Missouri Planned Parenthood says legal action likely

November 25, 2015 9:19 pm • By SUMMER BALLENTINE

JEFFERSON CITY, Mo. (AP) — A regional Planned Parenthood official said Wednesday that the organization likely would take legal action against the state of Missouri after a Columbia clinic halted abortions this week, leaving just one in the state that still performs them.

Laura McQuade, president and CEO of Planned Parenthood of Kansas and Mid-Missouri, said the organization would sue the state Department of Health and Senior Services if it revokes the clinic’s abortion license. That action is expected after panel of University of Missouri Health Care medical staff voted in September to discontinue the form of privileges granted to Planned Parenthood doctor Colleen McNicholas, effective next week.

State law requires any physician who performs abortions must have admitting privileges at a hospital. The clinic on Monday stopped offering non-surgical abortions, which are induced with a pill, because of the Thanksgiving holiday and the state’s 72-hour waiting period for women to receive an abortion.

Now, Missouri’s only abortion clinic is in St. Louis, which performs both surgical abortions and pill-induced ones; women in western Missouri can visit a Planned Parenthood facility in the Kansas City suburb of Overland Park, Kansas.

The panel voted in the face of mounting political pressure as state lawmakers investigated abortion in the state, spurred by undercover videos of Planned Parenthood officials discussing the transfer of fetal tissue that anti-abortion activists released starting in July.

McQuade and a student group supporting Planned Parenthood also said Columbia campus Interim Chancellor Hank Foley canceled a Wednesday meeting with them on the topic, although the university said such a meeting never was scheduled.

University spokesman Christian Basi said while Foley has not met with Mizzou for Planned Parenthood, other university representatives have. He said the school still is open to meeting.

McQuade said in a statement responding to Basi that meetings “promised to us and students” have been pushed back and canceled before they could confirm a time.
Missouri for Planned Parenthood organizer Dina van der Zalm said she had hoped Foley would delay the end of hospital privileges that were granted to the Planned Parenthood doctor or take other action that would enable the clinic to keep its license.

Kathy Forck of the 40 days for Life campaign said the end of abortions at the Columbia clinic is "a victory for women's health."

Forck said anti-abortion groups plan to deliver more letters in to the university Monday in support of breaking ties with Planned Parenthood. Planned Parenthood on Monday is holding a vigil and march on campus leading up to the end of refer-and-follow privileges.

Deadline looms for Planned Parenthood to obtain hospital privileging to continue abortions

November 25, 2015 11:00 pm  •  By Samantha Liss

Planned Parenthood officials are still seeking options to be able to legally provide abortions at the organization's Columbia, Mo., clinic, but time is running out.

At midnight Monday, the clinic's only physician performing abortions will lose her hospital privileges that she legally needs to perform medication abortions at the Columbia clinic. The clinic does not perform surgical abortions.

In September, the University of Missouri, under then-Chancellor R. Bowen Loftin, ended the doctor's privileges effective Dec. 1 after eliminating the type of privileging she was granted at the Mizzou hospital.

Laura McQuade, CEO of the Planned Parenthood affiliate for mid-Missouri and Kansas, said she was scheduled to meet with Hank Foley, interim university chancellor, on Wednesday morning. That meeting was cancelled Tuesday, McQuade said she was told, because Foley's schedule was "too busy."

"We had hoped that the chancellor would engage with us and potentially get involved in reversing the mistakes of his predecessor," McQuade told reporters during a conference call Wednesday morning. "In a moment of pure honesty, I don’t know that that is going to be the case."

University of Missouri spokesman Christian Basi said in an email sent midday Wednesday there was a recent request to meet with Foley, "but that meeting has not been scheduled."

When asked about the discrepancy, Planned Parenthood clarified the earlier statement, saying the nonprofit had been expecting to meet the chancellor by Wednesday.

Planned Parenthood spokeswoman Bonyen Lee-Gilmore said there was an agreement to meet before Thanksgiving, and her group had been waiting on a time to meet. But McQuade received a call from the chancellor's office Tuesday saying they no longer had the time.
Under a state statute, a physician can perform or induce an abortion only if the doctor has clinical privileges at a hospital, which offers obstetrical or gynecological care within 30 miles of the location where the abortion is being performed.

It is unclear if Dr. Colleen McNicholas, the Planned Parenthood physician performing abortions in Columbia, will seek privileges with Boone Hospital Center, another local hospital. The hospital is owned by the county but is operated by BJC HealthCare, the St. Louis area's largest employer and hospital provider.

McNicholas is a Washington University physician, a medical group affiliated with BJC. She has privileges at Barnes-Jewish Hospital, a BJC facility.

Calls to Boone Hospital were not returned. A spokeswoman for Washington University reiterated that McNicholas does not have privileges at Boone, and did not answer questions about whether the physician was seeking clinical privileges at Boone.

McQuade said Planned Parenthood is pursuing all other options to continue providing abortions, including finding a physician that already has hospital privileges.

But she fears the actions of the University of Missouri and the political backlash it has faced is creating a "chilling effect" on other medical providers.

"I think the reality is that it has a chilling effect on Boone Hospital and it has a chilling effect on physicians' willingness to provide the service," McQuade said.

Without hospital privileges, the clinic will be forced to stop performing abortions and will simultaneously lose its license to perform abortions from the Missouri Department of Health and Senior Services, McQuade said.

But because of laws already in place that limit abortions, like the requirement to wait 72 hours before receiving an abortion after consulting a physician, those services were stopped Monday, she said.

"Given the holiday and the 72-hour waiting period, we were not able to fit in another day of service," McQuade said.

Two days each month, the clinic dispensed medications that induced an abortion. The clinic provides a range of other services including annual exams and STD testing.

The clinic stopped offering abortions in 2012 after its physician left, and then resumed those services this past August.

McQuade said her group saw a dramatic increase in the demand for abortion services and, during those two days a month, performed about 20 to 25 abortions each day.

Starting on Tuesday, the Planned Parenthood clinic in St. Louis will once again be the only licensed abortion facility in the state if the Columbia clinic can't resolve the privileging issue.

Missouri first passed a law in 1986 regarding hospital privileging laws and abortion providers. It required that physicians providing abortions have "surgical privileges" at a hospital that offered obstetrical or gynecological care. That law was amended in 2005, requiring physicians providing abortions have "clinical privileges" at a hospital with obstetrical or gynecological care within 30 miles of where the abortion is performed.

There have been legal challenges in other states regarding these hospital privilege requirements for abortion providers.
Earlier this week, a federal appeals court ruled the requirement in Wisconsin for abortion providers to have hospital privileges at nearby facilities is unconstitutional. The 7th U.S. Circuit Court of Appeals ruled 2-1, in favor of the legal challenge brought by Planned Parenthood and Affiliated Medical Services, the AP reported; Missouri is in the 8th circuit court.

The Supreme Court agreed earlier this month to hear a similar case out of Texas.

Monday is last day for MU leaders to restore privileges to Planned Parenthood doctor


Columbia, Mo. — The Planned Parenthood facility in Columbia has two days left until the Department of Health takes away their license to provide abortions.

Before then, University of Missouri Chancellor Hank Foley must decide whether to restore the refer and follow privileges to the facility's doctor. If the privileges are restored, the facility will keep its abortion license. If they are not restored, the St. Louis Planned Parenthood facility will become the only abortion provider in the state.

Planned Parenthood supporters have flooded Foley's inbox with almost 1,700 emails according to Jordan Hoyt, a graduate student leader of the Mizzou for Planned Parenthood group.

The group has planned a vigil on campus Monday. The vigil is meant to "call on Chancellor Foley to right this wrong and do what is just for Mizzou and the women of mid-Missouri before the clock runs out", according to the group's Facebook page.

Supporters plan to gather in Speaker's Circle at 4 p.m. Supporters then plan on marching to Jesse Hall at 4:30 for the vigil.
Planned Parenthood weighing options for resuming abortion services

CARTER STODDARD, Nov 25, 2015

COLUMBIA — Planned Parenthood of Kansas & Mid-Missouri is doing everything it can to resume abortion services at its Columbia clinic, its president and CEO said Wednesday morning.

The statement from Laura McQuade came just a day after the organization announced it had stopped abortion services in Columbia as a result of a September decision by MU Health Care to discontinue the "refer and follow" privileges it previously offered to staff obstetrician and gynecologist Colleen McNicholas.

Those privileges are set to expire Monday. The Columbia clinic stopped providing abortions Monday because of the Thanksgiving holiday and Missouri’s 72-hour waiting period for women to get an abortion.

According to Missouri law, a doctor can perform abortions only if he or she has acquired refer and follow privileges at a hospital within 30 miles of where the procedures are taking place.

McQuade held a news teleconference Wednesday morning to offer a status report.

"We are actively pursuing physicians that already have these privileges," McQuade told reporters. "Longer term, we will certainly pursue physicians who would be able to obtain these privileges."

McQuade complained during the teleconference that MU interim Chancellor Hank Foley had canceled a telephone meeting late Tuesday night that was scheduled for Wednesday morning.
The MU News Bureau, however, acknowledged there was a request for a meeting but said that it was never scheduled.

McQuade said Foley has the power to at least extend refer and follow privileges beyond Monday’s deadline but could also fully restore them. It appeared unlikely, though, that Planned Parenthood representatives would speak directly with the chancellor before midnight Monday, when the clinic’s abortion license will be revoked, she said.

"If we are not able to comply with all aspects of the law, most importantly the privileging piece, our ability to provide abortions will stop at midnight on Monday," McQuade said. "We have been told by the (Missouri) Department of Health that they will revoke our license at that moment."

There is a strong chance that Planned Parenthood will challenge the revocation of privileges in court, McQuade said. "It is very much a possibility, but we won't know until we hit the deadline," McQuade said. "If we are moving forward with any legal action, that will be announced either on Monday or Tuesday."

If the deadline for refer and follow privileges is not extended, a St. Louis Planned Parenthood location will become the sole abortion provider in the state. McQuade said the loss represents a massive drop in access for what she considers a safe and legal aspect of health care.

The Columbia Planned Parenthood Clinic offered abortions two days per month from August through Monday. McQuade said the clinic was filling its appointments and administering 20 to 25 abortions on each of those days.

McQuade said she hoped that McNicholas would be able to obtain privileges through Boone Hospital Center, but she was not optimistic.
"MU came under dramatic political pressure to revoke those privileges and that has a chilling effect," McQuade said, referencing an investigation by the Senate Interim Committee on the Sanctity of Life chaired by state Sen. Kurt Schaefer, R-Columbia. Schaefer is also a candidate for attorney general.

"Boone Hospital is watching what MU Health Care (is) going through as a result of credentialing a highly qualified physician," McQuade said. "The reality is it has a chilling effect on Boone Hospital."

Boone Hospital spokeswoman Diane Duke Williams said in an email Tuesday that while McNicholas has admitting privileges with Barnes Jewish Hospital, a St. Louis facility that like Boone is operated by BJC HealthCare, she would not have such privileges at Boone by next Tuesday.

McQuade said Planned Parenthood will be paying close attention to the June 2016 U.S. Supreme Court ruling on the constitutionality of laws that require doctors to have clinical privileges at a local hospital.

Editorial: Restore women's health options in mid-Missouri

November 28, 2015 3:45 pm  •  By the Editorial Board

To say that Missouri is hostile to legal abortion is a gross understatement. In just a few days, access to abortion in Missouri could shrink — again — to just one provider, in St. Louis, making it unduly difficult and expensive for mid-Missouri women to obtain care.

The state’s reputation for hostility has steadily declined. In 2000, the Guttmacher Institute, a reproductive health center, included Missouri among 13 states hostile to abortion. By 2014, the state was deemed extremely hostile, along with 18 others, while 27 states were simply hostile.

