Mizzou News

Daily Clips Packet

November 20, 2015
How Missouri’s Deans Plotted to Get Rid of Their Chancellor

By Jack Stripling NOVEMBER 20, 2015

When R. Bowen Loftin announced his intention to resign as chancellor of the University of Missouri at Columbia this month, the decision was widely regarded as a surrender to student-led protests over race relations on the flagship campus. But Mr. Loftin’s downfall was also, if not exclusively, the culmination of a well-orchestrated coup led by nine deans who had worked for weeks to secure the ouster of a chancellor in whom they had lost confidence.

Missouri’s deans describe Mr. Loftin’s tenure as a profile in autocratic leadership, where vindictiveness and ham-fisted decision-making were thinly masked by an affable and goofy public persona that won over students but never the university’s academic leaders.

The campus’s nine sitting deans agreed to talk in detail about their concerns with Mr. Loftin, but, as a condition of their participation in this article, they asked that questions be emailed to them together so that they could respond collectively. Their version of events, as described here, is drawn from those responses and an interview with the university’s longest-serving dean, who was designated as the group’s spokesman.

It was soon after Mr. Loftin’s appointment, in 2014, that Missouri’s deans say they felt the first pangs of buyers’ remorse.

At first, there were the little things, like the fact that the chancellor sometimes seemed more interested in his phone than in his colleagues.

There was Mr. Loftin’s habit of calling the deans "essential middle management," a title that, while technically accurate, sounded like a disparaging dig.

The deans cringed when the chancellor told them, "I can fire you," which he once said to the entire group and occasionally told the deans individually, according to their account.
"Those who worked with him on campus were told, in no uncertain terms, that they worked for him, not with him," the deans said.

In an interview on Thursday, Mr. Loftin responded to the deans’ account, taking issue with many of their assertions. His comments about firing deans were all made in jest, he said, and he dropped the "middle management" talk the moment he heard it had offended anyone.

The deans’ concerns, however, were less about the chancellor’s words and more about his approach to governing, which they called secretive and scattershot. They were blindsided, for example, by a controversial proposal to cut health-care subsidies for graduate students.

That decision was later reversed, but not before considerable turmoil on the campus. On this point, Mr. Loftin said, the failure was one of communication. He said he did not realize that the decision would be announced before deans and others had been informed. "I was absolutely stunned by that," he said.

'Irrevocably Broken'

The tipping point for the deans came when one of their own seemed to have been forced out. In September, Mr. Loftin announced that Patrice (Patrick) Delafontaine, who had been dean of the School of Medicine for less than a year, would resign. The chancellor told faculty members that Dr. Delafontaine had decided to resign on his own, but the dean’s colleagues did not find that credible.

"All of the deans felt that Dean Patrick Delafontaine was doing a good job," the deans said. "To see his efforts dismissed and undermined, when added to our other concerns, led us to conclude that our relationship with the chancellor was irrevocably broken."

When the deans made their concerns known to the chancellor, he responded by arranging individual phone calls with them. The deans characterized the calls as "highly scripted" conversations that lasted about eight minutes each.

Again, this is a point at which the chancellor’s and the deans’ narratives diverge. What the deans perceived as an empty gesture of reconciliation, Mr. Loftin describes as a sincere effort to apologize for any transgressions and to forge a path for greater collaboration. The calls also lasted a lot longer than the deans have suggested, he said.

"The conversations ranged from 15 minutes to an hour," Mr. Loftin said. "I wrote down the time the conversation started, when it ended. I made notes."
Thomas L. Payne, the senior dean and spokesman for the group, said that during his phone call with the chancellor Mr. Loftin apologized for having publicly stated that he could have the dean fired.

Mr. Payne, who is vice chancellor and dean of the College of Agriculture, Food, and Natural Resources, said that Mr. Loftin also had a habit of publicly saying, "CAFNR has all the money," using an abbreviation for the college. For the dean, this was often awkward, undermining his efforts to raise money for the college, whose donors were left with the impression that it was exceedingly well-off. The chancellor apologized for this, too.

By that point, however, Mr. Payne and his colleagues had already decided that apologies were not enough. The chancellor had to go.

"Since we’re being candid," Mr. Payne recalls saying, "I feel I must tell you that I don’t think your leadership of this university is appropriate. I don’t think your approach, in many cases of fear and intimidation, is the way we operate in the Midwest or anywhere. I think you should resign."

Until a few days before those phone calls, Mr. Loftin said, he had no indication that the deans were so displeased with him. By the time the conversations began, there seemed little room for recovery.

"It was very surprising to me how strongly held their opinions were, and how much they kept it to themselves for a very long time," Mr. Loftin said. "Why did they stew on it for so long? Why did it take so much time?"

The ‘Star Chamber’

Two weeks later, on October 9, the deans gathered in a boardroom at the university-system offices for a meeting with Timothy M. Wolfe, who was then president.

"We indicated to President Wolfe that we believed our relationship with the chancellor could not be repaired and that he should be dismissed," the deans said.

By that time, racial unrest was starting to bubble up on the flagship campus, where the student-body president, who is black, reported that a group of young white men in a pickup truck had screamed racial epithets at him. Mr. Loftin had called the incident and others like it "totally unacceptable," but students criticized him as being insufficiently responsive.

The chancellor said that he worked tirelessly on race-related issues, but that he was also realistic about how challenging it would be to change things. "This is where I got
criticism," Mr. Loftin said. "I said, ‘Look guys, this requires changing hearts. We can fix a lot of things here, but we can’t change hearts overnight.’"

In the deans’ view, the chancellor’s response was anemic, and it gave students and the public a glimpse of Mr. Loftin’s ineffectiveness. Racism is indeed a problem at Mizzou, the deans said, but the chancellor’s decisions on graduate-student benefits, including health-care coverage and reduced tuition stipends, had fomented the very resentment and distrust on which the protest movement fed.

The day after the deans’ meeting with Mr. Wolfe, student protests started to ratchet up. A group called ConcernedStudent1950, which took its name from the year Missouri admitted its first black student, organized a demonstration at a homecoming parade, where protesters surrounded Mr. Wolfe’s car. The president did not engage with the students but moved along the parade route, making himself a potent symbol of administrative apathy.

As the student-protest movement gathered steam and attracted national attention, the deans’ parallel effort to oust the chancellor continued quietly in the background.

On October 13, three days after the parade, Mr. Wolfe summoned the deans, Mr. Loftin, and Garnett S. Stokes, the provost, to the system office. What followed was a re-airing of grievances by six deans who were in the room, along with three more who joined the meeting by teleconference.

Mr. Loftin, hearing calls for his resignation, scribbled notes and remained silent.

The chancellor described the meeting as a "star chamber" where he was dressed down for more than two hours. "With a raised voice, one dean said right to me, ‘I don’t want you in my house,’" Mr. Loftin recalls.

The deans interpreted the chancellor’s silence as another sign of his disengagement. Mr. Loftin, conversely, saw no opening to do anything other than to take his licks. "How do you respond to that?" he said. "That was the wrong place to engage."

Mr. Loftin said he followed up with the president days later, hashing out a plan to deal with the deans individually. But all the deans heard was silence. There was no follow-up, and the campus was growing ever more consumed with the crisis over race.

Beginning of the End

In the fervor of the protest movement, scrutiny of Mr. Wolfe began to eclipse any student misgivings about Mr. Loftin. It was the president, protesters said, who had to go.
Jonathan Butler, a graduate student, began a hunger strike, saying he was prepared to die if Mr. Wolfe did not resign. Members of the football team, showing solidarity with their classmate, said that they would boycott all athletics-related activities if the president did not step down.

Any target that had been on Mr. Loftin’s back seemed to disappear. The chancellor befriended the student protesters, bringing food to their demonstrations and holding court with them on the quad. What few people knew at the time was that the wheels were already in motion for Mr. Loftin’s resignation.

The first system-level conversation about his departure occurred on October 23, before the hunger strike or the football boycott. Mr. Loftin met that day with the president and two members of the Board of Curators. The only specific criticisms the chancellor says he heard were those put forward by the deans. There was no "proximate cause," he said, between racial discord in Columbia and his precarious leadership position.

"It became pretty clear to me," he said, "I didn’t have the support from the president and others that I needed to be here."

On the eve of his resignation, on November 8, Mr. Loftin met again with Mr. Wolfe at University Hall, the system’s administrative building. The two were focused on the circumstances of the chancellor’s resignation, and Mr. Loftin said he hadn’t an inkling that the president himself would resign the following day. In retrospect, however, the signs were there. "He seemed distracted," Mr. Loftin said. "He left the room several times."

Mr. Loftin may not have seen Mr. Wolfe’s resignation coming, but that prospect concerned the deans greatly. The group, unaware that the die had already been cast for Mr. Loftin, feared that a new president might not carry out their will. They had one last chance, as they saw it, to overthrow the chancellor.

In what amounted to a Hail Mary pass, the deans fired off a letter to the president and the board, calling for Mr. Loftin’s immediate dismissal. In short order, the letter was leaked to the news media, and the deans’ weeks-long private efforts were made public.

They were all in.

The deans’ high-risk strategy could easily have backfired, and it is hard to see how many or any of them could have remained in positions of leadership at Missouri if Mr. Loftin had not resigned.
"All of the deans perceived risks to their careers," they said, "and the risk was felt most acutely by those who have long careers in higher education ahead of them. In the face of this risk, the boldness and conviction of the deans to persist with our calls for the chancellor’s removal are testaments to our level of dissatisfaction with the chancellor’s leadership as well as our commitment to put the institution’s interests ahead of our own."

Mr. Loftin is slated to officially step down as chancellor on January 1, when he will move to a position as director for research-facility development. But the chancellor, who is 66, expects that his journey will ultimately take him back to Texas, where his family has owned a small ranch since 1858. Maybe then, the chancellor says, a fuller picture of what happened at Mizzou will come to light.

"I will someday write this story," Mr. Loftin assures. "I have a lot to say about this."

How Three Bad Decisions Signaled Doom at Mizzou

By Arthur G. Jago NOVEMBER 19, 2015

My office is in the business-school building next door to the "tent city" that students, supporting a hunger striker, erected on a University of Missouri quadrangle this month. The protesters sought redress for institutional racism. Whether you agree or disagree with the students’ complaints or tactics, this entire situation could have been avoided had the university administration not been dismissive of or slow to deal with their concerns. On multiple occasions, administrators were their own worst enemies.

Had the climate not been one of authoritarianism and autocratic decision-making, Missouri would have far more to be thankful for during this November’s break. With the advantage of perfect hindsight, three autocratic decisions foreshadowed the more serious disruptions that led to the unprecedented resignations of the institution’s top two administrators (President Timothy M. Wolfe and Chancellor R. Bowen Loftin), a huge loss in our reputation, and a leadership vacuum that we are struggling with today.
The first event was President Wolfe’s unilateral decision to close the University of Missouri Press in May of 2012. Wolfe made this decision within a few months of assuming his office and buried the announcement in a news release about a continuing "focus on strategic priorities." The press was highly respected and noted for many achievements, including the multivolume Complete Sermons of Ralph Waldo Emerson and the series Mark Twain and His Circle. The national outrage that ensued caused Wolfe to reverse his decision after six weeks.

I chaired an ad hoc faculty committee to examine this entire episode. The complete committee report can be summarized very succinctly: Did he have the legal authority to make the decision as he did? An emphatic yes. Did he make the decision in an appropriate manner? An equally emphatic no. In closing down the press, Wolfe failed to recognize that stakeholders existed for whom acceptance of, or commitment to, the decision was required for the decision to succeed.

The second event was a campus decision, as opposed to a systemwide decision, to eliminate full tuition waivers for quarter-time graduate assistants having teaching or research responsibilities. The new policy was announced in June and was to take effect with incoming students in the fall of next year. This decision was made without any faculty involvement or consultation in spite of assurances six months earlier to the Graduate Faculty Senate that "Chancellor [Loftin] wants to create a Task Force on Graduate Student Funding. … This will be faculty driven to examine funding and how funding for graduate students should be set up." That task force was never created. Perhaps there is no bungle within the leader’s decision-making role that is bigger than promising a voice to others and then failing to fulfill this heightened expectation.

Shortly before the formal announcement, the same faculty senate was given a "heads up" that the tuition waivers would be eliminated. However, a "heads up" is not consultation. Consultation is seeking the input and ideas of participants, even though the leader remains the ultimate decision maker. This decision was reversed, or at least indefinitely suspended, after five months of uncertainty.

The third event was the announcement on August 14 that the graduate-student health-insurance subsidy would expire within 24 hours, leaving many (if not most) students without insurance the next day. Graduate students marched, threatened to strike, formed Facebook groups, and earned the widespread support of the full-time faculty and other graduate students nationwide. Within a week, that decision was reversed. Yet this episode has produced lasting acrimony and mistrust. A list of demands has grown well beyond insurance, and a very serious graduate-student unionization effort is underway.
The University of Missouri is a great university for students to attend and for faculty to work for. But you wouldn’t know it for all the recent turmoil the university has experienced. Mizzou administrators have seemingly shot themselves in the feet on a regular basis. All, or much of, this angst could have been avoided if input had been sought from students and faculty in the major decisions that would affect them. When a leader assumes that certain people will be difficult, but fails to test that assumption and pushes forward autocratically, that leader creates people who are difficult. The prophesy is self-fulfilling.

