Former MU chancellor to keep bulk of old salary

By JIM SUHR Associated Press

Monday, November 16, 2015 at 4:39 pm

ST. LOUIS (AP) — The former chancellor of the University of Missouri's flagship Columbia campus will get three-quarters of that job's salary — more than $344,000 a year — in his new role heading up the school's research, according to a settlement agreement obtained Monday by The Associated Press.

R. Bowen Loftin's written transition deal, which the AP requested under Missouri's open records law, shows he also will get $50,000 in deferred compensation in January, as well as yearly stipends of $10,000 to $35,000 from the university administrator to whom he now will report.

Loftin, who this year had a salary of $459,000, announced Nov. 9 that he was stepping aside as chancellor at the end of the year, but the university's governing board last week named Hank Foley as interim chancellor. Loftin's resignation came hours after the university system's president, Tim Wolfe, also stepped down in the wake of racial unrest on the Columbia campus.

As part of Loftin's deal, written by Loftin and signed by Wolfe the day both men resigned, the university indemnifies Loftin against any lawsuits for his actions as chancellor and lets him and his wife stay in the chancellor's residence for the next four months, with the university covering their eventual moving expenses.

Loftin, who will head up research facility development and direct university research supporting the Tiger Institute for Health Innovation, will retain the rank of tenured physics professor, with the expectation that after working for the university for five more years he would be recommended for emeritus status.

Documents related to any financial agreement involving Wolfe's departure have not yet been made public.
Loftin also will continue earning an unspecified car allowance, Monday's documents show.

The resignations of Wolfe and Loftin were the culmination of protests, a student's hunger strike and a threatened boycott by the football team over the perceived lack of response by administrators to recent racist incidents.

**Bowen Loftin keeps 75 percent of chancellor's salary**

Agreement allows Bowen Loftin to keep most of his executive salary

COLUMBIA, Mo. - **Bowen Loftin’s job at the University of Missouri has changed and so will his pay, but not by much.**

ABC 17 News submitted a Sunshine request on November 10th, for the terms of Bowen Loftin’s transition from chancellor to director of research facility development. Under the terms of the transition agreement, Loftin will receive 75 percent of his salary at the time of his departure as chancellor. He was hired at a base annual salary of $450,000, but the 2015-2016 salary report from the University of Missouri System lists his salary as chancellor at $459,000. The agreement would put Loftin’s new salary at a minimum of $344,250. That rate is more than $100,000 higher than the average pay of the nine MU deans who signed a letter for the board of curators expressing a lack of confidence in Loftin. The deans claim Loftin created “a toxic environment through threat, fear and intimidation.”

The transition agreement has a number of additional financial and fringe perks including an annual “stipend” of up to $35,000, deferred compensation, moving expenses and a car allowance.

More details to follow on-air tonight, and here on our website.
Ousted Mizzou chancellor will keep most of his salary

Nov. 17, 2015 • By Jeremy Kohler

R. Bowen Loftin, who was stripped of his title of University of Missouri-Columbia chancellor last week, will continue to be one of the university’s highest-paid employees in his new role.

Under the terms of his transition agreement, obtained by the Post-Dispatch through a Missouri Sunshine Law request, Loftin will earn a base salary of 75 percent of his annual salary as chancellor. His salary this year was $459,000, making his new salary $344,250.

The agreement was signed by Loftin and former UM System President Timothy M. Wolfe and approved by the Board of Curators on Nov. 9, the same day Wolfe announced his resignation amid campus unrest.

The agreement was supposed to keep Loftin as chancellor through the end of the year, but on Thursday, the Board of Curators “accelerated the transition of authority” by immediately installing Hank Foley as interim chancellor.

Loftin remains in roughly the top 50 highest-paid of UM’s 27,000 employees. Other top earners include physicians, coaches, deans and administrators.

Loftin wrote in his transition agreement that he planned to work another five years, then become eligible for emeritus status.

Under the agreement, Loftin will also get to keep $50,000 in deferred compensation that he was paid last year — and take home another $50,000 in January — payments he was supposed to forfeit if he left the chancellor position before January 2017.

Loftin will also be paid annual stipends of $10,000 to $35,000 from the university administrator to whom he will now report.

Loftin will get to keep the $135,000 hiring bonus paid to him two years ago when he was hired from his role as president of Texas A&M University.

He’ll also get to keep a car allowance through January 2017, a laptop and an iPad. He and his wife, Karin C. Loftin, will get to stay in the chancellor’s residence rent-free until the end of March, and the university will pay their moving expenses.

He’ll also be indemnified from any lawsuits against him for actions taken in his role as chancellor.
Under the agreement, he will become a full-time administrator with at least two roles. As director for research facility development, he will lead the university’s efforts to build and renovate facilities to meet the needs for research.

And as director of university research, he will support work at the Tiger Institute for Health Innovation. He will continue to hold the faculty rank of tenured physics professor, and he may develop a research program at Tiger Institute where he will supervise graduate students, postdoctoral students and undergrads, and have access to startup funds.

Loftin was removed as chancellor Nov. 9 at a curators meeting, which opened with Wolfe’s abrupt announcement of his resignation.

All nine of MU’s sitting deans sent a letter to the board of curators — revealing it to the public even as curators met. The letter asked for Loftin’s resignation over “failed leadership” marked by his role in “creating a toxic environment through threat, fear and intimidation.”

Wolfe, who made $477,544 as president, will not receive severance payments.

**FORMER CHANCELLOR’S NEW CONTRACT**

R. Bowen Loftin, who was ousted from the position of chancellor at the University of Missouri-Columbia last week, will receive in his new position:

- $344,250 in salary
- $50,000 in deferred compensation in January
- Annual stipends of $10,000-$35,000
- Use of the chancellor's residence for 120 days
- Use of a car until the end of 2017

**MISSOURIAN**

Cerner raises concerns about Loftin's new role

EMMA VANDELINGER, KASIA KOVACS, 12 hrs ago
COLUMBIA — **R. Bowen Loftin's transition agreement outlines a new administrative position and a continued position as a tenured faculty member. It also allows him to keep the bulk of his salary, but part of MU's plan for its former chancellor has been challenged by Cerner Corp.**

Loftin's agreement outlines one administrative position with two main roles: director of research facility development at MU and director of university research with the Tiger Institute for Health Innovation, which is operated by MU and Cerner, a health care technology company that has a partnership with the university.

The agreement was signed Nov. 9 by Loftin and former UM System President Tim Wolfe, the same day Wolfe resigned and Loftin announced that he would resign at the end of the year and move into a new administrative research role with the university.

That plan was accelerated by the UM System Board of Curators on Wednesday.

"The board wanted to have both the interim president of the system and the interim chancellor at MU in place at the same time so they could work together as a team immediately, as opposed to waiting until January 1 and going through yet another transition," UM System spokesman John Fougere said Monday in an email.

Cerner, which is headquartered in Kansas City, has requested the removal of any reference to Cerner and the Tiger Institute until the institute's governing body has reviewed the agreement. This request was made Thursday in a letter addressed to UM System Board of Curators chairman Donald Cupps. Cerner and the Tiger Institute were referenced 10 times combined in the agreement.

The corporation indicated it had no prior knowledge about the proposed "supporting role" Loftin would have with the Tiger Institute after he stepped down as chancellor on Wednesday, according to the letter.
"Cerner notified the Board of Curators on Nov. 12 that we have concerns with the university's decision to act unilaterally in speculatively including the possibility of a supporting role for Dr. Loftin within the Tiger Institute," Cerner told the Missourian via email on Monday. "This action does not comply with the governance structure for oversight of the Tiger Institute."

The Tiger Institute was created in 2009 to develop an online medical record-keeping system that would enable MU Health Care to maintain an online database of medical histories, according to previous Missourian reporting. The institute is managed by a Board of Governors, which has five members each from Cerner and MU.

"The Tiger Institute Board of Governors … will jointly determine any matters brought before the board, including any contributions to the Tiger Institute for Health Innovation that the proposed new role may have," Cerner's statement said.

In his proposed role, Loftin would provide leadership in developing research programs that meet the needs of the institute and MU's interests, and he would also help recruit research faculty, according to the agreement. This position is dependent on "the concurrence of Cerner," the agreement stated.

Dan Smith, a Cerner spokesman, did not offer information about when the Board of Governors would consider Loftin's position.

In his other role as director of research facility development, Loftin will lead MU’s efforts to build and repair research facilities. According to the agreement, his responsibilities will include establishing and convening stakeholder committees for each facility project, creating a governance structure for each facility and "coordinating and facilitating the programming for each facility."

The agreement states that, in both positions, Loftin will report to the senior vice chancellor for research and graduate studies, a position previously held by Hank Foley. Foley took Loftin's position as interim chancellor Wednesday.
MU spokesman Christian Basi said Monday he wasn’t sure if Foley still held the position or whether an interim vice chancellor for graduate studies would be appointed.

Loftin will be paid $344,250 — 75 percent of his salary as chancellor at the time he resigned, which was $459,000 — and he will receive an annual stipend between $10,000 and $35,000 on top of his salary. Also, Loftin will keep two deferred compensation payments of $50,000, one for each year he served as chancellor, according to his contract. Loftin is not required to return any of the $135,000 bonus he received when he was hired as chancellor. The agreement also provides Loftin with financial protection from lawsuits filed against him for his actions as chancellor.

According to the agreement, Loftin will continue to hold a faculty rank as a tenured professor of physics.

In addition, Loftin is seeking appointments with the Department of Computer Science in the College of Engineering and the Department of Health Management and Informatics within the School of Medicine. In the agreement, he said he may arrange to teach within one of these departments.

Loftin's relationship with the School of Medicine has been contentious over the last few months, however.

In October, more than half of the School of Medicine’s faculty took an informal survey about the abrupt resignation of former dean Patrice Delafontaine, which showed general unease with administrative decisions. The survey used language such as "forced resignation," insinuating that Delafontaine's September resignation was forced by administrators; however, the circumstances of Delafontaine's resignation have not been confirmed. Delafontaine has repeatedly declined to comment on why he resigned.

Loftin can remain in the Chancellor's Residence with his wife for up to 120 days after the end of his service as chancellor, according to the agreement. When Loftin does move, the university will pay for a professional moving company to pack and relocate him.
Why Embattled Leaders Should Be Stepping Up, Not Stepping Down

By Thomas R. Rochon NOVEMBER 16, 2015

Ithaca College has been among the institutions roiled this fall by student protest on issues of diversity and inclusion. As has been true elsewhere, the immediate impetus for these protests has been concerns about racism and bias stemming from incidents that occurred on campus this year.

More fundamentally, though, the protests are a result of longer-term frustration and anger over persistent shortcomings in the inclusiveness of the campus culture and of the daily interactions that enable students to feel fully accepted and embraced for who they are. Inclusiveness is an important value, but especially so on a highly residential campus and in a tight-knit campus community like that of Ithaca College.

In the wake of decisions by the president of the University of Missouri system and the chancellor of its Columbia campus to step down in the face of similar protests, many people wonder if such resignations will become a trend. At Ithaca College, as well, the focus of student protest has been on me as president, not because of anything prejudicial I have done but due to a belief that the campus climate is not what it should be and that the buck stops with the president.

It is impossible to know whether the current wave of campus activism will increase leadership turnover. So much depends on institution-specific circumstances such as the extent of board support for a given president and whether there are any hidden issues in play in addition to the public issues that engender the protests.

But it is highly likely that we have entered a new era of student activism focused on inclusivity and bias. This includes that form of bias known as microaggressions: verbal or behavioral slights that, especially when viewed in a cumulative light, send a message of differentiation or hostility to someone based on their race, ethnicity, sexual orientation, or other group membership.

The Ithaca College experience this fall suggests a few observations about the national wave of activism. We are not unique in having a student body that is significantly
more racially and ethnically diverse than it was even in the recent past. The percentage of students of color at Ithaca has grown from 11 percent in the fall of 2008, when I started as president, to 20 percent today. Our student body is also more diverse than previously in socioeconomic status and other less-visible markers of group membership.

Our faculty and staff have also become more diverse over that period of time, but not at nearly the same rate. After all, about 25 percent of our students are new to the college each fall, but we hire only about 4 percent of our faculty and 5 percent of our staff in a given year. The result is a growing gap between the composition of the student body and that of the faculty and staff. Our campus culture and institutional practices have not kept up with the extent of change.

Some alumni of color have commented to me that the stories they hear from protesting students are not unfamiliar to their own experience. Students of color are sometimes, then as now, asked in class to describe the views of "their group" on some particular topic. Students of various races and ethnicities are sometimes, then as now, confronted with stereotypical depictions of their group or culture through costumes at a party or jokes told by friends. Some white people refuse to understand, then as now, that the N-word is not theirs to use, no matter what the context or intention might be.

What has changed is the extent of public expression of student expectations with respect to a bias-free, inclusive environment. Words and behaviors are now parsed more closely for evidence of insult — not only in the sense of deeming a group to be inferior but also for evidence of difference: of someone stating explicitly or implicitly that there are group lines, that there is a "we" and a "they."

At one time, campus safety for students from underrepresented groups referred to safety from physical threats, intimidation, or violence. Today, a safe space refers to an environment that is psychologically welcoming, providing an absolute assurance that no student will be made uncomfortable by any expression relating to his or her racial, ethnic, gender, sexual orientation, or other identity.