Part of the blame rests with conservative Missouri lawmakers who pressured the former University of Missouri chancellor, R. Bowen Loftin, into withdrawing privileges at its University Hospital in Columbia from the lone mid-Missouri doctor offering abortion.
The Columbia Planned Parenthood clinic lost its previous abortion doctor in 2012, and only last July was able to add a new doctor with the required nearby hospital privileges. Those permissions will expire on Dec. 1 if nothing happens.

In the latest contorted rationale for further restricting abortion, lawmakers erected a Catch-22 legal mash-up. One law requires abortion doctors be licensed to “refer and follow” any patient into a nearby hospital. But another law prohibits public support for abortion, so opponents now claim such a license constitutes public support and must be stopped. It’s wrong, and likely wouldn’t withstand a court review, but it’s the tactic that anti-abortion advocates used successfully to pressure the previous university leader to let privileges expire. Mr. Loftin even briefly stopped nursing students from training (in non-abortion areas) at Planned Parenthood clinics, a move since loosened.

Fortunately, the stop-abortion front has a new, energized opponent, fresh off the racial injustice protest lines that cost the MU chancellor and president, Timothy M. Wolfe, their titles.

Social media is full of calls to interim chancellor Hank Foley to reverse course and return hospital access to a mid-Missouri Planned Parenthood doctor. The Twitter hashtag, “#FixItFoley” demands he undo the damage done by Mr. Loftin.

Meanwhile, a Facebook page, Mizzou for Planned Parenthood, has a petition signed by 2,500 people. Several faculty groups also are urging Mr. Foley to change course.

If no action is taken, on Tuesday, mid-Missouri women in need of an abortion pill prescription or a medical abortion will have to figure out a way to afford to travel 125 miles east. When they get there, they will have to find a place to stay while they wait out the onerous 72-hour waiting period, another cruel and dangerous hurdle erected over the veto of Gov. Jay Nixon. The next closest option for services is in Kansas or eastern Illinois.

What “pro-life” advocates fail to acknowledge is that long waiting periods, inconvenient access and lack of financial aid often force later, more dangerous abortions, a decidedly anti-life position. Mr. Foley should quickly restore hospital privileges to the mid-Missouri doctor willing to offer abortion services. Doing so would show conservative lawmakers, especially state Sen. Kurt Schaefer, R-Columbia, that a university can’t be threatened into submission by holding its budget hostage. Mr. Schaefer, seeking his party’s nomination for attorney general next year, is clearly using the issue to burnish his conservative credentials.

Not surprisingly, Missouri’s requirement for hospital access by abortion providers is part of a national scheme to thwart abortion. The American Medical Association says such laws actually serve no medical purpose and only close down safe clinics.

The AMA and the American College of Obstetricians and Gynecologists say emergency room physicians and other specialists can cover any urgent medical issues.

The Mizzou for Planned Parenthood Facebook page features a poignant appeal from a former law student with polycystic ovarian syndrome. She wrote, “I want you to know that, if I were to become pregnant, my syndrome leaves me with a greater risk of having an ectopic pregnancy which would then put my life in danger. That’s why knowing that there’s a Planned Parenthood in my community that could provide me with all the services I might need, including abortion, is critical to my health.”

Her life matters, too. Yet the anti-abortion crusaders, consumed with protecting unborn fetuses, never acknowledge myriad other sides of “life.”

That view is shortsighted and dangerous. Mr. Foley should show that the university remains a center for independent, responsible, caring health care, not an institution easily cowed for political gain.
Post-Ferguson, post-MU race protests, Missouri faces an increasingly nasty national reputation as a place hostile to minorities. By further restricting abortion, it risks worsening its hostile-to-women reputation. Guttmacher might need a new category: stupidly extremely hostile to abortion.

This editorial was commissioned from freelance editorialists and edited by the Post-Dispatch editorial board.

MU regains library science program accreditation after appeal

By Megan Favignano

Friday, November 27, 2015 at 2:00 pm

The American Library Association has reinstated its accreditation of the University of Missouri’s library science master’s program for the next seven years, university officials said Wednesday.

The association withdrew the program’s accreditation on June 28, and MU appealed. Kathryn Chval, acting dean of the College of Education, said the library association’s communications to MU about its decision to withdraw accreditation did not mention issues with the program’s quality or curriculum.

“This was seen as a high-quality program, high-quality faculty, highly resourced. ... This was never an issue of the quality of the program,” Chval said. “It was some of these other pieces of it that were why it was placed on conditional” status.

Karen O’Brien, director of the library association’s Office for Accreditation, said in July that MU went on a conditional accreditation status in June 2012. Conditional accreditation indicates “the program’s need for significant and immediate improvement to maintain conformity with the standards,” according to the association’s glossary.

Two main factors contributed to the accreditation loss: a miscommunication about the structure of the program and MU’s use of data to better the program. It is imperative, Chval said, for programs to constantly solicit and use feedback from alumni and employers.

“As accreditation in this country has moved to continuous improvement models and really looking for that type of system, that’s really critical,” she said.
To collect more data, MU started organizing focus groups of alumni in 2011; those focus groups will continue. The university plans to conduct surveys with students and employers and use that data to determine any necessary curriculum changes.

Sanda Erdelez, co-chairwoman of the library science program, said faculty used that data and research about competing programs to make changes. Those changes include adding e-learning and more online tools to the curriculum and reducing the credit hours needed from 42 to 39.

Furthermore, Chval said, there was miscommunication with the ALA about the infrastructure of the library program’s non-MU sites.

MU has partnerships with Missouri State University and the University of Nebraska-Omaha. MU’s program is offered in Omaha and four Missouri cities: Columbia, Kansas City, Springfield and St. Louis. At locations outside Columbia, students who enroll take online courses and receive advising from faculty at MU; they also take courses at distributed sites.

The library association had categorized those other locations as satellite campuses rather than as distributed sites, which Chval said are significantly different.

MU’s appeal focused on the time frame the library association gave it to address those issues. Erdelez said collecting new data, making changes and then documenting improvements takes time.

“The time we were allotted to demonstrate progress was very short,” Erdelez said. “We already had to start sending feedback when we were still developing these tools we were working on.”

MU’s library science master’s degree is the only ALA-accredited library science program in the state; the program has about 140 active students. The ALA’s accreditation standards examine program planning, curriculum, faculty, students, administration, finances and resources.

The library association’s accreditation committee voted Monday on the university’s appeal, and MU notified students and alumni Wednesday. The accreditation extends to courses and academic services MU offers at remote sites, according to a letter from the ALA.

The two co-chairwomen for the program — Denice Adkins and Erdelez — this fall visited with students at each of the five locations to answer questions.

In its letter to MU, the library association requested the university submit a special report in October 2016 that provides examples of improvements to the program based on data analysis; documentation of the continuous use of curricular evaluation; documentation of the program’s processes for planning, management and evaluation of online and remote site programs; and evidence that evaluation is used to make improvements and plan for the program’s future.

The library association’s next on-site visit to review the program will be in fall 2022, according to the accreditation letter.
Legislative questions about faculty teaching loads add to University of Missouri woes

By Rudi Keller

Sunday, November 29, 2015 at 12:00 am

If leadership turmoil and abortion politics were not enough to provoke increased scrutiny of the University of Missouri when lawmakers begin the next round of state budget writing, Senate Appropriations Committee Chairman Kurt Schaefer also wants to talk about how much work the faculty is doing.

A memo prepared by the university for Schaefer reported that for the past two academic years, more than one-third of tenured and tenure-track faculty on the Columbia campus received a waiver of the teaching requirement in the faculty workload policy. Excluding specialty disciplines such as music and medicine, which are exempt from the requirement, half of tenured and tenure-track faculty received waivers each year.

“Universities have to look internally and see what they are doing and what they are delivering,” Schaefer, R-Columbia, said. “There are truths at the university that must be addressed, and this productivity issue is a big part of it.”

The university’s Collected Rules and Regulations require faculty to teach 12 section credits or 180 student credit hours — the equivalent of 15 students in two, three-credit-hour courses per semester — unless a waiver is granted by a school’s dean or the provost. The three biggest reasons for waivers over the past two academic years were research, administrative duties and supervision of doctoral students.

The waiver system makes sense for the university, Ben Trachtenberg, chairman of the Faculty Council and an associate professor of law. If faculty members also holding administrative posts were required to teach a full course load, fewer would seek out the positions, he said.

“If you see a lot of people getting waivers because of substantial scholarly contributions, that may be a clever allocation of people’s time, not a problem,” Trachtenberg said. “And for certain administrative duties, that might be saving the university the money of hiring full-time administrators who wouldn’t get a waiver at all.”
Trachtenberg has a waiver for his faculty council duties. He also is teaching criminal procedure, a three-hour course with about 60 students, this semester. That is enough to meet the expected teaching requirement for the entire year.

“Nobody at the law school would say I am teaching a full load,” he said.

Overall, 439 of 1,142 tenured or tenure-track faculty at MU in the 2013-14 academic year received waivers, 38 percent of the total and 50 percent of waiver-eligible faculty. In the 2014-15 academic year, 446 faculty members received waivers, 37 percent of the total and 51 percent of waiver-eligible faculty.

MU is one of 34 public schools that are members of the American Association of Universities, a prestigious grouping of research universities that also has 30 private schools. MU ranked No. 32 overall of 34 in the most recently released rankings, based on 2012 data, and former chancellor R. Bowen Loftin had set a goal of raising the status to No. 28 by 2018.

An examination of teaching loads should be part of determining whether the university is moving toward that goal, Schaefer said. Lawmakers will be reluctant to go along with Gov. Jay Nixon’s call for a 6 percent funding increase for higher education in the fiscal 2017 budget if they are not satisfied with the answers, Schaefer said.

“If these were statistics of a football coach, they would have been fired,” Schaefer said. “How do you justify the continued growth of public dollars when these are the statistics?”

Academic workloads, however, are not included in the data used to produce the association rankings, which MU has in the past made public while other member universities have not. The university has not released the most recent rankings.

A Tribune survey of teaching requirements among association members in adjoining states and the Southeastern Conference shows comparisons are difficult. Iowa State University, the University of Iowa, the University of Illinois and the University of Kansas are association members in adjoining states. Vanderbilt University, the University of Florida and Texas A&M are the other SEC schools in the association.

Of five schools that responded to Tribune requests for information, only the University of Kansas has a universitywide policy on teaching expectations, and it is stated as a percentage of effort, not in credit hours taught. At Iowa State University, each faculty member works out a Position Responsibility Statement that lays out teaching, research, extension, outreach and service requirements, Annette Hacker, news service director, wrote in an email.

“There is no university-wide standard for credit hour instruction,” she wrote.

At the University of Illinois, most academic units expect tenured faculty to teach two courses per semester, but the expectations are set in each school or department, said Bill Bernhard, associate provost for faculty development. Faculty may obtain a teaching release for research or administrative duties, like MU, he said.
“We are a more decentralized system, allowing the people closest to that to make those decisions,” Bernhard said.

Of the SEC schools, the University of Florida has no universitywide policy, spokesman Steve Orlando said. Vanderbilt and Texas A&M did not provide responses.

Focusing on teaching workload won’t improve the university’s standing in the association, said Neil Olson, dean of the College of Veterinary Medicine. Public service and extension, a major responsibility of a land-grant institution such as MU, is not measured by the association.

Faculty didn’t oppose efforts to raise MU’s standing under Loftin but did object to his methods, Olson said.

“If you do what you are supposed to do, if you do what you are expected to do, then the numbers will take care of themselves,” he said.

In one area the association does measure, federal research grants, MU was No. 32 of 34 public members in fiscal 2014, receiving $104.9 million, down from $114.3 million in fiscal 2012. State funding for research also declined, from $3 million to $2 million, in the same period.

The best thing lawmakers could do to improve the association ranking is support research, Trachtenberg said.