Alternatively, you can invest a bit of time in asking stakeholders what they might think and — the research on managerial leadership is clear on this — your investment will reap huge returns. Consultative decision-making brings greater information to bear on the problem, greater understanding of people’s roles when the decision is put into place, and far greater acceptance of the course of action. People support what they have contributed to and helped create or build. Autocracy is quicker; but quicker is not always better.

In commenting on the institution’s ineptitude in the graduate-student insurance fiasco, Chancellor Loftin declared to the Faculty Council: "What I’ve learned in over 41 years in higher education is that process is king. We have to have process. We have to have you — the faculty — and the students involved in the conversation." In light of the events I have described and the many people negatively affected by these flawed decisions, some of us in that meeting found the chancellor’s words disingenuous. Nonetheless, there remains one point of consensus:

Process is king; long live the king.

Arthur G. Jago is a professor of management and a member of the Faculty Council on University Policy at the University of Missouri at Columbia.

GEORGE KENNEDY: Gaining a better understanding on MU's recent turmoil

GEORGE KENNEDY, 1 hr ago
Like me, he’s an elderly white guy. Like me, he’s a deeply rooted Missourian, an alum and a volunteer at the Food Bank.

One morning this week, we were packaging cereal to be included in the buddy packs that help feed poor kids on weekends when they can’t get their free school lunches. The subject of the recent turmoil at MU came up, as it frequently has.

"You know what I’d have said to that student on the hunger strike?" he asked. Without looking up from the job, he answered his own question: "Starve."

That’s the attitude that is reflected in the worrisome results of a poll that was publicized a few days ago. The survey, conducted late last week by Remington Research Group, included 711 likely voters. Its overall margin error was 3.6 percent, plus or minus.

Two of the key questions, and respondents’ answers, were:

"Do you agree or disagree with student protesters’ message about racial inequality at the University of Missouri?"

Agree: 25 percent

Disagree: 52 percent

Unsure: 23 percent

"Do you agree or disagree with the University of Missouri student protesters’ actions in the past week?"

Agree: 20 percent

Disagree: 62 percent

Unsure: 18 percent
Interim UM System President Mike Middleton responded in a statement, "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 didn’t mention our donors. I’m told that already a number of major donors to the athletics program and the broader institution have said they are closing their wallets.

Is that reaction, and are those poll results, further evidence of the systemic racism the student protesters feel?

My guess is that the answer, like the situation itself, is complicated. I don’t doubt that there’s some racism behind some of the poll responses and some of the donor reactions. I suspect, though, that there’s also a lot of unhappiness — if that’s a strong enough term — at the way those in charge responded. And I’m pretty sure there’s a lot of misunderstanding.

When Mike Middleton says the university’s new leaders have much work to do, he’s really talking about the urgent need to get back to our core function. That’s education.

The immediate response to that need by the Board of Curators, reported a week ago by Rudi Keller in the Columbia Daily Tribune, was to hire Andy Blunt, son of Sen. Roy Blunt, as a lobbyist with the legislature. He’ll be paid $10,000 per month. Rudi also reported that the curators have hired a new "director of state government relations" at $190,000 a year. That’s on top of the existing lobbying staff and $51,000 in gifts to legislators, families and staff last year.

We can’t know yet whether the new guys will be any more effective than previous attempts at persuasion. I’ll be pleasantly surprised if they are.

What would be more educational, I suggest, would be to share with skeptics and critics the little first-person essay a colleague found online and passed along Thursday morning.

It was written by Kia Breaux, a 1996 graduate of the School of Journalism and now an executive with The Associated Press. She began:
"The events that recently unfolded at Mizzou brought back many painful memories. They also were an indication the work I’ve done to improve things for the next generation of students at my alma mater has fallen short.

"As a student pursuing a journalism degree at Mizzou in the 1990s, my intelligence was questioned. I was called a nigger and I was subjected to offensive racial stereotypes. I also was respected, educated and nurtured by faculty and staff of all races."

And she concluded, "My prayer is that my sons don’t have to endure some of the things that my sister and I did in order for me to add their names to our family’s brick on the Mizzou Legacy Walk. I have and will continue to work to make sure every student accepted into the university is made to feel they belong."

If my Food Bank friend had read Kia Breaux, he might understand Jonathan Butler.

University of Missouri curators ask to hear from students

COLUMBIA, Mo. The governing board of the University of Missouri System is asking to hear from students about racial issues at the Columbia campus.

The University of Missouri Board of Curators on Thursday announced it wants student input during a Friday meeting.

A release from the board says curators want to hear about minority students’ experiences on campus and issues raised by graduate students.

The meeting follows student protests and one student's hunger strike over the administration's handling of racial issues. Two top administrators then resigned earlier this month.

The university also has been criticized for abruptly cutting health care subsidies for graduate assistants, which were later reinstated. And some longstanding agreements with Planned
Parenthood were recently canceled amid legislative investigations that delved into the university's relationship with a Columbia clinic.

University of Missouri curators call meeting to hear from students

The University of Missouri System's governing board will hold a "listening session" Friday to hear from students about racial issues on Mizzou's campus.

The UM Board of Curators called the public meeting, to be held from 3:30 p.m. to 6 p.m. Friday at the Reynolds Alumni Center on the Columbia campus, to "hear directly from students on the Columbia campus about the climate experienced by minority students there and the problems and issues raised recently by graduate students."

Last week UM System President Tim Wolfe resigned following a hunger strike and protests after several alleged racial incidents on the Columbia campus. The same day, R. Bowen Loftin, who had faced criticism over decisions to cut graduate students’ health care among other issues, said he would transition from Mizzou chancellor to a research role.

Student representatives of "recognized and ad hoc" student groups from Mizzou who have pre-registered by 10 a.m. Friday morning will each be allowed up to 20 minutes to address the meeting Friday, officials said.

MU student groups invited to speak with Board of Curators

COLUMBIA, MO. - **Friday afternoon, MU students will have the opportunity to speak one-on-one with university administrators.**

The Board of Curators announced Thursday that they want to hear directly from students about their experiences and concerns on campus.

"That's the only way our leadership is going to know what these issues are straight from the students. Not hearsay, but straight from the students," said John Fougere, University of Missouri System spokesperson. "This information will be extremely important for us as we move forward as a university."

This follows the recent weeks of protests from Concerned Student 1950 to address race issues on campus.

In response to the protests and growing concerns of race issues on campus, the UM System created a diversity task force.

"That task force will be the one responsible for looking at the policy and procedures when it comes to looking at diversity, equity and inclusion on our four campuses," Fougere said. "We'll see where we need to make improvements and certainly the input and perspective we get from MU students is going to be very vital in that effort."

Fougere said the dialogue between students and university administrators is the first step for change on campus.

As of Thursday evening, four student groups registered to speak with the Board of Curators including MU Policy Now, Racism Lives Here, the Graduate Professional Council and the Sociology Graduate Student Group.

The student groups will meet with board members Friday at the Reynolds Alumni Center at 3:30.

**UM Board of Curators to hear from students**
COLUMBIA, Mo. — **MU students will have the chance to speak directly with members of the University's Board of Curators about the racial climate on their campus.**

University of Missouri officials said the listening session will address racism and some concerns by graduate students.

Friday afternoon's listening session with the Curators will not allow individual students to speak to University officials. Only representatives of student groups will get the chance to speak with a 20 minute time limit. In light of recent events, members of the UM Board of Curators want to hear directly from students on the Columbia campus about the problems facing minority students there and the problems and issues facing graduate students. Racial tension on the Mizzou campus has led to the resignations of the UM System President and the MU Chancellor, as well as a student hunger strike and a temporary strike by the Mizzou football team.

UM Spokesman John Fougere said, "We've got a lot of work to do to regain trust right now and that's with all of the constituents at the university including alumni, parents of students, donors, but most importantly, students."

Some Mizzou students they appreciate the curators for allowing students to speak directly to them.

MU Sophomore Hailey Brown said, "It's important for the University to know how the students are feeling so that their voices are heard. That can help them change other things that need to be changed."

MU Senior Edward Szarkowicz said, "I think it's a good way to have a public forum for all of the things that have gone on around campus. I think it is vital at this point that we all have a way to voice our opinions if we need to."

University officials said their listening session is not intended to be a news conference. They only want comments and questions from student group representatives. The Curators will not take any actions during Friday's listening session with students.

In an email sent out Thursday morning, the board said they will meet Friday afternoon at 3:30 p.m.

They will then hold a listening session at Reynolds Alumni Center to provide an opportunity for student representatives to address the issues raised by minority students and graduate students during recent events.

Each group will be given 20 minutes to address the board, until 6 p.m.

Students wishing to speak with the board must register a request by emailing the board secretary at harmonc@umsystem.edu no later than Friday, November 20 at 10 a.m.
University of Missouri Curators Ask to Hear from Students

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Curators plan an audience for MU student groups on Friday

MU students will talk to UM System Board of Curators about problems of racism and inequity on the Columbia campus
Friday’s meeting is a way for curators to hear firsthand how students have felt unfairly treated on the campus

BY MARÁ ROSE WILLIAMS
mdwilliams@kcstar.com

The University of Missouri Board of Curators is devoting an entire meeting on Friday to listening to the concerns of students on the Columbia campus.

In light of recent events, the board said it wants “to hear directly from students...about the climate experienced by minority students there and the problems and issues raised recently by graduate students.”

The more than two-hour meeting at the Reynolds Alumni Center, on campus, starts at 3:30 p.m. Curators will give each group 20 minutes to address them.

By Thursday afternoon four groups —MU Policy Now, Racism Lives Here, the Graduate Professional Council and the Sociology Graduate Students Group — had signed up to speak.

“The most important task at hand at the moment for our UM System leadership is to rebuild trust amongst all our campus constituencies, including students, parents, alumni, and our employees,” said John Fougere, system spokesman.

Curator John Phillips of Kansas City said the board “hopes to gain more direct insight as to the issues on the campus and take any constructive suggestions students may have to bring greater diversity, inclusion and equity to the Columbia campus and all the system campuses.”

Friday’s meeting is the result of a series of student protests, a weeklong hunger strike, and a brief football players’ strike last week that led to the resignation of university system president Tim Wolfe and chancellor R. Bowen Loftin. What happened at MU has set off student protests against race hate on campuses across the country.
Library seeks input from students, faculty after fee fails

By Megan Favignano

Thursday, November 19, 2015 at 2:00 pm

**Students and faculty will help University of Missouri Libraries decide what cuts to make in the future to balance the department’s budget after students rejected a library fee this week.**

Once fully implemented, the staggered fee increase would have used $13 million from students to add new positions, renovate parts of Ellis Library and increase the collections budget.

Matt Gaunt, director of advancement with MU Libraries, said lagging state funding and Missouri’s emphasis on keeping tuition costs down contribute to the library’s budget not being in line with its peers. “When your two main revenue streams are trickles there’s only so much you can do to empower any unit,” Gaunt said.

Students voted Monday through Wednesday this week. Of the 7,820 students who voted, 46 percent voted for the fee and 54 percent voted against it. MU Libraries needed 60 percent of votes to approve the fee.

Gaunt said students have contacted him and offered to help advocate for increased library funding. He said even students who voted against the fee because they thought the money should come from someplace else have contacted him this week.

The library proposal called for a $15 per credit hour fee by the 2021-2022 school year. The fee would have been phased in over six years, starting at $5 per credit hour next school year. Once the fee was fully implemented, the library’s revenue would have increased to about $30.7 million. MU Libraries’ revenue for fiscal year 2014 was about $17.7 million.

Library officials will meet with the faculty library committee and a recently created student advisory council to help decide where cuts can be made.

“We will be laying out the details in a very transparent manner of where we are as a library and getting their input,” Gaunt said.
Graduate Professional Council President Hallie Thompson said she has heard mixed reactions from graduate students since the fee failed Wednesday.

“There’s a lot of concern with regard to access to research journals, because that’s possibly one of the easiest areas to cut funding,” Thompson said.

The Association of Research Libraries, Gaunt said, ranks MU’s investment in libraries lowest among its peer land-grant universities in the Association of American Universities.

Diversity Training Is in Demand. Does It Work?

By Steve Kolowich NOVEMBER 20, 2015

One month before R. Bowen Loftin resigned as chancellor of the University of Missouri at Columbia, accused of not fighting racism on the flagship campus, he announced mandatory "diversity training" for faculty, staff, and students.

Some hailed the move as overdue, but others were not impressed. An emeritus professor at the university criticized the training as a "Band-Aid." Jonathan Butler, a graduate student whose hunger strike later became a centerpiece of campus protests, said the gesture was "a good step" but "not enough." Others called it "meaningless" and "patronizing." The protests persisted, culminating in the resignations last week of Mr. Loftin and Timothy M. Wolfe, the system president.

Does diversity training work? That is the question many college officials face as they scramble to deal with protests of the racial climate on their campuses. Many hope that education can play a role in fighting prejudice. Yet their optimism is shaded by the fact that diversity-education programs have been around on campuses for a long time without appearing to have solved much of anything.

Workshops, seminars, and lectures about how to respect differences at diversifying institutions have been commonplace at colleges for at least two decades. In 1997 a Bryn Mawr College study estimated that 81 percent of colleges had tried holding workshops at which students discussed their experiences of racial bias.
Students seemed to like the workshops, according to a survey of administrators, but nobody had studied whether the events were changing campus attitudes or behaviors. Only recently have researchers begun to know if the workshops actually change how people think and feel.

Katerina Bezrukova, an assistant professor of psychology at Santa Clara University, worked with a team that analyzed more than 200 studies of diversity training — not just on colleges campuses but also in various workplaces — conducted over the last four decades. They found that while training programs can change how people think about racial differences, they tend not to change how people feel.