As an example of this shift in expectations, consider the email from a dean of students at Claremont McKenna College, Mary Spellman, to a Latina student, saying, "We are working on how we can better serve students, especially those who don’t fit our CMC mold." Reference to a student not fitting "our CMC mold" is emblematic of what it means to be noninclusive. Not so long ago, that message would be the occasion for consciousness-raising and a reaffirmation of core values both by its author and by others in the community. Today it is the occasion for student protest leading to the dean’s losing her job.
Are we really "raising a nation of hothouse orchids," as one anguished alum suggested to me?

I believe that a generation gap in values and expectations is indeed part of what is going on here. Those of a previous generation are easily able to conjure up stories of a world that was more cruel than the world of today, and cruel to more groups of people. However, the argument that the world of yesterday (or for that matter the world off campus even today) was worse carries no weight whatsoever with today’s students.

Before we belittle these heightened student expectations, though, it is important to recognize that the values of a bias-free, inclusive community represent aspirational values that we should be trying to achieve. Prospective students are told in glossy brochures that they will be part of a campus community that provides an environment for unfettered exploration and learning. At Ithaca, every aspect of our vision statement requires a highly inclusive environment in which students are free to explore their identities and expand their abilities on their own terms, without interference from the assumptions — prejudicial or otherwise — of others.

College and university presidents today have both an opportunity and a mandate for collaborative leadership that moves us dramatically in the direction of this aspirational vision. Discussions of racism and other forms of bias are never comfortable and are too often avoided. The current wave of student activism, however, puts these issues front and center, thereby creating the opportunity for campuswide discussions marked by candor and openness to change. Those discussions can, in turn, lead to commitments that institutionalize the values and practices associated with an inclusive environment.

This is a time for college leaders to step up rather than step down. Higher-education leaders have the opportunity to bring a commitment to inclusion into fuller alignment with a longstanding commitment to diversity.

*Thomas R. Rochon is president of Ithaca College.*
Columbia one battleground in larger fight over abortion in Missouri

Abortion opponents say cutting government funding or ties to Planned Parenthood is a 2016 priority

If Columbia clinic loses its state license, Missouri would be left with only one abortion clinic

Success of protests at the University of Missouri has given hope to Planned Parenthood supporters

BY JASON HANCOCK
jhancock@kcstar.com

COLUMBIA - An inspector from the Missouri Department of Health and Senior Services will arrive at the Planned Parenthood clinic here Dec. 1 to revoke its state license to perform abortions — leaving Missouri with only one abortion clinic.

Planned Parenthood officials hope that visit never happens.

Fueling that optimism were the resignations last week of the University of Missouri’s system president and Columbia chancellor after weeks of protests roiled the campus.

Racial injustice and discrimination on campus were at the heart of the protest movement, but lingering in the background was a decision by the university to cut ties with Planned Parenthood, putting the Columbia clinic’s license in jeopardy.

Abortion-rights advocates are pressing the university to reverse course now that interim leaders are in place.

“This isn’t over yet,” said Laura McQuade, the president and CEO of Planned Parenthood of Kansas and Mid-Missouri. “Public pressure can make a difference.”
The university’s decision in September to revoke the admitting privileges of a Planned Parenthood doctor apparently was driven by then-Chancellor R. Bowen Loftin. Absent those privileges, the clinic can’t get a state license to perform abortions.

Now that Loftin has been forced to step down, the fate of the Columbia clinic is up in the air.

“We’re making no predictions because the situation is quite fluid right now,” said Sam Lee, a veteran of the anti-abortion movement and president of Campaign for Life Missouri.

Whatever the outcome in Columbia, both sides of the debate expect that it will spur continued anti-abortion moves of the Republican-dominated General Assembly when it returns to the Capitol in less than two months. Planned Parenthood is expected to be in the crosshairs.

Lawmakers reportedly are considering ideas ranging from cutting off government funding for Planned Parenthood to tougher regulations on those doing business with Planned Parenthood clinics.

State Sen. Kurt Schaefer, a Republican from Columbia, has vowed to investigate MU’s School of Social Work over a doctoral student’s research on the effects of the state’s recently imposed 72-hour waiting period for abortions.

“From legislative leadership on down, we’re consistently hearing that during the next legislative session, legislators want to end any partnerships between publicly-funded institutions of higher education and abortion providers,” Lee said.

McQuade said abortion rights advocates are prepared to fight.

“Our supporters have become galvanized, not just our base but also a broader community, to fight back,” she said.

Two events in July

After a three-year hiatus, the Planned Parenthood clinic in Columbia announced in July that it would again offer nonsurgical abortions.

That month, a national anti-abortion group released the first in a series of undercover videos that purported to show Planned Parenthood illegally profiting off of the sale of tissue from aborted fetuses.

Planned Parenthood has vehemently denied those accusations, and investigations in several states — including one by Missouri Attorney General Chris Koster — found no violations of state or federal law.
But the videos inspired a pair of Missouri legislative committees to convene hearings, which quickly focused in on how the Columbia clinic obtained its license to perform abortions.

The license was issued after MU granted a Planned Parenthood physician “refer and follow” privileges, which allow doctors to refer patients to a hospital if necessary and then access their medical records. State law requires physicians or centers providing abortions to have certain agreements with local hospitals for patient care.

Under pressure from Republican lawmakers for the university to sever ties with Planned Parenthood, Loftin announced a review of policies and procedures. That resulted in the school ending all “refer and follow” privileges as of Dec. 1, putting the Columbia clinic’s state license to perform abortions in peril.

The university also canceled longstanding contracts with Planned Parenthood that allowed nursing and medical students to gain experience at the health provider’s clinics in four states.

A month later, officials announced the university again would allow nursing students to gain clinical experience at Planned Parenthood clinics. McQuade said she thinks public pressure forced the university’s hand, and she hopes that continued pressure will cause the school to rethink its decision regarding refer and follow privileges.

The university’s Board of Curators reportedly discussed dismissing Loftin last month, in part because of the Planned Parenthood decision.

Jonathan Butler, the graduate student whose hunger strike attracted national attention to the Mizzou protests, pointed to “Planned Parenthood services being stripped from campus” in a letter listing incidents that “disrupted the learning experience for marginalized/underrepresented students.”

Butler also spoke in September at a rally in support of Planned Parenthood.

St. Louis clinic

With the Columbia clinic’s license to perform abortions in flux, attention has turned to the only other facility in Missouri offering abortions — a St. Louis Planned Parenthood clinic.

Last month, the Missouri Catholic Conference sent a letter to a private pathology lab, urging it to end its relationship with Planned Parenthood.

State law requires that Planned Parenthood contract with a pathology lab, which must send reports about fetal tissue to the Department of Health and Senior Services.
“Whether they fully appreciate it or not, your lab workers are part of the assembly line of the abortion industry,” Mike Hoey, executive director of the Missouri Catholic Conference, said in his letter.

The owner of the pathology lab was subsequently called to testify before a Missouri House committee.

One idea lawmakers are considering is implementing new requirements for the tracking of fetal tissue, a move that abortion-rights supporters think is designed to make it more difficult for Planned Parenthood to find a pathology lab willing to work with the clinic.

“If they can’t go after us, they go after our partners and try to make it so uncomfortable to go about the normal course of business,” she said.

Lee said the top priority of 2016 will be to cut off any government funding for Planned Parenthood.

Federal law bans Planned Parenthood from using government money to subsidize nearly all abortions, which the organization says account for just 3 percent of its services nationwide. The organization has long noted that thousands of women seek other health care services through Medicaid at its clinics.

Earlier this month, Texas became the sixth state to attempt to ban Medicaid funds from being used to reimburse reproductive health care at Planned Parenthood clinics.

Federal courts have blocked those efforts, and in 2013 the U.S. Supreme Court overturned a similar effort in Indiana. The court ruled that Medicaid regulations give program participants the power to select their own qualified health care provider.

Missouri lawmakers already voted to cut all state funding for family planning services in 2003, a move seen as a way to prevent Planned Parenthood from receiving state money.

Lee said it’s not just about money, but also cutting off any collaboration between “a tax-funded higher educational intuition like Mizzou and Planned Parenthood.”

McQuade said the protests that roiled MU have given hope to supporters of Planned Parenthood, serving as proof that public pressure can affect change.

“We have a fast-approaching deadline,” she said. “Our supporters need to know that. They should use all the resources at their disposal to put pressure on the university. That goes for students, faculty, administration, people associated with the hospital.”

Lee said that the protests haven’t affected the resolve of abortion opponents.
“If anything, lawmakers and pro-lifers are more committed now than earlier this year to expose and end any connection between government institutions and the abortion industry.”

MU police arrest suspect in Speakers Circle assault

INES KAGUBARE, 18 hrs ago

COLUMBIA — An MU student suspected of assaulting a man at Speakers Circle on Friday for what he perceived as offensive speech has been arrested by the MU Police Department.

MU police Major Scott Richardson identified the student as freshman Khawhyn Johnson. Richardson said the department received information about the suspect, and officers found Johnson at Mark Twain Residence Hall. Johnson was taken into custody, questioned and then issued a summons to appear in Municipal Court on Dec. 17.

MU interim Chancellor Hank Foley issued an email statement Monday morning condemning the assault. "Opposition to speech aside — this is completely unacceptable," Foley said in the email. "No one is to be attacked for their speech on this campus and, especially, not at Speakers Circle."

Protests tarnished university's image in state, poll shows

By Rudi Keller

Monday, November 16, 2015 at 2:00 pm
A poll conducted Friday and Saturday indicates Missourians are paying close attention to events at the University of Missouri and they don’t like what they are seeing.

The survey of 711 likely voters conducted by Remington Research Group of Kansas City found that two-thirds of respondents had seen, read or heard a lot about racial protests at MU and another 30 percent had seen some reporting. More than half disagreed with the student protesters’ message about racism at MU, 62 percent opposed protesters’ actions and almost as many said their view of the university administration was more negative than before.

The actions of football Coach Gary Pinkel drew slightly more favorable responses but were negative overall. Only 31 percent of those surveyed approved of Pinkel’s involvement in the protests that led to Wolfe’s resignation last Monday, and 48 percent said they had a more negative view of the team as a result.

The poll highlights the challenges facing the university, interim UM System President Mike Middleton said in a statement released Monday.

“We have much work to do at the University of Missouri to rebuild trust — trust among all our students, the parents of our students, our faculty and staff, our alumni, and our state leaders,” he said. “We are absolutely committed to regaining that trust through improving the culture and climate across our campuses, one that is healthy and built upon respect of others.”

The negative reaction to the Concerned Student 1950 protests is rooted in misunderstanding of the basis for the demonstrations, said Kandice Head, a senior who has participated in the actions. Head’s twin brother, Payton, is a student government leader who has also been outspoken about racism on campus.

“I know a lot of opposition stems from the impression that Tim Wolfe was bullied into his resignation,” Head said. “What people aren’t understanding is that Tim Wolfe’s resignation was not just because people are called racial slurs occurring on a daily basis, and it goes way beyond what people call ‘isolated incidents.’”

The poll was conducted for Missouri Scout, a subscription-based Missouri politics blog run by Dave Drebes. Remington Research is a polling firm owned by Jeff Roe, a Republican political consultant who founded Axiom Strategies, but it is an independent company, pollster Titus Bond said.

The level of awareness shows the power of major college sports to focus attention, Bond said.

“Basically what this tells me is that everyone involved on both sides was in a bad situation, so there was nothing they could have done on the administration side that would have been seen as favorable because it was so divisive,” Bond said.

The university has begun to repair its damaged political reputation by hiring well-connected lobbyist Andy Blunt, son of U.S. Sen. Roy Blunt, at $10,000 a month. The poll puts numbers
behind the impression made by constituents, said Senate Education Committee Chairman David Pearce.

“A lot of my emails since this has happened ask who is running the place,” Pearce said.

Pearce is attending a meeting of the Midwestern Higher Education Compact, where the events at MU are the No. 1 topic of hallway conversations, he said. One area of discussion, Pearce said, is the role played by Pinkel, who backed a players’ boycott in support of Concerned Student 1950 and student Jonathan Butler’s hunger strike.

“I don’t think any of us have ever seen anything like this,” Pearce said. “That is something that when you are hiring a new coach at the university, that has to be part of the equation, to ask ‘How would you handle something like that?’ ”

The poll shows consistent views across most groups polled, with black Missourians and Democrats expressing the highest levels of support for the students and Pinkel. Regionally, some of the strongest negative impressions of the university administration were recorded in Columbia, where 70 percent said they had a lower opinion of university leaders since the turmoil began.

President Barack Obama, in an interview with ABC News, praised the students and the football team.

“I’ve read enough to know that there is clearly a problem at the University of Missouri,” Obama said in an interview aired Sunday. “I think it is entirely appropriate for students in a thoughtful, peaceful way to protest what you saw with the University of Missouri football team and the coach standing up for something they think is right.”

The president’s statement helped buoy the students involved in the protests, Head said. “That was definitely encouraging, to hear validation from President Obama. It went a long way in the midst of the negative.”

THE KANSAS CITY STAR.

NOVEMBER 16, 2015

Poll shows disapproval of MU protests, football coach Pinkel

A new polls shows Missourians disapprove of the protests over alleged racism at the University of Missouri
But the reaction is deeply split along racial lines: African Americans approve of the demonstrations, by a large margin

Football coach Gary Pinkel mishandled the protests, a plurality told pollsters

BY DAVE HELLING
dhelling@kcstar.com

By a three-to-one margin, Missourians disagree with the actions of protestors at the University of Missouri over the past weeks, a new poll shows.