“These are some things that are going to cost money,” he said. “It means new lab equipment and big salaries to great researchers, and you also might have to be clever in allocating the time of people who are already here.”

Demanding 10 Percent

Student protesters on a number of campuses want to see many more black faculty members. But how realistic are some of their goals?

November 30, 2015
Increasing faculty diversity has long been a priority on college campuses, but the recent, widespread student protests over race relations have made the issue all the more urgent. And while a number of institutions already have pledged additional resources to increasing faculty diversity, questions remain about how realistic some of these goals are -- at least in the near term.

That’s because black students remain underrepresented in a variety of Ph.D. programs. Even trickier, experts agree, is getting more black students to stay in academe after they earn their Ph.D.s., given climate concerns and the fact that they are also in demand elsewhere, including the much better paying corporate world. So any successful diversity plan, those experts say, will involve not only bringing more black faculty members to campus, but also address the climate issues that will influence whether they stay there.

“Getting to a certain percentage of black faculty by a certain time is a tough road,” said Kimberly Griffin, an associate professor of higher education at the University of Maryland at College Park and co-author of several studies that shed light on the choices of early-career academics of color. “Especially when we're talking about doubling or tripling a population. Increases that significant often require more faculty lines either through retirements and other departures or the creation of new lines, which requires funding” that institutions may not have.

And while that “doesn't mean that it shouldn't be a goal by any means,” Griffin added, “I worry about narrow strategies that focus on short-term recruitment and hiring.”

The university facing the biggest diversity demand is also ground zero for the recent protests about race, and the treatment of black students in particular. Students at the University of Missouri at Columbia have called on administrators to increase the share of black faculty members to 10 percent by 2017-18, roughly mirroring the share of black undergraduates (8 percent). Campus activists and others outside Mizzou say students need more professors who reflect an increasingly diverse student body, and that the academy itself benefits from a greater range of perspectives.

Mizzou hasn’t yet formally responded to that demand. A university spokesperson said it was under discussion. Data suggest it would be difficult. Mizzou’s faculty is currently 3 percent black, according to 2013 data from the National Center for Education Statistics’ Integrated Postsecondary Education Data System, meaning that it would have to more than triple its share of black professors within about two years.

If Mizzou somehow did meet that goal, it would be way ahead of most of its peers, since just 6 percent of faculty members nationwide are black. Averages are even lower in Mizzou’s immediate peer group, the Southeastern Conference: of 14 universities, just two -- the University of Alabama and the University of Mississippi -- meet the national average of 6 percent black faculty. Mizzou fares worst, but the group average is just 4 percent. A wider analysis by the Associated Press found that no state’s flagship public university campus had a black faculty population approaching 10 percent, and that only a few topped 5 percent. Most campuses were between 2 and 4 percent.

Numerous other colleges and universities have received similar but more general student demands for faculty diversity in recent weeks -- meaning that students want to see change but haven’t cited a specific percentage. In response to the student protests on its campus, Yale University announced a $50 million initiative to fund the hiring of faculty members from historically underrepresented groups. The provost’s office will provide $25 million, and the individual schools and colleges doing the hiring will match an additional $25 million.

That approach is similar to one taken by the University of Pennsylvania in 2011, in which the central administration pledged $50 million for faculty diversity hiring and other initiatives. That amount was to be matched by individual colleges and schools.
Beyond that, Penn purposely avoided setting a specific diversity goal. That’s primarily because not meeting it might seem like a failure -- even if good was achieved.

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

Brown University, on the other hand, did establish a hard target earlier this year: doubling its percentage of underrepresented minority faculty by 2025, from 9 percent to 18 percent. Like Penn, Brown’s preliminary plan included hiring initiatives, as well as efforts at increasing the number of minority students in the Ph.D. pipeline to the professorate. Funds also were earmarked for climate and mentoring programs to keep them in academe.

This month, in light of recent events, Brown President Christina Paxson announced additional elements to the diversity plan -- including support for undergraduates -- as well as the price tag, previously undisclosed: $100 million.

Brown’s updated plan was “profoundly informed, and substantially improved by, recent campus conversations about structural racism,” Paxson wrote in a letter to students, faculty and staff. “The deep pain that we have heard expressed by students of color in the past weeks and months -- a pain that has been affirmed by faculty and staff members who work closely with and care deeply about our students -- is very real.”

She added, “Although we cannot solve these problems globally, we can ensure that all members of our community are treated with dignity and respect, and are provided the opportunities they need to reach their full human potential. We can make sure that Brown is a place where these issues are acknowledged and better understood through the courses we teach and the scholarship we conduct. And we can prepare leaders who make significant positive changes in the world throughout their lives.”

How realistic are these goals? Penn proves informative. Even with its prestige and an arsenal of cash, progress has been steady but relatively slow -- at least compared to the Mizzou timeline. Between 2011 and 2013, the percentage of new hires who were underrepresented minorities grew from 9 to 14 percent. But the total percentage of underrepresented minorities on the faculty jumped just 1 percent, to 7 percent, from 2010-13. Minority professors over all increased from 13 percent in 2013 to 16 percent in 2014.

Part of the problem is that black students are underrepresented in a majority of Ph.D. programs and among Ph.D. holders.

While black people make up 14 percent of the U.S. population, they’ve earned roughly 6 percent of the research doctorates awarded to U.S. citizens and permanent residents each year since 2003, according to the National Science Foundation and other federal agencies’ Survey of Earned Doctorates. While blacks hold a relatively high proportion of education doctorates, earning about 13 percent of such degrees awarded in 2013, they’re underrepresented in other fields. According to 2013 data, the most recent available, they earned 6 percent of life sciences doctorates, 3 percent of physical sciences doctorates and 5 percent of engineering doctorates. In the social sciences, blacks earned 7 percent of doctorates. It was 5 percent in history and about 4 percent in the humanities. In business, it was 9 percent.

According to the survey, 2,167 black citizens or residents earned research doctorates in 2013. Compare that number to 130 -- that's how many full-time black faculty members Kevin Eagan, interim managing director at the Higher Education Research Center at the University of California at Los Angeles, says Mizzou alone would need to hire in the next two years to meet the 10 percent demand.
Or consider another stat: of the 128 new faculty members Mizzou hired in 2013, according to IPEDS, just 14 were black, Eagan said.

Beyond supply, there are concerns about retention among minority faculty members in higher education. Griffin’s own research suggests that female and minority Ph.D.s in biomedical fields are more likely than others to lose interest in faculty careers while earning their doctorates.

A missing piece of the puzzle is “whether the black graduates of doctoral programs actually want to stay in academia, despite their abilities and commitment to their communities,” Griffin said, noting that interest in academic careers among underrepresented minority women in particular still wanes in relation to their peers even when controlling for scholarly productivity, prestige of program and quality of advisers. “Something is happening to career interests in graduate school that we must address to see change.”

Climate is one area of concern. There is a growing literature on the experiences of faculty of color that suggests that they face many challenges in terms of how they and their work are perceived in the tenure and promotion system, Griffin said. And they may also be subject to stereotypes and microaggressions -- subtle slights based on race -- which are at the heart of many of the student protests.

Beyond just talking about numbers, Eagan said it’s important to define “faculty” in diversity plans in ways that will actually enhance the student experience -- not just look good on paper.

“Having faculty status can mean very different things across campus contexts,” he said. “Will these new hires have contact with the undergraduates engaged in the ongoing dialogue on these campuses, or will they be hired as research faculty, potentially limiting their exposure and visibility to students?”

Griffin said students “often expect a great deal from these faculty in terms of mentorship,” and that some have described a “revolving door” of black faculty members, in which one leaves due to climate concerns to replaced by another faculty member of color, and so on.

Richard Greggory Johnson III, an associate professor of public administration who studies social justice and higher education issues at the University of San Francisco, said it’s “unrealistic for college to suggest that they will achieve 10 percent of black faculty by a certain date,” due to pipeline issues, possible discrimination in hiring decisions and climate concerns at predominately white institutions that may leave black faculty members to feel isolated, overworked and underappreciated for their research interests.

“Ten percent sounds like a quota system that should never be used when targeting black faculty hires,” Johnson added. Instead, there should be “an institutional system in place that goes beyond 10 percent or any other arbitrary percentage.”

Shaun Harper, a professor in the Graduate School of Education and executive director of the Center for the Study of Race and Equity in Education at the University of Pennsylvania, said he was less interested in specific faculty diversity targets than broader questions about how to eliminate bias in hiring decisions and fixing climate concerns.

“Conversations concerning faculty diversity are terribly lopsided,” he said via email. “Emphasis is often placed on hiring more faculty of color, which is incontestably necessary. But not enough attention is paid to raising the consciousness of white faculty members about how their implicit biases shape their interactions with students and colleagues of color.”

Faculties at most predominantly white colleges and universities “will always be overwhelmingly white,” Harper added, so institutional diversity efforts must include professional development experiences that “help
white professors become highly skilled at teaching diverse populations and fostering classroom environments where students from all racial groups feel included.”

Targets aside, accountability for diversity initiatives also is necessary, since “investing financial resources into recruiting more faculty of color is only a small part of the solution,” Harper said. “It is entirely possible that only a tiny fraction of funds committed will be spent, especially if deans and department chairs are not held accountable for taking advantage of faculty recruitment and retention resources that have been made available.”

Who Is Youssif Omar? University Of Missouri Says Man Accused Of Assaulting Teenager Over Hijab Not An Employee

UPDATE: 1:04 a.m. EST -- The man accused of assaulting a teenage relative for not wearing a hijab is not a "Mizzou professor," the University of Missouri wrote on its Twitter account late Sunday. The university said that the Youssif Omar was formerly a graduate student who was offered as assistantship, which ended in July.

Original story:

A University of Missouri graduate teaching assistant was arrested last week for allegedly assaulting a teenage relative for not wearing a hijab, a traditional headscarf worn by Muslim women, media reports said Sunday. The professor has been identified as 53-year-old Youssif Omar.

According to local reports, Omar was at Columbia’s Hickman High School when he noticed the 14-year-old girl without a hijab. He grabbed the girl “very violently by the hair” and yanked her down a flight of stairs and out of the school, police said, according to the Columbia Tribune.

Omar was reportedly taken into custody while he was at his home Wednesday on suspicion of felony child abuse. He was later released from jail on a $4,500 bond, the Associated Press reported.
Omar, who is also an editor of the school’s student culture journal, Artifacts, reportedly wrote in an editor’s note for a recent issue about the need to accept other cultures and remain open-minded about one’s own.

“It is very hard for some people to be away from their own culture because they find themselves confined to the deep-rooted beliefs and customs they acquired and learned from the communities in which they were born and raised,” Omar wrote, according to the Daily Mail. “Such people see themselves as fish taken away from the water.”

**Daily Mail**

**Former University of Missouri assistant professor charged with 'violently grabbing 14-year-old relative by the hair and dragging her out of school for not wearing hijab'**

A former assistant professor at an American university has been arrested for allegedly grabbing a 14-year-old female relative by the hair and dragging her into a car after he noticed she wasn't wearing a hijab.

Youssif Z. Omar, 53, was reportedly at Hickman High School in Columbia, Missouri, on Tuesday when he spotted that the girl did not have the traditional Muslim headscarf.

Officer Latisha Stroer told the Columbia Tribune in an email that Omar grabbed the girl ‘very violently by the hair’.

He then allegedly slapped her across the face, and pulled her by the hair down and flight of stairs and into his car.

The next day, Omar was arrested on suspicion of child abuse while he was at his home on the 1700 block of Timber Creek Drive.

Omar's LinkedIn page lists him as being an assistant professor at the University of Missouri, Columbia and manager of Artifacts Journal at the University bookstore.

The school says he was a graduate student with an assistantship, and that the job ended in July.
His Facebook page says he's married and originally from Benghazi, Libya. His LinkedIn profile says he was the head of the English department at the University of Benghazi Wahat Branch from 2003-2007.