Racial attitudes have deep roots, the researchers explain. If a diversity workshop manages to sway a person intellectually, emotional biases can undo that work in short order — especially if the person returns to the same culture that created and reinforced those biases in the first place. Ms. Bezrukova and her team found no strong evidence in the research to suggest that diversity training changes people’s attitudes over the long term.

They did find, however, that training has sometimes changed people’s minds. While their biases might remain intact, people can learn new ways of thinking about things like race. That thinking can lead them to act against their instincts.

Taking It Seriously

But that has not often happened in the past. Too many organizations have relied on relatively brief seminars, workshops, or lectures whose lessons are easily ignored or forgotten, says Ms. Bezrukova. Mandatory training, in particular, has not been very effective. "People just don’t take it seriously," she says.

Jonathan Poullard, a senior consultant with the Equity Consulting Group, agrees that prejudice on a campus cannot be solved in a single afternoon, if at all.

That’s why Mr. Poullard, a former dean of students at the University of California at Berkeley, asks for long-term commitments from his clients, who are usually student-affairs administrators and their staff.

In a typical arrangement, he meets with the clients for two days every semester for two years, beginning with individual interviews with participants about what they hope to get out of the program. Mr. Poullard says he avoids giving one-off presentations to large groups, especially if those invitations come from colleges that might be seeking only to burnish their reputations.
"Sometimes people want to use diversity training or leadership training as a check box," he says. But real change takes time and commitment.

One of the greatest challenges for trainers is persuading people that it might be necessary for them, personally, to change. Professors can be an especially tough crowd, especially if they already consider themselves to be right-thinking, empathetic teachers with the glowing evaluations to prove it.

"Most people, certainly faculty, believe that if they’re for social justice, it’s automatically integrated into whatever they do," says Robin DiAngelo, a former education professor at Westfield State University, in Massachusetts, who consults with colleges on racial issues. "Therefore they don’t need training."

Academics may see themselves as more-sophisticated thinkers than most people, she says, but that doesn’t mean they notice how their unconscious biases affect their interactions with students.

Erring on Side of Empathy

Students, however, do notice.

In April about 200 Emerson College students interrupted a faculty meeting to tell their professors about the various times they had felt marginalized, excluded, or discriminated against in class. Then they asked that the faculty members undergo diversity training.

Sylvia Spears, Emerson’s vice president for diversity and inclusion, was not surprised. She had heard similar stories directly from students. Some said their professors hadn’t bothered learning to pronounce their names correctly; others believed the Massachusetts college’s performing-arts program did not provide enough opportunities for students of color.

Her office already offered diversity training to Emerson faculty members, but only to professors who asked for it. Getting a critical mass to seek help posed a challenge. So before the fall semester began, Ms. Spears helped organize a diversity workshop during an existing professional-development day that all full-time faculty members were required to attend.

Jabari Asim, an associate professor of creative writing, was one of the workshop’s organizers. At the April faculty meeting, when a student had talked about how a professor’s aversion to learning the correct pronunciation of her name had made her feel invisible, Mr. Asim had felt a pang of guilt. He had done that before.
As a student, he had never minded much if a professor mispronounced his name. But Mr. Asim, who is black, does remember other things, like when people encountered him in an academic building and asked if he was lost. He understands how those slights can accumulate.

"I don’t want to be dismissive of whatever your perceived emotional burden is," he says. "I’d rather err on the side of empathy."

At the workshop, a panel of faculty members gave presentations on how to handle "difficult conversations" about race and difference that might come up, unexpectedly, in class. The professors talked about some of the scenarios in which students had said they felt discriminated against. "My co-chair and I were very worried that we’d run into a lot of resistance," says Mr. Asim. "But we didn’t."

The workshop went well, but it wasn’t perfect. Only full-time faculty members were required to attend; Emerson’s adjuncts, who make up half of its teaching force, were not included. The professors were told about the more-rigorous training available to those who wanted to put their teaching practices under a microscope, but nobody would be forced to go.

Emerson officials nonetheless say they see progress. Participation in voluntary diversity-education programs is up this year, says Ms. Spears, and "not everybody who applies is part of the choir." April’s student-led intervention and this fall’s diversity workshop may not have solved any problems, she says, but that doesn’t mean they were not important steps.

If a professor leaves such a workshop and thinks, "Maybe I don’t buy all of this, but maybe I’ll consider thinking about this a little more," Ms. Spears says, "then I’ve created an appetite for trying to do something differently."

**Steve Kolowich writes about how colleges are changing, and staying the same, in the digital age. Follow him on Twitter @stevekolowich, or write to him at steve.kolowich@chronicle.com.**
One Campus Approaches Diversity Training With ‘Hard Data and Careful Thought’

By Beth McMurtrie NOVEMBER 20, 2015

Kathleen Wong(Lau) knows that diversity education has its critics.

Some believe that it’s designed to teach people to become politically correct, she says. "I say no, it’s not. It’s about people able to have good, honest conflict that’s productive."

Ms. Wong(Lau) is head of the University of Oklahoma’s Southwest Center for Human Relations Studies, and designs and runs diversity programs for students, faculty members, and other people on the campus.

The university began the training this year as part of a broader effort by its president, David L. Boren, to create a more-inclusive campus culture. Plans for such changes predate the release last spring of a now-infamous video of white fraternity members singing a racist chant, but the fallout from the video accelerated the pace of action.

All freshmen and transfer students are required to take a five-hour diversity course. Academic departments and other groups, like fraternities and sororities, can also request training that is tailored to them. In her programs, Ms. Wong(Lau) blends demographic data, social-science research, and discussion. The goal, she says, is to build empathy for others’ perspectives and to develop skills to talk about complicated topics like race.

That kind of empathy is critically important, says Ms. Wong(Lau), because it leads to deep and meaningful discussion, which she feels is lacking on many campuses. Too often students and professors resort to platitudes or avoid talking about race altogether for fear of stepping on land mines.

"The first urge is to suppress it," she says. "What I want to do is get everyone in to talk about it."

Reams of data and research give her credibility with faculty members, Ms. Wong(Lau) says, and assure professors and students that she’s not out to blame
anyone. Rather, she presents documented problems such as unconscious bias, in which, say, teachers tend to call on boys more than girls, as societal challenges.

She also discusses issues like "cognitive load" and "stereotype threat," technical terms for problems with which many people are familiar, including the fear of falling into stereotypical behavior. The result, she says, is that we become emotionally drained and distracted when talking about sensitive topics like race, rather than open and engaged.

A Question of Identity

When speaking to students in her training sessions, she asks them to think about their identities. How many do we each have — religion, race, gender, sexual orientation — and when are they most important? What happens when a student is seen predominantly by one identity, like race, and not another?

Ms. Wong(Lau), who is also director of the National Conference for Race and Ethnicity in American Higher Education, often talks in those sessions about her own experience as an Asian-American. Her father came to the United States at a time when Chinese immigration was severely restricted. He and thousands of others purchased forged documents, known as paper names, to pretend that they were relatives of people here legally. Her surname is a blend of that paper name, Wong, with her original family name, Lau.

Students who have been through her training said it reminded them of how small moments can have a big impact. For example, if a student who doesn’t look like the stereotypical white Oklahoman is regularly asked by classmates where he is "really" from, he will end up feeling as if he doesn’t belong even if he spent his entire life in the state.

Everett Brown, a junior who has been through several sessions to train as a facilitator, says he doesn’t expect the course to work miracles, but he believes it gives people the skills to look at a situation from another perspective. "It’s really easy to be vocal and get your thoughts out there and criticize someone when you think they’re wrong," he says, but it’s harder to be empathetic.

Mr. Brown is a member of OU Unheard, a student group formed last fall to highlight the concerns of black students on the campus. While he says the university has real work to do to bring more racial diversity to the campus and to support minority-student groups, he is optimistic about the direction in which the campus is moving. "I’ve heard people have that epiphany moment," he says. "I’d like to think these conversations wouldn’t be had without the diversity training."
Conflicting Fears

The burden of not knowing how to discuss prejudice can have lasting effects, says Ms. Wong(Lau), who has also led training sessions for police officers, government officials, community leaders, and faculty members and students on other campuses. She was recently asked to talk to an athletic team — she declines to identify which one or on what campus — after a couple of the players had been called a racial slur by someone on a rival team. Even though the offending player had been punished, the coach told Ms. Wong(Lau) that the team dynamic had completely changed.

What she found, she says, was a group of people who didn’t know how to talk about racism. "In this case the white students were thinking, ‘I hope they think I’m not racist,’ and the people of color were thinking, ‘I hope I don’t fulfill a stereotype of not doing well.’"

She encouraged the students to discuss what had happened — no one had actually used the word "racism" until she came in — and urged them to offer direct words of support. Afterward, she said, the team’s mood seemed to lighten.

In faculty-training sessions, Ms. Wong(Lau) talks about classroom dynamics and the role of the professor. She lets people know that, as she puts it, "mild things matter." If a male student cracks a joke about women getting overly emotional and the professor just brushes it off, "other students will unconsciously get the message that this professor will not have my back."

The ‘Me, Too’ Approach

Interaction may be so subtle, and students either confused or hesitant to speak out, that the professor doesn’t even know what signals he sent. One common problem Ms. Wong(Lau) sees is the "me, too" approach — attempting to relate to someone of a difference race or background by saying they’re essentially similar. R. Bowen Loftin, the departing chancellor of the University of Missouri at Columbia, was criticized by a black student for doing exactly that when he talked to him about growing up in the South.

"We have been taught that, to gain social intimacy, you produce a message that says, ‘I identify with you,’” says Ms. Wong(Lau). That works if everyone in the group is actually alike. "But if you’re in the minority, somebody saying ‘I’m just like you’ marginalizes you because it erases the difference."

Brian A. Johnson, director of Oklahoma’s Honors College Writing Center, participated in a recent session for faculty members in the college. The session, he
says, was helpful because it enabled him to think through some of the issues he had been wrestling with in class. "I want to reach out to those more-quiet students" — some of whom come from different cultures — "and sometimes I struggle with why they’re quiet, and Kathy helped me see that," he says.

While he doesn’t expect that training will eliminate prejudice, especially the kind so vividly displayed in the fraternity video, Ms. Wong(Lau)’s program, he says, "seems to have the ability to confront ignorance with hard data and careful thought."

_Beth McMURTRIE writes about campus culture, among other things. Follow her on Twitter@bethmcmurtrie, or email her at beth.mcmurtrie@chronicle.com._

Facebook page questioning MU protests shut down, then restored

By Rudi Keller

Thursday, November 19, 2015 at 2:00 pm

_Complaints that caused Facebook to remove a social media page questioning claims of racial problems at the University of Missouri are an example of intolerance of differing views of recent campus events, an organizer said Wednesday._

Russ Jones, a 1982 graduate, and several other alumni created the TruthmattersMU page on Nov. 12. Many of the posts link to conservative media articles that question the motives and truthfulness of the Concerned Student 1950 movement.

The page was removed from Facebook about 10:30 p.m. Tuesday, Jones said, and restored Wednesday afternoon.

“It’s busy, but necessary to balance the one way narrative that has gone unchallenged or thoroughly investigated,” the group said on the page after it was restored. “It’s safe to say the student revolutionaries and the outside influences didn’t see this call for accountability coming.”

The page is intended to be an open forum, Jones said. It uses Facebook security measures designed to prevent inflammatory language, and volunteers monitor it to remove hate speech, he said.
“Well over 90 percent of the people on this page are concerned about the way the protests have gone down,” Jones said. “They are not saying there is not racism; it is that we have not been able to investigate the claims.”

Facebook spokesman William Nevius wrote in an email that the decision to remove the page was an error.

“Our team reviews millions of reports each week and we occasionally make a mistake,” Nevius wrote. “In this case, we mistakenly removed this page, and we apologize for that. It was restored as soon as we were made aware of it.”

The removal followed warnings from MU that social media was being used “to post racist and hateful speech in an attempt to divide our community.” Ryan Gavin, social media manager for the MU Marketing and Communications Department, wrote in an email that many of the posts have been traced to a white supremacist organization and to “an Internet forum dedicated to spreading chaos.”

Gavin provided a link to a neo-Nazi site called dailystormer.com that includes instructions on how to find stock images of Nazis and the Ku Klux Klan and a string of Twitter postings that claim blacks were being shot and lynched on campus. The Twitter account has been suspended but the website urges others to create their own versions.

Jones, an executive with conservative USA Radio Networks, said the TruthmattersMU page is a personal project with no connection to his work. The postings include a report from Breitbart.com, posted with criticism of interim UM System President Mike Middleton for saying in a video produced by MU that racism is a real problem.

“How can anyone deny there is a race relations issue on this campus?” Middleton says in the video. “Are they not listening to the people who are saying there is? Are they calling all these people liars? That’s as bad as calling all of them racists.”

The complaints about the page are part of a campaign to shut down any discussion of racial progress, Jones said.

“Taking the Facebook page down is a caricature of what is happening on the campus,” Jones said. “I don’t know anybody who is saying here that there is not one ounce of problem.”
Third Missouri student charged with making threats on Yik Yak

MARSHALL – The Saline County Prosecutor’s Office charged an 18-year-old Missouri Valley College student Thursday with making a terroristic threat.

The prosecutor’s office charged Paris Lovett after he posted threats to the social media app Yik Yak.