At the same time, though, reactions to the hunger strike and the protests are deeply split along racial lines. Whites strongly disapprove of the protests, the poll shows, while a clear majority of African Americans supports them.

The poll was conducted Nov. 13 and Nov. 14 by Remington Research Group on behalf of Missouri Scout, a website for state political news.

FANS HAVE THEIR OWN VIEW OF FOOTBALL TEAM AND MU'S IMAGE

When asked “do you agree or disagree with the University of Missouri student protestors’ actions in the past week,” 20 percent of those surveyed said they agreed, while 62 percent said they disagreed (18 percent were unsure.)

But 51 percent of African Americans surveyed said they agreed with the action, while just 38 percent disagreed. Among whites, just 18 percent agreed and 63 percent disagreed.

BLAIR KERKHOFF: BENEFITS, NOW POWER, MAKE IT GREAT TIME TO BE MAJOR COLLEGE ATHLETE

The same split showed up when pollsters asked if respondents agreed or disagreed with the protestors’ “message”: just 23 percent of whites agreed, while 53 percent of African Americans did.

Pluralities also say they disapprove of football coach Gary Pinkel’s handling of the protests, and say they would not encourage their children to attend MU.

In general, Republicans are more upset about the demonstrations than Democrats.
Here's the entire poll, not broken out by demographics:

Q: How much have you seen, read or heard about the recent controversy surrounding the University of Missouri and alleged racism?
A lot: 66% Just some: 30% Nothing at all: 2% Unsure: 2%

Q: What is your opinion of the University of Missouri?
Favorable: 43% Unfavorable: 34% No opinion: 24%

Q: Are you aware that University of Missouri President Tim Wolfe resigned his position this week?
Yes: 95% No: 3% Unsure: 2%

Q: Do you agree or disagree with student protestors’ message about racial inequality at the University of Missouri?
Agree: 25% Disagree: 52% Unsure: 23%

PRESIDENT, CHANCELLOR RESIGN AMID RACIAL STRIFE AT UNIVERSITY OF MISSOURI

Q: Do you agree or disagree with the University of Missouri student protestors’ actions in the past week?
Agree: 20% Disagree: 62% Unsure: 18%

Q: Do you approve or disapprove of University of Missouri Head Football Coach Gary Pinkel’s handling of this specific situation?
Approve: 31% Disapprove: 41% Unsure: 28%

Q: Have these recent events affected your view of the University of Missouri football team, and if so has that affect been positive or negative?
Positive: 22% Negative: 48% No change/Unsure: 30%

THECHAT: MISSOURI MAY STILL MATTER COME ITS MARCH 15 PRESIDENTIAL PRIMARY

Q: Have these recent events affected your view of the University of Missouri Administration, and if so has that affect been positive or negative?
Positive: 11% Negative: 58% No change/Unsure: 31%

Q: Would you encourage your children to attend the University of Missouri?

Yes: 35% No: 45% Unsure: 20%

Q: There is currently a proposal that would increase the cigarette tax in Missouri to provide scholarships to public universities. Do you support or oppose this proposal?

Support: 38% Oppose: 48% Undecided: 14%


Alumni group calls protests counterproductive

Columbia — The leader of a new MU alumni group said Monday recent protests at MU have a bitter tone that undermine protesters' goals.

Russ Jones, a 1982 graduate of the University of Missouri, said he is forming a new group called Unity MU to promote a cooler-headed discussion of race issues on the MU campus. He said protesters have taken an all-or-nothing approach that undermines the university's ability to address their concerns.

"There's a group of us that would like to come to Columbia and sit down and be helpful in the process, but that's a two-way conversation," he said. "And it doesn't feel like there is interest in a two-way conversation."

Jones said many students have told him they are not voicing their opinions out of fear that protesters such as the group Concerned Student 1950 would denounce them as racists.

"If you don't agree, that doesn't make you a racist. That just means you don't agree with something," he said.
The demonstrations that forced the resignation of UM System President Tim Wolfe and MU Chancellor R. Bowen Loftin have garnered national attention. On Sunday, President Barack Obama told ABC's George Stephanopoulos on This Week he was glad the protesters were getting engaged and speaking out. He praised the football team's threat to boycott last Saturday's game against Brigham Young University, though he added protesters should try to "out-argue" people who disagree with them rather than trying to shut them out.

Jones said he wants cooler heads to prevail in the discussion on race issues. He said hunger strikes and the spreading of rumors that the Ku Klux Klan was on campus detract from attempts to bring all parties to the table.

Representatives of Concerned Student 1950 did not return multiple calls seeking comment for this story.

**Campus Racism Protests Didn't Come Out Of Nowhere, And They Aren't Going Away Quickly**

*If there's one thing University of Missouri senior Alanna Diggs thinks people are getting wrong about campus racism protests, it's the assumption that they're something new.*

The demonstrations at Mizzou this month resulting in the ouster of two top university leaders, partly over how they handled various racist incidents on campus, Diggs said, "were not a result of spontaneous combustion."

"It was not an overdramatic reaction by a couple of angry black students, but a moment built up over time," Diggs continued. "Many of us behind the scenes have been suffering and struggling with administration and students while trying to deal with class and work. The movement is not over. This is the beginning."

The demonstrations at Mizzou's campus in Columbia came on the heels of unrest at Yale University, and have been copied -- complete with demands for resignations -- at dozens of other colleges, including Ithaca College in New York, the University of Kansas and Claremont McKenna College near Los Angeles.

Protests staged on college campuses last week are the culmination of years of activism around inequality and everyday racism, and incidents pushing racial divisions to the surface. The demands activists are making are reminiscent of similar protests decades earlier. And scholars
caution there's no single switch colleges can flip to fix things -- improving racial tensions on campuses will likely take years.

"What we are seeing is the beginning of a movement where students and student groups across campuses are finding the courage to speak up about what they have been experiencing," said Yolanda Sealey-Ruiz, a scholar of Latino and black male students, at Columbia University. "I think Mizzou is a catalyst, an inspiration perhaps, but not a one-off event. I think we are also witnessing a reprise to history -- college campuses have historically been places where protest to inequality has taken place."

Students are arriving on campus believing racism remains persistent in America today. According to an annual survey of more than 150,000 incoming freshmen by UCLA, the percentage of students who believe racism is no longer an issue has risen slowly over 25 years, from 19 percent in 1990 to 24 percent in 2015.

Students of color who've spoken with HuffPost say that does not surprise them, given that students are growing up witnessing high-profile deaths of unarmed black men and teens, like Trayvon Martin, Tamir Rice and Eric Garner. Those experiences are coupled with multiple examples of fraternity and sorority parties featuring black face and caricatures of various ethnic groups, while Muslim students at some campuses have been subjected to spying by law enforcement.

"We're not that much much that different than the people being killed," said Taylor Lemmons, a junior at Claremont McKenna College. "Just because we're going to get a degree from these shiny institutions doesn't mean we're that much different."

In some cases, students who say racism is still a prevalent issue have been proven right. The University of Alabama's sororities didn't begin accepting black women as members until 2013. In March, fraternity brothers in Oklahoma were caught on video singing and laughing about lynching black men -- racial slurs included.

"We're living in a time where issues that haven't been appropriately attended to for a number of years are getting much more attention," said Benjamin Reese Jr., Duke University's chief diversity officer. "I don't think students suddenly woke up to things. I think they're reacting not only to the events on campus and incidents around the country."

Brown University senior Armani Madison said part of his discontent with his school is fueled by demands made by black students in 1968, 1975 and 1985 that "have yet to be fulfilled, despite university promises." Activists at Occidental College noted their demand for a black studies major has existed since 1968.

Students of color have organized campaigns at Colgate University, the University of Michigan, UCLA, and Harvard, among other schools, to highlight inequities. Some of these demands at Brown, Mizzou and elsewhere are for an increase in the percentage of minority students and faculty.
More selective colleges are still disproportionately white compared with the general population, data from the Georgetown University's Center on Education and the Workforce shows. College presidents, football coaches and professors all are much more likely to be white, too. Black students are less likely to graduate within six years compared with their classmates.

But even increasing the percentage of students of color on campus is not enough, insisted Deborah Bial, founder of the Posse Foundation, which partners with colleges to place minority students.

"It's the responsibility of every institution to be transparent to have as many ongoing conversations as possible, to create forums, to use every resource they have from the president to the students themselves," Bial said. "And the conversation shouldn't just be happening one time."

Activists also are demanding changes to curriculum to address diversity and an administrative acknowledgement of barriers that students of color face.

Students of color say they're constantly reminded that they are "different." Reine Ibala, a senior at Yale, described either feeling “invisible” on campus, or like she was an intruder and couldn't rely on bystanders to help if something happened.

"The thing about being black on a college campus in an urban area is that your color -- in my case, my blackness -- at times puts my status as a student in question," Ibala said. "Here in New Haven, the assumption is first that I am a 'townie.'"

Students protesting on campuses told HuffPost their demonstrations were not simply about offensive Halloween costumes, misguided emails from administrators or one person shouting the N-word. The emotional response, which sometimes receives backlash, comes from dealing with years of feeling like administrators aren't trying to make things better for them.

"It shouldn't take days of our tears and anger to move an administration to listen," Ibala said.

Transparency during the next steps will be critical, said Reese, president of National Association of Diversity Officers in Higher Education. Reese recommended including students in assessing what steps a college will take to address racial issues -- something activists are demanding at Mizzou and Claremont McKenna, among other campuses.

But in the near term, both Reese and Bial emphasized that colleges will have to be quicker to respond to individual incidents of racism.

"It's important to say this happened and we're not okay with it, and it's important for students to say it as well -- I can't emphasize that enough," Bial said. "Students can't give up the power they have to voice opinions about what's okay and what's not okay."

Vernā Myers, a diversity consultant and author, said now that Mizzou has served as a spark, protests against campus racism won't go away.
"This generation didn't think they'd have to go through something like this," Myers said. But now, they are empowered to do so, and "they're going to help our country live up to what we say we believe."

Why Missouri Has Become The Heart Of Racial Tension In America

One state -- Missouri -- stands out as the site of two of the most pivotal moments in the resurgent national discussion on race: the unrest in Ferguson and the protests at the University of Missouri.

That Missouri is at the heart of the country's recent racial tensions is no coincidence.

Although other states face similar challenges, Missouri’s status as a border state between the North and South makes it one of the country’s most fertile breeding grounds for racial strife. The state suffers from some of the worst racial pathologies of both regions.

At the same time, that environment spawned a vibrant tradition of African-American activism, which contributed to the rise of a contemporary civil rights movement that got its start in Missouri. Now African-American-led efforts to address longstanding racial grievances elsewhere in the country have taken their cues from the Show-Me State.

A Border State -- For Better, Or Worse

Colin Gordon, a historian at the University of Iowa and author of Mapping Decline: St. Louis and the Fate of the American City, characterized Missouri as a kind of unfortunate sweet spot for racial resentment. On the one hand, Gordon said, Missouri has a tradition of anti-black racism and white supremacism more typical of a former slave state. On the other hand, it has levels of housing segregation, and its attendant social ills, more characteristic of Northern states.

It is not surprising, Gordon noted, that Baltimore, a city in a similar border state, was the site of another one of the country’s most explosive incidents of race-based unrest.

“It is the border states where race relations are at their tensest,” he said. “That is particularly true of Missouri, though, because it is a funny sort of state -- a couple of big cities and then the Ozarks.”

Clarence Lang, who chairs the African-American studies department at the University of Kansas and authored Grassroots at the Gateway: Class Politics and Black Freedom Struggle in St.
Louis, 1936 to 1975, offers a largely similar analysis of the confluence of factors that have made Missouri especially racially volatile.

But Lang emphasized that Missouri’s St. Louis-based civil rights tradition has also laid the roots for positive change in the state.

“There is definitely a long tradition of protests and resistance among African-Americans in St. Louis and Missouri that recent events are bringing to light,” Lang said.

Here too, Missouri’s history as a border state is key.

Historically, Lang said, the white leadership in St. Louis was keen for the city not to be seen as a proverbial Birmingham, Alabama. They “muted” civil rights agitation by working with the black elite to maintain what Lang calls a “public performance of harmony.”

They would make “various kinds of outlets for conversation as a way of forestalling change, suppressing racial grievances and managing the city’s image,” he said.

Black activists in the city and surrounding areas often had to take on mainstream black leaders in order to agitate for action against discrimination in a variety of fields. Lang believes that this history has made many younger African-American Missourians wise to cosmetic changes and conciliatory rhetoric that fail to address fundamental inequalities. That experience, he said, may account for the impatience and assertiveness of present-day African-American activists in Missouri.

“Reconciliation and dialogue absent solutions for the underlying problems is inadequate, and people are finally, really pointing that out,” Lang concluded. “St. Louis is a place where people have always battled that.”

**Racial Segregation In The Show-Me State**

The unrest in Ferguson in August 2014 is rooted in Missouri's particularly acute levels of racial segregation. Missouri’s African-American population is heavily concentrated in the metropolitan areas of St. Louis and Kansas City, both of which are, in themselves, deeply segregated.

Among the 100 largest cities in the United States, the city of St. Louis is the fifth-most racially segregated, according to an analysis of official data by FiveThirtyEight’s Nate Silver.

An interactive demographic map of the greater St. Louis area developed by Gordon also reveals the extent of the racial segregation across St. Louis County, where Ferguson is located. The darker the red areas, the larger the share of the population is black, with the deepest shade indicating a black population of 90 percent or more. The municipality of Ferguson is outlined in brighter red toward the top.
Poverty is concentrated in the predominantly black areas. If we use the interactive tool to substitute poverty rate for percentage of black population, the red parts of the maps closely parallel one another.