He was released from the Boone County Jail after posting a $4,500 bond.

Graduate assistant accused of assaulting teenager over hijab

The Associated Press

COLUMBIA, MO. - A University of Missouri graduate teaching assistant is accused of grabbing a teenage family member by the hair and pulling her out of school because she wasn't wearing a traditional headscarf worn by some Muslim women.

The Columbia Daily Tribune (http://bit.ly/1NC9oWj ) reports 53-year-old Youssif Omar was arrested Wednesday at his home on suspicion of felony child abuse. He was released from the Boone County Jail after posting $4,500 bond.

Police spokeswoman Latisha Stroer says officers were called to Columbia's Hickman High School Tuesday after Omar became irate when he noticed a 14-year-old family member not wearing a hijab.

Stroer says Omar grabbed the girl "very violently by the hair" and pulled her outside and down some stairs.
Former MU Graduate Assistant accused of assaulting teen over hijab


Columbia, Mo. — A former 53-year-old University of Missouri graduate teaching assistant is accused of pulling a teenage family member out of a Columbia school because she wasn't wearing a traditional headscarf worn by some Muslim women.

The Columbia Daily Tribune reports Youssif Omar was arrested Wednesday at his home on suspicion of felony child abuse. He was released from the Boone County Jail after posting $4,500 bond.

Court documents indicate Boone County prosecutors have not yet formally charged Omar.

Police spokeswoman Latisha Stroer says officers were called to Hickman High School at 3 p.m. Tuesday after Omar became irate when he noticed a 14-year-old family member not wearing a hijab.

Stroer says Omar grabbed the girl "very violently by the hair" and pulled her outside and down a flight of stairs.

Omar is a graduate teaching assistant of Arabic, but according to the University's twitter account, Omar's assistantship ended in July and he is no longer employed by the University.
Graduate assistant at Mizzou accused of assaulting teenage relative over lack of hijab

Nov. 29  •  Associated Press

COLUMBIA, Mo. • A University of Missouri graduate teaching assistant is accused of grabbing a teenage family member by the hair and pulling her out of school because she wasn't wearing a traditional headscarf worn by some Muslim women.

The Columbia Daily Tribune reports 53-year-old Youssif Omar was arrested Wednesday at his home on suspicion of felony child abuse. He was released from the Boone County Jail after posting $4,500 bond. Police spokeswoman Latisha Stroer says officers were called to Columbia's Hickman High School Tuesday after Omar became irate when he noticed a 14-year-old family member not wearing a hijab.

Stroer says Omar grabbed the girl "very violently by the hair" and pulled her outside and down some stairs.

Omar didn't immediately respond to an email Sunday seeking comment.
The Columbia Daily Tribune reports 53-year-old Youssif Omar was arrested Wednesday at his home on suspicion of felony child abuse. He was released from the Boone County Jail after posting $4,500 bond.

Police spokeswoman Latisha Stroer says officers were called to Columbia's Hickman High School Tuesday after Omar became irate when he noticed a 14-year-old family member not wearing a hijab.

Stroer says Omar grabbed the girl "very violently by the hair" and pulled her outside and down some stairs.

Omar didn't immediately respond to an email Sunday seeking comment.

**Cops: Mizzou teaching assistant became violent with relative who didn't wear hijab**

A Bengazi native currently serving as a teaching assistant at the University of Missouri was arrested Wednesday on suspicion of child abuse after police said he “very violently” pulled a 14-year-old female relative out of school by her hair because she wasn’t wearing a Muslim headscarf, the Columbia Tribune reported.

Youssif Z. Omar pulled the female relative down a flight of stairs and outside of Hickman High School on Tuesday when he noticed she was not wearing a hijab, Officer Latisha Stroer said in an email to the Tribune. Omar is also accused of slapping the girl’s face, Stroer said.

Omar has posted a $4,500 bond and was released from Boone County Jail.

Omar is listed on the University’s website as a graduate teaching assistant of Arabic and the managing editor of the undergraduate journal “Artifacts.” He received a Bachelors Degree in translation and several Masters Degrees while in Libya and obtained PhDs in English Education, Linguistics and Translation Studies while at the University of Missouri from 2008-2013, according to his LinkedIn page.

“It is very hard for some people to be away from their own culture because they find themselves confined to the deep-rooted beliefs and customs they acquired and learned from the communities in which they were born and raised,” Omar wrote in an Editor’s Introduction for the August edition of “Artifacts.” “Such people see themselves as fish taken away from the water.”
The University of Missouri campus was the scene of several days of protests in November due to the perceived racial inequality felt by some students. The demonstrations, which included one student’s hunger strike, resulted in the resignations of University of Missouri system President Tim Wolfe and Chancellor R. Bowen Loftin.

Calls to the University of Missouri on Sunday weren’t immediately returned.

Former MU chancellor continues to receive university legal defense, protection

By Megan Favignano

Saturday, November 28, 2015 at 12:00 am

The University of Missouri System will continue to provide legal defense and protection for former MU chancellor R. Bowen Loftin, according to details spelled out in Loftin’s transition agreement.

Loftin signed the agreement when he resigned earlier this month after a semester of controversies on campus and received criticism from faculty, staff and students.

The agreement says Loftin will receive protection for current and future claims or lawsuits related to his term as chancellor. Currently, Loftin is a party in one lawsuit. He was included in a second lawsuit this year but was dismissed from that case.

In the active lawsuit, Dylan Kesler, assistant professor of the Fisheries and Wildlife Department in the College of Agriculture, Food and Natural Resources, alleges violations of his confidentiality during the tenure recommendation process.

Details of an unfounded plagiarism investigation were used in the tenure process, Kesler and his lawyer George Smith allege in state court. Kesler is requesting another opportunity to complete the tenure process.

The court is waiting for the university to file an answer to Kesler’s petition for damages, Smith said.
“I’m aware of some internal efforts by members of the faculty to work through faculty council and the new interim Chancellor Hank Foley to get Loftin’s decision reviewed,” Smith said. “We would prefer an administrative solution.”

MU Faculty Council Chairman Ben Trachtenberg said any effort among faculty has not come to his attention.

Along with Loftin, the suit alleges Ken Dean, interim provost at the time, and Mark Ryan, director of the School of Natural Resources at the time, mishandled Kesler’s tenure case.

When Loftin resigned, he said he would step into a new role as director for research facility development at MU. The UM Board of Curators named Hank Foley, MU senior vice chancellor for research and graduate studies, as MU’s interim chancellor. UM System President Tim Wolfe resigned the same day as Loftin after several weeks of protests on MU’s campus over the racial climate. Curators selected Mike Middleton as interim president.

“I’m very optimistic about the new leadership,” Smith said.

In the second suit this year that included Loftin, a former MU student argued in federal court that the university violated his rights by not having a lawyer present to advise his hearing committee.

According to court documents, the former student, Ahmed Salau, allegedly gave an underage student alcohol and had nonconsensual sex with her while she was intoxicated.

Salau alleges two MUPD officers violated his right to be “free from unreasonable searches and seizures when they unlawfully, without warrant, seized his private office and searched it,” court documents state.

Salau’s original suit included seven defendants. Paul Maguffee, one of several lawyers who represent the UM System, said all but two defendants have been dismissed from the case.

“Salau himself dismissed the claim against Loftin,” Maguffee said.

Salau’s motion to dismiss Loftin said, “Upon information and belief, Defendant R. Bowen Loftin has not engaged in any misconduct.” It also said Salau reserves the right to add Loftin back as a defendant later.

The court dismissed the other four defendants. Maguffee said the court is waiting for Salau, who is representing himself, to file a response to the university’s motion to dismiss the last two defendants — the two MUPD officers.

Loftin was not named in one of the most high-profile lawsuits against university officials. Leigh Britt, widow of Columbia Fire Department Lt. Bruce Britt, sued the Board of Curators for damages in April 2014 after Bruce Britt was killed responding to a February 2014 collapse of a walkway at an MU apartment complex.
Missouri regains library science program accreditation

COLUMBIA (AP) — A library science program at the University of Missouri has regained accreditation.

The Columbia Daily Tribune reports that the American Library Association has reinstated its accreditation of the University of Missouri’s library science master's program for the next seven years.

The association withdrew the program’s accreditation in June. But the university appealed.

Kathryn Chval, acting dean of the College of Education, said Wednesday that the withdrawal of the accreditation wasn't about the quality of the program. She said the issue was largely because of miscommunication about the structure of the program and the university's use of data to improve the program.

The library program is the only ALA-accredited library science program in the state. The ALA's accreditation standards examine a program's planning, curriculum, faculty, students, administration, finances and resources.

Reform at Mizzou is Overdue, But Reform at Mizzou isn't Enough

Patrick Ishmael, Contributor

Many of Forbes’ readers have heard about the circus that, these days, is the University of Missouri-Columbia. Bedeviled by weeks of unrest focused on the racial climate on campus, Mizzou’s student protest and its subsequent spectacle turned the institution into a national laughingstock it may not soon live down, and ended the tenures of both the university system President and the school’s chancellor. The rapid disintegration of the University’s leadership was
not only an instant warning to other schools of how not to run a school, but an indictment of what Mizzou has become — an intolerant, taxpayer-subsidized liberal enclave in the heart of the state.

Mizzou is not just out of step with good educational and management practices; it is also out of step with the state that pays its bills. Mizzou’s bastion of liberalism is funded by the same taxpayers who, in 2010, voted against Obamacare by a nearly three-to-one margin, and while taxpayers have been patient with the school, it appears that patience has run out. In a poll of Missourians released in the middle of this month, a near-majority of respondents would now recommend that their children not attend Mizzou.

The question today is not just what the University must do to reestablish its educational bona fides. The more pressing question is what the legislature will do about Mizzou’s problems when the chambers reconvene in 2016.

Part of the problem here is that as higher ed priorities go, Missouri has found itself putting its high-profile education eggs into one basket. The state of Kansas has, for all intents and purposes, two flagship institutions in its university portfolio, the University of Kansas and Kansas State University. In contrast, Missouri — which has over twice the population of Kansas — only has the University of Missouri-Columbia serving as its national face. As recent events seem to indicate, taxpayers may be throwing good money after bad at Mizzou… and may be better served by throwing some of that good money to other institutions.

That the state doesn’t have a second flagship institution right now doesn’t mean Missouri is without strong public universities, which is sort of the point. Missouri State University in Springfield, Missouri University of Science and Technology in Rolla, and Truman State University in Kirksville jump immediately to mind as schools that should receive greater attention from the state, especially in light of Mizzou’s freefall. And all of Missouri’s public universities should be part of the conversation about how best to serve taxpayers from all parts of the state.

Of course, this important discussion about the state’s higher education funding priorities is before we even reach the issue of Mizzou’s broken campus culture. When the University’s faculty and staff think it’s appropriate to partner with protesters to squelch students’ free speech rights, something is deeply wrong in Columbia. As the University of Chicago wrote earlier this year,

“…the University has a solemn responsibility not only to promote a lively and fearless freedom of debate and deliberation, but also to protect that freedom when others attempt to restrict it. As Robert M. Hutchins observed, without a vibrant commitment to free and open inquiry, a university ceases to be a university.”

Conventional liberalism and boring progressive bromides are fine as an ingredient to the intellectual stew of higher education, but when administrators promote a campus culture that treats its mission as one of indoctrination and ideological favoritism rather than education, it’s time to hit the institutional reset button.
Mizzou should have strong free speech policies and clear consequences for those who would seek to restrict them, whether under the auspices of Orwellian “safe spaces” or some other fashionable, rights-restricting newspeak practice en vogue with today’s Left. So far, the University has failed to take the problems in its Academy seriously, but it ignores them at its own peril.