The probable cause statement said an officer with the Missouri Valley College Department of Public Safety called the Marshall Police Department Wednesday around 12:11 p.m. about the threatening posts.

Detective Sgt. William McMellen contacted Yik Yak at 2:29 p.m. and made an emergency request for any information identifying the person who made the threats.

The following post was made: “We should’ve have been wiser and tried to help you sloppy European (expletive deleted). A second response was posted that said, “But it’s a new age and I can write my ancestors wrong and just start killing y’all off.” A third response said, “Inform them (expletive deleted) ied there’s so much hate in my heart you will never understand.”

McMellen said Yik Yak emailed him at 2:54 p.m. with the time of the post, the IP address and the telephone number.

McMellen said he went to the college to see if the sender was a student and found the phone number belonged to Lovett.

The probable cause statement said Lovett agreed to talk with police and told them he did not mean to offend anyone by his comments, and the comment he made was not to be taken literally.

“Mr. Lovett stated he is not against anyone and would not hurt a fly,” McMellen said in the probable cause statement. “Mr. Lovett stated he was truly sorry from the bottom of his heart.”

Lovett also said his comments were meant to be sarcastic.

This is the third time a Missouri college student has been charged for posting threats on the app Yik Yak. Hunter Park was charged after making threats to the University of Missouri. Connor Stottlemyre was charged after making threats at Norwest Missouri State University.
Lake Saint Louis man accused of online threats toward Mizzou released on bond

Nov. 19  •  By SUMMER BALLENTINE Associated Press

COLUMBIA, Mo.  •  A Lake Saint Louis man accused of making online threats against black students and faculty at University of Missouri’s Columbia campus has been released on bail from the Boone County Jail.

Boone County Associate Judge Kimberly Shaw previously denied bail for Hunter M. Park, 19. She agreed during a Wednesday court appearance to give him the opportunity to post bail and stay with his parents in their Lake Saint Louis home.

The Columbia Tribune reported Thursday that Park’s name was no longer on a list of people being held at the jail.

Authorities say the threats showed up Nov. 10 on the anonymous location-based messaging app Yik Yak.

A university police officer said Park, when confronted the next day in his dorm room at the Missouri University of Science and Technology in Rolla, admitted he wrote the postings.

The threats came amid turmoil at the University of Missouri as students protested the handling of racial issues and the departures of two top administrators.

Park said nothing during the hearing, but dozens of family and friends, some holding tissue paper and written prayers, at one point stood to show support for him.

Boone County Assistant Prosecuting Attorney Brouck Jacobs, who argued against bail, said if Park is released from jail there’s no guarantee that he won’t be able to access the Internet and make a threat that would “cause sheer panic.”

Defense attorney Jeff Hilbrenner had asked for bail to be set, saying his stay in the county jail made Park’s cystic fibrosis worse and that he doesn’t believe Park poses a threat. Hilbrenner said Park has withdrawn from college.

Park must stay in home detention under GPS monitoring. He is barred from accessing the Internet, and must seek psychiatric treatment.

Police reports obtained by The Associated Press show University of Missouri police also responded in January when a female friend at the Columbia campus reported that Park told her he planned to buy a firearm to kill himself.
Park at that time agreed to go to a psychiatric hospital and told police he had a history of depression, but said he did not intend to kill himself.

Barbara Shelly: Taking stock of the worries du jour in Kansas, Missouri

How many Syrian refugees make up an influx?

Finding new fears, reaching back for old ones

The “Islamization of Missouri” is not happening

BY BARBARA SHELLY
bshelly@kcestar.com

It’s been a wild, paranoid week here in the Heartland. Allow me to recap some of the highlights:

MONDAY: As expected, Kansas Gov. Sam Brownback flung himself into the herd of Republican governors who reacted to last week’s terrorist attack in Paris by pledging not to allow their states to cooperate with the federal government in the resettlement of refugees from Syria.

“We cannot allow an influx of Syrian refugees, without any meaningful security checks, while ISIS is promising to infiltrate the refugee process,” Brownback said in a statement.

Influx? Eight refugees from Syria have been resettled in Kansas since the country’s civil war began in 2011. The federal government was planning to pick up the pace and admit 10,000 Syrian refugees next year, five times as many as it has allowed over the past four years. So the great Kansas influx would maybe amount to 40 Syrian refugees a year, tops. Who, by the way, must pass enough “meaningful” security checks to practically qualify for sainthood.
**TUESDAY:** A committee of Kansas lawmakers found a home-grown threat to worry about — same-sex couples taking in foster children.

Yes, even in these post Obergefell v. Hodges days — or perhaps because of the U.S. Supreme Court ruling legalizing gay marriage — some legislators on the Special Committee on Foster Care Adequacy fretted that children sent to live with qualified same-sex couples might grow up feeling deprived.

Like a safe home with adults who love you and care for you? That’s what foster kids are missing. And there is zero reason to think same-sex couples can’t provide that environment as well as heterosexual couples.

Who needs new fears when your elected representatives are still clinging to old ones?

**WEDNESDAY:** Over to Missouri, where Democratic Gov. Jay Nixon’s wishy-washy statement Monday calling on the federal government to use the “strongest possible safeguards” when screening potential refugees satisfied no one.

Democrats wanted a strong statement from the governor welcoming displaced Syrians to Missouri. Republicans craved a Brownbackian sort of stance.

Rep. Mike Moon, a Republican from Ash Grove, decided it was time for action. He demanded a special session of the General Assembly to “put a stop to the potential Islamization of Missouri.”

Missourians have good cause to worry about floods, tornadoes, crumbling highways and sex scandals involving state legislators. The Islamization of the Show-Me State does not even move the threat needle, unless you’re like Moon and harbor a deep, irrational suspicion of all Muslims.

**ONGOING:** Was it only a week ago that the biggest worry in both states was not Syrian refugees but student protests on college campuses?

**It was, and the events set in motion by the uproar at the University of Missouri’s Columbia campus continue to make news, with interesting discussions in Missouri and Kansas about the collision of free speech and political correctness.**

By midweek, according to The Associated Press, Kansas lawmakers were getting worked up over plans announced by the University of Kansas to require
“inclusion and belonging” training for students, faculty and staffers. Some legislators saw a plot to stifle conservative thought.

Personally, I think people across the spectrum risk becoming overly aggrieved these days. In the best scenario, a quality inclusion training would teach respect for different points of view.

But mention inclusion, belonging or the “d” word — diversity — and you wave a red flag in front of lawmakers.

“I think we will definitely have a role, and we will be watching,” Rep. John Rubin, a Republican from Shawnee, said of the proposed training at KU.

Now that is ominous.

FACT CHECK: No proof tweets about Paris attacks came from MU protesters

KATHERINE KNOTT, 13 hrs ago

Shortly after Friday’s deadly terrorist attacks in Paris, several articles from conservative blogs made the rounds on social media reporting that protesters from MU were angry. The protesters were reported to be upset that the attacks directed the national spotlight away from race relations and recent events at MU.

MU has been at the center of tensions related to race relations for weeks. Demonstrations, a student’s hunger strike and a walkout by the football team all led to the resignations of UM System President Tim Wolfe and MU Chancellor R. Bowen Loftin. The events at MU dominated local news coverage and made national headlines. Then, late Friday, terrorist attacks killed 129 people in Paris.
Breitbart News, the Daily Caller, the Washington Times and other outlets ran stories saying "Mizzou campus activists" are angry that so much attention was being paid to the attacks in Paris, not the incidents in Missouri.

A website called the Right Scoop headlined its story: “Un-effing believable! Mizzou protesters are angry Paris terror attacks stole their media spotlight!!!”

On Saturday, MU officials released a statement disputing those reports. A statement posted on the missouri.edu website said the people issuing the tweets weren’t a part of the MU community.

"Social media posts expressing dismay that the tragedy in Paris is diverting media attention from events at the University of Missouri are being made by individuals from outside the Mizzou community in an attempt to create conflict," the university said. "Our hearts go out to the citizens of Paris and all those affected by the tragic events of last night. While our community has faced difficulties over the past week, we express our sincere sympathy to those who have been affected by the events in Paris and remain committed to making Mizzou stronger and more inclusive."

So which is it?

We reached out to Brietbart’s Milo Yiannopoulos to see whether he verified the identities of those who issued the tweets. He said he reached out to many of the authors of those tweets via direct message.

"Several of the tweeters whose messages I quoted identified themselves via DM to me as Mizzou protesters," he said in a direct message.

But just because those account holders claimed they were from Mizzou doesn’t mean they were. The different posts about the protesters had four Twitter accounts in common: @_kyrahardy, @ilovethisnigga, @NeonElectricity and @RheaBans. We dug into those.

@_kyrahardy tweeted: "Interesting how the news reports are covering the Paris terrorist but said nothing about the terrorist attack at #Mizzou."
The first tweet on this account about MU appeared Nov. 11, a full 10 days after the campout on the Carnahan Quad started. The author’s name doesn’t appear in the Missouri student directory, though it should be noted that students may opt out of the directory. However, a Facebook page belonging to a woman with the same name and likeness belongs to a Kyra Hardy affiliated with Austin Peay University.

@ilovethisnigga tweeted: "Not taking away from Paris we love yall but we have a terrorist in USA Called KKK #Mizzou. Gov got work to do."

Her Twitter account doesn’t contain a name, so a directory search couldn’t verify whether she’s an MU student. Her location in her Twitter bio is listed as Avocado Heights, California, in Los Angeles County. A look back through her feed shows that her first tweet mentioning MU was made on Nov. 11.

@NeonElectricity tweeted: "Racist white people kill me, you want everyone to have sympathy for YOUR tragedy, but you have none for ours. #GetTheF---OutOFHere #Mizzou."

Her account has since been deleted but was accessible via the Internet Wayback Machine. Her Twitter bio read, "Hair stylist/Singer/Songwriter/Aspiring Actress/Art Lover/Creative/Dreamer."

Her location is listed as "FL Soon CA."

Here’s the last tweet before the account was deleted: "R.I.P. to the people who died in this senseless tragedy & Speedy recovery to the survivors. #Prayers4Paris & I’m standing w/ you #Mizzou."

The name was listed on the account was Melanin Monroe. The Missouri student directory contains no listing with the first name of Melanin. There’s one listing for a student with the first name of Monroe, but he has a different Twitter account.

@RheaBans tweeted: "We can remember the tragedy in Paris and still remember #Mizzou. We are capable of multitasking. Both situations are equally messed up."
That account has since been deleted and was not accessible using other methods.

We reached out via direct message to those whose Twitter accounts still existed to ask about their connection to MU, but received no response.

None of the Twitter accounts cited have a track record of tweeting about Mizzou prior to this week. They do not reflect the statements of the public face of the Concerned Student 1950 movement.

At MU, several protesters with clear connections to the campus demonstrations posted about the Paris attacks.

Concerned Student 1950, one of the key groups pushing for change at MU, tweeted: "#PrayersforParis."

Graduate student Jonathan Butler, who went on a hunger strike for eight days to remove Wolfe from office, said in a lengthy Facebook status: "So as the world continues to face tragedies, hatred, racism, sexism, etc., every day let us NEVER forget the power of love and NEVER forget the power of community. Love conquers all. Love never fails. Love always wins. #InSolidarityWithMizzou#PrayForParis#PrayForJapan#PrayForTheWorld#ConcernedStudent1950."

Reuben Faloughi, an original member of Concerned Student 1950, tweeted: "Y’all there is so much fight left... Stay woke. #Pray4Paris #Pray4Mizzou #ConcernedStudent1950."

The Legion of Black Collegians, the black student government at MU, tweeted:

**Our finding**

Some bloggers and Internet sites posted stories stating that MU protesters were angry that the Paris terrorist attacks stole the spotlight from the controversy at MU.
It’s true that some people did tweet their dissatisfaction with the change in coverage. However, the tweets and commenters cited by the bloggers show no evidence of a connection to MU or the Concerned Student 1950 movement. Using the hashtag #Mizzou doesn’t mean those people were camping on Carnahan Quadrangle or even present on campus.

Meanwhile, leaders of the Concerned Student 1950 demonstrations and the Legion of Black Collegians have posted statements of sympathy and support for the victims of the Paris attacks, not statements of hate or anger.

While it’s impossible to prove beyond a doubt that those who complained about the redirected coverage have no connection to MU, we could find no evidence allowing us to independently verify that these individuals are, in fact, "Mizzou protesters."

COLUMBIA — Harvard graduate and conservative political commentator Ben Shapiro criticized colleges Thursday as places of political correctness and "leftist fascism" that is silencing freedom of speech in an address at MU. The talk was titled "Truth is Microaggression."

"Let me say one thing first, I don't care about your feelings. I don't wanna hear about your feelings," Shapiro said in a passionate speech.

Shapiro harshly criticized MU student protesters as having a victim mentality, a sense of entitlement and as being "precious little snowflakes."
At multiple points in the speech, Shapiro emphasized his belief that feelings are overshadowing objective truths on campus.

For the event, people packed into Ellis Auditorium, a space which normally holds 243 people. Some stood at the back door and others sat in Allen Auditorium, which was used as an overflow room. People drove in from cities such as Lawrence, Kansas, and Chicago to listen.

Shapiro made several bold statements targeted at MSA President Payton Head's false social media post about spotting the Ku Klux Klan on campus, the recent altercation between a faculty member and student photographer and how former UM System President Tim Wolfe handled the student protests.

Wolfe was removed from office for being white and doing nothing wrong, Shapiro said.