(The blue color signifies the lowest concentration of African-American residents in the first map, and the lowest concentration of poverty rates in the second map. Green represents a median.)

The St. Louis area’s racial and economic segregation is the result of decades of discriminatory housing practices and unregulated suburban development. The arrival of African-Americans in St. Louis relatively early during the Great Migration -- the early- and mid-20th-century movement of African-Americans away from the rural South to Northern, Western and Midwestern cities -- allowed the white power structure to restrict housing access more blatantly than in many other cities, according to Gordon.

Subsequently, the completely unregulated and disorganized nature of the suburban development boom in St. Louis proved especially conducive to maintaining segregation. Developments would pop up in cornfields and incorporate in an uncoordinated manner. As a result, St. Louis County’s population is spread across 90 municipalities and 10 unincorporated census tracts. Perhaps most absurdly, the county’s Champ village is home to just 13 people.

“You get this very uneven pattern of residential development with a lot of exclusionary suburbs, and a lot of inner suburbs like Ferguson with small lots and apartment buildings,” Gordon said.

By the time black St. Louis residents received the right to move to the suburbs, the county’s smaller, denser and less desirable towns and neighborhoods were the only ones available to them.

To make matters worse, white residents have left “inner suburbs like Ferguson” as black families have begun moving in. From 1990 to 2010, the white population of Ferguson, for example, shrunk from over 16,000 to about 6,200, even as African-Americans went from one-quarter to two-thirds of the town’s residents.

“The old patterns of segregation that existed in the city get replicated in St. Louis County,” Gordon said.

The pernicious effects of racial and socioeconomic segregation are apparent in Ferguson and other predominantly black communities in St. Louis County.

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**The Conflict On Campus**

Gordon sees the effects of Missouri's peculiar blend of racism and segregation in the controversy at Mizzou.

The entrenched racial segregation in the St. Louis and Kansas City areas feeds pre-existing white hostility toward African-Americans across the state in a way that manifests itself on campus, Gordon said.

“When you have this deep-seated pattern of housing segregation that becomes linked in people’s minds to public safety and home values, the notion of African-American occupancy as a threat is much more deeply rooted in Missouri,” he said. “What that spills over into, which you see in the Mizzou campus, is that African-Americans are dangerous outsiders -- not full citizens in that sense -- and that plays into the way police behave, into the way students behave.”

Gordon acknowledges that Mizzou is not a demographic microcosm of the state, but nonetheless insists that it is a place where statewide tensions can rise to the surface.

“You have a state in which the population is very segregated, race relations are on the nasty end of the spectrum -- what happens when you lift a bunch of 18-year-olds and put them all in one place?” Gordon said. “It is not the same dynamic as a neighborhood, or a city, but everyone is coming to that campus with a certain experience or baggage having grown up in Missouri -- black or white.”

Protests have rocked the University of Missouri’s flagship Columbia campus since October in response to several racist incidents that black students say embodied a pervasive culture of racism at Mizzou. The University of Missouri system President Tim Wolfe and Chancellor R. Bowen Loftin both stepped down on Nov. 9, amid increasing pressure over their handling of the students’ complaints. The Mizzou football team’s announcement on Nov. 8 that they would boycott playing until Wolfe resigned proved critical.
Black students’ descriptions of the racially hostile climate at Mizzou are consistent with Gordon’s characterization.

Johnathan, 21, a second-year student at Mizzou from Hazelwood, Missouri -- a town in St. Louis County near Ferguson -- said someone had yelled, “Go home, nigger,” at him during his first week on campus. He also heard a roommate use the offensive word in his presence twice.

“Growing up in Missouri, it’s almost expected sometimes,” Johnathan said. (He asked to be identified by his first name only out of concern for his safety.)

Cheyenne Collins, 20, a second-year health sciences major who hails from Springfield, Missouri, also said she anticipated racism on campus before arriving.

“I came here knowing that we’re not going to be equal in everything,” she said.

However, just as racial hostility on the Mizzou campus is a feature of the state’s larger dynamics, so too is the enthusiasm with which African-American students challenge university norms.

The proximity of Mizzou to Ferguson allowed graduate student Jonathan Butler to drive back and forth from the university campus to the Ferguson protests in August 2014.

Butler, a leader of the Mizzou demonstrations whose weeklong hunger strike played a crucial role in the university president’s resignation, has said that the mass actions in Ferguson inspired his current activism.

“It was monumental in terms of how it influenced me,” Butler told the Los Angeles Times.

He described the Mizzou protests as a product of the “post-Ferguson effect.”

**As Goes Missouri, So Goes The Nation?**

Lang argues that a consequence of border states’ overlapping racial histories is that they are often at the vanguard of national racial trends, including positive ones.

“You can make an argument that these border states have been bellwethers for where the nation as a whole may be headed,” Lang said. “Missouri, for example, has been a laboratory for all the dynamics of race and conflict that we see nationally coming together in one petri dish, and it becomes this microcosm.”

As a slave state that remained in the Union during the Civil War, Missouri was given more leeway by the North on racial matters after the war. Missouri was able to end Reconstruction, rolling back the civil rights advances imposed by the federal government, sooner than other former slave states.

But it was also one of the first segregated states to begin desegregating schools and other institutions. Many landmark civil rights judgments against housing segregation, educational
segregation and employment discrimination all came out of Missouri, Lang noted. A 1969 rent strike in St. Louis public housing brought fair, affordable housing to the fore of the national civil rights agenda.

“There are all these moments where St. Louis in particular has set a precedent across the nation,” Lang said.

Not a Spectator Sport

November 17, 2015

By

Peter Eckel and Cathy Trower

The long-simmering tensions related to race, ethnicity, inclusion and diversity in higher education have reached the boiling point nationally. The headlines regarding protests and demands, not only by students but also by faculty and staff members, at Claremont McKenna College, Ithaca College, the University of Missouri, Yale University and elsewhere have put such issues firmly on the agendas of boards of trustees everywhere, if they were not there already.

And those recent controversies probably have added a sense of urgency to the conversations. While some boards have been giving these matters some attention for some time, we have now reached a tipping point where all boards must step up to partner in leadership with the president.

Regardless of trustees’ personal or political views on affirmative action and other policies, boards have an important role to play in their fiduciary as well as strategic roles with respect to race and inclusion at their institutions and within the state systems that they govern. The following are some specific steps that boards should consider. They should:

**Ask for numbers and climate data.** Boards should request meaningful data related to race, ethnicity and socioeconomic diversity; discuss the data and trends over the past three to five years; and understand the implications of what they learn.

Beyond the data on enrollment, retention and graduation rates by race and ethnicity, Pell eligibility, and gender, boards should ask for more granular data to identify meaningful trends. In what degree programs are students of different races and
ethnicities enrolling? How well are different demographics of students progressing across these various degree programs?

For instance, are white students succeeding in STEM at different rates than minority students? Does a higher percentage of minority students leave after junior year as compared to other types of students? Or do those students not return as sophomores at different rates than majority students? What about admissions and yield patterns by race, ethnicity and socioeconomic status?

Another type of data to collect relates to campus climate, which differs from asking for information that the institution already has. The methodologies often include surveys, focus groups and interviews. Climate studies may be a significant undertaking, yet they can yield keen insights because they allow personal stories to emerge. They help leaders understand the actual experience of students, faculty and staff in ways that numbers alone cannot.

**Ensure a comprehensive diversity plan.** In addition to the need to understand current and emerging issues, boards should ensure that the institution has an intentional plan to encourage campus diversity and equity for students, faculty and staff. Such questions include: Is the plan appropriate? Does it address the right elements? Is it consistent with other institutional goals and priorities, such as those outlined in the strategic plan? Are the milestones and metrics sensible? How realistic is the timeline? Does it clarify who is responsible for what?

**Hold the president accountable.** A primary responsibility of boards is to ensure progress on institutional milestones and goals, and they do this by holding the president accountable. In turn, the board should be assured that the president is holding his or her staff and the faculty accountable for progress, as well. By being explicit about their expectations, the board sends an important signal that it too cares about equity in a sustained and systematic manner.

That said, any new goals must work in concert with other presidential priorities. Unrealistic goals and a constantly changing set of priorities do little to advance the institution or provide an effective North Star for progress.

**Support the president.** When the institution faces difficult and challenging issues -- as those involving race, diversity and inclusivity frequently are -- a board will also often need to counsel and support the president. Many presidents have and will come under fire for lack of perceived progress on objectives related to diversity and equity. While some deserve the criticisms they receive, others are and have been working diligently on this agenda.

Given the sense of frustration on many campuses, the way forward is often unclear, with no road map. There are no simple, proven strategies or silver-bullet solutions. If progress on diversity were easy, higher education -- and the nation -- would be farther along on these lasting challenges.

**Acknowledge complexity.** Change in the academy can be difficult and seem slow, much to the frustration of some trustees. The complex and often contentious issues of diversity and inclusion are adaptive challenges, not technical problems with quick fixes or clear answers. In fact, treating these issues as technical problems in order to apply a
tried solution may only exacerbate them.

Instead, boards must work with the president, staff, faculty and students to examine the issues, acknowledge the complexity of views of multiple stakeholders, think critically about them, define what can be done and take steps forward -- in some cases boldly, and in others more incrementally.

**Make sure a campus protest plan is in place.** Headline-grabbing protests have occurred at a handful of campuses and are likely to unfold at others. It is impossible to say which institutions might face significant protests. Boards should help ensure that their campuses are prepared for possible protests and know their role if such protests emerge. Intentional conversations with campus leaders can help articulate a strategy and minimize any risks to people, property and reputations.

**Develop a media strategy specifically for the board.** An effective approach includes clarifying questions with the board such as: Who speaks for the board? Who crafts the talking points? What do rank-and-file board members say or not say if they are approached by the media?

Any communication strategies also need to attend to social media. How are the institution and the board monitoring it? What are the means of communication that the board should pursue or try to minimize? What are the priority outlets where the board and institution should focus their attention? How agile can such media strategies be if the platforms shift, from, say, Twitter to Instagram?

**Discuss lessons learned from other industries, fields or sectors.** Many trustees are highly effective leaders in their own industries and fields. They may have lessons and insights to share from outside of higher education that can help campus leaders. For instance, many corporations and nonprofit organizations have made tremendous strides related to diversity and inclusion in the workplace. Others may have lessons to share from failed efforts that can also be illuminating. Boards should not shy away from serving as counselors when they have insights to share.

At the same time, savvy boards know that not all ideas from corporate or other settings transfer smoothly into higher education. Discovering what applies well or not can only happen through a candid dialogue between the board and the administration.

**Look in the mirror.** Most boards themselves have a lot of work to do regarding their own diversity. According to the most recent survey of the Association of Governing Boards of Universities and Colleges, the racial and ethnic diversity of boards has not increased significantly over many years. Thus, boards should consider the ways in which issues of diversity, inclusion, voice, power and perspective play out in their own boardrooms.

Key questions to ask include: How diverse is the board? To what extent does it mirror the campus or larger community? What are the experiences of minority board members? Do they feel their voices matter consistently? How well has the board retained minority members? Do they hold positions of board leadership?
Such conversations can be difficult to frame and hold, much like what is occurring on college campuses -- yet they are essential for the board to have. People on the campus must know the board is as serious about addressing such issues within itself as it is within the institution.

**Build the campus culture by design, not default.** Values matter greatly in the academy. In their dialogues with key stakeholders, boards should always think about the campus culture they want to build and the values they hold most dear and want to perpetuate. Those values should be pervasive throughout the campus -- so embedded in the culture (part of the ethos of the place) that they define all interactions and are defended at all costs. Boards should spend time learning how students experience the climate and culture, what shapes the student experience, and whether that differs across diverse groups and individuals.

**Listen to students, faculty and staff.** Trustees often are most comfortable in a problem-solving mode. But what may better serve their institutions is simply to be able to listen and empathize with students, withholding immediate judgment. Boards must remember that the heart of the matter is about students, their experience and their success. Moving too fast to solutions without understanding the nuance of the issues may provide a short-term sense of progress but create more significant challenges in the future. Building bridges between the board and students and other groups on the campus may be more important now than it has been in the last decade.

In sum, the challenges of race/ethnicity and equity are longstanding in the academy.

Ten years ago, the American Council on Education released a report aimed at new presidents about leadership strategies for campus diversity, *Leadership Strategies for Advancing Campus Diversity*. The insights still resonate today, because unfortunately the challenges remain even if the stakes are higher now. In addition to the work of administrators, faculty and staff, board members have the potential to add value in creating a campus culture that is truly open, welcoming, respectful, diverse and inclusive.

**BIO**

*Peter Eckel is a senior fellow and the director of leadership programs at the University of Pennsylvania’s Alliance for Higher Education and Democracy. Cathy Trower is president of Trower & Trower Inc., a board governance consulting firm.*
As president of the Associated Black Collegians at the University of Missouri-St. Louis, LaVell Monger is well versed on issues facing minorities on campus.

But when the recent furor erupted over the president of the University of Missouri system, Monger admits the name Tim Wolfe didn’t exactly ring a bell.

“I’d never heard of him,” Monger said. “I had no idea who was the UM president.”

Wolfe’s name is far better known now, of course, not only to students at the four-campus university system but nationwide. In the wake of growing protests by black students in Columbia and a threat by football players to sit out this weekend’s game in Kansas City, Wolfe resigned on Monday. Mizzou Chancellor R. Bowen Loftin stepped aside the same several hours later.