Fact is, Mizzou’s problems today almost categorically revolve around trust — particularly taxpayers’ lack of trust in the University to act as a competent steward of their money. The University has basked in the salutary neglect of the state for years, enjoying wide latitude in managing its own affairs and millions of dollars annually in taxpayer money.

That halcyon time may have just expired. The University must take unambiguous steps to reestablish itself as a serious place of higher learning, not of higher indoctrination. Yet regardless of what Mizzou does, the state would be well-served by considering a shift in its higher education strategy by capitalizing on the other strengths of its higher education portfolio – looking to its regional schools who, with little fanfare, are educating the majority of its public university students anyway.

**DEAR READERS:** The white community on MU campus needs to acknowledge racism

**TOM WARHOVER, Nov 27, 2015**

Dear Reader,

Change on the MU campus won’t come from blacks or other minorities. It will come, if it comes at all, from white people.

Racism exists. It is real. It’s not about one misguided redneck or one oversensitive victim. Minority communities have long known that. The majority in power — the White Community — needs to acknowledge white racism and act.

Until that happens, minorities will struggle.
They have fought to be heard. Groups such as Concerned Student 1950 and people like Journalism School colleague Cyndi Frisby, whose story in the Missourian broke my heart — they have done and are doing their part to tell the white majority that racism is alive and well and being practiced every day in Our Fair City.

Are whites listening?

For more than a year, MU students have tried to educate us. Early on, they cried out against big events that came with too much frequency. The killing of Michael Brown in Ferguson and others by the police, the people in power. Students also turned inward, particularly in the spring, to demand we look at institutional racism on campus.

MU’s top dog, Chancellor R. Bowen Loftin, said he was listening. Minority students weren’t buying it.

This fall, the theme turned to everyday violence, not with guns and bullets but with words and images. Then came Homecoming, when a university system president wouldn’t speak. Then came a hunger strike, when a graduate student wouldn’t eat until that person in power was gone. Then came a football team, which found it has a power of its own beyond Faurot Field.

Then came change at the top.

(Examples of racism on campus can be found here and here and here and here and here and here. For example.)

Some whites have taken to social media to denounce the protests at MU as people, particularly black individuals, whining or acting childish about isolated incidents. Efforts to reach the larger white community have been difficult. White people have refused to go on record for fear of retaliation or at least of saying the wrong thing.

Getting beyond the white shouters and the silenced whites is a goal I’ve talked about with Missourian editors. There are no easy tools in the journalistic toolbox to do that. How do we get
people to open up publicly when they fear they might be labeled as racist? How do we give people room to work through difficult issues?

One problem, according to the writer John Metta, is when someone says there is systemic racism on campus, white people respond by saying “I’m not a racist.” In fact, you might already be offended, if you’re white, because I used the terms “white people” and “white community.” You might think, I’m not defined that way.

I’m not a racist. I’m not a racist. I’m not a racist.

Heck, as a white guy (see photo), I’m not a racist, or at least I want to believe that. But we as a white community can’t say we do not commit racism on a regular basis.

And yet:

“White people do not think in terms of we,” Metta writes. “White people have the privilege to interact with the social and political structures of our society as individuals. You are ‘you,’ I am “one of them.” Whites are often not directly affected by racial oppression even in their own community, so what does not affect them locally has little chance of affecting them regionally or nationally.

“They have no need, nor often any real desire, to think in terms of a group. They are supported by the system, and so are mostly unaffected by it.”

When you have the power, Metta says, you define the debate. Or ignore it entirely.

Last week, I watched again the movie “Avatar,” about the conflict between an indigenous people and the land-grabbers who want to mine the planet and kill the natives’ way of life. (It’s not the greatest movie ever made, but I like it.)

“I see you” is the formal greeting of the Na’vi. It means, I think, that we see all of a person and not just the surface — that we meet as fellow human beings.
There is the simple task on the MU campus and in Columbia.

Simple, and daunting.

“While there is some disagreement about the various actions taken, our committee agrees about one thing — students complaining about racism are telling the truth,” Berkley Hudson, chair of the MU Faculty Council’s race relations committee, wrote on Nov. 18.

“We have become aware of subtle but extensive racism that occurs with regularity to our students. We have also come to learn with clarity that this occurs on many campuses throughout America and should be taken seriously.”

Hudson is a son of the South. His ancestors owned slaves. He has led a committee with a variety of colors, ages and beliefs on a long journey to reach this point. Deep conversation about the problem is work that has to be done before solutions can emerge.

Hudson’s statement is a good place to start a discussion about race. Will we white people agree?

The Chronicle of Higher Education

The Week

By Lawrence Biemiller NOVEMBER 29, 2015

‘Damnatio Memoriae’

Julio Cortez, AP Images One of the most curious artifacts in the University of Pennsylvania’s vast Museum of Archaeology and Anthropology is a marble block, broken in two places, that was once part of a monument to the Emperor Trajan. The block’s carved figures have seen better days — the most prominent soldier is missing a big chunk of his chin. Even so he’s compelling to look at — resting his weight on one hip, with an arm raised to hold his spear. You might never bother to look at the back of the block, where an earlier inscription has been all but obliterated. On purpose. With a chisel.

The museum has had the block since about 1910, soon after it was unearthed in Italy, but efforts to read the inscription were stalled by the block’s installation against a wall with the soldiers facing out. A 1960s renovation moved it to the middle of a room, allowing Kenneth D. Matthews, then the museum’s director of
education, to "spend many evenings" examining the inscription "by dint of a flashlight in a darkened gallery." What he was able to piece together and translate was an inscription that begins, "To the Imperator Caesar Domitian Augustus, son of the deified Vespasian, victor in Germany, Pontifex Maximus, holding the power of Tribune for the fifteenth year, holder of twenty-two military triumphs" — and so on through 11 lines of adulation.

If the name Domitian doesn’t ring a bell, Matthews says the emperor was "at first self-assertive yet scrupulously fair" but later "became a frightening autocrat" who insisted on being addressed as a god. (He also completed the Colosseum, among other projects.) He ruled for 15 years before he was assassinated in the year 96 by "a well-organized group of palace conspirators." The Senate came together for a special meeting, Matthews writes, and decided that "His statues were to be destroyed and his name erased from every inscription throughout the empire."

Matthews was primarily interested in this particular inscription because its details could help date the sculptures on the other side, carved when the marble was reused in an arch dedicated to Trajan. But Matthews pauses to note that the "accomplishments of a 15-year reign and 45 years of life were recorded here for posterity — then obliterated with violent precision."

Which brings us to whether students should ask colleges to remove from their buildings the names of people whose accomplishments are not unblemished. This would presumably include any number of slaveholders, including Washington and Jefferson, plus Confederates like Lee. But along with the current focus of protests at Princeton — Woodrow Wilson, who resegregated the federal government — wouldn’t you also want to consider a whole class of industrial titans merciless in their dealings with their employees as well as their competitors (Carnegie, Frick, Rockefeller, Vanderbilt)? And to bring us up the present, how about the possibility that a new student center at the University of the District of Columbia might be named for the late Marion Barry, the civil-rights leader and longtime District of Columbia politician whose drug arrests became staples of local news coverage?

The list of problem names could, presumably, go on and on, depending on whether you’re going to include misogynists, anti-Semites, homophobes, everyone who helped confine Japanese-Americans to internment camps during World War II, and the financiers behind the mortgage bubble that preceded the recent recession. Must the donor whose name is on a classroom or faculty office withstand all scrutiny? What about someone whose name is on a campus bench? A seat in the concert hall? Who will do the scrutinizing? Scrutiny by sit-in seems inefficient.

That’s not to trivialize the concerns of Princeton students (above) who want Wilson’s name removed from Wilson College and the Woodrow Wilson School of Public and International Affairs. But one could argue that working to make sure that people currently on a campus treat everyone else with genuine respect would be more productive than starting down the slippery slope of arguing over what parts of history deserve rewriting — which may be harder, in any event, than learning from history what you ought to watch out for in the present. More than 1,900 years after the Roman Senate voted to have the emperor’s name and image erased throughout the empire, there Domitian still is, undeterred, staring out at us from his own Wikipedia page. (Read more about the Princeton protests here.)

Plus/Delta

Meanwhile black students continued to protest on many campuses across the country last week, taking advantage of the visibility the demonstrations have enjoyed in the weeks since black football players at the University of Missouri decided to support a graduate student’s hunger strike there. At each of the affected institutions, protesters have listed demands for changes, most of them necessarily specific to the institutions.
But the Internet’s ability to disseminate smart, thorough protest tool kits offers demonstrators a range of up-to-the-minute suggestions, like flash mobs and "projecting a message or video onto the side of a building at night." There are also media checklists, including both "Advance calls to reporters pitching story/giving background/spin" and "Just before calls to reporters and editors," sample action agendas, and suggested chants (Call: If [Insert School] don’t get it? Response: Shut it down! Call: Shut it down? Response: Shut it down!).

What really sets this generation’s protests apart from those of earlier decades, though, is a suggestion that a group’s leaders convene after an event to "conduct a plus/delta activity, where you weigh in on what went well about the action, and what can improve."

**Every Campus**

As candidates for president, governors, and no doubt many of your Facebook friends debate whether Syrian refugees should be admitted to the United States, social media are spreading news of an unusual campaign begun by Diya Abdo, an associate English professor at Guilford College, in North Carolina. Called Every Campus a Refuge, the campaign "calls on every college and university around the world to host one refugee family on their campus grounds and to assist them in resettlement."

The campaign’s website reports that Guilford "will house and assist in the resettlement of a Syrian refugee family." But a North Carolina state representative, John Blust, said to Fox News that the idea involves "too much risk to the safety of the community." He added: "The chance of a horrific incident happening will be greatly enhanced if we allow people to come from Syria and relocate here in this community."

Ms. Abdo sees refugees’ plight differently. "What happened in Paris and in Lebanon is heinous, it’s terrible, and it creates fear," she told The Washington Post. "You can transform your fear into hatred or transform it into empathy, kindness, and compassion."

**Plus All This …**

Kilian Community College, in South Dakota, will close following the spring semester. The president, Mark Millage, cited "new, local initiatives, along with the external competitive landscape," in explaining the decision. … Washington College, shuttered for more than a week after a missing student’s parents warned that he had taken a gun from their house, said it would reopen after the student, Jacob Marberger, 19, was found dead of a self-inflicted gunshot wound in a Pennsylvania park. … A group in New York is pushing to create a $2.4-million memorial to 146 workers killed in a 1911 fire in the Triangle Shirtwaist Company factory (at left), on the upper floors of a building at 29 Washington Place. The building still stands, housing biology and chemistry laboratories for New York University, which supports the memorial plan.
Recruits, former MU athletes give different takes on protests

Watch story: [http://www.komu.com/player/?video_id=31710&zone=10&categories=10](http://www.komu.com/player/?video_id=31710&zone=10&categories=10)

COLUMBIA - The dust is settling on one of the most eventful Novembers mid-Missouri has seen.

Implications are abound for MU in its recruiting of students and athletes in the wake of the events on campus that garnered it national attention - in particular, the racial incidents preceding the resignation of Tim Wolfe and other system administrators; the football team's protest; the hunger strike of Jonathan Butler and its fallout; and the perceived terrorist threats to minority students on campus.

KOMU 8 reached out to several students from Columbia high schools and sat down with several from Battle High School - the only team whose football program was still in the state playoffs while the aforementioned events transpired at MU.

Tyler Gray will attend MU as a student in the fall of 2016. The cornerback played only one season for the Battle Spartans, his senior year, and doesn't intend on playing sports in college. He used to dream of playing college basketball. He said the perceived racist climate at his future school threw him off guard.

"It really shocked me," Gray said. "Because I felt like the students at Mizzou were all like a good community, and [the protests] kind of showed two different sides of Mizzou...and then it turned into students versus students. I didn't really like that."