Shapiro said that individual racism exists, but America has moved toward a meritocracy. Systemic racism exists when one can show laws or regulations discriminating against people or when one can show that racists are using organizations to discriminate against people. There is not sufficient evidence that either of these is true, he said.

Shapiro called for MU students to grow up and take responsibility for their feelings and actions.

He said the term "white privilege" is a liberal buzzword that makes legitimate racism and aggression more common. He said the term encourages reverse racism of "the highest order."

"Talk to the Asian guy who has to score 230 points higher than the black guy in order to get into the same college before you tell me about white privilege," he said.

Shapiro argued that police do not specifically target black people. He said this is apparent because white people are killed by police more often than black people.

The speech ended with Shapiro answering questions about abortion, gay marriage, radical Islam and more.
At 17 years old, Shapiro wrote his first book, "Brainwashed: How Universities Indoctrinate America's Youth." He is now 31.

The Mizzou College Republicans hosted the talk and worked with Amy Lutz, the programs officer for the Young America's Foundation to arrange for Shapiro to appear at MU.

Some students have said they are reluctant to voice their opinions concerning the protests and the resignations of administrators, said Tim Davis, secretary for Mizzou College Republicans. They fear they will be demonized by their peers and faculty and falsely labeled, he said.

"If you're a conservative on this campus, your voice is definitely diminished," Davis said. "Even if you're informed about your opinion and you know how things work, you're still a little ostracized on campus. We've had students come up and tell us how their professors don't acknowledge their opinion, berate their opinion or belittle their opinion. This is a reoccurring issue."

**MISSOURIAN**

**Expert: Carnahan Quad kerfuffle was not a First Amendment conflict**

LAUREN KELLIHER, 13 hrs ago

COLUMBIA — A confrontation Nov. 9 between photojournalist Tim Tai, videographer Mark Schierbecker and a group of protesters supporting Concerned Student 1950 was caught on video and went viral.

Reactions were especially strong to Communications Department assistant professor Melissa Click's call for "muscle" when trying to get rid of Schierbecker and MU Greek Life and Leadership assistant director Janna Basler's push of Tai in the video. The protesters stepped
forward to push back Tai when he tried to take pictures of the scene. Tai told them he had a First Amendment right as a journalist and student to be in the public space.

But when Ken Paulson, president of the First Amendment Center, saw the video, he didn't see a fight over the First Amendment. With no government involvement, he saw a clash between individuals, not freedoms.

Furthermore, Paulson saw a bright side: "The five freedoms of the First Amendment were used to create change at the University of Missouri."

The Missourian spoke to Paulson this week about the conflict and the First Amendment. His answers to our questions are below.

**What is the First Amendment?**

The First Amendment is a guarantee to all Americans that our freedom of speech, press, faith, petition and assembly will not be limited by our government.

**What is the freedom of the press?**

The U.S. Constitution for the First Amendment gives us the right to write and publish whatever we wish on professional media, social media or communications with others.

**Are there limitations to the First Amendment?**

The protections of the First Amendment are extraordinarily robust, and there are virtually no limitations on it.

The exceptions involve:

- If you defame someone in writing or speech, you can be sued.
- If you publish obscene material, you can be charged.
- If you use your speech to conspire to commit a crime, you can be charged.
Other exceptions are minuscule. Every day Americans say what they believe, and journalists write what they believe, and there are no limits on that. The government has no way to tell you what to say.

*Has one of the freedoms under the First Amendment ever taken precedence over another?*

The five freedoms are totally integrated. You can’t have one without the others. They all, collectively, protect our freedom of conscience.

*How is a space in which a person decides to assert his or her right interpreted within the context of the First Amendment?*

The First Amendment protects us from our government and prevents the government from limiting our rights. In this case, there was a very public news event in a public space. Journalists have a right to be there; citizens have a right to be there; individuals don’t have a right to carve out a space for their own issue. It wasn’t the government limiting the journalists.

*Does one individual’s actions affect the entire group they’re with?*

There’s no real difference between groups and individuals under the protection of the First Amendment. It had nothing to do with group dynamic. One person’s actions don’t invalidate the right of the group to be there.

Regarding the conflict with photographer Tim Tai and the group protesting, Concerned Student 1950, were anyone’s First Amendment rights violated?

The First Amendment was not violated. It was a clash between people, not freedoms. The photographer had a right to be there under the freedom of assembly. When the photographer said 'I have a right to be here,' he was asserting his right to assembly and press.

The group was on public property expressing their point of view and assembling. The government can’t prevent them from being there.
Journalists and citizens have the right to move freely and report on what’s going on. Journalists are allowed under the First Amendment to cover events. Protesters are allowed under the First Amendment to assemble. Journalists and protesters don’t owe a debt to each other. The issues aren’t competing First Amendment issues. It is a conflict between two groups of citizens. There was a difference of opinion about where the reporters could go.

If someone called the police and they showed up, then that’s government involvement. Police would’ve told protesters that journalists have the right to be there or arrested people for physically pushing back the journalist. Police would be filing charges or providing guidance to keep the peace. It didn’t come to that.

The First Amendment exists in relationship to the government and can’t be limited by the government. It doesn’t mean (the rights under the First Amendment) don’t end up getting in each other’s way.

One First Amendment freedom doesn’t limit others.

UM Curator Covington resigns for personal reasons

By THE TRIBUNE’S STAFF

Thursday, November 19, 2015 at 9:56 am

A member of the University of Missouri Board of Curators resigned Thursday, halfway through her six-year term.

Curator Ann Covington, whom Gov. Jay Nixon appointed to the board in 2013, said in a letter that she was grateful for the opportunity to serve on the board and was resigning for personal reasons.
“At the time of my appointment nearly three years ago, I did not anticipate that in the course of the last eleven months I would lose my husband Charles” McClain, “have hip replacement surgery and experience my younger granddaughter’s undergoing major surgery,” Covington said in a news release. “Given these events in my personal life, I feel I cannot summon any longer the requisite energy for the faithful service that is demanded of a UM System curator, thus must step down.”

Covington represented the Fourth Congressional District on the board, including Boone County, and her term was set to expire Jan. 1, 2019.

Covington was chairwoman of the board’s finance committee and served on the board’s academic, student and external affairs and compensation and human resources committees.

Covington received her bachelor’s degree from Duke University in 1963 and a juris doctorate from the University of Missouri School of Law in 1977.

She sat on the Missouri Court of Appeals Western District and practiced law in Columbia. She also worked as an assistant attorney general under Missouri Attorney General John Ashcroft. In 1989, Covington was the first female judge to serve on the Missouri Supreme Court.

The Board of Curators is the nine-member governing body of the University of Missouri System. Members are appointed by the governor and confirmed by the Senate to serve a six-year term.

Any replacement for Covington will serve only for the remaining portion of her term.

In a letter to Nixon, Covington said she had been considering stepping down for months. She said the current university leadership needs a lot of support, especially with the search on for a permanent president and MU chancellor.

In a statement Thursday, Nixon thanked Covington for her exemplary service.

“I respect Ann’s decision and greatly appreciate her decades of service to the people of Missouri, including her most recent tenure as a member of the Board of Curators,” Nixon said.

“Ann Covington is a trailblazer, a leader and an outstanding Missourian.”
Series of personal issues prompt move, including her husband’s death and health issues

Covington was first female judge appointed to Missouri Supreme Court

BY MARÁ ROSE WILLIAMS
mdwilliams@kcstar.com

University of Missouri curator Ann K. Covington resigned from the board, citing personal reasons.

The board announced Thursday that Covington, a Columbia resident who was appointed in 2013 by Gov. Jay Nixon, was resigning effective immediately. Covington’s term was set to expire on Jan. 1, 2019.

“At the time of my appointment nearly three years ago, I did not anticipate that in the course of the last eleven months I would lose my husband Charles (McClain), have hip replacement surgery and experience my younger granddaughter’s undergoing major surgery,” Covington said in a statement. “Given these events in my personal life, I feel I cannot summon any longer the requisite energy for the faithful service that is demanded of a UM System curator.”

Covington, a lawyer and judge for more than 30 years, served on several board committees during her tenure.

Covington received her law degree from the University of Missouri in 1977 and made history in 1989 when she was appointed as the first female judge to serve on the Missouri Supreme Court.

UM Curator Covington resigns for personal reasons
COLUMBIA — **UM System Curator Ann Covington of Columbia resigned Thursday, citing personal reasons.**

In her resignation letter to Gov. Jay Nixon, Covington said in the past 11 months she has had hip replacement surgery, her granddaughter has undergone major heart surgery, and she lost her husband, Charles McClain, former Missouri commissioner of higher education. While her granddaughter is in good health, she said, her husband’s death continues to "weigh heavily."

“Given these events in my personal life ... I feel I cannot summon any longer the requisite energy for the faithful service that is demanded of a UM System curator,” Covington said in her letter.

Covington was appointed by Nixon to the Board of Curators in 2013. Her term was set to end in January 2019.

Covington was the first female judge to serve on the Missouri Supreme Court in 1989, according to previous Missourian reporting. She has been a lawyer and judge for over 30 years. She graduated from Duke University in 1963 and earned her law degree from MU in 1977.

In her resignation letter, Covington urged Nixon to appoint someone who had the energy and responsibility to help choose a permanent president and chancellor for MU. She represented the Fourth Congressional District on the nine-member board.

Nixon issued a statement Wednesday morning after Covington resigned:

“I respect Ann’s decision and greatly appreciate her decades of service to the people of Missouri, including her most recent tenure as a member of the Board of Curators,” Nixon said in his statement. “Ann Covington is a trailblazer, a leader and an outstanding Missourian. On behalf of the people of Missouri, I thank Ann for her exemplary service. The First Lady and I wish her all the best as she devotes her full attention to her family during this time.”
University of Missouri board member resigns

Nov. 19, 2015 • By Koran Addo

Anne K. Covington, one of nine members on the University of Missouri Board of Curators announced her resignation Thursday, citing personal reasons.

A lawyer and a judge for more than 30 years, Covington was appointed to the board in 2013 by Gov. Jay Nixon represent the Columbia region.

Her resignation is effective immediately.

“At the time of my appointment nearly three years ago, I did not anticipate that in the course of the last eleven months I would lose my husband Charles (McClain), have hip replacement surgery and experience my younger granddaughter's undergoing major surgery,” Covington said in a statement.

“Given these events in my personal life, I feel I cannot summon any longer the requisite energy for the faithful service that is demanded of a UM System curator,” she added.

Covington's decision to step down is the second major change to the board in the past week. On Friday, Nixon appointed Yvonne Sparks, of St. Louis to fill the vacant District 1 seat.

Sparks’ appointment and Covington's resignation come just days after a particularly busy stretch for the curators.

The board accepted University of Missouri System President Timothy M. Wolfe's resignation on Nov. 9 following weeks of turmoil and anger from students over Wolfe's handling of a string of racist incidents on campus.

Later that day, the board summoned University of Missouri-Columbia Chancellor R. Bowen Loftin to a closed-door meeting where they stripped him of his title as head of the system's flagship campus and assigned him to a role leading some of the university's research endeavors.

Loftin's removal as chancellor came after weeks of backlash from graduate students, faculty members and deans critical of his leadership and management style.
Smith College Protesters Bar Journalists From Covering Sit-In Unless They Support the Cause

Student protesters at Smith College barred journalists from a sit-in on Wednesday that drew a crowd of hundreds unless they agreed to support the cause, reports The Republican, a newspaper in Springfield, Mass.

The sit-in was held in solidarity with protesters at the University of Missouri, who have for months spoken out against the treatment of black students on the campus, and who last week succeeded in forcing the resignations of the system’s president and the flagship campus’s chancellor.

Reporters planning to cover the sit-in arrived at the Massachusetts college’s student center on Wednesday only to find that the protesters intended to keep them out. Alyssa Mata-Flores, a Smith senior and a sit-in organizer, elaborated on the decision to The Republican: “We are asking that any journalists or press that cover our story participate and articulate their solidarity with black students and students of color. By taking a neutral stance, journalists and media are being complacent in our fight.”

Last week Missouri protesters sparked controversy by attempting to bar journalists from entering an area of the Columbia campus marked off as a “safe space.” Video of a confrontation between a journalist and protesters touched off a fierce debate about the First Amendment in the context of the recent protests, with activists arguing that they don’t trust journalists because, they say, reporters have done a poor job of covering marginalized communities.

Smith College backed the students’ demand, saying it had the right to remove journalists who didn’t comply because, unlike Missouri, it is a private college. The college’s director of media relations, Stacey Schmeidel, told the newspaper that Wednesday’s event was the first she knew of that barred reporters.

Updated (11/19/2015, 4:38 p.m.) to clarify a university spokeswoman’s statement. She said she believed the event was the first at Smith to bar reporters, not the largest.
Race Matters
Princeton agrees to consider changing role of Woodrow Wilson name on campus; white student union surfaces (online) at Illinois; black ministers want Kean president to quit; Smith students exclude journalists; Towson president signs list of demands; and more.
November 20, 2015

By Scott Jaschik

Princeton University late Thursday ended a sit-in in the president's office by agreeing to consider changing the prominent use of Woodrow Wilson's name -- in ways that honor the man who was president of the United States and of Princeton. The action was one of many in higher education in which colleges are trying to respond to a growing student protest movement that in the last 48 hours has seen new sit-ins and rallies -- and also new incidents of backlash and threats.