Of the four UM campuses, UMSL has the largest percentage of African-American students – 14 percent, compared with 10 percent at Kansas City, 7 percent at Columbia and 3 percent at Rolla. Systemwide, 9 percent of more than 75,000 students are black.

Monger and others at UMSL say that while the racial climate on campus may not be perfect, it is far from the tinderbox that went up in flames at Mizzou.

“There’s really no racial tension,” Monger said in an interview. “There are certain conversations that we seem to ignore at times, but as a whole, you don’t have to worry about being called the N-word. You don’t have to worry about people leaving things on a wall.

“You pretty much can communicate with a lot of people. There are still ways we could increase the relations between the different groups on campus, but right now, and compared to a lot of other people in St. Louis, it’s very diverse.”

Monger, a 24-year-old senior anthropology major who graduated from Vashon High School in St. Louis, doesn’t share much background with Cameron Roark, the president of UMSL’s Student Government Association. A white, 21-year-old criminal justice major from Jefferson City, Roark has had
dealings Wolfe, but he too was surprised by the intensity of the situation that developed last weekend.

First thing Monday morning, Roark said, he met with UMSL Chancellor Tom George, then began planning to reach out to various groups on campus to get readings on where they felt the racial climate on campus stood.

“We do have a very diverse campus,” he said. “We have a lot of different people with different opinions, so that does help with race relations. We want to find out what we can do better, and that’s what we are in the process of doing.

“Some of them say they’re doing completely fine, that they don’t see any issues or they see we are addressing them. Some organizations say everything’s great, but we can still do more.”

After Wolfe’s resignation, George told students, faculty, staff and alumni at UMSL that the principles of civility, diversity and inclusion are paramount on the campus, even as society as a whole continues to wrestle with systemic racism, social justice and equal opportunity.

He said he asked the Chancellor’s Cultural Diversity Council to organize a forum where people at UMSL can share ideas about making the university climate better.

**New position, old issues**

One of the pledges made by the Board of Curators after Wolfe’s resignation was the establishment of a position dedicated to diversity, inclusion and equality at each campus as well as at the system level. Roark thinks that will be a good start.

“I think that this is a huge cultural issue,” he said. “There are a lot of things that play into what we’ve seen happen, the acts of hate that have occurred. But I also don’t think that we can do nothing, so this is a step in trying to address these issues.”

To Monger, though, a big question is how effective anyone who fills such a position can be.

“I feel you have to be very boots to the ground,” he said. “You have to be able to talk with the students. You have to be able to walk with the students. You
have to be able to become familiar with the different things that go on on the campus. Hopefully, they will be just a couple of years out from undergrad, where they still can communicate with the students and come up with effective ideas.

“The position may bring some type of change, but it all starts with the students.”

One factor that affected race relations at UMSL that did not figure directly into conditions on the system’s other campuses was last year’s fatal shooting of Michael Brown and the resulting unrest in Ferguson, just down the street from the north county campus.

It definitely affected Hubert Hoosman, an UMSL graduate who has been active for years in alumni affairs. A star basketball player on the campus in the ‘70s, he retired from a career in finance to start a real estate firm just down the street from the Ferguson police station.

He said the demonstrations there definitely hurt recruitment of students and athletes at UMSL, which he termed “somewhat guilty by association geographically.” But he added that George’s active role in keeping the campus informed and safe will help it recover.

Hoosman knows that some UMSL alumni have said the campus was a place of systemic racism and inherent inequality. But he said alumni groups have helped make the climate better.

“That’s a very harsh term,” he said. “There are areas that need improvement and the leadership has used as a sounding board to get the necessary feedback to achieve their goals.”

Roark says that Ferguson gave UMSL one more opportunity to have the kinds of conversations that can lead to better understanding among groups on campus. “I don’t necessarily think that it really damaged relationships,” he said.

For Monger, the result of the tensions in Columbia that have now resounded throughout the whole system may be unfortunate, but they should lead to improvements overall, even though it is too late for Wolfe and Loftin.
“No one should really have to lose their jobs,” he said, “but I feel like it is needed in order to enhance the awareness, to let people know that this is a problem and we’ve got to figure out some way to resolve it.

“If a man getting fired or resigning is needed in order to gain attention that this is an issue, then that's a small sacrifice for a bigger outcome.”

The University of Missouri's Board of Curators holds the license for St. Louis Public Radio.

MU alumnus speaks out about racial tensions on campus


COLUMBIA, Mo - The list of people speaking out against the MU student protests and Tim Wolfe's resignation is growing. Lt. Gov. Peter Kinder said the protesters are "pampered." A group of MU alumni are also questioning the validity of the protesters' complaints.

"We're wanting to come to the table and provide a voice of reason and say 'Look, okay, what is it you're concerned about? What are the real issues here?' But the rest of this just seems to be like smoke and mirrors,” said Russ Jones with Truth Matters MU.

The Truth Matters MU group is made up of MU alumni and is the brainchild of Russ Jones. The group's Facebook pages states the group was created as "a reasoned response to the racial tensions on the campus.” Its page also lists a number of the groups beliefs regarding the unrest at Mizzou. It states Tim Wolfe shouldn't have resigned and was falsely accused. Russ argues the decision was hasty, saying there should been a committee to investigate any claims of institutional racism.

Jones said the protesters aren't bringing people together, in fact, he said they're creating further division on campus.
"I think people were listening, or at least wanted to try and understand, but when the protesters said we need a safe space and then started calling people 'white supremacists.'" I think that's when folks said 'Hey, time out here. Really, is that where we are today?'" said Jones.

Russ said he believes the events on MU campus have tarnished the school's reputation and has heard from concerned parents and students.

"We've got students contacting us saying 'I feel unsafe. I'm uncomfortable because if I disagree, then I'm going be tagged a racist.' Who in the world wants to be called a racist?" said Jones.

Jones said there's a lot of bitterness on MU campus and hopes for healing. Jones said he's even gone as far as contacting Alveda King, the niece of Martin Luther King Jr. and a colleague of his. He said King told him she'll help in any way she can.

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Pinkel sure retirement is the right call

Nov. 17, 2015 • By Dave Matter

COLUMBIA, Mo. • On Nov. 30, 2000, 23-year-old Erin Pinkel had just flown here with her parents from Toledo, Ohio. She sat on a stage at the Reynolds Alumni Center on Missouri’s campus and watched her dad become the head coach of the Mizzou football program, a job that had chewed up and spit out five straight head coaches since 1977.

On Monday, two weeks shy of the 15th anniversary of Gary Pinkel’s first day on the job, Erin sat on the floor of Mizzou Arena and watched with her husband and three daughters as her dad began his farewell tour.

A coaching career had come full circle.

“I was here for his first press conference, and I’m here for this one,” Erin Hendershott said Monday. “It’s hard to put it all into words. But we’re really proud of him and proud that his heart shines through. We’re excited for his next chapter.”

Fighting back tears as he stood in front of family, colleagues and fans, Pinkel formally announced the news that became official Friday, that he would resign at season’s end. Pinkel, 63, said he began to consider retirement after he recently spent a day surrounded by other cancer patients undergoing treatments and scans.

“I remember sitting there with (my wife) Missy and all these people getting treatments and PET (positron emission tomography) scans, it was really overwhelming to me,” he said. “I came back here, talked to my
family and said this job … you’ve got to put all your energy and everything into it. We work six, seven days a week, nine months out of the year. Is this the right way to spend my time?

“I decided at that time I was going to embrace the healthy times and battle when the tough times come.”

In May, Pinkel was diagnosed with follicular lymphoma at Columbia’s Ellis Fischel Cancer Center. It’s a form of non-Hodgkin lymphoma, a cancer of the blood. Hoping to keep his disease private, Pinkel underwent treatment at the Mayo Clinic in Rochester, Minn., in May and June.

“There’s no cure for it,” Pinkel said. “You manage it.”

Pinkel only told family members and select friends about his diagnosis, along with Mizzou’s new athletics director, Mack Rhoades. He believed he was healthy enough to coach the 2015 season. He did not tell his players or assistant coaches. At the time of his diagnosis, Pinkel had no plans to retire.

“I’ve told some people if I’m coaching when I’m 70, shoot me, OK?” he said. “I’m not going to get there, but I planned to coach for a long time.”

In August, though, as the Tigers began preseason camp, Pinkel said he started wondering if he made the right decision to keep coaching.

“When you get cancer it’s so numbing,” he said. “I’ve been blessed with my health. You’re driving for the next week and you glance at yourself in the rearview mirror and look at yourself and say, ‘You’ve got to be kidding me.’ … I’ve heard people say they’d rather die on a football field than die on a beach. I’d rather die on a beach.”

Around late August or early September, Pinkel decided he would revisit his future during the team’s bye week in late October. A difficult season unfolded, but it was after a PET scan that he decided this season would be his last. He told Rhoades of his plans on Oct. 28. Pinkel insisted his decision had nothing to do with last week’s player boycott tied to the campus protest group Concerned Student 1950.

“If I didn’t have cancer, I wouldn’t be doing this (retiring),” he said.

The Tigers (5-5) play their final regular-season home game Saturday against Tennessee (6-4). Mizzou can secure bowl eligibility with one more win. If the team plays in a bowl, Pinkel plans to stay on as coach through the game, he said.

On Friday, Pinkel announced his resignation, telling his players and assistant coaches about his illness for the first time. Pinkel said he’s unsure what he’ll do in retirement but wants to stay active, perhaps at MU working with Rhoades.

“I’ve got to do something,” he said. “If I work, I want to work more of a normal job where I can be significant.”
“I love what I do. I love it,” he added. “But I feel very peaceful with what I’m doing. I’m doing the right thing.”

Pinkel said he plans to split his time between Columbia and the Lake of the Ozarks once he retires. He said he doesn’t plan to coach again.

“He needs to be busy,” Erin said. “I’m sure he’ll find ways to be very productive.”

With his family in the front row on Norm Stewart Court, Pinkel thanked many on Monday, starting with his two mentors, the late Dick Fortner, his high school coach in Akron, Ohio, and the late Don James, college coach at Kent State and former boss at Washington. He thanked his many assistant coaches, several of whom were in the crowd even though he told them to stay in the office to plan for Saturday’s game against Tennessee. He thanked other staffers and former Mizzou AD Mike Alden.

Then his voice gave out.

Holding a black handkerchief, Pinkel dabbed his eyes and tried to catch his breath.

“The toughest thing about this,” he said, pausing for nearly 20 seconds. “The most important thing … I’m sorry … is my players, at Toledo and here at Mizzou. I’m going to miss them. I’m going to miss the interaction, being around them, scolding them when I have to scold them, hugging them and touching them every day.”

One of those players, former All-American and current Kansas City Chiefs wide receiver Jeremy Maclin, surprised Pinkel at MU’s hotel Friday night in Kansas City, where the Tigers played Brigham Young the next day.

“He came up to me and looked really sad and said, ‘Coach, are you OK?’” Pinkel recalled. “I said, ‘Yeah, I’m OK.’ He put his arms around me and told me he loved me. That’s the neat thing about this business.”
Mizzou football coach announced Friday that he has non-Hodgkin lymphoma, will resign at year’s end

Pinkel supported his players’ decision to join protest on campus

BY TOD PALMER
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COLUMBIA - Gary Pinkel got a phone call shortly before 10 p.m. Friday at the Missouri football team’s hotel in Kansas City.

It was assistant coach Andy Hill, “Somebody wants to see you down here.”

Pinkel made his way to the lobby, where Chiefs wide receiver and former Missouri All-American Jeremy Maclin was waiting.

“He came up to me and he looked really sad,” Pinkel said. “He looked at me and said, ‘Coach, are you OK?’ I said, ‘Yeah, I’m OK’ and he came over, put his arms around me and told me he loved me.”

Similar relationships Pinkel shared with thousands of other players during a coaching career that spans five decades, including the last 25 years as a head coach at Toledo and Missouri, became the focus Monday during a news conference at Mizzou Arena. Wrapping up his introductory remarks, Pinkel thanked the coaches, support staff and administrators that he’s worked with through the years.

“Most importantly, the toughest thing about this …,” Pinkel stopped abruptly, choking back tears.

“The most important thing …,” he said, starting again before another flood of tears.

“Sorry — it’s my players,” he said, finally completing the thought, “at Toledo and here at Mizzou. I’m going to miss that. I’m going to miss them. I’m going to miss the interaction — being around them, scolding them when I needed to scold them and hugging them and touching them every day. That’s what I’m probably going to miss the most, just being around the players.”

Pinkel announced Friday that he was diagnosed in May with follicular lymphoma and would resign at year’s end or when a replacement is hired. Pinkel said later Monday that he would coach Missouri in a bowl game, however, even if it was scheduled for after Dec. 31.
Lymphoma is the most common type of blood cancer. Pinkel has a non-Hodgkin, B-cell lymphoma that is generally slow-growing and treatable.

After his initial diagnosis in Columbia, Pinkel received all of his treatments at the Mayo Clinic in Rochester, Minn. He didn’t even tell his assistant coaches about it, fearing if the revelation went public it would adversely impact recruiting efforts.

He planned to inform his staff Sunday of his decision to resign after the season, then tell his players and then the public. Pinkel changed his plan when word of his impending resignation leaked Friday at the end of an already tumultuous week on campus, which included protests against racism that led Monday to the resignation of University of Missouri System president Tim Wolfe and MU chancellor R. Bowen Loftin.

