
5:45 PM - 16 Sep 2015

Kat Jennings @kat__jennings
Disgusted by racism/aggression on #Mizzou campus but @MSAPresident Payton Head's call to action is inspiring #2150E http://www.columbiamissourian.com/news/higher_education/msa-president-speaks-out-about-racist-incident/article_ac4ebc2c-5b3e-11e5-b4bd-af55f13bae45.html#.VfeZmXMTck4.twitter ...
11:09 PM - 14 Sep 2015

Corie @StrongtotheCor
@HeadthePrez PLEASE to continue to speak out about situations such as yours. We have to be heard! Keep up the good work!
9:48 PM - 12 Sep 2015

Lauren no Hill @laurennicolehar
@HeadthePrez PLEASE to continue to speak out about situations such as yours. We have to be heard! Keep up the good work!
9:48 PM - 12 Sep 2015

Chancellor Loftin addresses campus climate

Chancellor R. Bowen Loftin released a statement Sept. 17 denouncing hatred and discrimination on campus and called for the MU student body to do the same.

“I have heard from far too many of you who have experienced incidents of bias and discrimination on and off campus,” he said in the statement. “This is particularly hurtful when our students are the target.”
Loftin’s statement comes in light of Missouri Students Association President Payton Head’s recent experience with bigotry and racial discrimination on campus just a few days ago, which has been covered nationally by media outlets such as The Washington Post and the St. Louis Post-Dispatch.

As Head was walking through campus this past weekend, men riding in the back of a pickup truck screamed the n-word at him. After this experience with intolerance, Head took to his Facebook page to document what had happened, citing his own experience as well as the experiences of some of his friends. He called on the MU student body to “fight for social change.”

In his statement, Loftin seemed to address the stories Head cited.

“What the incidents that I have heard about — both blatant and subtle — are totally unacceptable,” Loftin said. “Our core values of Respect, Responsibility, Discovery and Excellence leave no room for bias and discrimination. We support free speech in the context of learning, spirited inquiry and intellectual discussion, but acts of bias and discrimination will not be tolerated at Mizzou.”

Loftin informed students that they should contact MU Police Department with any incidents involving bias. Students can also file formal complaints with the Office of Student Conduct.

Loftin ended his statement by calling on the MU student body to take a stand against bias and discrimination on campus.

“Please help us make this campus a safe and productive learning and living environment and to show our community and the world that Mizzou will not tolerate hate,” Loftin said.

COLUMBIA MISSOURIAN

Faculty Council members discuss new medical dean, graduate student rights

EMMA VANDELINDER, 9 hrs ago

COLUMBIA — Concerns about the instability of the School of Medicine, graduate tuition waivers and sex discrimination were raised Thursday at the MU Faculty Council meeting.

Future of School of Medicine
Faculty members questioned the recent departure of the dean of the School of Medicine, Patrice “Patrick” Delafontaine, and wanted to know the reasons for his resigning less than a year after he began work.

“This took everyone by surprise. … We put a lot of hope in the new dean. It took forever to get a new dean.” said Camila Manrique, assistant professor in the School of Medicine.

MU Chancellor R. Bowen Loftin announced Delafontaine's resignation Monday in an email newsletter to the employees of the University Health System, according to previous Missourian reporting. James Stannard, chairman of the Department of Orthopaedic Surgery, agreed to serve as interim dean.

Loftin said he was advised by Huron Consulting, a consulting firm hired to restructure MU’s Health Care, to reinstate the executive vice chancellor position for Health Affairs. The vice chancellor position will be filled before the dean’s, Loftin said, and the search for a new vice chancellor has already begun.

Faculty and staff in the School of Medicine felt that things were “up in the air,” Manrique said.

Loftin said his aspirations for the School of Medicine and the Health Science Center have not changed, but that the school was not able to produce the level of research normally found in similar universities.

“That was a lack we saw quite a time ago,” he said. “Our hope was that (Delafontaine) would be the dean to lead us forward both in terms of continuing excellent clinical care, as well as excellent education training, but also increase exponentially our research expenditures in the School of Medicine and its partner.”

Naresh Khatri, associate professor in the School of Medicine, asked Loftin about the timing of the dean's resignation. He said a resignation after five or six years was understandable, but not less than a year.
Loftin said he could not comment on the nature of the resignation.