Here is some of what happened in the last 48 hours:

Princeton Agreement to End Sit-In
Black student groups have demanded that the Wilson name be removed from one of Princeton's academic units and from one of its residential colleges because of his racism and advocacy for segregation. An agreement signed by President Christopher L. Eisgruber pledged that he would write to the university's board chair "to initiate conversations concerning the present legacy of Woodrow Wilson on this campus, including Black Justice League’s request to remove Woodrow Wilson’s name." In addition, Eisgruber pledged that the board would "collect information on the campus community’s opinion on Woodrow Wilson School name and then make a decision regarding the name."

He also said he would encourage the removal of a Wilson portrait from a campus dining hall.

Beyond the Wilson name issue, Eisgruber and other senior administrators agreed, among other things, to:

- Create a working group "to begin discussions on the viability of the formation of affinity housing for those interested in black culture."
- Have appropriate university groups consider "the possibility of cultural competency training."
- Invite two members of the Black Justice League, the group coordinating the sit-in and other protests, to meet with a general education task force to discuss "the possibility of a diversity requirement" for students.
- Pledge to take no disciplinary action against the students who remained overnight in the president's office from Wednesday through Thursday, provided that they leave the office, which they did.

Most of what Princeton agreed to do in the agreement was to have various bodies consider various changes -- from removing the Woodrow Wilson name to adding a diversity requirement. The university didn't pledge to actually do those things, just
And by Thursday night, many were speaking out online against the university doing those things. And many were criticizing the way Princeton resolved the sit-in. On the university's Facebook page, there were a few comments of support, but many more in opposition to the agreement. Some undergraduates posted comments stating that they did not agree with the Black Justice League demands or the university's agreement with the group.

A petition is circulating at Princeton criticizing several of the ideas that will get consideration under the agreement.

The petition states that the demands to remove Woodrow Wilson's name from campus represent "an alarming call for historical revisionism" about a "significant historical figure who, despite his flaws, made great contributions to this university."

As to the Black Justice League's demand for the university to require courses on "the history of marginalized people," the petition calls that "a thinly veiled attempt to impose the Black Justice League's unilateral narrative upon all undergraduates through the conduit of the core curriculum." And on affinity housing, the petition says that this "represents a morally abhorrent and blatantly illegal call for what is essentially racially segregated housing."

Finally, the petition states that "free speech is fundamental to Princeton's role as an institution of higher learning and excessive political correctness stifles academic discourse."

At the same time, others are speaking out to back the protest movement. Eleven faculty members in African-American studies issued an open letter early Friday that urged the university's leaders to take the demands of the protest seriously.

"Imagine how difficult it must be, for some, to have to live and learn in a place that celebrates people who believed passionately in white supremacy; to experience daily a sense of alienation and have no place to which to retreat and find comfort," the letter said. "Imagine the exhausting task of having to constantly educate your fellow classmates about the particulars of your experience and the complex histories that shape them. And, finally, imagine being told, in effect, 'be quiet' and endure. Such experiences suggest that Princeton is not truly their university – that they are just passing through."

The letter also cautioned against a traditional (slow) consideration of the issues being raised. "Our students are no longer quiet. They have forced all of us to confront the urgency of the moment," the letter said. "Princeton’s deliberate pace at reform often presupposes the sacrifice of those who must endure until we actually change. It’s a costly wager. These students refuse to wait. They have forced the conversation and now we must act. We stand with them as they struggle with the racist legacy of Woodrow Wilson and its impact on this campus."

**White Student Union at Illinois**
At the University of Illinois at Urbana-Champaign, a group claiming to be the Illini White Student Union has twice created Facebook pages this week, and twice they have disappeared, amid concern from black students on campus and criticism from university leaders.

The News-Gazette reported that the page said it was created to be "a safe place for white students" so they could "be able to form a community and discuss our own issues as well as be able to organize against the terrorism we have been facing from Black Lives Matter activists on campus."

Rene Romano, the university’s vice chancellor for student affairs, issued a statement saying of the posts on the Facebook page: "While they may be protected exercises of free speech, they are offensive, divisive and stunningly narrow-minded expressions."

A black student group on campus, Standing With heR, posted to Facebook that other posts on the white group’s site (when it was up) suggested that people post photos of black students at the university. This should be viewed as something other than protected speech, Standing With heR wrote.

The black student group wrote: "Black students do not feel safe on this campus. By not giving serious antiblack acts of surveillance and intimidation weight or value, the University of Illinois [at] Urbana-Champaign is absolutely dismissing legitimate student concerns, is disregarding black student safety and is hypocritically speaking against its own proclamations that it values the stories and lives" of black students.

Demand for Presidential Resignation at Kean
At Kean University in New Jersey, a coalition of black ministers called for the resignation of President Dawood Farahi, saying that he had not responded sufficiently to threats against black students, NJ.com reported. The black ministers said the university was not taking seriously a threat posted to Twitter from @keanuagainstblk (an account that was quickly canceled). The account threatened to shoot black students at the university or to place a bomb there.

The ministers said Kean has not been an inclusive place for black students and more needs to be done, immediately, to protect black students.

The university maintains that it provides a supportive environment for all students and takes threats to student safety seriously.

Smith Students Bar Reporters for Being 'Neutral'
Student activists at Smith College barred reporters with a “neutral stance” from a sit-in Wednesday, MassLive reported.

Organizers told journalists they were welcome so long as they expressed support for the event organized in solidarity with students at the University of Missouri.

"We are asking that any journalists or press that cover our story participate and articulate their solidarity with black students and students of color," Alyssa Mata-Flores, one of the event’s organizers, told MassLive. "By taking a neutral stance, journalists and media are being complacent in our fight."
Smith is a private college and exempt from the broad First Amendment protections that apply to public colleges and universities. But the episode is the latest in a handful of clashes between campus activists and journalists. Protesting students at the University of Missouri provoked a firestorm of recrimination after video spread of students blocking access to reporters on the college quad. (The protest organizers subsequently changed their position and encouraged more press coverage.)

**Presidential Pledge at Towson**
At Towson University, the interim president, Timothy Chandler, signed a pledge to "address" a list of demands made by black students who had spent the prior 10 hours in his office (photo at right). His pledge was to "move forward on addressing" the issues, and to communicate his support for the concerns. Further, he said that if he does not advocate for black students on these and other matters, he would resign. The demands included increasing the number of tenured and tenure-track faculty members by 10 percent by 2018, pushing to diversify the committees that review tenure candidacies at the university, requiring that police activities be "equitable for black events and white events alike," and advocating for a course requirement for all students in American race relations.

In a statement, Chandler said, "This is what universities are supposed to do. We are supposed to help students express their opinions and find solutions to problems. I’m extraordinarily proud of this group of students, who want to make this a better place, not just for them, but for all of us.”

**Occidental Pledges Change, but Not a New President**
Occidental College, where students have been staging a sit-in and holding protests for several days, pledged a series of changes Thursday in response to students’ demands. The college pledged to immediately promote the chief diversity officer to a vice president, to create a black studies minor and to increase funding for various services and student groups for minority students. The college also noted that it has had success at recruiting minority students. At Occidental, 42 percent of students this year are not white, up from 36 percent in 2009. And of this year's new students, 45 percent are from minority groups.

At the same time, Occidental's board has rejected a demand that President Jonathan Veitch be removed, saying that he is leading the college well.

**Portraits of Black Professors Defaced at Harvard Law**
At Harvard University, students at the law school on Thursday found that someone had placed black tape across the faces of black professors in a series of portraits.

Martha Minow, the dean, issued this statement: "This morning, Harvard Law School discovered that portraits of some African-American faculty had been defaced with black tape. The Harvard University Police Department is investigating the incident as a hate crime. The HLS community gathered at noon to listen to one another, to share our concerns, experiences and perspectives, and to address ways to move forward.

Expressions of hatred are abhorrent, whether they be directed at race, sex, sexual
preference, gender identity, religion or any other targets of bigotry. Here at HLS, we are focused on efforts to improve our community, examining structures that may contribute to negative experiences of any members of our community, and pursuing opportunities where the school can both change and support change."

Michele Hall, a second-year law student at Harvard, blogged about the incident. "This morning at Harvard Law School we woke up to a hate crime. And tomorrow you will wake up to a hate crime on your campus too. And they -- the cowards who deface the portraits of black professors, who hang nooses in front of black dorms, who draw swastikas with human feces -- want for that to be the end of the story," she wrote. "But we, black students on campus, are not afraid of what you do under the covers of darkness and hatred and cowardice. We will march and scream and sit in and walk out and shout our demands and make ourselves heard and tear down these hallways of white supremacy because we belong here too. And no longer can you make us feel that we do not belong here. Because our sweat and blood and death and courage [are] what really built these hallways."

*Josh Logue contributed to this article.*

Experts: Black studies programs facing campus challenges

Nov. 20 • By COREY WILLIAMS

DETROIT (AP) — Protests by University of Missouri black students that forced the school’s administration to address racism and other problems mirror efforts decades ago that led many majority white schools to create African-American studies and other programs.

But those programs and some ethnic studies departments across the country are struggling with funding, low-staffing and dwindling student enrollment, according to some experts.

African and African-American Studies at the City University of New York's Lehman College in the Bronx once had 10 full-time faculty members, but now has only five full-timers and one substitute assistant professor whose term will expire next June, Chair and professor Mark Christian told The Associated Press.

"We rely heavily on adjuncts to teach classes, and even this budget is under constant threat," Christian said. "I imagine most departments in Africana/black studies around the nation have similar problems with a lack of investment from the administrations."
Officials at San Jose State University in California cited the struggle by its African American Studies Department to attract enough students to fill upper division classes and having only one full-time faculty member in a proposal to merge the program into another department.

Students at Wesleyan University in Middletown, Connecticut, last year protested understaffing in the school's African American Studies program. Its website lists a chair and five faculty members.

"We've lost ground and black faculty members are not being added to universities in numbers now," Michigan State University geography professor and former Urban Affairs Programs dean Joe Darden said. "There is no push to increase representation."

Blacks and Latinos at Lehman make up more than 95 percent of the campus' student population, while about 90 percent of the faculty is white, according to Christian.

"I'm talking about the Bronx in New York City, not Omaha, Nebraska!" he said. "This is a poor statistic for any diversity measurement. More importantly, in the nearly five years I've been here things show no sign of improving."

Adding black professors was among the demands made by black Missouri students who also complain that school officials have not done enough to address incidents of threats toward blacks on campus. Thirty black members of Missouri's football team joined the protest movement by vowing not to take part in team activities until University of Missouri System President Tim Wolfe was gone. Wolfe resigned Nov. 9.

Marches and other demonstrations of solidarity were held at Yale, the University of Michigan, Smith College in Northampton, Massachusetts, New York's Ithaca College and other schools.

"This recent spate of protests should convince administrations that students want to see more of their experience reflected in the classroom, whether through curriculum or people that actually teach these classes or do research," University of Missouri Black Studies Department Chair Stephanie Shonekan told The AP.

Detroit-area attorney Naomi Oglesby minored in the program while a student at Missouri and argues that the field of study remains relevant.

"This curriculum has shaped my perspective, ideology, interpretation of other races and cultures, gratitude for my past, self-determination for my future, and my identity today," said Oglesby, who is black.

Changing views of students are relative to "the times they are living in," Christian said.

"Look at the protests. It looks like a throwback to the 1960s, and these young people are very serious," he added. "They are very conscious, educated and know that they're getting a raw deal. We need to allow these young people to have an education that represents a good part of their cultural heritage."

Colleges and universities have struggled with changing racial demographics on their campuses, Louisiana-based education consultant Andre Perry said.

"Not just African and African-American students, its Latinos and Latinas, Native American students — any students that the original curriculums of higher education are not built around," Perry said.

"Really, who holds the power and sets the political tone are faculty," he said. "They are there for the long haul. Individual students and administrators come and go. Tenured faculty members set the academic tone and the majority of culture on the campus."
Taking action on college racial harassment

Nov. 20 • By Arne Duncan

In recent weeks, incidents at the University of Missouri and Yale University have placed in the public eye a set of issues that are familiar and painful to far too many college students.

While these campuses have been the most visible recent examples, decades of history stretch across many campuses, with the issue going beyond individual moments of racial harassment, hostility and insensitivity. Students nationwide have expressed a deep concern about whether their schools are prepared to handle such experiences, and that a slow or tepid reaction can amount to tolerance of a racially hostile environment.

The question couldn’t matter more. At issue is whether college campuses are safe and welcoming to every student, regardless of race, religion, background and identity. To be clear, work to maintain inclusive campus communities is not about chilling free expression — it is about creating strong cultures, and dealing with attacks that violate the law. Succeeding in this effort is essential to expanding opportunity.

This is no small issue. Over my nearly seven years in office, the Office for Civil Rights has received more than 1,000 complaints of racial harassment at institutions of higher education.

This month, we convened campus leaders from around the country — presidents, faculty, legal experts and student leaders — to tackle the issue of racial harassment on campuses and to lay out solutions to foster supportive educational environments.

Here are seven steps we heard from these leaders, upon which any college campus could act:

• Institute a statement of values. This statement can set the tone for students on campus. The University of Mississippi adopted a creed as a means of communicating and cultivating the university’s core values. It is used to elevate and strengthen the university’s community and as a guide in addressing complaints.

• Teach cultural competency. Cultural competency is a core message that colleges and universities should be teaching (and learning) as a foundational component of what it means to be an educated American.