“All the stuff that they’ve had to deal with, that’s about the last thing they wanted to hear or I wanted to tell them,” Pinkel said. “But they had to know first. That was the most important thing.”

Pinkel described the meeting as “remarkably emotional” and “really difficult,” but also expressed pride in the team’s ability to focus and beat BYU a day after learning their coach was leaving.

The Tigers’ football team joined the protest Nov. 7, boycotting all football-related activities until Wolfe resigned and graduate student Jonathan Butler ended his hunger strike.

“Although his on-field accomplishments are numerous, his legacy at Mizzou will not be defined by wins and accolades but rather the profound impact he’s had on the lives of many student-athletes,” said Missouri athletic director Mack Rhoades, who was hired last March and took over for Mike Alden in late April.

Pinkel supported his players’ boycott, which drew mixed reactions from MU’s fan base. Pinkel, who plans to remain in Columbia and also spend time at his lake house, said last week’s unrest on campus had nothing to do with his decision.

“If I didn’t have cancer, I wouldn’t be resigning,” said Pinkel, reiterating that he made the decision during the Tigers’ bye week in late October, when the team was 4-4 and long before the campus was gripped by protests.

Missouri’s players made clear how they felt Saturday after an emotional 20-16 victory against BYU at Arrowhead Stadium, surrounding Pinkel in a raucous dance circle at the conclusion of a live interview with the SEC Network on the field.

“That is a perfect picture of Gary Pinkel and his legacy,” Rhoades said.
Pinkel, who apologized for not being able to reply to all the calls and messages he’s received from around the nation in the last few days, was greeted with a standing ovation by several hundred fans and MU staffers as he took the stage. His 191 career wins rank second among active Football Bowl Subdivision coaches behind Virginia Tech’s Frank Beamer, who is also retiring after the season, and 19th on the all-time FBS wins list.

Rhoades also touted Pinkel’s track record with respect to academics, including a 97-percent graduation for the football team during the last five years.

Pinkel told his players to go to class rather than attend the news conference, which was open to the public. He also instructed his coaching staff to continue working on preparation for Saturday’s game against Tennessee, but Pinkel’s assistant coaches ignored that request.

Missouri, 5-5 and 1-5 in the SEC, needs one more win against the Volunteers on Senior Night (and Pinkel’s final game at Memorial Stadium) or Nov. 27 at Arkansas to ensure bowl eligibility for the 11th time in last 13 seasons.

Rhoades said that Pinkel will remain an asset to the university.

“We’ll make sure he’ll stay close, or as close as he wants, to the program,” Rhoades said.

He said Pinkel will not be directly involved in the search for his replacement, but Rhoades might ask his opinion about candidates he personally knows.

Rhoades said he isn’t sure how Pinkel will be honored Tuesday or moving forward, including the idea of erecting a statue in his honor or naming a facility after Pinkel on the Memorial Stadium grounds.

“We’ll find the right way to really honor Gary and we’ll do that at the appropriate time,” Rhoades said.

A tearful goodbye: Pinkel's care for players clear at retirement news conference

MICHAEL MANDELL, 17 hrs ago
COLUMBIA — Gary Pinkel has always been stoic when he spoke to the press. But, on Monday, before an audience of roughly 300 fans and half as many media members, he couldn't help but change course.

Twenty minutes into Monday morning's retirement news conference and "celebration" — as the athletics department branded it — at Mizzou Arena, Pinkel fought back tears. The subject that made water well in his eyes is one he talks about constantly: his players.

"That's the thing I'm going to miss the most," Pinkel said. "I'm going to miss interacting with them, scolding them when I have to scold them, hugging them and touching them every day."

Although the news came down Friday, Pinkel didn't plan to tell his players about his resignation until Sunday; he didn't want to create distractions the day before Missouri's game against Brigham Young. He informed athletics director Mack Rhoades of his plans Oct. 28.

On Friday, however, rumor turned into substance when PowerMizzou.com and the St. Louis Post-Dispatch latched onto the story that Pinkel would resign for health-related reasons at the end of the season. Pinkel was diagnosed with follicular lymphoma, a cancer, in May.

Shortly before Missouri made the announcement official, Pinkel called his players in for a meeting. He wanted them to know first.

"With all of the stuff they've had to deal with, this was about the last thing they wanted to hear or that I wanted to tell them," Pinkel said.

The talk, Pinkel said, was "remarkably emotional." Rhoades, who spoke shortly after Pinkel did Monday, said the win against BYU and the scenes afterward were a testament to the "unmistakable bond" between Pinkel and his players.

Sure, there were other subjects discussed at the news conference. Pinkel talked at length about the people who have made his Missouri career so special. He talked about his form of lymphoma, but he downplayed it and reiterated that other people around the world are suffering
Rhoades briefly addressed the upcoming coaching search and said that Pinkel won't be involved in the process.

Pinkel even talked about what his plans after football might look like.

"Someone asked me, 'Would you rather die on the football field or die on the beach?'" he said.
"I'd rather be on the beach."

The main message from the press conference, though, was the relationship between Pinkel and his players past and present. Although there weren't any current Missouri players in attendance for Monday's event — Pinkel told them to attend class instead — the celebrations that took place following the Tigers' win over BYU showed how much they cared for him. The players encircled Pinkel on the field after the game, danced with him and joyfully chanted, "GP, GP, Hey!"

Pinkel said former players contacted him as soon as the announcement spread. Wide receiver Jeremy Maclin, a star on the 2007-08 teams and now a Kansas City Chiefs standout, came to the team's hotel in Kansas City on Friday night.

"He looked really sad, and he came up to me and said, "Coach, are you OK?" Pinkel said. "He put his arms around me and told me he loved me."

Back at Mizzou Arena on Monday, former defensive end Michael Sam showed similar care for his coach after Pinkel's time at the podium ended. As Pinkel shook hands with a group of media members, Sam slipped past a group of Missouri public relations representatives to do the same.

"We look awfully similar," Pinkel said, referring to the attire both wore: dress pants and brown shoes, though a different color sport coat.

Sam smiled and nodded in agreement.

"I learned from the best."
Missouri would likely be alone with 10 percent black faculty

BUFFALO, N.Y. (AP) — If the University of Missouri succeeds in meeting a student demand for a faculty that's 10 percent black in two years, it will likely be alone among its peers.

An Associated Press analysis of 2013 federal data found that no state's "flagship" public university campus had a black faculty population approaching that level, and only a handful topped even the 5 percent mark.

The data shows the norm on most of the campuses is a faculty that's between 2 percent and 4 percent black.

Administrators said they're well aware that staff and student bodies often don't match, and some systems, including the State University of New York, have launched initiatives to try to change that.

Students said they learn better from instructors who seem to understand them and their experiences.

MU faculty hold solidarity march on campus

By Megan Favignano
A group gathered Sunday at the University of Missouri’s Peace Park, singing “This little light of mine, I’m going to let it shine,” as they walked through the Columns, past the MU Student Center and stopped at the Gaines/Oldham Black Culture Center.

Angela Speck, physics department professor and Faculty Council Diversity Enhancement chairwoman, said the march allowed community members to show solidarity for all marginalized students. Speck said the march also was an opportunity for people to learn how they can help.

“Now we have this group of people who can meet and talk and think about what we can do. And there are lots and lots of things we can do and lots and lots of things we have to do. There isn’t just one solution to what’s going on,” Speck said.

UM System President Tim Wolfe and MU Chancellor R. Bowen Loftin resigned last Monday after protests over race relations on campus reached a climax. The protests and resignations came as both leaders were already dogged by other on-campus issues.

A group of students calling themselves Concerned Student 1950 had called for Wolfe’s removal over a perceived lack of response to racial incidents. The group’s name is a reference to the first year a black student enrolled at MU.

Students have called for an inclusion curriculum as a way to improve the climate on campus. Speck said adding a diversity requirement to curriculum has been discussed since last fall and that the faculty committee is working out details.

Columbia resident Madeleine Lemieux walked with her husband while her 18-month-old daughter sat on her shoulders. She said marching to show solidarity and bringing her daughter with her seemed like the right thing to do.

“I think it’s important to expose her to these kind of activities early and often,” Lemieux said. “If we hope for a world that embraces diversity and inclusion, then it starts with our kids. It starts with us, and it starts with our kids.”

Traci Wilson-Kleekamp, a member of the community group Race Matters, said conversations about race and discrimination can be challenging. “It’s indicative of our culture really, where white folks are afraid to talk about race,” she said. “Hopefully having marches like this creates a space where people realize ‘you know what, there are a lot of other people who feel like I do.’”

Before the group began its march, Speck encouraged everyone to talk to people they did not know about race issues.

Speck said some faculty discussed a march when students began camping on Carnahan Quadrangle. Changes at MU moved quickly, she said. After threats circulated on social media Tuesday night, Speck said faculty decided to hold a solidarity march to “show the students that we have their back.”
Speck brought the idea to a group of teachers who have received the MU Kemper Teaching Award, then extended the invitation to anyone who wanted to join.

Unlike those at Missouri, protests over racial tension at Kansas are more muted

Former student ends hunger strike late Monday after getting little support

Committee of KU Student Senate calls for three top student government leaders to resign

The group Rock Chalk Invisible Hawk has issued a list of 15 demands to address racism on campus

BY ERIC ADLER AND MATT CAMPBELL
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On Monday’s wet and cold afternoon, John Cowan sat in a chair, alone and refusing to speak, outside Wescoe Hall at the University of Kansas. He held a white poster board reading, “HUNGER STRIKE in Progress.”

But unlike at the University of Missouri, where student Jonathan Butler’s seven-day hunger strike was part of a protest over campus racial issues that last week led to a tent encampment, a threatened boycott by the football team and the resignations of the university’s president and chancellor, no protesters joined Cowan on Monday.

Some apparently had joined him before, but there was no tent city. No boycotts as of yet.

Not black, but white, not a current student, but a former student, Cowan last year protested the university’s handling of sexual assault in a Guy Fawkes mask. The hunger strike he announced Friday drew little more than odd looks and the occasional question Monday from passing students.
“What are you doing here?” asked one African-American student.

In the ranks of protest, the movement that was born last week at KU in the wake of the events on the University of Missouri campus is at this point a far more muted affair.

“I would be surprised if anything at Mizzou were to happen at KU,” Sinclair McDonald, a sophomore from Atlanta who is black, said of acts of racism on the campus of KU. “I would be completely shocked.”

Ron Smith a sophomore from Overland Park who is also black, said he was surprised late last week to receive an email from student government leaders saying they were trying to address racism on campus.

“I’m not particularly affected by it,” Smith said. “I’m surprised because it didn’t seem to be an issue.”

But in the halls of student government, elected student officials are nonetheless taking it seriously. Last week a committee of the KU Student Senate called for three top student government leaders to resign by Wednesday evening at 5 p.m., or face possible impeachment proceedings.

At MU last week, university system President Tim Wolfe and R. Bowen Loftin, chancellor of the Columbia campus, resigned amid the school’s protests over racial tension.

At KU, the call is for the resignations of Student Senate President Jessie Pringle, 22, a senior from Chanute, Kan., and Vice President Zach George, 23, a senior from Ottawa, Kan.

The demand arose on Friday, two days after a town-hall meeting on race convened by KU Chancellor Bernadette Gray-Little that drew about 1,000 people.

It was alleged that neither Pringle nor George stood when those gathered were asked, as reported by the Lawrence Journal-World, to “stand in solidarity with their black peers and proclaim that ‘black lives matter.’”

Yet on Monday, in an interview at the Kansas Union, Pringle insisted that both she and George did, in fact, stand when the call went out. Just previous to that, she said, the protest group called Rock Chalk Invisible Hawk had set forth a list of demands. Among their list of 15 points is the the hiring of a director for the Office of Multicultural Affairs, and for mandatory “inclusion training” for students and faculty and more diversity in hiring.
Pringle and George said that they did not stand at that moment because they were still pondering the nature of those demands. Then came the call to stand in allegiance to the ethic that black lives matter.

“We did stand for black lives matter,” Pringle said Monday. “We all stood at the same time. We totally believe that. If we didn’t believe that, we wouldn’t be in these jobs.”

The call for resignations also includes Senate Chief Staff Adam Moon, 22, a senior from Mission, Kan. On Monday, none of the students said that he or she plans to resign, which would possibly kick off a lengthy impeachment process.

Pringle and George, along with Moon, have been involved in KU student government since their freshman years. The rise of race as an issue on the KU campus, they said, is hardly surprising because it has risen nationally long before the protests at the University of Missouri and other schools.

“This university doesn’t exist in vacuum,” Pringle said.

Said George: “We were aware — from the issues that occurred last year with Ferguson, Baltimore, New York City. This isn’t just an issue on university campuses. It’s an issue in towns and communities nationwide. This isn’t something that came out of nowhere.”

Pringle said that diversity and inclusion has been a priority for her administration since she took office in May and, even before, when she, George and Moon had other roles. KU’s student make-up is 72 percent white and 5 percent black. Its faculty is 2.9 percent black and 77 percent white.

“Every time we are able to talk to an administrator, we bring it up,” Pringle said. “We say what are you thinking about this? What are you doing?”

All three said they strongly supported the town-hall meeting that would later initiate a call for a vote of no confidence against them. They urged senators to attend to hear students’ voices.

George, who is openly gay, said that he felt he could relate to acts that marginalize other students.

“I know how it feels to hear people say some slurs or hurtful words toward my sexual orientation,” he said. “I don’t know how it feels to be oppressed if you have a black identity or are a woman or transgender. I believe I can relate to a lot of these stories to a degree.”