Jaevon McQuitty, 16, is going through the college recruiting process currently. The four star wide receiver has many high profile schools watching him - Missouri, Alabama, Nebraska, and Cincinnati, among many others.

"The players love Mizzou for a reason," McQuitty said. "I don't think [the recruits] would change."
McQuitty's father, James McQuitty, said he hasn't felt adversity in his experience living in Fayette and Columbia. The elder McQuitty said he didn't follow the protests and events on MU's campus closely.

"I would like to know if things aren't going as they should be," McQuitty said. "As a parent, I would want to know, because he is my son and his safety is my major concern, as well as his education."

James McQuitty said he trusted his son's discretion in choosing a school.

"I think it comes down to what the kid wants, maybe, say, as far as what Jaevon wants as far as his education, where he would want to play, and believing in the coaches and the team," McQuitty said. "Things are going to happen out there. It's his decision."

"I don't really have a concern about [race relations], to be honest with you."

McQuitty's lifelong teammate also followed the situation on campus with a deeper concern. Brevinn Tyler, Battle's junior quarterback, felt deeply concerned about the events on MU's campus. His father, works on campus and his sister is a student. Both family members stayed home after the Yik Yak threats left campus almost deserted.

Tyler said as a recruit, he would want a prospective school to assure him he would be in a safe environment.

"I think I'd want them to tell me it's been taken care of," Tyler said. "And that it was actually successful in the way that they handled it. I think being a recruit there could actually help, to see the football team has that much power around campus and that they're willing to put themselves in a situation that's not just football."

Tyler said he could understand why Sci Martin, a recruit from Louisiana, might reconsider his options while the university is mired in reports of racism and an uneasy campus climate.

"You wouldn't want to go there knowing this stuff might be happening," Tyler said. "Hopefully it will resolve itself. It might not take a week like some want it to be. It might be a couple years to where we can kind of lose that reputation. That's what I think really hurts the university and just Columbia in general, is the reputation we're going to have now. It's really sad to see."

The perspective doesn't only come from Battle. Bryce Banks, a senior at Rock Bridge high school, intends to play college football. The defensive back knows for certain he will not play for Missouri after breaking his commitment this summer. Banks said he doesn't consider the "portion of people who are racist" to represent MU's student body. He said ultimately the First Amendment allows students to say controversial things. Banks said as a recruit, he wouldn't let what happened on MU's campus impact his decision.
"You can't let it play too much into your decision," Banks said. "Because there is going to be racism anywhere you go, to be honest. Sometimes it's up front in your face, or behind your back. You just have to find a positive way to handle it when you encounter the situation.

Rob Stewart, Jr. walked on for the Missouri men's basketball team in the 2002-2003 season. Stewart had lived in Columbia his entire life, attended Hickman High School, and was pursuing a Master's degree in education during his tenure as an athlete. His timeline intertwined with the last real big controversy involving a UM system president - only that time it had involved basketball coach Quin Snyder and athlete Ricky Clemons.

Stewart said he and several former athletes he knows consider the way college athletics is run to be systemically racist. He pointed to the way universities make money off contracts with retailers (e.g. Nike) or the way fans purchase video games in NCAA football, basketball, and baseball. The former walk-on also said he didn't like how fans would make money by collecting his autograph and selling it on eBay as part of a full set of signatures, oftentimes for great sums of money.

"There should be some compensation for players who are giving universities millions [of dollars] when they're not getting anything," Stewart said. "It mainly takes advantage of minorities."

Stewart, now an associate pastor at St. Luke's United Methodist Church, was on campus for the hunger strike and protests, and in the wake of former UM President Tim Wolfe and former Chancellor R. Bowen Loftin's resignations. Stewart said he saw people of all races both in support of and against the protests leading to the officials' resignations.

"It's not always an every white person versus every black person and vice-versa," Stewart said. "And I wish people would take note of that even more."

The associate pastor also ran for First Ward city councilman in February. He said several community members have reached out to him asking for perspective in the wake of the events on MU's campus.

"I've had white people ask me, 'Isn't this a surprise? Aren't you surprised by this?' And I say, no, I'm not surprised, because minorities have been going through things like this for years," Stewart said. "But they've been on the edge. And this particular event, in this moment, in this place, pushed minorities over the edge to respond in this way. I think to people who the system benefits, this is a surprise because they've lived so comfortably...they don't see the other side of what the system does.

"I've seen it, I've felt it, I've experienced it here and there, and it's not a surprise."

Thomson Omboga befriended Stewart while the two attended MU. Omboga played all four years as a wide receiver for the Tiger football team. Omboga said he could understand Stewart's view of how college athletics is run as systemically racist, but he didn't agree with it. He also noted how easier it was for him to get a job out of college rather than a lesser-known athlete like Stewart.
"Someone who just followed football would be like, 'Oh! That's great.'" Omboga said on applying for jobs. "And I would get recognition and they'd ease me into it. Versus someone who didn't play a lot or maybe was a walk-on who had to take a different approach. It works both ways."

When asked what prospective recruits could expect based on his experience at MU, Omboga said he's felt more adversity now than when he was a student. He said he feels it from both blacks and whites alike. His daughter is bi-racial.

"You get a lot of black athletes dating white girls," Omboga said. "That was a big deal. And that went both ways: black people saying 'Why are you dating a white girl?' or, the white people would say 'You only date white people. Leave our women alone.' Stuff like that. But as far as new things - like the swastika stuff - I couldn't say I dealt with any of that kind of stuff."

Omboga compared the football team's handling of the Jonathan Butler hunger strike to its unanimous support for Michael Sam, when the team's defensive end came out as homosexual. Omboga said MU has garnered too much praise from different outlets to suffer damage to its recruitment.

"If I'm Pinkel, I got to go out there in the media and remind people of all the positive things and not a few racial incidents," Omboga said.

Pinkel announced his retirement only a week after the football team's protest due to his battle against lymphoma. A new coach will assume the roles and responsibilities of recruiting and welcoming players into the program. KOMU 8 reached out to Mizzou Athletics for a comment on how the institution wants its coaches to address the climate on campus to recruits. The athletic department had not responded as of Thursday. However, Pinkel did state his reasoning behind supporting the football team's boycott at his joint news conference with Mack Rhoades on Nov. 9.

"I got involved because I support my players, and a young man's life was on the line," Pinkel told reporters at the news conference. "I did the right thing, and I would do it again."

Both Omboga and Stewart said if they had had scholarships to other schools with reports of racial incidents coming from campus, they likely wouldn't choose MU. They also said the campus climate must have changed in some way for an activist like Butler to go on a hunger strike and risk his life.

Tyler Gray said he will remain faithful to his decision to attend MU. He said while he hasn't experienced racism firsthand at school, he won't let reports of it on the university's campus impact his decision.

"I just want to go to Mizzou," Gray said. "I've always wanted to go to Mizzou, I'm still going to Mizzou, and I just want to go there and get my education."
16-year-old McQuitty said he wants to choose a school whose fans and staff lend support to its players, like he thinks Pinkel did.

"I want to go somewhere they will love us no matter what, and support us no matter what," McQuitty said. "Just people who will honestly care about me and my decisions. I think I have that school in mind."

Colleges trying to find ways to deal with racial incidents

WASHINGTON (AP) — At the University of Missouri, officials were slow to handle racial incidents and that contributed to protests, a student hunger strike, a threatened boycott by football players and the resignations of two administrators.

But at the University of Oklahoma, the fallout from a racist chant caught on video was kept to a minimum. The school president acted quickly to expel the students.

Experts say quick action can help defuse campus tension.

Benjamin Reese — president of the National Association of Diversity Officers in Higher Education — says administrators shouldn't wait for students to demand a meeting. They can invite students to meet, and join protests if they agree with the issue.

Reese says administrators should know what they're going to do before something happens and be willing to speak immediately.
Colleges trying to find ways to deal with racial incidents

November 29, 2015 7:01 am  •  By JESSE J. HOLLAND

WASHINGTON (AP) — Officials were slow to handle racial incidents at the University of Missouri, and that contributed to protests, a student hunger strike, a threatened boycott by the football team and ultimately, the resignations of two administrators.

At the University of Oklahoma, damage over a racist chant that was caught on video was kept to a minimum when the school president acted quickly to expel the students and condemn the episode.

Swift action is high among the best practices that school leaders can use to help defuse campus tension, experts say.

"There's no such thing as having a perfect plan, but you have to continually be in the motion of creating a better campus climate," said Jabar Shumate, Oklahoma's vice president for the university community.

Benjamin Reese, president of the National Association of Diversity Officers in Higher Education, said administrators should not wait for students to demand a meeting. Instead, he said, they can invite students to strategic meetings and join students in protests if it's over an issue they agree with. Administrators should know what they are going to do before something happens and be willing to speak out immediately, Reese said.

For example, Harvard University President Drew Faust immediately condemned the taping over of portraits of black professors on a wall. "Such acts of hatred are inimical to our most fundamental values and represent an assault on the mutual respect essential to our purposes as a community of learning and inquiry," Faust said a day after that happened.

"We all absolutely need to prepare and there's a lot of things that we can do," said Nancy Cantor, chancellor of Rutgers University-Newark, who joined students at her university at a recent protest.

College leaders cannot create perfect environments, Reese said, "but I better try as hard as I can to work toward that environment." He plans a national meeting to help colleges come up with strategies.

Campus protests are occurring almost daily.

At Missouri, the perceived slow response to a series of episodes marked by racial slurs and graffiti sparked protests and the resignations. Students are protesting at places such as Yale, where a college administrator
upset many students by pushing back against a school committee that asked students to avoid culturally stereotypical Halloween costumes like Native American headpieces.

The Education Department's civil rights office fielded 53 racial harassment complaints from postsecondary schools in the 2007-2008 budget year, a number similar to previous years going back to 2004. The next year, the number soared to 91 and it has continued to rise almost annually, to a high of 177 before dipping to 146 in the budget year that ended Oct. 1.

To help schools deal with these issues, the department convened students and administrative leaders in Chicago for a private meeting in November, as various schools have taken steps on their own.

Education Secretary Arne Duncan said the fast response to racial incidents, a campuswide statement of values to help set a tone for students, and support for student-led initiatives can help episodes from overwhelming campuses.

"There is no constitutional right to perpetuate hostile environments or to engage in threatening speech," Duncan said. "We can do better in our responses to these incidents and creating more welcoming climates."

In March, Oklahoma moved swiftly after Sigma Alpha Epsilon members were videotaped singing a racist chant on a charter bus. University President David Boren immediately condemned the video and two students were expelled. Since then, the university has instituted mandatory diversity courses for all freshmen and transfer students.

Officials at Missouri have talked about instituting similar programs at the state's flagship campus in Columbia, Shumate said.

Duncan also pointed to the University of Mississippi as a role model. The school has extensive experience dealing with racial tension. President John F. Kennedy sent federal troops to force the school to admit its first black student, James Meredith. For years, students there waved Confederate flags at sporting events.

Given that history, racial incidents get more attention on campus, said Lee Tyner, the university's general counsel and chief of staff.

When students draped a noose on the statue of Meredith on campus, the school responded immediately — and in an environment where the university is always talking with its students about diversity and racial harmony, he said.

That means there are already conversations going on between the administration and the students, and agreed-upon words and tools for dealing with problems, said Tyner, whose school hosts the William Winter Institute for Racial Reconciliation.

"You don't start talking about it when an incident happens," he said.
With Diversity Comes Intensity in Amherst Free Speech Debate

AMHERST, Mass. — Hundreds of students crammed into Amherst College’s Robert Frost Library for a sit-in against racial injustice that turned into a confessional, as one black or Hispanic student after another rose to talk about feelings of alienation and invisibility on campus.

In the heat of the moment, the students drafted a list of demands for the administration.