“He made a decision to resign,” Loftin said. “This happened Monday morning, and that is the fact.”

Other members questioned whether the university was using its resources efficiently for consultation and hiring, after a lengthy search to find Delafontaine which ended in a quick resignation.

“It’s not like new resources are being required,” Loftin said. “The same resources promised to the dean we just had are still there and will be provided to the interim dean to continue the process and to a new dean ultimately hired in the future after the vice chancellor is in place.”

Loftin was unable to stay at the meeting and could not answer further questions by the Faculty Council on the topic.

**Graduate tuition waivers**

The council also discussed the university’s decision to eliminate full tuition waivers for graduate student employees with quarter-time assistantships.

“I don’t think that the rationale has been presented or at least delved into from the standpoint not only of just the financial side but also the idea of improving the quality of our graduate education,” said Tim Evans, associate professor in MU’s College of Veterinary Medicine.

MU graduate students with quarter-time assistantships are paid for 10 hours of work a week, while graduates with half-time assistantships are paid for 20 hours of work a week. Students with either quarter or half-time assistantships receive tuition waivers from the university.

The university will reduce tuition waivers to 50 percent for future graduate student employees holding quarter-time assistantships, starting in the fall 2016. Future graduate students will have to hold half-time assistantships to receive full tuition waivers. The change will only occur for incoming students.
“The students that are currently here, their stipends are not going to be affected at all,” MU Spokeswoman Mary Jo Banken said. “If they are only working 10 hours a week, they will still get the same stipend and they will still get their tuition paid for.”

Evans said he hoped administrators would be more forthcoming in announcing future major changes for graduate students and not repeat the “major communication failure” of the recent past.

“We still haven’t heard a really good in-depth explanation of why this new system is something we should follow,” said Nicole Monnier, director of graduate studies and Faculty Council vice chairwoman.

MU departments differ on the number of quarter and half-time assistantships they hold and how much they pay their graduate employees. So some departments may be hit harder by the change than others.

“Almost all of our masters students who have funding are currently on quarter-time, so we’re trying to figure out how to make the shift and not really reduce our enrollment dramatically,” said Mary Stegmaier, assistant professor at the Truman School of Public Affairs.

Journalism professor Marty Steffens said MU’s School of Journalism was looking at how the change will impact the structure of the school and its financial consequences.

“Journalism is working on sending a letter upstream about the devastating effects that this change will have. ...” Steffens said.

**The new Title IX committee**

Some Faculty Council members brought to the table issues they want the new faculty committee on MU’s Title IX Office to look into. The office supports university students who experience sex discrimination on and off campus.
One issue was with faculty training, which was said by a member to have had "lots of gray areas."

“The training could have been better than it was,” Faculty Council chairman Ben Trachtenberg said in response to one faculty member’s frustration with mandatory reports. The same faculty member said she felt that the reporting process could lead to a high number of unnecessary reports.

"The consequences of reporting are very different depending on who is in charge of the office that receives reports,” Trachtenberg said.

Monnier said she agreed the training could have been better but was impressed by the new Title IX administrator, Ellen Eardley.

“Ellen is fantabulous,” she said.

Former med school dean to continue teaching, research at MU

Patrick Delafontaine, who resigned as dean of the University of Missouri School of Medicine on Monday, will continue to teach and conduct research for the university.

Delafontaine will receive a $600,000 per year base salary for his first two years of employment with the university, according to his resignation agreement. That $1.2 million over two years includes the 10 months Delafontaine served as dean, MU spokeswoman Ellen de Graffenreid said. His first day at MU was Dec. 1.

MU granted Delafontaine tenure through its standard review process on Aug. 22, 2014. His $600,000 salary is comparable to faculty in cardiology at MU, de Graffenreid said.

In the School of Medicine, de Graffenreid said faculty often teach in clinical settings and advise medical school students. Faculty in the school also work with students in research labs, she said.
When asked whether Delafontaine’s contract and salary could be changed after his first two years of employment, de Graffenreid said the university is unable to provide information about personnel matters beyond what is available through the Custodian of Records.

Delafontaine’s offer letter with MU does not outline potential circumstances under which his contract and salary could be renegotiated. However, it does address his pay should he work for the university in a capacity other than as dean.