The students recount a long list of achievements in trying to address not just different racial groups, but also others for whom inclusion is important on a majority white campus. Efforts have included help in creating a Native American Advisory Board and the creation of a
“reflection room” in the new student union building for where students can reflect or pray regardless of faith or beliefs. They’ve also backed financial support for the campus Black Men’s Initiative, cultural sensitivity training for student government officials, and others.

New initiatives were expected to be announced late Monday night. The three said they recognize the important need to do more to make sure all students feel included and safe.

“We can confront these issues,” Moon said, if the entire university, department after department, comes together.”

For some students, safety has been an issue.

Kynnedi Grant, the president of the Black Student Union at KU, reported on Facebook that she and three black female friends were physically and verbally assaulted at a house party last month by a group of white males using racial epithets.

Sophomore Gabrielle Frank, who is black, attended last week’s town-hall meeting.

“Some people were saying that we know all lives matter and we know that other minorities experience racism,” Frank said Monday. “Right now the problem that people are focused on is just the all black one."

Senior Bobby Gay of Leawood said racism is not just in-your-face acts of exclusion.

“I think we’re in a situation now where racism is more systematic than it is overt,” said Gay, a business marketing major. “Changing and challenging the system is something that we have to look at more than changing the minds of people.”

Gay said the millennial generation is more accepting of diversity. But he said he could understand why some on campus are calling for the student leaders to resign.

“ Asking them to step down is looking for a breath of fresh air, looking for a new source of leadership,” he said. “They want to see some change. I think KU has been very stagnant in being able to provide change and a welcoming environment for minorities.”

Senior Hannah Sroor, who is white, from Lee’s Summit said the attention to racial issues on campus is a positive thing.

“I wasn’t as aware of it before because I wasn’t a marginalized student,” Sroor said. “It’s made me sort of start paying attention to those things more. And I think a lot of the demands from those groups are they just want a more inclusive environment that they can learn in.”

Late Monday, Cowan, the former student, ended his hunger strike after about 70 hours.
“It is not my place to act without guidance of oppressed people,” Cowan wrote in a statement.

Kansas student leaders say they're not 'mimicking Mizzou'

Nov. 16, 2015 • By JOHN HANNA

LAWRENCE, Kan. (AP) — Protest leaders at the University of Kansas said Monday that they're pushing for changes that ensure problems faced by minority and other "marginalized" students are addressed swiftly and effectively, rather than "mimicking Mizzou" by seeking the ouster of administrators.

Leaders of the Rock Chalk Invisible Hawk group in Kansas acknowledged that they felt inspired by protests at the University of Missouri, which led to the system president there resigning along with the chancellor of its flagship Columbia campus.

The Kansas group leaders also believe they seized a timely moment last week when they presented demands to the university that included increasing faculty diversity, forming a team of counselors for students of color and requiring "inclusion and belonging" training for all students and staff. Some of the students with the demands stood on stage with signs at the end of a contentious two-hour forum on race and discrimination that Chancellor Bernadette Gray-Little moderated last week.

On Monday, the only sign of protest on the leafy Lawrence campus — where 70 percent of the student body is white — was a hunger strike by a former student not affiliated with the Invisible Hawk group who apparently later ended it. The leaders of the group also said they're not involved in a separate effort being pursued through the university's Student Senate to oust the student body president, vice president and their chief of staff, partly over their response to Invisible Hawk demands.

"Our desire is to get effective change and effective leadership," said Kynnedi Grant, a junior from the St. Louis area. "Regardless of who is sitting in that spot, the issues will still exist, so actually at this time it may be important to have consistent leadership."
The Invisible Hawk hashtag campaign on Twitter — using #rockchalkinvisiblehawk and #howmuchmore — began last year after a white police officer in the St. Louis suburb of Ferguson, Missouri, shot and killed 18-year-old Michael Brown, who was black and unarmed. But Grant, who's also president of the Black Student Union, said the Invisible Hawk group's concerns echo decades of complaints that university administrators don't deal with incidents of discrimination seriously enough.

"We are all people who have interacted with the administration and have been in countless meetings," said Mark Maiden, a junior from Overland Park, a white, self-described queer student. "We're of all talk, no action."

Grant said the group had "to seize that moment on stage" at the end of last week's forum.

"If we had not done that, where would we be right now?" she said. "We would have lost opportunity to give our demands."

Gray-Little, who is black, issued a statement Friday in which she said, "We can do better." She also said change must involve everyone at the university, including students. She promised more details later this week on actions the university would take. The university declined to issue further statements Monday.

The chancellor's statement did resonate with some students. Sinclair McDonald, a sophomore from Atlanta who is black and studying marketing, described Gray-Little as "pro-active," and sophomore Gabrielle Frank, a black nursing student from Springfield, Missouri, called the university leader's statement "a step in the right direction."

The hunger striker, who identified himself as Johnny Cowan, a 2014 graduate, sat outside a building Monday with a sign proclaiming his protest in solidarity with Rock Chalk Invisible Hawk. He declined to talk to reporters, but The Wichita Eagle later reported that he had dropped the effort.

Events at the University of Missouri that led to the departures of its top officials included a student's hunger strike and football players threatening to boycott games.

Jim Marchiony, a Kansas associate athletics director, said there have been discussions about what will happen if there are boycotts in support of a student movement there but "nothing that we're ready yet to discuss publicly."

"That's a team by team, person by person, decision," Marchiony said. "That's the way it will remain here."

Asked about the possibility of student-athletes staging a boycott, Grant said, "Again, we're not trying to mimic Mizzou."

AP sports stringer Amie Just in Lawrence also contributed to this report.
Protests at Still More Campuses

November 17, 2015

Protests over race and diversity continued to spread Monday, with actions at numerous campuses:

- At Occidental College, students took over parts of an administration building to demand the creation of a black studies major and the hiring of more minority faculty members, *The Los Angeles Times* reported.

- At Iowa State University, students and faculty members held a rally to support black students at the University of Missouri, and to draw attention to their concerns about experiencing racism on campus, *The Ames Tribune* reported.

- At Niagara University, students walked out of classes to hold a rally on issues of racism and inequality, *The Niagara Gazette* reported.

- At the University of South Carolina, about 150 students walked out of class and held a protest to demand that the university do more to promote diversity, *The State* reported.

- In Boston, students from 17 colleges held a march against racial injustices, blocking traffic at some points in their protest, Boston.com reported.
What access rights do the news media have on campuses?

The clash between news reporters, protesters and faculty at the University of Missouri has sparked a dialogue about First Amendment rights, media coverage of protest and why protesters might not want the news media in their midst.

Not surprisingly, the news media are reporting the incident as a violation of freedom of the press, and they may be right. But there are boundaries when it comes to media access on campus, and it's worth discussing them.

Years ago when I was an administrator at the University of Michigan, we had a horrific incident in which a student living in graduate student housing was stabbed to death by her live-in boyfriend. The assailant followed her out of the apartment and finished his attack outside in the yard in full view of the residents, many of whom had families with children. The sensational nature of the crime led to an embankment of satellite trucks, cameras and reporters in the grassy area outside the apartments, many of whom shone lights on and took up camera angles that looked right into the apartment windows of nearby residents.

We did not feel we could remove them because this was a major news story and because Michigan is a public university. But after the disaster was over, we began to question our decision making. Was it really reasonable to allow families to have their homes intruded on in this way? Could we not set reasonable and respectful boundaries?

I remember another circumstance when, after the Sept. 11 attacks, students were holding a candlelight vigil to grieve and express their sorrow. That created powerful visuals for the media, who again showed up in droves. The cameras sometimes positioned themselves inches from a crying student's face. Purely on compassionate grounds, that would seem to be an unreasonable invasion of privacy. But where to draw the line? Would it be OK for cameras to record the vigil but from a reasonable distance? How much personal space is sufficient?

Yet another ambiguous circumstance occurs when student reporters have access to potential sources in situations that are normally shielded from the media. Is it OK for student reporters to interview students in their dorm who are grieving over a fellow student who has died? Can they take pictures for publication in spaces that are normally off-limits to the public?

For public institutions funded by taxpayers, the presumption should be for access. But, even there, limits can be set. Conversely, private institutions have more latitude to restrict media access, but it is not always in their best interest to exercise that right. Many private colleges have a "public square" space where events and protests more frequently occur, and they often grant journalists broader access to those spaces than
to private campus buildings.

In the aftermath of the stabbing death at Michigan, a group of us who worked at the university got together to create some clear policies around media access. We consulted many experts, including lawyers and those who advise the student media. In the end, we formalized and disseminated a set of guidelines that could help everyone make better decisions, rather than acting in the heat of the moment.

We shared the guidelines with media outlets regularly covered the university, including the student newspaper. We educated student groups that might be in the news about both access and boundaries. And when we knew big events were coming up that would attract media (such as the Sept. 11 vigil), we reached out in advance to remind reporters of our policies. All of this proactive work led both to more access when it was warranted and to better adherence by the media to reasonable boundaries.

Michigan's guidelines have been updated periodically over the years, but the core ideas have remained consistent. The presumption is for access, and the university typically allows all media such access in outdoor campus spaces and inside events that are open to the public.

However, some clear exceptions are spelled out. Among other situations, media access may be limited in:

- Clinical or waiting areas where counseling or medical care is being provided, in order to protect patient privacy
- Student housing areas including courtyards, lounges and other places where people may have a reasonable expectation of privacy
- Classrooms when class is in session
- Libraries, museums and other areas where quiet study is enforced or collections may be damaged by media equipment
- Research labs
- Private functions that are by invitation only
- Active crime scenes or areas deemed to be unsafe (such as after a fire or earthquake).

If your campus has not created such guidelines, I encourage you to do so and to consult widely, using this as an opportunity to have a thoughtful conversation about your college or university’s particular culture, values and reasonable boundaries. It is more helpful to have the discussion before you are in the midst of an incident where emotions are running high and people may act without thinking.

In addition, I recommend that campuses provide guidance to student groups and their advisers about interacting with the media. You can use development of media access policies as a hook for a discussion with students.

You can also watch for student groups that emerge in the news and get to them early in the cycle with expert counsel and an offer of support. During my time at Michigan, we frequently did this through a close partnership between the communications office and student affairs.

All of this proactive work will help you get through the moments when your campus is suddenly thrust into the spotlight. By the time the satellite trucks show up, it may be
too late.

BIO

Julie Peterson is a consultant focused on strategic communication and leadership development in higher education. She previously served as vice president for communications at the University of Chicago and in a variety of leadership roles at the University of Michigan.

Students discuss their experiences with racism at session with Griffiths Leadership Society

They explained encounters with racism at MU, the origins of the Concerned Student 1950 movement, and problematic behavior on campus.

Racism is all too real for some black students on campus, a panel told the Griffiths Leadership Society for Women on Nov. 7.

Students shared stories of acts of racism that had occurred to them on campus and discussed possible ways women leaders can combat the problem. **UM System President Tim Wolfe and Chancellor R. Bowen Loftinboth resigned two days later.**

A freshman first recounted her experiences with racism since arriving on campus. The Maneater has chosen to keep these students anonymous per their request and for their safety.

She explained that she had never really experienced that kind of treatment before.

“As a freshman, I can’t believe it,” the student told the group. “It deeply pains me that I found out about it this way.”

She said she felt uncomfortable at MU.

“I didn’t feel welcome; I felt less,” she said. “They were forcing me to feel a certain way.”

Another student shared a story about an interaction she had with a white man in front of Roxy’s. She said she was with a group of protesters when he came up to her, said, ‘You are a joke,’ then lunged his head backward and spat in her face.

She said it is frustrating for the students demonstrating to resist reacting to such incidents.
“If anything happens, it’s us going to jail, not them,” she said.

The student explained that as demonstrators, they never want to negatively interact with bystanders.

“We are never violent and we never come looking to hurt or antagonize anyone,” she said.

Earlier that day, students also held a demonstration at The MARK on 5th Street to raise awareness about race relations at MU.

During the demonstration, a resident from Todd Apartments yelled at the demonstrators, saying, “You niggers just need to go home,” the panelist said.

Another freshman talked about the jolt she experienced when she came to MU.

“My first year here was a shock,” she said.

She explained that her friends and family have been very concerned about the way she has been treated on campus.

“It’s sad they have to worry about my safety here, and they’re paying so much money for me to go here,” she said.

Another student said the administration’s responses to the incidents on campus have been the bigger problem.

“It’s just a level of disrespect that’s tolerated; that’s what we’re upset with, the fact that it’s actually tolerated,” she said.

The students explained that the Concerned Student 1950 movement had grown out of MU4MikeBrown and the inaction of administration on issues they had presented to them at race relations forums held throughout the last year.

“Obviously, those were ignored for a long time,” a student said.

The students said the administration has been too slow to respond and often has done nothing at all concerning these issues. They said they had been ignored by Wolfe.

“Obviously, the institution doesn’t want to create any policy, any deterrent for these instances to stop happening,” he said. “So, we took it upon ourselves to do some action.”

In light of Wolfe’s reaction to Concerned Student 1950’s demonstration at the Homecoming parade, students said they felt he didn’t show any responsibility for his actions and that he could have done something symbolically.

For one sophomore, the tolerance of such treatment at MU has been a great disappointment.
“My freshman year, coming here was a dream,” she said. “Everything is here for you. But then, I find out, it’s not for me.”

She said many of the services and events such as Homecoming, which had been touted by admissions staff, no longer seem like an ideal.

“And to have your heart broken by something that was a dream is indescribable,” she said.