They wanted the college to stop calling its athletes the Lord Jeffs, after Lord Jeffery Amherst, the pre-Revolutionary War British commander who advocated germ warfare against Native Americans and for whom this college town was named. They wanted students who had posted “Free Speech” and “All Lives Matter” posters to go through “extensive training for racial and cultural competency” and possibly discipline. They wanted the administration to apologize for “our institutional legacy of white supremacy,” among many other forms of discrimination, like “heterosexism, cis-sexism, xenophobia, anti-Semitism, ableism, mental health stigma and classism.”

The sit-in became known as the Amherst Uprising, and produced a manifesto, “What We Stand For,” along with the demands. The demands were born in the flush of activism that spread across campuses after demonstrations against racism at the University of Missouri that, with the help of the football team, ultimately toppled the school’s president.

But just as there has been pushback at other colleges, the demands at Amherst were met not only with sympathy but also with skepticism and criticism that the students were asking for too much and trying to stifle free speech and intellectual dissent. Alumni took to the college’s website by the hundreds to complain that this generation was trying to sanitize history and impose a repressive orthodoxy on a place that should be a free market of ideas.

“Why is Amherst, an institution supportive of political freedoms, ultimately becoming a college full of restrictions?” Matthew R. Pewarski, a member of the class of 2008, asked on a password-protected alumni forum. The forum, created to discuss changing the unofficial mascot from Lord Jeff, evolved into a space for a more complex discussion of freedom of expression on campus.

The furor has left administrators here and elsewhere trying to strike a difficult balance, exploring the appropriate response to genuine grievances and when to stand up against attacks on free speech.
“We can’t guarantee that their points of view aren’t going to conflict,” Carolyn A. Martin, Amherst’s president, said in an interview in her office. “We can’t guarantee that they’re not going to hear things that we really wish they didn’t have to hear or endure.”

Dr. Martin said she was eager to listen to and work with the protesters, but was not in a position to apologize for the sins of history or institutional forces she did not control.

The push and pull at Amherst is also taking place elsewhere.

At Claremont McKenna College in California, protesters forced the resignation of the dean of students because she maladroitly suggested that the school needed to do more for those who did not fit the “C.M.C. mold.” On the other side, some students condemned the hunger strike that led her to step down, criticized the use of gutter language at a recent rally and accused students of “cyberbullying” others for their choice of Halloween costumes.

At Yale, more than 800 students, faculty, alumni and others signed a letter to the president, criticizing student demands like firing a house master who questioned the policing of Halloween costumes and creating a censure process for hate speech. The letter said these would reinforce “intellectual conformity.”

“The point of the letter was to show administrators that there is organized support for open expression at Yale,” said Zach Young, a junior and the president of the William F. Buckley Jr. Program at Yale.

At Amherst in the days before the sit-in, posters appeared in the dining hall entryway saying, “In memoriam of the true victim of the Missouri protests, free speech.” (The offending “All Lives Matter” posters, playing off “Black Lives Matter” posters, had been put up by anti-abortion activists the year before.)

Amherst seems an unlikely place for such debate and strife. It prides itself on its diversity — only 42 percent of Amherst students identify themselves as white. And it promotes itself as the kind of liberal arts college where students have small classes and meaningful mentoring by professors.

Yet more than a dozen students interviewed recently said the nationwide protests had awakened deep feelings of alienation and isolation in them that, until now, they had tried to suppress.

Andrew Lindsay, a senior from Kingston, Jamaica, who is majoring in law and political science, said he felt like the title character of Ralph Ellison’s “Invisible Man,” a book he had read on his own in college. “You’re here and you’re seen, but maybe you’re not seen for who you are,” he said.

Mr. Lindsay and other students said that the protests and the conversations they engendered had been cathartic and that they wanted to keep the conversation going.
Some critics admire the protesters for this youthful passion, but worry that they are promoting a culture of victimization that sees claims of oppression as a badge of honor. Others say students are vilifying classmates and professors for unintentional racial slights, which could be dealt with more gently. Some say the alienation expressed by black and Hispanic students is experienced by all students in some form when they find themselves at competitive colleges.

Some alumni have warned that being too cavalier about disposing of cherished traditions like mascots and building names may sour alumni who will stop giving the money that fuels scholarships, research opportunities and development.

Paul Ruxin, a retired lawyer in Chicago from the class of 1965, said he was concerned that Amherst — like other institutions — had not been able to translate its quest for diversity into a sense of community.

“They don’t understand that we’re all different, we are each of us unique,” Mr. Ruxin said of the students. “When you combine that with a sense of ‘my group,’ whether gays or African-Americans or Hispanics, with a sense that ‘my group’ has been historically oppressed, then you get this kind of moral passion that this is terrible.”

For him, the atomization was epitomized in the college’s “open curriculum,” which does not have core requirements.

“The trouble is that diversity in and of itself doesn’t really do anybody much good if separate little groups come to Amherst to study their own particular points of interest and they don’t talk to each other,” Mr. Ruxin said. “As alumni, many of us have tried to encourage the college to try to bring common intellectual ground, so when you leave college, you leave not just with nostalgia and friendship, but with a sense of common intellectual interest.”

Students said that as they gathered at Frost Library on Nov. 12, emotions poured out. One young woman said she went to sleep at night wishing she would not wake up. Imani Marshall, a senior pre-med student from Chicago, who is black, felt a shudder of recognition and started to cry.

Ms. Marshall, who went to a selective public school in Chicago and came to Amherst on full financial aid, said she had felt unprepared academically and socially for Amherst. Yet she felt that by asking for help, she would undermine not just her own standing but that of her entire race.

“I feel like an impostor,” Ms. Marshall said the other day over lunch at the central dining hall. “I close myself off a lot of times from help. I always feel like I need to prove to other people that I do belong here.”

Mercedes MacAlpine, a black senior, who attended the Chapin School, an elite all-girls school in Manhattan, said, “You can walk into a room and have it look 50-50 and still not feel valued.”

Racially ambiguous students said they had trouble fitting in. “I’ve been called Rachel Dolezal,” said Kaelan McCone, a freshman from Greensboro, N.C., referring to the white civil rights
activist who identified as black. Mr. McConie, whose father came from Ireland and whose mother is African-American, said classmates had demanded that he show them family photos to prove that he is black.

Sanyu Takirambudde, a sophomore from South Africa, who is black, said she felt like a token. “I never felt so stupid,” Ms. Takirambudde said of her experience in her science and math classes at Amherst. “Even when I say the correct answer, no one’s going to listen to me.”

Brian Ragone, a senior and wide receiver on the Amherst football team, who is white, said he went to Frost Library out of curiosity, but stayed because the protesters touched on something universal, a chord of dissatisfaction with college life that many students feel. But it was not necessarily limited to minority students, he said.

“I don’t want to take away from the fact that those people are feeling the way they do because they are marginalized,” Mr. Ragone said. “But it’s like a 3-D or 4-D world, and some people are looking at it as just two-dimensional.”

The Frost Library sit-in became so heated that the president, Dr. Martin (who in Amherst’s egalitarian spirit is known as Biddy), returned to campus from Washington, D.C., and canceled a trip to Japan.

Although Dr. Martin rejected the students’ more ambitious demands, the administration has promised to hire a chief diversity officer, increase the number of faculty members from minority groups, tailor mental health services to students of color and train staff in “cultural competency.”

In a nonbinding vote, faculty members also moved to renounce Lord Jeffery Amherst, who proposed spreading smallpox among “disaffected” Native American tribes.

To many alumni, the students seem to be erasing history rather than using it to further their understanding.

“We sterilize history by eliminating the mascot,” William H. Scott, class of 1979, posted on the mascot forum. “It’s like burning books. It’s like censorship. It’s revisionist. We know the story. We’re not proud of the story. But we live with history unaltered, to avoid repeating it.”

The students, for their part, have shown a degree of realpolitik by ratcheting back their demands.

At an organizing meeting on campus after the sit-in, Ms. MacAlpine told students they might have to modulate their language to win their objectives, but that, having had a taste of their own power to make change, they would not stop. “This is for the long haul,” she said.
Student leader: Washington college unsafe for women of color

November 25, 2015 6:11 pm  •  By DONNA GORDON BLANKINSHIP

SEATTLE (AP) — The student body president of Western Washington University said Wednesday she has received death threats involving her race and no longer feels safe on the Bellingham campus.

"These attacks have threatened my sense of safety," Belina Seare, a black woman, said during a news conference about the malicious comments made about her on social media.

Seare compared the racist remarks to similar incidents at Lewis and Clark College in Portland, Oregon, and on campuses across the nation, including the University of Missouri.

She brought her concerns to the university police and school officials.

"I was told there was not much they could do," Seare said. "Due to the negligent response of campus police, I know my safety is not a priority."

In a statement Wednesday, the university's vice presidents said students who received threats or were subject to hate speech have been offered "enhanced police protection."

"University Police continues to assess campus safety and have taken precautionary measures including stepped up patrols and security on campus and near campus," they wrote. "University Police assessment continues to be that there are no threats to the general campus."

University officials canceled classes on Tuesday in response to racist social media posts and said they are investigating. University President Bruce Shepard said student safety is a top priority and that's why students were sent home early for the Thanksgiving break.

A series of threats against minorities were posted over the weekend on Yik Yak, an anonymous social media platform popular among college students. Seare and others at the news conference said there have been other social media posts.

The posts mentioned almost every ethnic group, including blacks, Muslims, Jews and American Indians, blaming them for an effort on campus to debate changing the university's mascot, a Viking.

The threats came days after some student leaders, including Seare, suggested the mascot is racist.
The university of about 15,000 students boasts that nearly a quarter of its enrollees on the small campus about 90 miles north of Seattle are from minority groups.

Community member Rosalinda Guillen said the university is not living up to its policies or its image.

"These amazing women have taken a courageous stand," Guillen said. "We don't believe that this community is taking adequate action to protect them."

Mizzou football taps Andy Hill as interim coach

Missouri coach Gary Pinkel announced Nov. 13 he had follicular lymphoma and would resign after season

Associate head coach/quarterbacks coach Andy Hill will serve as the Tigers’ interim coach

Hill, an 1985 MU graduate, has been on the Tigers’ staff since 1996

BY TOD PALMER
tpalmer@kcestar.com

Associate head coach/quarterbacks Andy Hill has been named Missouri’s interim head coach, a source confirmed to The Star on Saturday.

The Tigers wrapped up a 5-7 regular season Friday with a 28-3 loss at Arkansas.

With only five wins, Missouri isn’t guaranteed a bowl berth, so the loss to the Razorbacks likely brings an end to coach Gary Pinkel’s 15-year tenure.

Pinkel, who announced Nov. 13 that he was diagnosed with follicular lymphoma and would resign after the season, was 118-73 with five divisional titles since 2007. He has the most wins in program history.

Pinkel also led Toledo to the most coaching victories, going 73-37-3 in 10 seasons before coming to Missouri.
Hill, who serves as the Tigers’ primary recruiter in Kansas and was the lead in landing Evan Boehm, Charles Harris Drew Lock and Anthony Sherrils among others starters, has been on MU’s staff for 20 seasons.

Hill played wide receiver at Missouri from 1980-84.

He joined the coaching ranks with a brief stint at SMU in the spring of 1992 before going to Hutchinson Community College, where he was the head coach from 1994-95.

Hill joined Larry Smith’s staff in 1996, serving as the wide receiver coach for the first four seasons. He was promoted to co-offensive coordinator/wide receivers coach in 2000.

Hill returned to coaching wide receivers when Pinkel arrived in 2001, but he was promoted to his current position before the 2013 season.

Hill received a bachelor’s degree in economics at MU in 1985.

REPORTS: Andy Hill named Missouri football team's interim coach

MISSOURIAN STAFF, Nov 28, 2015

Missouri quarterbacks and associate head coach Andy Hill has been named the Tigers’ interim coach, according to PowerMizzou.com.

