Female faculty members at the University of Missouri tend to make about $16,000 less than their male counterparts while racial and ethnic minority faculty members also make about $16,000 less than their majority counterparts, according to a study released at the MU Faculty Council meeting this week.

The differences can be explained by three main elements — research productivity, rank and administrative service, said Mike Urban, co-chairman of the Chancellor’s Status of Women Committee.

Male faculty members tend to have about 3.5 more years of experience at the university than female faculty and earn more because of that experience — not necessarily because of unfair treatment by the institution, the study concluded.

Male faculty members were more likely than females to reach the rank of full professor and were more likely to have higher productivity, the Columbia Missourian reported.

Linda Reeder, chairwoman of the Status of Women Committee in the College of Arts and Science, said she did not think the study adequately answered her committee’s concerns about salary inequity for associate professors. She said she is hopeful the university will continue to study pay gaps.

Medical school and law school faculty were not included.
Study: One pay gap related to race found at MU

Updated: Oct 26, 2015 8:10 PM

COLUMBIA – A study examining compensation for faculty at MU finds that women and minority faculty members make about $16,000 less than their male counterparts.

MU spokesman Christian Basi said the study found one pay gap related to race in the College of Engineering. He said the university will take a closer look at that and make any necessary adjustments or changes.

MU Professor Renee Jiji is a member of the Chancellor’s Status of Women committee. She said the differences in pay could be explained by three variables: academic rank, administrative experience, and research productivity.

“There is no systematic unexplained differences in pay between men and women,” Jiji said. “It doesn’t say there’s no difference, it just says that we can correlate these differences with these three variables.”

The study concluded, “there was no evidence of an average unexplained earnings difference in favor of male faculty members.”

Jiji said studies like this need to be conducted more than once.

“I think that with the data that we had, the results are conclusive based on the data that we had, that we gave,” Jiji said. “But, also the recommendation was that we do this periodically to assess whether or not we are making progress.”

University of Georgia professor Dr. Robert Toutkoushian conducted the study and stated, “the results showed that for the university as a whole, there was not statistically-significant pay disadvantage for faculty in traditionally underrepresented race/ethnicity categories.”

MU Provost Garnett Stokes said in a letter about the survey that this study has its limits.
“Still, we have to recognize the limits of a study of this kind, which was not designed to examine salary equity in individual units,” Stokes wrote “Nor can a study of this kind tell us about the intersections of gender and race or whether those variables that do explain salary differences between different populations of faculty are themselves influenced by gender and race.”

The Medical and Law Schools were not included in the study because the salaries within these departments are determined based off other factors.

Basi said the university hopes to conduct a similar study in five years.

The complete study can be found here.

Watch the story: http://www.komu.com/player/?video_id=31166&zone=5&categories=5

KMIZ-TV (ABC) – Columbia, Mo.

Journalists honored by MU

Joey Parker, Anchor/Reporter, joey.parker@kmiz.com


COLUMBIA, Mo. - Seven journalists and media organizations receive the University of Missouri Honor Medal for Distinguished Service in Journalism.

Faculty select the medalists on the basis of lifetime or superior achievement in journalism. The School of Journalism has awarded journalists, business people and media organizations every year since 1930.

One of this year's medalist is veteran CBS News reporter and anchor Bill Plante. The award-winning journalist says the honor from Mizzou is humbling. Plante says, "I am completely overwhelmed. I never expected anything like this. It seems to me that the other people who are being honored have done bigger things for journalism than I have. But, I'm very pleased to be getting it."

This is the complete list of 2015 medalists:

- Barbara Ehrenreich, author and activist
- Bill Plante, senior White House correspondent, CBS News
- CNN Digital, one of the world’s leading digital news brands
A familiar face on CBS News received a lifetime achievement award in Columbia.

**CBS News Senior White House Correspondent Bill Plante is one of 9 recipients of this year’s prestigious Missouri Honor Medal for Distinguished Service in Journalism.**

University of Missouri School of Journalism faculty members chose the winners for their lifetime and superior achievements in journalism.

Plante said, "I was absolutely stunned to learn that I had won this award. When I look at my fellow recipients, I feel that they’ve done more for journalism than I ever have. I don’t know why I deserve it, but I am most pleased to have it. Thank you very much."
Mizzou's journalism school has awarded this distinguished honor since 1930.

Other recipients include Winston Churchill and Tom Brokaw.

Watch the story: http://mms.tveyes.com/PlaybackPortal.aspx?SavedEditID=0cf1966d-defc-447b-927a-17b215392578

University of Missouri School of Journalism awards Missouri Honor Medals

Watch the story: http://mms.tveyes.com/PlaybackPortal.aspx?SavedEditID=f325185e-f17e-4ea2-81c2-bbd4e806cfd4

COLUMBIA MISSOURIAN

Cuban blogger speaks about the transformative power of technology

NANA NASKIDASHVILI, 9 hrs ago

COLUMBIA — Flash drives, Twitter and the Internet. These devices, which may seem simple and easily approachable in the U.S., can literally save a life.