She described how she grew up in a predominantly white community, but that she wasn’t treated any differently because everyone knew who she was.

“They don’t see color, they see you,” she said. “But then I got to the University of Missouri, and I was just a black girl.”

The student then described her experience from the day’s demonstrations while on the sidewalk in front of Conservation Hall. She explained that a white couple was approaching the demonstrators head-on, and she refused to move, challenging the couple’s expectations. The couple continued walking anyway, and the woman of the duo proceeded to run into the student.

“I felt extremely small,” the student said. “She rammed into me.”

The student explained that she would not engage with them.

“I’m not going to be what you expect me to be,” she said to the audience on her decision not to react.

However, the discussion was not all negative. A different student then encouraged the audience to provide positivity.

“We must love and support each other,” she said.

Another first-year student said he slightly regretted his decision to come to MU.

“The first time I experienced racism was at Mizzou,” he said.

Another student shared how his mother had tried very strongly to sway him from choosing MU, even on the car ride before dropping him off his first day. She kept telling him, "This institution is not for you. This institution is not for you. They are not going to protect you." He didn’t believe her, he said.

Then he got to MU.

Three weeks into school, he was walking through Greektown to Taco Bell with several white friends when a man yelled at them, “Oh look, there goes a nigger.” He had to tell his friends to keep moving, he said.
“White people think they can do anything to us, and it’s just a joke,” he said. “Wolfe went 16 days without acknowledging (the Homecoming Parade Demonstration).”

He also discussed his experience during the die-in demonstration for MU4MikeBrown in the Student Center last year.

“How people just walk over you, like you really are dead, and they’re just not caring, that messes you up,” he said.

Another student followed that by explaining his experience as a black man.

Everything is overshadowed by his skin color, he said. His personality and his actions come second or third.

“I think it’s important to recognize the different privileges we have,” he said. “Not doing anything is part of the problem.”

He told the group of women that they had to act when they saw instances of problematic behavior.

“You can’t let those moments pass you, because that is a start, so utilize the privileges that you have,” he said.

Facilitators then asked the group of women to discuss their reactions to these experiences. Members of the group said they felt ashamed, embarrassed and saddened by this culture.

The panelists urged them to educate themselves about it.

“Embrace that shame, embrace that guilt, and learn from it,” a member of the audience said.

The panel then ended, and the panelists advised anyone who still had questions to follow them over to the campsite. They left the room, chanting “Ashé. Power. Ashé. Power.”

FROM READERS: What Mizzou means to me

MICHAEL SHULMAN/MISSOURIAN READER, 15 hrs ago
Michael Shulman graduated from MU in 2008 with a master's degree in journalism. While at Mizzou, he helped cover the democratic candidates forum for president in 2008, which featured Hillary Clinton and Barack Obama. Shulman lives in Bethesda, Maryland.

A myriad of emotions have passed through my mind resulting from this week’s events in Columbia. I felt a sense of shock with not being able to recognize some of the divisive scenes shown on television. That shock has turned into sadness. Despite this, I also feel more pride in Mizzou than at any previous time. I am proud of our student reporters who, in the face of a very emotional, high-profiled situation in their backyard, handled themselves in the most professional and poised way possible. Acting unbiased and professionally is what our professors always instilled in us when they taught us the journalism profession. I am also most proud of the countless members of the community who joined together around values of peace and tolerance. To me, that is the true Columbia that I know and love.

I have so many priceless memories of Mizzou and Columbia — from relaxing on the Columns reading, to listening to music at Cooper's Landing, to countless social meetings at the Heidelberg. This is what we love about our community and makes it so special.

I remember when I first arrived in Columbia for our Journalism School orientation — we participated in a scavenger hunt to learn more about the town. I remember driving around everywhere from downtown to the business loop to Rock Bridge Memorial State Park, learning not only about the physical places of note, but more importantly, the culture and the people. As someone from suburban Washington, D.C., I was not only intrigued but began to fall in love with the Midwestern small-town atmosphere and friendliness.

While attending MU, I, too, experienced acts of intolerance. When the National Socialist Party marched through downtown, I stood with former city council member Almeta Crayton and countless others at Douglass Park for the “No Hate in Our Town” rally. This was a joyful gathering of friends from all backgrounds, races and ages. Memories, such as that rally, with people who value love, tolerance and respect for others are what I think about when I remember my time in Columbia.
Although I was abroad in Brussels participating in an MU journalism graduate project at the time, I also remember when Barack Obama campaigned on the Mel Carnahan Quadrangle five days before the historic 2008 election, making him the first African-American president. While disappointed that I was not on campus at the time, I remember viewing coverage of thousands of excited and hopeful friends and community members viewing history in the making at their campus. Strangers hugging strangers. Friends singing with one another. Hope for a better tomorrow flourishing. That’s the Columbia I know.

Like anything in life, we all face ups and downs and must continue to plow through. I am confident that, based on my experiences in Columbia and the community members I know, Columbia and Mizzou will not only plow through these difficult times but will come out far better than before. As the slogan says, we are truly “One Mizzou.”

Letter to the Editor: Mizzou needs to get annoying

Even after the resignations, MU still isn’t effectively communicating with its students.

We are in our darkest hour.

While most consider recent events on campus (namely, the resignations of UM System President Tim Wolfe and MU Chancellor R. Bowen Loftin) a victory, the coming days and weeks will bring threats, uncertainty and questions about student safety. Tuesday night alone, there were multiple gun threats, rumors of the Ku Klux Klan on campus and several Greek organizations were on lockdown, among several other concern-raising rumors and threats.

And what did the university have to say about it? Three tweets from the @MUAlert Twitter handle in a four-hour span.

Have they learned nothing at all? Missouri just watched its system president resign due in part to an inability to communicate with students. And with threats running rampant some 36 hours later, administration failed its student body once again.

I want to let the university’s online emergency information center know this: It’s OK to get annoying. Strike that; I beg you. Get annoying.
It doesn’t bother me if I see updates every five minutes, even if it’s the same status as five minutes before. I’d rather know. This institution prides itself in its School of Journalism, and builds much of its early curriculum around shoving the importance of social media down students’ throats. But how do they respond when hours of uncertainty and threats hang over campus?

Three tweets.

Tell students the details: Do you have cops on the scene? Where are the cops? Are there certain areas to avoid? Should students stay inside? How do you plan on proceeding? Are more cops on the way, or is everything completely normal?

And if you don’t know, learn. And tell students how you’re going about figuring it out. Because when lives are even possibly at stake, students need to feel like they have a friend in their university. Like everything’s going to be taken care of. And if everything’s not going to be taken care of, then there’s a bigger issue at hand and some administrators need to get a reality check.

MISSOURIAN

Missouri's elk herd: Small but stable

BLAKE NELSON, 1 hr ago

COLUMBIA — The bugle of a bull elk is an otherworldly sound.

But moments before it rings out, I am thinking about my pants. I should have worn thicker pants. It's sunrise at the Peck Ranch Conservation Area, deep in the Missouri Ozarks, and it's freezing.

I can see elk gathered in the clearing in front of me, but right now it's silent. I can see my breath. I don't know why I'm not wearing my gloves. Where are my gloves?

Then a bull elk opens its mouth, pulls back its lips and exposes its teeth. The tongue stays where it is. The bull rushes air from its lungs, sending a high-pitched shriek slicing through the air.
I stop thinking about my pants.

Elk in the Ozarks from Columbia Missourian on Vimeo.

Reintroduction

Male elk bugle in the fall in an attempt to lure in mates. Their calls rang out in Missouri for a long time. Lewis and Clark could hear them. The architects of the Missouri Compromise could have heard them. But for the past 150 years, that sound has been absent from the state; over-hunting and habitat loss wiped elk out of Missouri in the 19th century.

You can hear elk bugle again because of people like Barbara Keller.

Keller is a resource scientist and elk biologist for the Missouri Department of Conservation. She works at the department's Columbia office, her cubicle near a mounted bison head that's bigger than my car.

Starting in 2011, the department began capturing and bringing over elk from Kentucky, a state that launched a wildly successful elk reintroduction program a few years earlier.

Missouri's herd remains small. Some elk have been born here, though, including a pair of twins in July.

Keller, with a few moments of typing, conjures a sea of green dots spread out over her computer screen. They represent the movement of about 120 to 130 elk now roaming across a 350-square-mile "elk zone" that includes parts of Reynolds, Shannon and Carter counties.

There are no fences keeping them there. If an elk wanted, it could stray from the herd and venture across Missouri and beyond. The majority have chosen to stay within Peck Ranch's 36 square miles. Less than 10 percent of the herd tends to wander outside the zone.

Keller knows this because of the tracking collars they've placed on many of the animals.

The collars have a dual global positioning system and a high frequency device that allows a
team of MU researchers to track each animal even after the GPS wears out. If an elk outgrows its collar, Keller can remotely signal it to break off.

Keller asks if I'd like to see some antlers recently taken off a dead bull. I do. I want to study them. I've daydreamed about sneaking up behind an elk in the wild and attaching my GoPro camera to its antlers. The footage is going to make me famous.

She pulls the antlers out of a storage closet, still attached to the top of the dead elk's bloody skull. This elk fought another bull and lost. Its opponent knocked him to the ground and kicked him in the neck, severing his jugular and carotid artery.

I revise my GoPro plans.

Prime habitat

The best place to see elk in Missouri is Peck Ranch, where anyone can take a free self-guided driving tour. A small wooden sign off Highway 60 directs you to a long, unpaved road. I'm told to show up before sunrise.

I drive up with Adam Vogler, a photographer whose camera lens is larger than my torso. I'll hide behind the lens if we encounter an angry elk.

We get lucky. When we arrive, several conservation staff are preparing to take a group from the Missouri Conservation Heritage Foundation on a back-trail tour. They give us the thumbs up to tag along.

The foundation was an early supporter of the elk program. Chris Vitello, the foundation's executive director, said in an email that the $35,000 grant they gave back in 2011 was partially for monitoring the elk.

The elk program overall has cost far more than $1 million, though exact costs are difficult to determine. Work that benefits elk can also benefit other wildlife, such as white-tailed deer.
Peck Ranch was selected as the release point for the elk brought in from Kentucky in part because a good habitat for the deer already existed. Elk like a lot of the same food: alfalfa, clover and rye. Prime habitat is largely why most elk have stayed around Peck. It helps that there are few roads or farms in the area.

Some of the elk zone includes private land, though. Aaron Jeffries, who became the department's deputy director a few days after we talked, said about 70 landowners have worked with the department to create habitat on their property.

One of those landowners, Jim Smith, has supported the program from the beginning. Smith said the department helped pay for the habitat on his property, and while he hasn't seen any elk yet, he looks forward to sightings as the herd grows.

"Everybody is not in favor of the elk, but you can't ever get everybody," Smith said. "Between the wild horses and the elk, it should give a little extra tourism to the town business that we'd probably never have seen otherwise."

High calf mortality

Brainworm might be part of the reason Smith has yet to see elk on his land. The parasite lives in deer but is mostly harmless. But through a horrifying process involving larvae, poop and snails, the worm wreaks havoc inside an elk.

Keller notes that brainworm poses no threat to people. And none of the elk has tested positive for chronic wasting disease, another potential threat. Brainworm, however, has contributed to a slow-growing population with high calf mortality: About half the elk born in Missouri, including the 27 or so born this year, have died.

David Hasenbeck, the elk program manager, isn't panicking. Hasenbeck, who calls himself a "crusty old biologist," said the calf mortality rates are similar to losses regularly seen in Missouri's deer herd.
Keller added that even though a 2012 drought killed several of the elk imported from Kentucky that year, none of the elk that were transplanted in 2011 died. That suggests they had already adapted to the climate.

She also noted that elk in Kentucky, Arkansas and other states continue to flourish in spite of brainworm. Kentucky has more than 10,000 elk, which is one reason it agreed to let Missouri have more than 100 of them.

Other deaths have been more random. Smith recalled one elk that was frightened by traffic and broke its neck on a concrete culvert. Keller said she believed one elk had been hit and killed by a vehicle, but that was never reported.

If I ever hit an elk, I'm pretty sure I'm going to report it. I'm also sure I'd need to buy new pair of pants.

Future for hunting

In several years, the department hopes to have the opposite problem: an expanding population that needs to be culled.

Dylan Shepherd, a local hunter skeptical about the introduction of elk, brightened considerably over the prospect of buying hunting tags. Killing an elk wouldn't just be for the trophy. Elk can weigh as much as 1,000 pounds, which can translate to hundreds of pounds of meat.

"One elk would feed maybe a family all year," Eminence Alderman Robert McQuerry said.

In the meantime, the department's tracking collars help Keller, Hasenbeck and others see where the elk roam. That, in turn, helps them know where to create more habitat in hopes of directing elk away from cars and the people driving them.

"Knock wood, we've been very blessed," Hasenbeck said. "We haven't had any major problems. Nor have we had any major complaints."
Instead, they hear stories like the one Smith told me.

Smith was driving through Peck Ranch several months ago when his grandson yelled out from the passenger seat: "Whoa! Back up here!"

Smith stopped the car, and they got out. A newborn elk was lying in a ditch.

The calf couldn't walk yet, which meant it was fresh out of the oven. Calves can normally walk 20 minutes after birth.

Smith and his grandson got back in the car to alert the conservation department. If they were fast enough, perhaps someone could bring over a tracking collar. It took them a while to find cell signal. Smith called Peck headquarters. An official rushed over.

But by the time they arrived, the calf was gone.