“At such time as you are no longer dean, assuming the granting of tenure, you would remain a professor in the school and receive a salary equal to the 75th percentile of current full professors who are cardiologists in the department,” the offer letter says.

MU offered Delafontaine a $600,000 annual salary and $50,000 in deferred compensation when they hired him as dean. He also received a $200,000 relocation payment.

Delafontaine’s relocation agreement says he would have to return part of that payment should he resign during his first two years. Because Delafontaine worked between six and 12 months as dean, the agreement said he must return $150,000 of that relocation payment.

The agreement did not specify whether the relocation funds had to be returned upon Delafontaine’s resignation as dean or upon his resignation from all employment with MU. de Graffenreid would not confirm whether Delafontaine had to reimburse the university part of his relocation payment because she said the university is unable to give information about personnel matters.

Delafontaine declined to comment on his resignation, saying he does not want to talk to reporters at this time. His letter to Chancellor R. Bowen Loftin and Provost Garnett Stokes did not provide a reason for his resignation, and officials said it was a confidential personnel matter.

---

**Stand up to Kurt Schaefer’s dishonest attack on Missouri’s university system**

BY BARBARA SHELLY

bshelly@kcstar.com
Selectively edited videos produced by an anti-abortion group that infiltrated Planned Parenthood were intended to horrify the public, and they did.

But in Missouri, outrage over the sting videos is taking the form of a dangerous, dishonest attack on the state’s university system.

The state Senate and House both formed committees to investigate whether Planned Parenthood chapters in Missouri had violated any state or federal laws regarding fetal tissue research, the subject of the incendiary videos.

The Senate committee has been the more active, but it hasn’t spent much time on the fetal tissue question. Rather, Kurt Schaefer, the chairman, has launched an aggressive probe into a flimsy suspicion that the University of Missouri has helped Planned Parenthood to resume non-surgical abortions at its Columbia clinic.

As a public university supported by state funding, MU can’t use taxpayer money to perform, enable or encourage abortions. Its hospital performs abortions only in rare situations to save the life of the mother.

But the university recently granted “refer and follow” privileges at its hospital, the University of Missouri Health Care, to Dr. Colleen McNicholas, who performs abortions at Planned Parenthood clinics. If necessary, she can refer patients to doctors at the hospital and monitor their progress.

Those privileges appear to satisfy a state requirement for licensing of the Columbia Planned Parenthood clinic, which enrages abortion opponents.

As R. Bowen Loftin, chancellor of the University of Missouri, has explained to Schaefer’s committee, federal law prevents MU from refusing privileges to a physician solely because the doctor performs abortions elsewhere. To violate that restriction could cost the university millions in federal funding.

That’s a compelling explanation, but not good enough for Schaefer, who represents Columbia, and some other Republicans. They contend that, by processing McNicholas’ request for hospital privileges, university employees broke state law by using taxpayer money to facilitate abortions.

To lend fodder to their suspicions, an adjunct professor at MU’s Sinclair School of Nursing also works as a nurse practitioner at Planned Parenthood. Through emails containing both of those titles on her signature, she helped arrange some of the meetings required to secure privileges for McNicholas.

Schaefer, an intensely ambitious politician who is seeking the GOP nomination for state attorney general, told a crowd of anti-abortion activists this week that university personnel "recruited a doctor to come from St. Louis to Columbia for nothing else, for no other reason than the sole purpose of resuming abortions" at the Columbia Planned Parenthood clinic.
That is demagoguery. Planned Parenthood had been seeking a physician to perform abortions at its Columbia clinic for some time. The university was not involved in “recruiting” McNicholas.

Schaefer’s hearings are harsh and accusatory, with a strong guilt-by-association overtone. The situation is made worse by Schaefer’s role as the Senate’s appropriations chair, meaning he has an outsized say in how state services and entities are funded. He has threatened to cut funding from the University of Missouri system, saying there must be “consequences” for being “in the abortion business.”

“I find that opportunistic in the most horrific of ways,” said Sen. Jill Schupp, a Democrat from St. Louis County, who sits on the committee and describes it as “a sham.”

Schaefer’s bullying is having a chilling effect. The University of Missouri has canceled 10 contracts with Planned Parenthood for nursing and medical students to complete clinical hours at its health care facilities. Officials say the arrangements were outdated and seldom used, but the timing looks like the university is caving in to pressure. (The university did retain one active agreement, for social work students to work with Planned Parenthood to learn about policy making.)