Cuban blogger, journalist and entrepreneur Yoani Sánchez was one of nine Missouri Medal honorees delivering master classes Monday at MU. She spoke in Spanish —
Alejandro González translated her words into English — and the topic of her presentation was "Using Digital Technology to Advance Freedoms."

"I love Twitter," Sánchez said as she spoke about how the social network saved her. When she was together with her colleagues during a march in Cuba, her friend typed in Twitter, "We are arrested," but did not post it.

"She did it just in case," Sánchez recalled.

Before Sánchez and her friends could walk to their destination, a nondescript car stopped and forced them in.

"Last second before we sat in the car, my friend posted the Tweet," Sánchez said. She said one of the men in the car was pushing his leg against her chest and that she had no idea whether they would survive.

Later, she said, the driver received a phone call, which Sánchez said saved their lives. Sánchez speculated that somebody in the Cuban government saw the Tweet, and ordered the abductors to free Sánchez and the other captives.

"After that I am a big fan of a Twitter," she said.

Sánchez described the environment in which she and other bloggers have to live, where physical abuse, confiscation of equipment and technological censorship are common practices.

"Sometimes I feel I live in a glass house," she said of living under government surveillance.

Flash drives have turned out to be an important part of the bloggers' and journalists' equipment in Cuba. Because Internet access can be difficult to come by, information and articles have to be physically transported via the handheld storage devices.

"(The) Cuban government is afraid of the Internet," Sánchez said. She said also that people she knew asked her to buy flash drives in the U.S. to bring back to Cuba.
Sánchez said computers were not legally sold in Cuba until 2008, but new technologies still managed to enter the country. She managed to build her first computer years ago by buying parts for it on the black market, and in 2007 she started her blog, Generation Y.

According to her blog's description, "Generation Y is a blog inspired by people like me, with names that start with or contain a "Y." Born and raised in Cuba during the 1970s and 1980s, her early life was marked by schools in the countryside, Russian cartoons, illegal emigration and frustration.

"So I invite, especially, Yanisleidi, Yoandri, Yusimí, Yuniesky and others who carry their "Y's" to read me and to write to me."

Sánchez immigrated to Switzerland in 2002 to build a new life for herself and her family, according to her Huffington Post profile. Two years later, she decided to return to Cuba and promised to live there as a free person.

In November 2009, U.S. President Barack Obama wrote that her blog "provides the world a unique window into the realities of daily life in Cuba" and applauded her efforts to "empower fellow Cubans to express themselves through the use of technology."

Yoani Sánchez said blogging and writing are great responsibilities.

"Technology has set me free, technology made me a citizen," Sánchez said. "Technology will help to bring freedom to Cuba."
Mizzou Hosts Men 4 Men Discussion on Racism and Inequality

Today, Dr. Pat Ivey invited us out to Mizzou athletics' men 4 men discussion. You may have seen Dr. Ivey lead the team out onto the field at Mizzou football games. These talks relate to social issues for male student athletes. In the past they've discussed respect for women, LGBT issues and tonight...it was about race. MU invited a panel from across the state and there were more than 300 athletes in attendance Dr. Ivey said this is a chance to give the athletes a well rounded experience. "What we are doing tonight is a little of bit of character development invest in these athletes---these people. Invest in them as people first then that benefits them with what we see on the field. Through having this conversation we'll have some education, show a few videos and hopefully we can spark more discussion that has people feeling more comfortable talking about race." it certainly was a very insightful talk today.

Watch the story: http://mms.tveyes.com/PlaybackPortal.aspx?SavedEditID=25951be5-e7b0-4ffa-b953-ce25e1a2daff

COLUMBIA MISSOURIAN

Graduate Professional Council to hold forum about library fee proposal

MAGGIE STANWOOD, 11 hrs ago

COLUMBIA — The MU Graduate Professional Council is holding a forum Tuesday from 5 to 6 p.m. to discuss a proposed referendum that would establish a library fee to pay for upgrades and renovations to libraries on MU's campus.

The referendum, which would be a ballot issue in November, would establish a $5 per credit hour fee that would then be increased to $15 per credit hour over five years. MU Libraries is the university's only academic division without a fee, according to previous Missourian reporting.

The forum's purpose is to allow those interested in the proposed fee to gather more information, ask questions and express concerns.
The referendum was proposed by MU Libraries in order to bypass Missouri Senate Bill 389, which places limits on increases to tuition and fees. Students can, however, choose to self-impose fees, according to the news release.

Among the projects the fee would fund include renovations to Ellis Library, expanded library hours and increased access to scholarly works across multiple disciplines, according to the news release.