• Make “teachable moments.” Shining a light on issues while recognizing the worth of all students can help heal and create a sense of community on campuses. Protecting free speech can sometimes mean protecting the right to hold and express views that are at odds with strongly held values. Campuses should not ignore the dissonance this creates, but use these moments to reflect, discuss and underscore the institution’s values independent of expressed views that may be anathema to those values.

• Lead from the top. When an incident occurs, institutional leadership have a key role in assuring students of their commitment to a safe and welcoming environment for all students and faculty.
• Diversify leadership and faculty. Diversity is critical to ensuring academic and social success. Diversity fosters a climate of healthy interaction among people from different groups, contributing to varied experiences, and ensuring students feel welcomed.

• Deal swiftly with complaints. When there is a complaint, colleges and universities must take immediate and appropriate action to investigate. If harassment has occurred, the school must take prompt and effective steps to end it, eliminate the hostile environment, and prevent its recurrence.

• Support student-led efforts. Students can serve as experts on their lived experiences, helping to make colleges and universities safe spaces. But the campus and broader community must own the work. Oberlin College has shown flexibility by working with student groups as well as its multicultural resource and campus dialogue centers.

There is no place on our college campuses for racial hostility and prejudice that impact our students’ ability to learn. Our guidance to promote diversity on campuses emphasizes that students must be able to transcend any boundaries of race, language and culture to succeed in today’s global economy.

We must make real the First Amendment guarantee of free speech — which is vital to a life of ideas on college campuses — but there is no constitutional right to perpetuate hostile environments or to engage in threatening speech. We can do better in our responses to these incidents and creating more welcoming climates.

It’s fitting that the student protest group at Missouri takes its name from the year that the first black student set foot on campus — 1950. Because genuine opportunity is about more than enrolling; it’s about finding a home and a community.

Let’s learn from the good work that’s underway on campuses throughout this country. Let’s make certain our campuses are welcoming places for learning for every student.

Arne Duncan is U.S. secretary of education.

Portraits of black faculty members defaced at Harvard Law

Nov. 20 • By COLLIN BINKLEY

BOSTON (AP) — Portraits of several black professors were found vandalized at Harvard Law School on Thursday, a day after a campus rally for black students.

Black strips of tape were placed diagonally over at least five photo portraits, Harvard officials said. Students and professors noticed the tape as classes met on Thursday morning at Wasserstein Hall, which houses two hallways lined with framed portraits of more than 180 professors.

All of the portraits that were targeted depict black professors, but some portraits of black professors appeared to be untouched. Harvard officials said they don’t know why some professors were singled out or who’s responsible.

"Expressions of hatred are abhorrent, whether they be directed at race, sex, sexual preference, gender identity, religion or any other targets of bigotry," the law school’s dean, Martha Minow, said in a statement.
She added that the vandalism was being treated as a hate crime.

Harvard police were investigating but declined to comment.

**The discovery stirred the campus a day after students rallied in support of black students across the United States. Racially charged protests at the University of Missouri this month touched off a wave of demonstrations and frank discussions about race at many other campuses.**

Harvard students have called on the law school to open a diversity office, among other demands. And some students are pushing the law school to change its official seal, which is borrowed from the family crest of an 18th-century slaveholder whose estate helped found the school.

A university spokeswoman said she didn't know if there's a connection between the recent protests and the vandalism.

Some students said they were disturbed by the vandalism, calling it an overt display of racism.

"I know what it looks like when you're being told to get back into your place, and I think that is very much what this looks like," said Rena Karefa-Johnson, a third-year law student and a leader of Students For Inclusion, an activist group supporting minority students at the law school.

Leland Shelton, a third-year law student, said the vandalism is one more thing to make black students feel unwelcome.

"This kind of proves that we're not just making this stuff up," said Shelton, who is president of the Harvard Black Law Students Association.

Amid pressure from students, the law school's dean called an open meeting on Thursday to discuss the vandalism and issues tied to race.

By Thursday afternoon, the tape had been removed from the glass over the portraits, and students were sticking notes of support around the photos.
In a little more than 36 hours, thousands of students protesting what they consider the University of Missouri administration’s insensitivity to some ugly racist provocations forced university President Tim Wolfe to resign. The university chancellor also announced plans to quit soon, and Wolfe was replaced on an interim basis by Michael Middleton, a black man who was the deputy chancellor, as well as a former civil rights attorney and student activist at the Columbia, Mo., campus 50 years ago.

What followed were protests by multi-racial groups of students at Yale, Virginia Commonwealth, Vanderbilt, Ithaca, Claremont McKenna and Howard University, among others. A “Stand With Mizzou” rally took place at Florida State on Tuesday as students called for increased minority enrollment and condemned racism.

“It is imperative that we hear all of our students and do everything we can to make them comfortable and safe,” Middleton said as he took over the interim presidency.

Students — like everyone else — need and deserve to live in peace and dignity. Universities have a duty to combat the kind of shouted racist insults students reported at Missouri, where there was also a report of a swastika being drawn on a residence wall with human feces.

But how was Wolfe responsible for these incidents? Like the president at Ithaca, who attended demonstrations demanding his ouster but has not (at this writing) gone into full grovel mode just yet, Wolfe was accused of not being sympathetic enough to students protesting what they consider daily slights of campus life.

That’s what’s especially troubling about this stuff. The protestors are rightly angry about incidents they claim have occurred, but nobody seems to know what President Wolfe or administrators at other universities were supposed to do about it. Maybe they could have gone and held candles at some vigil, or written an impassioned denunciation of “white privilege” in the campus newspaper but, sadly, as long as we have drunken college boys and snooty sorority sisters, we’re going to have ignorant, racist shouts from passing cars and exclusionary soirees at big houses with Greek letters on their facades.

The parents of today’s demonstrators marched, sang, went to jail and sometimes were beaten while protesting tangible, visible injustices — mainly the Vietnam war and the civil rights struggle of the ’60s and ’70s. These young people at Missouri and Ithaca seem to be protesting about feelings. “Sensitivity” is nice, but it’s not a birthright or government entitlement.

Racism seems to be the biggest provocation, but the delicate sensibilities of the politically correct students bruise easily, and university administrators are always ready to cave right
Students stifled a performance of “The Vagina Monologues” at Mount Holyoke for lack of inclusion of transgender women. Former Secretary of State Condoleezza Rice had her commencement invitation jerked at Rutgers, and Smith withdrew its invitation to Christine Lagarde, the French lawyer who is managing director of the International Monetary Fund.

Probably the silliest bit of student-enforced censorship was at Yale, where the administration warned everyone about offensive stereotypes in Halloween garb, and an employee answered with an email message saying the university ought to have better things to do than telling adults how to dress up for a costume party. Furious students shouted down an administrator who mildly suggested that this might not be the human rights cause of the era.

“I don't want to debate,” one student wrote in an op-ed essay at Yale. “I want to talk about my pain.”

Comedian Chris Rock has said he won’t work campuses any more, for fear of wilting some of the hot house flowers incubating there. Greg Lukianoff, head of the Foundation for Individual Rights in Education, uses the term “catastrophization,” the knack of turning an unguarded word into an emotional catastrophe. Professors are coached to use “trigger warnings,” lest a topic of classroom discussion cause undue angst for some students.

As the campus incidents spread, and accelerate, there are important political implications. The last time it happened, in 1968, news of students occupying university buildings and shutting down campuses helped spark a backlash that elected Richard Nixon. And even Nixon lost a lot of votes to Alabama Gov. George Wallace, who loved to campaign against bearded, sandal-wearing radicals on campuses.

Finally, for all their expensive education, these modern day champions of freedom and equality don’t seem to understand that the same First Amendment protecting their right to assemble and protest also gives the news media the right to cover their activities in public places. At Missouri, students linked arms in a vast circle to keep reporters and cameras out of their encampment and a student photographer was shoved back when he tried to stand his ground and do his job.

Assistant communications professor Melissa Click was seen, in a widely distributed video, telling photographer Tim Tai to leave the area — and calling out, “Can I get some muscle over here,” when he refused. Click later resigned her “courtesy appointment” at the journalism school and apologized for letting her self-conscious radicalism get the better of her concept of free and open communication.

You know, the subject she’s supposed to be teaching the students.
The following day, the protestors reversed themselves and posted signs welcoming the media, and spread handbills urging students to thank the reporters for helping “to tell our story.”

They still don’t get it. The reporters they shoved out did not need their permission to be there, nor was it the protestors’ right to let them in the following day. The media were there to tell “the” story, not “their” story — or the administration’s story, or the racists who shouted the N-word or anyone else’s side of the story.

Experts: Black studies programs facing

BY COREY WILLIAMS Associated Press

DETROIT - Protests by University of Missouri black students that forced the school's administration to address racism and other problems mirror efforts decades ago that led many majority white schools to create African-American studies and other programs.

But those programs and some ethnic studies departments across the country are struggling with funding, low-staffing and dwindling student enrollment, according to some experts.

African and African-American Studies at the City University of New York's Lehman College in the Bronx once had 10 full-time faculty members, but now has only five full-timers and one substitute assistant professor whose term will expire next June, Chair and professor Mark Christian told The Associated Press.

"We rely heavily on adjuncts to teach classes, and even this budget is under constant threat," Christian said. "I imagine most departments in Africana/black
studies around the nation have similar problems with a lack of investment from the administrations."

Officials at San Jose State University in California cited the struggle by its African American Studies Department to attract enough students to fill upper division classes and having only one full-time faculty member in a proposal to merge the program into another department.

Students at Wesleyan University in Middletown, Connecticut, last year protested understaffing in the school's African American Studies program. Its website lists a chair and five faculty members.

"We've lost ground and black faculty members are not being added to universities in numbers now," Michigan State University geography professor and former Urban Affairs Programs dean Joe Darden said. "There is no push to increase representation."

Blacks and Latinos at Lehman make up more than 95 percent of the campus’ student population, while about 90 percent of the faculty is white, according to Christian.

"I'm talking about the Bronx in New York City, not Omaha, Nebraska!" he said. "This is a poor statistic for any diversity measurement. More importantly, in the nearly five years I've been here things show no sign of improving."

Adding black professors was among the demands made by black Missouri students who also complain that school officials have not done enough to address incidents of threats toward blacks on campus. Thirty black members of Missouri's football team joined the protest movement by vowing not to take part in team activities until University of Missouri System President Tim Wolfe was gone. Wolfe resigned Nov. 9.

Marches and other demonstrations of solidarity were held at Yale, the University of Michigan, Smith College in Northampton, Massachusetts, New York's Ithaca College and other schools.

"This recent spate of protests should convince administrations that students want to see more of their experience reflected in the classroom, whether through curriculum or people that actually teach these classes or do research," University of Missouri Black Studies Department Chair Stephanie Shonekan told The AP.
Detroit-area attorney Naomi Oglesby minored in the program while a student at Missouri and argues that the field of study remains relevant.

"This curriculum has shaped my perspective, ideology, interpretation of other races and cultures, gratitude for my past, self-determination for my future, and my identity today," said Oglesby, who is black.

Changing views of students are relative to "the times they are living in," Christian said.

"Look at the protests. It looks like a throwback to the 1960s, and these young people are very serious," he added. "They are very conscious, educated and know that they're getting a raw deal. We need to allow these young people to have an education that represents a good part of their cultural heritage."

Colleges and universities have struggled with changing racial demographics on their campuses, Louisiana-based education consultant Andre Perry said.

"Not just African and African-American students, its Latinos and Latinas, Native American students — any students that the original curriculums of higher education are not built around," Perry said.

"Really, who holds the power and sets the political tone are faculty," he said. "They are there for the long haul. Individual students and administrators come and go. Tenured faculty members set the academic tone and the majority of culture on the campus."

**Who Gets to Organize a Protest?**

Demonstrations against racism at two universities were canceled after black students complained about the rallies being organized without their involvement.

November 20, 2015
By
Jake New

In the wake of the demonstrations at the University of Missouri that led to the resignation of the university’s president, student protests over racial inequality and campus climate have spread to colleges across the country.

Though the demonstrations have included a broad range of minority groups and white students, they have predominantly been organized by black students. At a handful of institutions, however, white students have tried to lead the rallies, prompting accusations that these students are engaging in the same kind of behavior as those they are protesting.

Last week, a student at Cornell University announced that he was organizing a rally called #ConcernedStudent2015, a play on Concerned Student 1950, the name of the group and hashtag behind the Missouri protests. The year 1950 was when black students were first admitted to the University of Missouri.

Nearly immediately after the Cornell student created a Facebook page advertising the event, black students began to criticize the protest and its intentions.

“We would like to point out the lack of people of color in the planning and attendance of this protest,” Black Students United, a student group at Cornell, posted on the page. “While we appreciate the solidarity and interest of our allies across campus, we would like to be able to address prejudice on this campus and campuses like it in our own way. In the future, please ask how you can support us before organizing on your own.

With that in mind, we would appreciate the cancellation of this event.”

Movimiento Estudiantil Chican@ de Aztlan de Cornell, a Mexican American student group, condemned the event in even stronger terms.

“Racism destroys because it is backed by power, policy and action,” the student group said in a statement posted to Facebook. “As students of color, directly affected by racial discrimination, the power to dictate how change must come about is ours. The #ConcernedStudent2015 protest disregards this notion, and instead perpetuates a white savior complex, placing the power to decide change in the hands of those not living our realities. In order for change to benefit the most oppressed students, our voices must be taken into account and must be at the forefront of these movements.”

Others accused the organizer of creating the event in an act of self-promotion, calling the planned protest insincere and “a complete mockery.” The organizer, Will Isenberg, is an aspiring entertainer who is known around campus for his attempts at satire. Shortly after the criticism surfaced, Isenberg -- who goes by the alias William Heisenberg -- canceled the event.