We are seeing a Missouri senator harass and intimidate the state’s university system to pursue a crusade against a provider of legal abortion. That is very wrong. Senate leaders should put a stop to it, but they seem to approve of what’s going on.

Democratic Gov. Jay Nixon and other state officials have been quiet so far, but it’s time to speak up. If Schaefer is allowed to bulldoze the university with his unprincipled ambition, I guarantee he won’t stop at that.

---

**Mizzou Will No Longer Let Medical Students Train At Planned Parenthood**

Medical and nursing students at the University of Missouri no longer have the option to do birth control and abortion training rotations at local Planned Parenthood clinics, after the school canceled all ten of its contracts with the family planning provider.

The Missourian reported Tuesday that Mizzou has ended its 26-year relationship with Planned Parenthood amid a state investigation into the embattled organization. The Senate Interim Committee on the Sanctity of Life began investigating the local Planned Parenthood affiliate in July after a series of heavily edited undercover videos purported to show Planned Parenthood selling fetal parts after abortions.
Obstetrics and gynecology students at Mizzou previously had the option to complete rotation hours at Planned Parenthood clinics, where they received training on providing surgical abortions and placing long-acting contraception methods. Rotations for nursing students included instruction on birth control, gynecological exams and cancer screenings. None of the students will have the option to shadow Planned Parenthood doctors under the new policy.

"The nursing school administration reviews contracts routinely and decided to cancel them since there were ample opportunities at many other learning sites," Mary Jenkins, a spokeswoman for the University of Missouri Health System, told The Missourian.

Planned Parenthood's Missouri affiliate did not immediately respond to a request for comment, but the family planning organization has said repeatedly that it does not sell fetal tissue after abortions. It sometimes donates the tissue for medical research, which is a legal practice.

Multiple state investigations and a federal investigation into Planned Parenthood have so far turned up nothing.

MU graduate donates to MU libraries and the School of Health Professions

New York Times best-selling author William Trogdon, also known as William Least Heat-Moon, donated $1.5 million to the MU Libraries and $100,000 to the School of Health Professions.

Chancellor R. Bowen Loftin made the gift announcement in front of faculty and media in the morning of Sept. 11 in Ellis Library.

“Libraries still carry a cache of time and place,” Loftin said in his opening remarks. “Our library is a place that brings us together, as it is located in the center of campus.”

Trogdon and his wife Jan gave a $1.5 million pledge that will go toward preserving rare books and special collections in Ellis Library and other libraries across campus.

The Trogdons’ gift brings their total amount of donations to the MU Libraries up to $3.5 million.

They have also generously donated $100,000 toward scholarships in the School of Health Professions for students with physical disabilities who are aspiring to be health practitioners. The scholarships will help keep tuition costs low for SHP students to receive a tier-one education, which is, as Loftin pointed out, top priority for administrators at MU.
The Trogdons’ gift comes in the background of an effort on the part of MU Libraries to raise funds through student fees. The libraries’ proposal for a student fee will be put to campus-wide referendum later this academic year.

After Loftin’s opening remarks, Trogdon himself took to the podium and reflected on his passion for reading.

“Library books open up for somebody a new world, they open up minds and for that reason, there is no greater place than where we stand today,” he said.

In the late 1950s when Trogdon was an undergrad at MU, tuition was a mere $79 per semester. Trogdon is now the owner of five MU degrees and an author of The New York Times best-selling book “Blue Highways.”

“I could never give away more than what this university gave to me,” Trogdon said.

Trogdon said he was very gracious and thankful to those who helped him get to where he is today, including his father, Ralph, whom the SHP scholarship will be named after.

Trogdon wrapped up his remarks by sharing a story from his college days. Late one night, he noticed a man in a wheelchair in downtown Columbia and offered a helping hand by wheeling him down Ninth Street to his destination.

“Lend a hand to the people of this great university,” he said. “Expressions of gratitude are good for the human heart.”

COLUMBIA MISSOURIAN

Banners of pride: 14 MU fraternities recognized for academic success

BROOKE KOTTMANN, 21 hrs ago

COLUMBIA — Starting this week, black and gold banners decorating Greek Town are not just about Tiger spirit. They’re about academic excellence.