COLUMBIA MISSOURIAN

FROM READERS: A fulfilling career in veterinary neurology

JOAN COATES/MISSOURIAN READER, 1 hr ago

Joan Coates is a professor of neurology/neurosurgery at the MU College of Veterinary Medicine.

I’ve always wanted to be a veterinarian since I was a little girl. When I was 8 years old, we had a St. Bernard, and she got very sick, which compelled me more to want to become a veterinarian. As a veterinarian, not only do you have to enjoy working with animals, but you also need to establish a strong relationship with the pet owner. In addition, I enjoyed math and the sciences during my schooling, which is critical to grasping concepts.

I did my undergraduate work at MU with a major in general agriculture through the College of Agriculture. After three years of undergraduate work, I was accepted to enter the College of Veterinary Medicine. Even as an undergraduate, I spent the summers working alongside a mixed animal practitioner in my hometown of Jackson, Missouri, and it was just a great experience. I learned something new every day.

I went into veterinary school wanting to be a mixed-animal general practitioner. However, many veterinary students soon develop a passion in particular areas. During veterinary school, I
developed a particular passion for neurology and realized that there was an opportunity to specialize in that area. So after veterinary school, I was accepted into a 1-year rotating small animal internship program at Texas A&M University. I then applied for a neurology and neurosurgery residency program and was accepted into a program at Auburn University.

What’s great about neurology is that you get to evaluate and focus on the entire animal because the nervous system innervates everything. The specialty of neurology gives someone the opportunity to practice both medical and surgical neurology. Moreover, the specialty enables one to work with all species of animals, so it is quite diverse.

I’ve been a graduate of the University of Missouri College of Veterinary Medicine for 25 years now. Prior to returning to MU, I was on faculty first at the University of Georgia for three years and then was on faculty at Texas A&M University for six years. Twelve years ago I had an opportunity to return to MU as a faculty member. Currently, as a full professor I practice clinical veterinary neurology and am a clinician scientist. With my colleagues and the Veterinary Health Center, I co-direct the Neurology and Neurosurgery Service here, lead a well-established residency program and teach the professional veterinary students.

Over recent years, my career has shifted toward a research emphasis. I am a member of the Comparative Neurology Program at the College of Veterinary Medicine. We use comparative medicine and translational approaches to explore therapeutic strategies with hopes that the treatment benefits will translate to the related human diseases. I am lead investigator for research of a disease called canine degenerative myelopathy, which is similar to some forms of amyotrophic lateral sclerosis (ALS), or Lou Gehrig’s disease. The disease is well-recognized in many breeds of dogs later on in life. Eventually, dogs affected by this inherited disease become unable to walk with their hind limbs.

As a board-certified veterinary neurologist and clinician scientist, I want to make a difference by helping our companion dogs affected by degenerative myelopathy and enable canine DM to help ALS. Over the years, my career has taken many directions and as a veterinarian, it has been a very fulfilling experience.
At Public Universities, Muslim Students Search for a Place to Pray

By Ellen Wexler OCTOBER 26, 2015

NO MENTION

Most of the time, Maira Salim prayed in the library.

She prayed with other members of the Muslim Student Association, in a study room that the organization tried to reserve every week at Wichita State University. When a room was not available — during finals season, or when the library was unusually crowded — they prayed out in the aisles, between the bookshelves.

Ms. Salim, a senior, is president of the association's chapter at Wichita State, and she prays five times a day. But on a college campus where nearly every space is public, finding a quiet space to do so can be challenging.

"There is a mosque nearby," she says. "Maybe a 10-minute walk. It’s across one of the main roads near campus. We have some students who go down there, but it’s kind of difficult when you have class in 30 minutes."

She has seen students praying in offices, or in the back of empty classrooms. Sometimes, she says, other students think something is wrong. They approach the Muslim students and ask, "Are you OK over there?"

Across the country, on campuses without large Muslim communities, Muslim student leaders end up facing a similar challenge: how to ask their colleges for a space on the campus — not necessarily a space of their own, but a quiet place to pray in private.

Often college officials don’t know quite how to respond. At public institutions, they know they must balance the needs of their Muslim students with their responsibilities under the First Amendment, which bars the government from promoting religion. They’re not sure how far they can go, and they’re wary of crossing a line.

Wichita State’s response started with a Methodist minister on the campus, the Rev. Christopher Eshelman, who suggested that the university remove the pews from a campus chapel to make the space more flexible. Last year the Student Government
Association took up the issue, intending to turn the chapel into an interfaith prayer space.

Matthew Conklin, student-government president at the time, submitted a proposal to the university’s president, John W. Bardo, in March. Along with the proposal, he attached the will of Mrs. Harvey D. Grace, who donated the money to build the chapel and instructed that it was to be "open to all creeds and all races of people."