In a statement posted to the event’s Facebook page, Isenberg apologized for creating the event, but defended his motivations.

“I was not in any way intending to make light of the current, serious issues, but I now realize why people did not think I was being serious,” he wrote. “I have learned that
other groups are planning protests of their own, so I would encourage you all to attend those. Thank you for calling me out on my ignorance.”

Also last week, a similar situation unfolded at the University of Colorado at Boulder. Students enrolled in Whiteness Studies -- a course that, according to its description, examines the “development of whiteness from past white supremacy, current colorblindness to possible future multiculturalism” -- decided to organize a rally and promote it using the hashtag #CUStandsWithMizzou.

Unlike the event planned at Cornell, the organizers of the event included students of color. However, many of the students involved are white, and the organizers did not contact the university’s Black Student Alliance or other similar student groups when planning the event.

Hillary Potter, an associate professor of ethnic studies at the university, said in a Facebook post that several black students told her they felt “further marginalized and silenced by not being consulted about these actions.” Leaders of the Black Student Alliance agreed, saying that they felt silenced by the event and how it was planned without their consultation.

In a comment posted to Facebook, Paris Ferribee, co-president of the Black Student Alliance, said she felt that the students were only hosting the rally to “be part of a fad.” She said a black student in the class had warned the other students against organizing the demonstration, but the black student was ignored.

“So whose agenda were they standing for?” Ferribee asked. “Who were they protesting for and what exactly were they protesting? To be a part of a movement that is much bigger than just protesting. Just to protest is problematic.”

On Friday, Azabe Kassa, one of the event’s organizers and a student in the Whiteness Studies course, apologized to the Black Student Alliance on Facebook.

“We realize that we acted impulsively and should have consulted with Black Student Alliance,” Kassa wrote. “We acknowledge that we should have contacted BSA to see what they were already planning with regard to Mizzou. While we understand that this does not excuse our actions, we learned a lesson in proper allyship. We still hope to work with BSA to support your efforts and to stand in solidarity with black students.”

Gomez and Hanner elected MSA president and vice president

REID FOSTER, 8 hrs ago
COLUMBIA — A mob of roughly a dozen students jumped and screamed in unison on a 37-degree Thursday night at Traditions Plaza.

Missouri Students Association Board of Elections chairwoman Emma Henderson had just announced Haden Gomez and Christopher Hanner as the next MSA president and vice president.

The Gomez/Hanner slate won with 46 percent of the vote. The results were supposed to be announced on Wednesday but were delayed a day after the MSA Senate voiced concerns about punishment doled out to two of the campaigns for campaign infractions. The election had already been pushed back a week after former UM System President Tim Wolfe and former MU Chancellor R. Bowen Loftin resigned Nov. 9.

Gomez, a junior biological sciences major from Ozark, Missouri, has been in MSA since his first semester at MU. It was at an MSA budget meeting their freshman year that he met Hanner, a finance and international studies major from Fredericktown, Missouri.

"We want to make this campus more inclusive, more affordable and an all-around better place to be for students," Gomez said.

Student affordability was the primary tenant of their platform. They specifically honed in on housing costs, dining costs and cracking down on predatory leasing practices by housing management companies. The two said they think that a lot of these issues come down to transparency.

"We're not doing as well being transparent about charges that happen to students," Hanner said. "Some students have to drop (out) for these obscure financial reasons that really should never be an issue for them."

The two supported the students in their vote against the library fee on Wednesday, but said they will continue to look for funding for MU Libraries. The pair said they believe the students aren't pushing the state for higher education funding enough.
"We'd really love to build a more grassroots effort — Have students come to the capital, hold rallies, write letters to legislators, let them know that we are thinking about this and we think it's their responsibility to fund this university appropriately," Hanner said.

Gomez said that they didn't shift their campaign in the wake of the Concerned Student 1950 protests at MU.

It wasn't just their platform that appealed to students. MU freshman Victoria Stroup, who attended the event, said she appreciated how personable they were during their campaign.

"There was always somebody that was greeting you and maybe trying to start a conversation," Stroup said. "I didn’t really see some of the other slates out there as much."

Gary Pinkel prepares for final game by choosing not to think about emotions

JACOB BOGAGE, 10 hrs ago

COLUMBIA — **Gary Pinkel isn’t one for reflection. In his 15 years at Missouri, sure, there have been memories, but Pinkel tries not to think back on them much.**

He’ll lead the Tigers (5-5, 1-5 Southeastern Conference) onto the turf at Memorial Stadium one last time Saturday before stepping down at the season’s end to fight non-Hodgkin lymphoma.

As Missouri seniors make their final home appearances for the Tigers, Pinkel will make his as well.

"We'll see what happens," he said.
Seniors traditionally grab a stone from the Rock M at Faurot Field after the conclusion of the season's final home game. Will Pinkel do the same?

"I have not even thought about that," he said.

During the past two weeks at MU, football players went on strike, the UM System president resigned and the football team somehow put together its best performance of the season. Is Pinkel planning to write a book about it all, as he's joked for weeks?

"Well, I’ve got a lot to put in it," he said. "Down the road I’ve got some ideas of doing some things."

But thinking in the past, remembering, that’s not something Pinkel likes to do, especially as kickoff approaches for perhaps the most emotionally charged game in his tenure.

The MU campus is still trying to heal racial rifts. Nineteen seniors who presided over one of the Tigers’ most successful runs in program history will play their last home game. So will Pinkel, who wept in the locker room after Missouri beat Brigham Young in Kansas City.

"I refuse to think about it," Pinkel said about the emotions before Saturday’s matchup with Tennessee. "What I care about is winning this football game and playing well. If my emotions run away from me, I’ll have to use the mental toughness techniques we teach our players."

Regardless of Pinkel's attempts to shy away from memories, Missouri fans won't. Before the BYU game, the screens at Arrowhead Stadium projected messages of thanks and well wishes for Pinkel. Fans brought signs displaying the same. They chanted his name during the game’s final moments.

"Gary was a great teammate, a really good player and leader on the team when we played together," said Alabama coach Nick Saban, Pinkel's teammate during their college days at Kent State. "I think he's always done things the right way."
Before the game, Missouri will celebrate its senior class — including captains Ian Simon, Evan Boehm, Russell Hansbrough and Kenya Dennis — with a brief ceremony. A win for them, and for Pinkel, would lock the Tigers in for a bowl game and a fine ending for any book the longtime Tigers coach might write.

The Volunteers, still fighting for a favorable postseason matchup after three close losses condemned their conference title hopes, play the villain.

"We're expecting them obviously to be emotionally charged," Tennessee coach Butch Jones said. "These players are going to play their best. Obviously they’re playing for a coach they love and respect, but they’re playing some great football right now."
Norman Rockwell's view of small-town Missouri newspaper brings in millions

PARIS, Mo. • After a long delay, art critics now recognize paintings such as "Norman Rockwell Visits a Country Editor" as treasures. At auction Thursday, it fetched $11.5 million from an anonymous bidder. The irony, though, is priceless.

Its value has soared while the newspaper industry it was intended to depict has faded.

To capture the life of a small-town newspaper editor in the 1940s, Rockwell, working as an illustrator for the Saturday Evening Post, ended up at the Monroe County Appeal in tiny Paris, Mo.

There, he found Jack Blanton, an editor of more than 50 years who not only had ink in his veins, but whose fingers were shortened by a printing press accident when he was a boy learning the craft from his father.

The painting captured the idealistic spirit Rockwell is known for. There is a sense of something fun and important happening. Blanton, in the center, puts the finishing touch on one last editorial before deadline. His staff is hustling. There are customers in the lobby, including the rare appearance of Rockwell himself.

"Rockwell is painting a subject that is fundamental of who we are as a nation — our free press, freedom of expression," said Laurie Moffatt, director of the Norman Rockwell Museum in Stockbridge, Mass.

Many copies of the painting have been made. For years, the original hung outside of "The Reliable Source," a bar in the National Press Club in Washington, D.C.

Curtis Publishing Co., which published the Saturday Evening Post, donated the original to the club by 1967, according to Christie's Auction House.

Now the press club, which bills itself the world's leading professional organization for journalists, says the painting's appraised value has jumped so high that insurance for it has become very costly.

"We received some good news early on in the process" of reviewing options, John Hughes, president of the club, said in an October announcement with the headline: "Rockwell Sale Is Legacy for the National Press Club."

"We learned we could have a highly precise replica of the Rockwell made that could hang in its usual place outside the Reliable Source and be enjoyed by Press Club members for generations to come. We could even put the replica in its original frame! To the naked eye, this replica would look just like our original Rockwell."

Hughes essentially said the spirit of the painting, the story it tells, will not be lost and the sale of the original will fund better journalism for years to come.

SMALL TOWN, BIG FIGURE

As it turned out, Jack Blanton, the editor who inspired the Rockwell piece, couldn't be replicated.
The Saturday Evening Post story about him in 1946 said Blanton was "perhaps the best known country editor in the United States." Under his leadership, the Appeal advertised paid subscriptions for rural northeast Missouri and overseas; weekly circulation was 3,000.

**Blanton knew a lot of people in Missouri and around the world. He was a former president of the Missouri Press Association. He was on the parole board. For more than two decades, he was on the board of curators at the University of Missouri.**

From the town of Paris, about 140 miles northwest of St. Louis, he'd write editorials about Russia, changing technology and drought. In 1942, Blanton famously ran a large headline saying: "Lord, We Confess Our Sins, We Ask for Forgiveness, We Pray for Rain." Not only did it rain, it rained too much.

In response to a distinguished service award from the University of Missouri School of Journalism, Blanton wrote: "Nothing, I believe, pays larger dividends in the way of personal satisfaction than an editorial that is translated into a better school, or a better road, or a better attitude towards life, or a broader conception of the privileges, possibilities and responsibilities of American citizenship."

Into his 80s, he wrote a feature column called "When I Was a Boy" that also ran in the St. Louis Globe-Democrat. He died in 1955, at 85, still working.

Blanton's grandson, Carter, a fourth-generation newspaperman, sold the family's share of the paper in 1992.

"He liked the idea of retirement and living off of income from the paper, which is what he did," said Carter Blanton's daughter, Becky Vanlandingham, of Monroe County.

Today at the Appeal, there's a faded copy of the Rockwell painting in the foyer, a new boss and a third of its former circulation in the town that now has 1,220 residents.

The latest buyers of the paper have ties to the Chicago area. The country editor is now Dan Crockwell, 60, whose background is in newspaper delivery, not journalism. He's been at the helm since he lost his job in St. Louis as head of a company that distributed the St. Louis Post-Dispatch and other newspapers.

This week, the paper struggled to make deadline. Not for a last-minute editorial, but for technology glitches. Townspeople complain that the paper isn't what it used to be.

Crockwell, who also took on another weekly in neighboring Ralls County, said he likes the change of pace.

"It's a whole different mindset than what it was in St. Louis," he said. "It's all about simple life. It's more of a part of the community than a metropolitan paper."

Most of the material is submitted, not reported.

Crockwell has four employees at the Appeal, including his wife and one part-time reporter, Hazel Bledsoe Smith, 83. She and her husband used to own a few small-town newspapers in the region. Once they sold, and her husband died, Smith missed it.

"Most everything interests me," said Smith. "That is why I really miss reporting. It gives me a reason to be nosy."

A recent story she followed in the Appeal was about The Lake Gazette newspaper in nearby Monroe City being unwilling to run a marriage announcement for a gay couple.
AN ARTIST APPRECIATED

Rockwell was known as the people's painter. Until recent decades, art critics downplayed his work as idealizing and sentimental. They viewed Rockwell as an illustrator, whose narrative work told an explicit story.

Fine art, rather, was harder to understand, open to interpretation.

"We now have the tools to analyze Rockwell's paintings as mythic constructions that speak to collective ideals, that represent us to ourselves in ways we can all recognize even though they may not reflect the actual conditions of American society," said Angela Miller, an art history professor at Washington University.

"And we should remember that occasionally Rockwell also confronted what was wrong with the nation as well, such as his moving images of civil rights struggles in the 1960s."

The 2013 sale of Rockwell's painting "Saying Grace" changed the market. It sold for $46 million, one of the highest tabs paid at public auction for American art of its kind in recent decades. The sale, and other pieces by Rockwell, motivated the National Press Club to get a new appraisal for "Country Editor."

Then came the decision to sell. Including fees, it garnered $11,589,000, the fourth highest at auction for a Rockwell piece; 70 percent of the proceeds are supposed to go to the press club, the rest to an institute that offers journalism training.

"We will have additional resources to carry out our missions for many years to come," Hughes, head of the press club, said in the press release.

All aren't pleased, though.

Becky Vanlandingham, 72, remembers working for Jack Blanton, her great-grandfather, when she was a teenager. She said his legacy is being lost in the hubbub over the high-dollar sale.

"I just wish, since it was about the country editor, that part of this money will come back to the University of Missouri School of Journalism for a scholarship in Jack Blanton's name," she said. "I just think that's only fair."

While some people interviewed in Paris didn't know about the famous painting, one who did was Denny Hollingsworth. He didn't want the painting to be sold, especially to an anonymous bidder who may not share it.

"I am very disappointed," said Hollingsworth, a former editor of the Appeal who continues to submit material for publication.

Still, outside of his room at a nursing home, hangs a copy of "Country Editor." That will have to do, and has.