On Wednesday, 14 MU fraternity chapters were recognized in a banner ceremony for exceeding the all-university grade point average of 3.094 for the spring 2015 semester.
“I just want to congratulate all of our chapters today,” Cathy Scroggs, vice chancellor for student affairs, told a gathering of about 40 people in the MU Student Center. “We as a university recognize you and your hard work.”

The banners are a big deal among the chapters.

“Basically, they’re a reflection of our grades and taking pride in them,” Sigma Pi chapter president Ben Baker said. “They are rewards for our hard work being recognized by the alumni consortium.”

Sigma Pi’s GPA was 3.177. Baker said scholarships and other incentives helped his chapter get a banner. “Guys with the highest (GPAs) get to pick their rooms first,” he said.

Delta Tau Delta, which ranked eighth among the fraternities with a GPA of 3.181, has a creative and competitive way to keep grades up, chapter president Taylor Wagner said.

“We play ‘Academic Fantasy Team,’” Wagner said. “Two dozen team captains draft a half-dozen guys based on how they feel their grades will be. Quarterly semester checkups hold us all accountable. The top team wins gift cards.”

“(Banners) are such a good way to promote academic success,” he added.

Matthew Taylor, secretary of the Sigma Phi Delta chapter, said they work hard on study hours. “We help each other and hold each other accountable, for grades especially,” he said.

Banners have been awarded to fraternity chapters for exceeding the all-university GPA since the fall 2009 semester, ceremony coordinator Rich Sommer said.

Nine fraternities were awarded black MU Academic Achievement banners to display outside their respective houses. Five chapters were awarded gold banners to display for exceeding the all-Greek GPA of 3.221.

"Getting the banner feels amazing," Taylor said. "I'm so proud of my brothers."
ESPN documentary features Mizzou trio

Sept. 18, 2015 By Dave Matter

COLUMBIA, Mo. • On Tuesday, SEC Network premieres its newest “SEC Storied” ESPN Films documentary, “Tigers United,” a look back at Missouri’s 2013 football season through the eyes of senior teammates and best friends Marvin Foster, Michael Sam and L’Damian Washington. The film, directed by Marquis Daisy, profiles the three former players, centered around Foster and Washington’s acceptance and support of Sam, who before the season told the team he’s gay.

Interviewed subjects also include MU coach Gary Pinkel, defensive line coach Craig Kuligowski, strength coach Pat Ivey and Columbia Tribune reporter David Morrison. The film is narrated by actor Hassan Johnson, best known for HBO’s “The Wire.”

The show debuts at 8 p.m. on Tuesday on SEC Network. Here’s a clip.

On Thursday, I watched an advanced screening. Here are a few notes and thoughts:

• The documentary doesn’t cover any ground that will be new to Missouri fans who followed the careers of the three players, but viewers are reminded of the unsettling and tragic childhoods that led Sam and Washington to Columbia, from the death of Washington’s parents to Sam’s troubled siblings and his rocky relationship with his mother. But no matter how many times you’ve heard the story of Washington’s mother dying at his high school basketball game it’s no less heartwrenching.

• Don’t confuse this film with a Sam biopic. This isn’t the Oprah documentary. Foster and Washington are featured just as prominently and add rich storytelling and context to the narrative. This film proves Foster was underquoted by the media during his career. Really insightful guy.

• We get the story of Mizzou’s preseason crossover dinners, where Sam first told the rest of his teammates that he’s gay. Foster and Washington had known for years. “The first thing that people automatically assumed when you’re cool with someone like Michael Sam (was), ‘Oh, are you gay, too?'” Washington says. “But when I got to college at first I was kind of an odd-ball. I was the product of my environment the way I dressed, the way I talked, the way I did things. But Mike and Marvin never judged me. They were my friends. That’s what made me be like, ‘Mike, whatever you do, I’ve got your back regardless.’”

“Just to see the way everybody responded,” Washington later says, “of course they were shocked at first. But after that it’s like, ‘He’s on our team. He’s our brother. Let’s rock. Let’s get this season started.’”

• A few months before the season, Sam came out indirectly to Ivey. Interesting scene.

• Pinkel comes off extremely well in the film. Nuanced, graceful, compassionate, thoughtful. If Missouri’s smart, the program will encourage recruits to watch the documentary — if not hold screenings during official campus visits.