Mr. Bardo approved the proposal that month. By the end of the semester, the university had removed the pews from the chapel and put carpets and folding chairs in their place. Muslim students began praying at the chapel, conveniently located in the campus’s center.

But in early October, nearly six months later, a Facebook post written by a Wichita State alumnus sparked a viral backlash against the renovations.

"I heard about this last night - we need to be checking with the WSU admin on this for sure - u in?" one commenter wrote.

"I’m going to see if I can nullify my aunts donation," wrote another.

Now the university is revisiting its decision. A committee on the chapel’s use will study interfaith spaces on other American campuses, Mr. Bardo wrote this month on Wichita State’s website. Based on its research and discussions with the community, the committee will recommend changes.

"Because these issues have been unfolding over millennia," Mr. Bardo wrote, "we can invest a few more months to develop wise solutions."

‘A Little Bit Unique’

MSA National, an organization that supports individual chapters of Muslim Student Associations, has a guide on its website called "How to Establish a Prayer Room on Campus."

The guide includes step-by-step instructions on how to submit a proposal for a prayer room. "Since we know of over 120 campuses with prayer rooms," it suggests, "consider highlighting rival campuses or ones similar to yours to show how all of them have already met this basic need."

A campus prayer room, it says, should be centrally located, accessible to students, and clean. It should be able to accommodate as many students as will show up for the
largest prayer of the day. Bookshelves, shoe racks, and bulletin boards, it notes, are useful but not required.

"The issue of prayer for Muslim students is a little bit unique in that Muslims have to pray at set times of the day," says Hadia Mubarak, an adjunct professor of religious studies at the University of North Carolina at Charlotte and at Davidson College. "When they are on campus, it’s very likely — if they’re there for an extended period of time — that they will need to pray at some point."

Ms. Mubarak served as president of MSA National in 2004-5. In 2007 she published a paper on how Muslim undergraduates in the United States and Canada navigate university life. Before that, as president of the Muslim Student Association at Florida State University, she submitted a request for a prayer room to the student government. It was denied, on the grounds that the room would have violated the separation of church and state.

Accommodating Religion

At public universities, those concerns are pervasive. Private colleges, which don’t face the same legal restrictions, tend to have more leeway. At Georgetown University, for example, 50 to 60 students gather every day in an on-campus Muslim prayer room.

"It’s such a misreading of the First Amendment to say that a public university can’t accommodate religion," says Charles Haynes, vice president of the Newseum Institute and founder of its Religious Freedom Center. Public institutions can accommodate students’ religious needs, he says, "in a way that doesn’t take the university to the level of promoting one or more religions over other religions."

Douglas Laycock, a law professor at the University of Virginia who studies religious-liberty law, says he doesn’t know if Muslim students are entitled to an exclusive space. But colleges are not barred from taking action altogether, he argues. "They can certainly accommodate the needs of their students. And for Muslim students, that often means a prayer room."

At the University of Colorado at Boulder, Muslim students in the college of engineering pray under a set of stairs. Recently about 400 students submitted a petition asking for a prayer room. Administrators are in the process of selecting a space to designate as a quiet zone that is religion-neutral.

"We’re not labeling it a prayer room," says Bronson R. Hilliard, a university spokesman. "We’re calling it a quiet room, because prayer would be one of the many functions that would go on in the room."
The process has been friendly and cordial, he says, and the university hopes to select a room by the end of the semester.

At Wichita State, discussions among students have been similarly cordial. But leaders of the Muslim Student Association feel threatened by the off-campus backlash, which they say is coming mostly from alumni.

"A lot of Muslims — given the hate speech that’s been going on — are a little reluctant to start praying in the chapel again," says Taben Azad, the association’s vice president. Especially at night, he says, when they’re praying in the chapel or walking back to their cars, they don’t feel safe.

Wichita State posted a fact sheet on the university’s website this month. The chapel was never an exclusively Christian space, it notes, adding, "The chapel hasn’t been turned into a mosque. Muslim students haven’t ‘taken over’ the chapel."

Eric Sexton, vice president for student affairs, says he doesn’t know why the controversy has centered on Muslim students. Maybe someone went into the chapel and saw a prayer rug instead of pews, he says, and maybe that person felt uncomfortable.

"Clearly something happened that caused people to believe this facility was not what we intended for it to be," he says. "Whatever it is, it clearly was valid for folks. That’s why we’re re-engaging in a discussion."

Mr. Azad says the university and the Student Government Association discussed the issue extensively last year. Many people, he says, misunderstand what it means to have an interfaith prayer space.

"Online they’re all like, ‘Why would WSU change the chapel into a mosque?’" he says. "But that’s not what’s going on. It’s an accommodation for all. I think a significant portion of the students on campus are OK with that concept."