Pinkel and the players really sell the program’s family atmosphere, but it comes off naturally through their commentary, not like, say, an SEC Network infomercial. (Though there’s a scene on The Quad involving a campus tour that seems a bit staged.)
“I don’t know if (Sam) has ever said it publicly,” Pinkel says, “but he told me once he started playing for the team instead of playing for himself. For him to know that his teammates were protecting him and had his back, all of them, that solidified family for him more than anything that’s happened in his life.”

- The film begins to chronicle the season once conference play begins at Vanderbilt, with more scenes from games against Georgia, South Carolina, Tennessee and Texas A&M. Sam's emotional reaction to Washington's long touchdown catch against South Carolina tells the story of the bond these guys shared.

- The most poignant moment comes on Senior Day, a few weeks after Foster suffers a career-ending injury. Heartbreaking scene during the pregame ceremony. Have a kleenex handy.

- When it came to the SEC championship game defeat, the filmmakers imply that Foster’s absence was a big reason Auburn’s Tre Mason gashed the Tigers for so many rushing yards. Foster was a solid player as a senior backup. He was having his best college season. But let’s not get carried away. Missouri’s D-tackle rotation still had four healthy regulars in Atlanta — plus Sam and three current NFL players at defensive end in Shane Ray, Markus Golden and Kony Ealy.

- How about this: Sam, briefly Mason’s teammate with the St. Louis Rams, said he later asked the running back how he piled up so many yards on Mizzou’s stout defense. Mason basically called out Mizzou’s strategy along the defensive front against Auburn’s zone-read runs. “He said, ‘If you would have stayed at home on the D-line I would have nowhere to run and you guys would have won that game,’” Sam recalls Mason telling him. “And we would have went to the national championship game. Golly.” Sam laughs incredulously at the thought.

- Why was Sam so invisible against Oklahoma State in the Cotton Bowl before his game-clinching sack? He says he was trying to avoid getting hurt knowing that the NFL draft was coming up.

- Yes, the film includes the postgame Pinkel dance. Twice.

- Lots of legacy talk about the 2013 team among the three former players. “We always heard about the 2007 football team and they were the guys who set the bar,” Foster says. “This could have been the best team, 2013, to ever play for Mizzou.”

- The film’s fourth act highlights Washington and Sam’s NFL plights. Sam explains that he naively thought his story would blow over in a couple weeks after he came out in a nationally televised interview. “That’s what I thought,” he says. “But it was much bigger than that.”

- One last compelling scene: Sam and Foster share how Sam learned of the hurtful comments his father made to The New York Times when he learned of his son’s sexuality.

Even if you suffer from Michael Sam Fatigue, the film is definitely worth watching. The narrative that Mizzou's 2013 season centered around these three friends seems a bit forced - there's no mention of Henry Josey's inspiring comeback from injury - and Johnson's narration tends to overdramatize in a schmaltzy ESPN kind of way. But the best moments come from the players themselves in their testimonies about the season and their brotherhood.
New MU Crosswalk Attempts to Increase Pedestrian Safety

The University of Missouri was hoping to lower the number of pedestrian accidents on campus. With that goal in mind, MU, Campus Facilities and the state of Missouri funded a new crosswalk on College Avenue. The crosswalk was installed in the summer of 2015.

The new “High-Intensity Activated crossWalk”, also known as H.A.W.K., was built so that east campus dwellers and other pedestrians can safely cross College Avenue.

MU Emergency Coordinator Eric Evans described the H.A.W.K. crosswalk as a specialized crosswalk to provide the maximum safety for pedestrians crossing and also give plenty of notice to driver’s that there are pedestrians trying to cross a very busy street.

MUPD reported that 54 total pedestrian accidents occurred on College Avenue from 2010 to 2014. Pedestrians did not always use the two crosswalks previously located on Rollins Street and University Avenue. With the addition of the H.A.W.K. there are now four total crosswalks between east campus and campus.

Evans hopes to eliminate accidents completely with the two new crosswalk points. Even though the crosswalk was installed last month, he said some pedestrians are still misusing it.

“Right now we’re seeing a great number of pedestrians not using the button,” Evans said. “We’re on an educational campaign to try to get them to understand that it’s a symbiotic relationship for safety for not only the pedestrian, but also the safety of the vehicle.”

East campus dweller Savanna Peterson feels that pedestrians will still not use the signal because it slows down their commute.

“I don’t think people will ever use the crosswalk properly on east campus walking to campus,” Peterson said. “I mean, that’s mostly why people live on east campus is to get there quickly.”
MU made a YouTube tutorial video that is available for students to view on the GoMizzou app. The University sent out helpful tips on how to use the crosswalk via email and Campus Facilities employees remain at the crosswalks to teach people how to use them.

Megabus cancels service in Kansas City and Columbia

*The Associated Press*

COLUMBIA, MO.

A company that offers discount bus rides is dropping its service in Kansas City and Columbia at the end of September.

Megabus spokesman Sean Hughes says the customer demand in those two cities had dropped and it did not appear likely it would improve.

The Columbia Daily Tribune reports (http://bit.ly/1KjoeMn ) Megabus offers service between Columbia and St. Louis, Kansas City and Chicago. Hughes says fewer people might be using the bus line because lower gas prices make personal driving more economical. The newspaper said only two people were at the Columbia stop Tuesday waiting for the bus.

**University of Missouri senior David Wallace, who uses the service about once a month, started an online petition to ask the company to reverse its decision.**
College officials adjust to Missouri's ban on A+ Scholarship aid to undocumented students
Sept. 18, 2015 • By Koran Addo, Alex Stuckey

NO MU MENTION

This year was always going to be tough going financially for certain Missouri college students, specifically the ones who’d grown up in the state but had been born outside of the country.

About a month before the school year started, the Legislature put in place a rule that said colleges and universities have to charge so-called DACA students the highest tuition rate available. For some students, this meant they would be paying more than double what they expected.

DACA students are those who are brought to the U.S. as young children by undocumented parents. They have legal permission to stay in the country under the Deferred Action for Childhood Arrivals Program, or DACA.

College leaders across the state predicted the new rule would leave dozens and possibly hundreds of students in limbo — leading high school seniors not to pursue college and causing those already in school to drop out.

But until this week, there was a glimmer of hope for the subset of undocumented students planning on attending community college. When legislators passed Senate Bill 224 barring them from receiving the state’s A+ Scholarship, Gov. Jay Nixon vetoed it.

On Wednesday night, lawmakers voted to override Nixon’s veto, meaning undocumented students who’d met the requirements — maintained a 2.5 grade-point average, had a 95 percent high school attendance record and completed 50 hours of unpaid mentoring and tutoring — would no longer have their tuition and fees covered by the state.

The vote was 24-8 in the Senate and 114-37 in the House.

The override was met Thursday with bitter disappointment in some corners of the state and a sense of satisfaction in others.

“I’m glad we were able to get this over with and taken care of,” said Sen. Gary Romine, R-Farmington. “The main thing was to preserve and protect Missouri resources for Missouri residents.”

The A+ program had run into financial difficulty lately as the cost of college has increased along with the number of students who meet the scholarship’s requirements. Lawmakers were able to increase funding for the program by $2 million to $35 million recently, but it’s unclear if that will be enough to cover all participants.

Romine, who said he was the first in his family to go to college, said he has nothing against undocumented immigrants.
“I’ve got a lot of rural students from tough areas (in my district) that can’t afford college,” Romine said. “I know what that’s like. We’ve got to take care of our own.”

While a number of college leaders have said the state should be doing more, not less, to create opportunities for students to go to college, several have declined to speak out publicly because they did not want to be seen as criticizing lawmakers.

Faith Sandler, executive director of the Scholarship Foundation of St. Louis, described the Legislature’s decision as tragic.

“This state really stands out in its approach,” she said. “I don’t know what it will take to convince lawmakers it’s in the best interest of the state to change their approach.”

At least 20 other states extend some benefits, including in-state tuition, to undocumented students. Other states are considering extending financial relief to DACA students.

Sandler, whose organization just received $200,000 in funding from national organizations as part of the “Invest in the Dream” initiative to support DACA students, said the Scholarship Foundation won’t be using any of that money at Missouri’s public colleges and universities.

“Until they change their policies, we will work to fund educational opportunities in nearby states or at private institutions that welcome and support (DACA students),” she said. “We won’t use precious funding to subsidize bad policies.”

The full effect of the ban of A+ Scholarships for DACA students won’t be felt immediately. Students who participated during the summer and are enrolled this fall are eligible for the awards for a final semester, provided their school submits a request for a reimbursement to the state by Oct. 16, when the new law takes effect.

At St. Louis Community College, undocumented students may get even more relief. Chancellor Jeff Pittman said Thursday that administrators have set aside $250,000 in private funds for undocumented students this year. He said he will continue to look for more funds to help students in subsequent years.

Currently, there are roughly 50 undocumented students at the community college who will be eligible for the private funding provided they meet the same benchmarks required under the A+ program.

“First of all, we will abide by the law,” Pittman said. “But we very much understand the hardships students who want to attend college are facing. We are an open access institution. We want to make education possible for people.”

He? She? Ze? Universities add gender pronouns, alter policy

Sept. 18, 2015 • By COLLIN BINKLEY
BOSTON (AP) — Welcome to Harvard. Feel free to pick a gender pronoun on this form: __ He. __ She. __ Ze. __ E. __ They.

During the registration process at Harvard University, students are now allowed to indicate which pronouns they use, with suggested gender-neutral options like "ze" or "they." Harvard isn't the first college to embrace gender-neutral pronouns, but it's among a wave of major institutions that are widening their policies and pronouns to acknowledge transgender students, as well as "genderqueer" students, who don't identify as male or female.

"If someone is being alienated or potentially outing by inappropriate gender references, we think that's not appropriate," said Michael Burke, registrar of Harvard's Faculty of Arts and Sciences.

American University posted a guide on its website explaining how to use pronouns like "ey," and how to ask someone which pronouns they use. Cornell University and MIT offer similar primers on their websites. Ohio University started letting students register their gender pronouns this year, and officials at Boston University said they're discussing the topic. Last week, the State University of New York, one of the nation's largest public college systems, announced that it's working on a data-collection tool to let students choose among seven gender identities, including "trans man," "questioning" and "genderqueer."

Advocates for transgender students applaud the changes, saying it can be insulting to be identified by the wrong pronoun.

"It feels really invalidating to have people make an assumption about what your gender is simply by looking at you," said Genny Beemyn, director of the Stonewall Center for lesbian, gay, bisexual and transgender students at the University of Massachusetts, Amherst.

Changes at places like Harvard, Beemyn said, represent "acceleration of a trend that we have been seeing for the past few years."

Beyond pronouns, more colleges are updating forms that in the past let students pick between male and female only. Applications to the University of California system include more options starting this year, letting students choose from labels including trans female or genderqueer. The move is meant to welcome those students, but for the first time it also lets the school track data on how transgender students fare on campus, such as their graduation rates.

"This is something that people think is long overdue," said Pamela Brown, the system's vice president of institutional research and academic planning.

Academics have suggested for years the idea that gender falls along a spectrum, not into two options. As early as 2009, schools like the University of Vermont were letting students pick their gender pronouns.

But the work of campus advocacy groups, plus the emergence of transgender figures in pop culture, has fueled wider change, experts say.

It's now commonplace for colleges to offer housing for transgender students. On the first day of class, some professors voluntarily ask students to provide their pronouns.

But on some campuses, change has provoked backlash.

The University of Tennessee, Knoxville, sparked outrage among state politicians in August when a post on the school website encouraged students to use pronouns such as "xe." State senators blasted the idea and called for
an investigation of the post. Days later, by the order of the school president, it was taken down. A spokeswoman for the university declined to comment.

Grammarians, too, have chafed at the idea of pronouns that stretch modern English. Some individuals who don't identify as male or female use the pronoun "they," which some academics say should be reserved for plural subjects.

At Harvard, 4,000 students have submitted pronouns so far, with slightly more than 1 percent choosing something other than "he" or "she," said Burke, the registrar.

Laila Smith filled in "they" and "their" on the form, pronouns the junior started using earlier this year.

"By now, we've figured out that sexuality is fluid, gender is fluid," said Smith, who identifies as genderqueer. "I think that we're at the beginning of it all, and I hope to see this more integrated into the student life that I experience."

For now, there's nothing requiring students or professors to use the pronouns students pick. But Burke said the university is planning to train faculty members how to look up a student's pronouns, and explain their significance.

"We want this to be a place that is inclusive," Burke said, "and embracing of everybody in the community."