The website reported that Hill, who’s been coaching at Missouri since 1996, will take over duties for Gary Pinkel until Pinkel’s replacement is selected. According to FootballScoop.com, athletics director Mack Rhoades would like to hire a permanent replacement within the next week.

Hill played wide receiver at Missouri from 1980-84. He coached Missouri’s wide receivers from 1996-2012, after which he became the team’s quarterbacks coach and associate head coach.
It is unclear if Missouri (5-7) will earn a bid to a bowl game, or if the Tigers would accept one if offered.

**MISSOURIAN**

GEORGE KENNEDY: Pinkel helps score against hunger with Food Bank campaign

GEORGE KENNEDY, Nov 27, 2015

I watched from the warmth of my family room last weekend as a grim-faced Gary Pinkel was carried off the field by two members of the offensive line that has contributed so much to the disappointments of the Tiger football season.

I suspect many of you did the same.

I also suspect that many of you are nearly as tired as the coach seems to be of the flood of encomiums that have followed his announcement of retirement.

Well, this is one more.

But my gratitude doesn’t have much to do with his school-record number of victories, all those former players he has sent to the National Football League or even the fact that his team has usually ranked at the top of the SEC in its academic performance.

After all, when you pay a guy $4 million a year, you should expect him to do his job really well.

What you don’t necessarily expect — and you don’t often get — is the level of commitment Coach Pinkel has demonstrated to one of the most important social services of our community.

That is feeding the poor and hungry.
The Score Against Hunger campaign is the biggest and oldest fundraising program of the Food Bank for Central and Northeast Missouri.

I’ll pause here to admit my total lack of objectivity on this subject. I’ve been a volunteer at the Food Bank since 2002 and a board member since 2011.

Coach Pinkel didn’t start the Score Against Hunger program. That began 21 years ago, when Larry Smith was the MU coach and Peggy Kirkpatrick ran the Food Bank.

However, during Coach Pinkel’s 15 years of involvement, the program has raised the vast majority of its total, through the first 20 years, of about $8 million. The current year’s goal was set at $750,000. That’s enough to provide about 11.2 million pounds of food for the approximately 114,000 people we serve every month in our 32-county area.

I’m told that, despite the paucity of actual scoring on the field this fall, there’s a good chance that goal will be exceeded.

The one bright spot at last week’s game came at half-time, when a couple of Food Bank representatives picked up symbolic checks totaling more than $100,000 from the MU athletics department.

Score Against Hunger works this way: Fans can pledge money for every point the Tigers score, and bigger gifts are made by corporations, organizations and individuals.

The coach regularly says, “I don’t do much but show up a few times a year.” I’ve heard him say it more than once.

Lindsay Lopez, executive director of the Food Bank, insists that isn’t exactly true.

For example, she told me, when the campaign kicked off earlier this year, she and Coach Pinkel drove down to Jeff City for breakfast with the local fundraising committee. The coach made a succinct but heart-felt speech about the importance of the effort. Then they drove back to
Columbia, where he made a similar, and similarly sincere, talk to another group of fundraisers at lunch.

When she told him that the people who actually do the Food Bank’s work are the seldom-seen staff members in the warehouse, he willingly went back, shook hands and spoke with them.

He is also “personally generous,” Lindsay told me.

Her summary of his Food Bank career: “He’s a champion for the cause.”

It is a cause worth championing. This year we will give away at least 30 million pounds of food through 128 agencies including soup kitchens, pantries and shelters, plus the 153 schools that participate in our Buddy Packs program.

At that, we aren’t coming close to meeting the need.

It may be too late for Coach Pinkel to go out on a winning season, but it’s never too late to join him and score against hunger.

**MISSOURIAN**

Graduate student Tim Maness takes up cause of sexual violence awareness

KENDALL FOLEY, Nov 29, 2015

COLUMBIA — *It’s not unusual to find Tim Maness waving a "green dot" anti-violence sign in Speakers Circle or sitting behind a table on Lowry Mall for the Relationship and Sexual Violence Prevention Center.*
Maness is a graduate assistant at MU who has devoted himself to the cause of sexual violence prevention on campus, which he said is often led by women. It can be difficult to find men dedicated to the cause.

"Which is bulls---," he said without missing a beat. "You can quote me on that."

Resource groups, shelters and crisis support centers are typically flooded with women because they are disproportionately affected by sexual violence, Maness said.

The reality is that all people are affected by violence, he said, although they might be affected differently. Even if fewer men are victims of sexual violence, it's still a problem to fix, he added.

The Centers for Disease Control and Prevention has reported that one in five women will be the victim of an attempted or completed rape in her lifetime, compared to one in 71 men. Because women are far more likely to be affected by sexual violence, the problem has been generalized as a women's issue.

The misconception that women are the sole victims of sexual violence, coupled with generalizations about males as perpetrators of the crime, can deter men from work in the field, Maness said.

A complicated issue

A majority of perpetrators are men, but a majority of men are not perpetrators, Maness said. Despite that, a hypersensitivity in the culture contributes to a widespread assumption that men are violent creatures who can't be trusted.

"We don’t see men involved in violence problems, not because they don’t care, but because we’re told men are rapists," he said. "Men get defensive and that’s completely normal."

Even Maness said he has dealt with defensiveness himself. But working in the RSVP Center and becoming a voice for change and education on campus has otherwise been fairly simple for him, he said, at least in terms of his gender identity.
Sure, it can be complicated at times to be an advocate for such a predominately female-centered issue as a guy, he said.

"Hey, RSVP Center brought to you by a white male," he joked.

Maness repeated often that violence doesn't discriminate, and it is a universal problem to solve.

Reaching out

The role of men in sexual violence issues has changed over time, said Danica Wolf, coordinator of the RSVP Center. That's due largely to the "green dot" program, which aims to raise awareness of and reduce instances of sexual violence on MU's campus, and involving everyone in an active and vital role in prevention.

Prevention has become something men could support, and having men advocate about the issue helps to encourage wider involvement, she said.

"Because the movement has historically been female-driven, when we have men involved, I think that we can reach a different population," Wolf said.

She's also seen more buy-in to the idea that violence affects everyone and promotes more interest in education and resources.

"That always warms my heart," Maness said. "That’s what we really want to promote. This is a space for survivors, but it’s also for other resources."

That's part of what the RSVP Center and other resource centers across the country are working toward — to help men understand that they can be victims, eliminate the stigma for men seeking resources and encourage men to be allies and activists for change.

Path to awareness
While Maness is not the first male to be involved in advocacy, or even to work for the RSVP Center, he's seen as a positive influence for recruiting people to care about the issue.

There's evidence to suggest that Maness was born to help people. If his warm smile weren't enough, stories from his mother might be. She told him that as a tot, he would be in the grocery store asking adults how they were doing if they seemed upset or down.

He continued to exude compassion throughout his childhood and teenage years. Even in high school, Maness said he was always on the receiving end of the phrase, "Tim, can I ask you for help?"

"Helping people problem solve, sort out their emotions, seeking out resources — that's who I am, I like doing that kind of thing," he said.

In college, he started out as a biology major. As much as he loved learning about the brain and cognition, he felt the helping aspect was missing — an aspect that's clearly a driving force in his life. So he switched to psychology.

Now, he's working toward a master's degree in social work at MU.

Graduate assistance

Coming to MU, Maness said he knew he wanted to work in student life. He had experience working with young people but wanted to get more familiar with young adults and experience the college-age population in his work.

He applied to the RSVP Center and earned a place as a graduate assistant.

"Tim is really warm and compassionate and outgoing," Wolf said. "The combination of those qualities and his general presence has breathed new life into our outreach efforts."

And Maness said he loves his work just as much as those around him appreciate his contributions. He's found himself passionate about an issue he'd never had experience with before.
"Every day I’m here, I’m more plugged into the issue," Maness said.

Both parties gearing up for contentious Missouri attorney general primaries

Nov. 30  •  By Kevin McDermott

With Missouri’s 2016 race for governor encompassing a boisterous, crowded field, and its U.S. Senate contest potentially garnering national attention, it’s easy to see how the state’s four-way campaign for attorney general has been largely overlooked by the media and the public.

But that race ultimately could be the state’s most contentious, with serious primary fights in both parties, some big names offering endorsements — and high stakes in terms of political ladder-climbing.

After all, it’s the top legal office in the state. Three of the last four attorneys general have gone on to hold the office of either U.S. senator (Republican John Danforth) or governor (Democrat Jay Nixon) or both (Republican John Ashcroft). Current Attorney General Chris Koster is the sole candidate so far for the 2016 Democratic nomination for governor.

Formally announced candidates for attorney general to date are: Democratic St. Louis County Assessor Jake Zimmerman, who has the backing of St. Louis Mayor Francis Slay; Democratic former Cass County prosecutor Teresa Hensley, who has the backing of St. Louis Circuit Attorney Jennifer Joyce; Republican state Sen. Kurt Schaefer, a former Missouri assistant attorney general and a former assistant U.S. attorney general; and Josh Hawley, an associate professor at the University of Missouri School of Law who has support among national movement conservatives.

The primaries for both parties are Aug. 2, 2016.

The attorney general is the state’s top lawyer, in charge of prosecuting or defending any appeal in which the state is a party, including every felony criminal case that’s appealed to the Missouri Supreme Court and courts of appeal.

The attorney general can sue on behalf of state interests on issues including public safety, consumer protection, financial entities, environmental protection and many others. The attorney general’s office often provides official legal opinions for the Legislature, the governor and other officials.

The attorney general also can affect national political issues, particularly when he or she works in tandem with like-minded attorneys general of other states, which is where the office tends to be most visibly ideological.

The movement toward national acceptance of same-sex marriage, for example, was moved along in part by Democratic attorneys general in various states who refused to enforce their own states’ same-sex marriage bans.
Meanwhile, Republican attorneys general around the country have been instrumental in impeding implementation of the Affordable Care Act by successfully suing to allow states to opt out of Medicaid expansion and other aspects of the law.

In the Democratic primary between Hensley and Zimmerman, both candidates are touting their prosecutorial experience and vowing to use the office to protect the vulnerable against both violent crime and corporate abuse.

“Missourians want a top prosecutor with real courtroom experience who will take on the big corporations, the scammers, the polluters, the insurance companies, the sexual predators and the white collar criminals,” Hensley said in a written statement.

She disputes the notion — promoted by past and current Republican candidates for attorney general — that the office should be used as a lever to support conservative national policy goals and to oppose liberal ones.

“Missourians do not want an attorney general who is obsessed with stopping a woman’s right to choose, who will invoke some narrow, right-wing ideological agenda or who will use the office as a political pulpit or stepping stone,” she said in her statement.

Zimmerman also is a former prosecutor; he was a Missouri assistant attorney general before becoming St. Louis County assessor.

“Whether it’s prosecuting corporations that are cheating their customers, or cracking down on casinos and developers who are trying to avoid paying their fair share of taxes, I’ve dedicated my career to fighting to make sure people are treated equally under the law. It’s a fight I want to continue as Missouri’s Attorney General,” Zimmerman said in a written statement.

A former state legislator, Zimmerman also is vowing to fight “the culture of corruption in Jefferson City” with ethics reform measures.

In the Republican primary, Hawley and Schaefer both are presenting themselves as a beachhead against the Affordable Care Act, federal environmental regulations and other federal policies of President Barack Obama — but from very different backgrounds.

“We need an attorney general who is ready to stand up against the federal government and its dramatic overreach in defense of our Constitution and free enterprise,” Hawley said in an interview.

Hawley argued that, as a nonpolitician, he’s in a better position to lead that fight than Schaefer, his GOP primary opponent, who is a member of the state Legislature.

“My background is not in politics, it’s in constitutional law,” said Hawley. “There is a cloud of corruption over Jefferson City, and I am not part of it. I have no background there.”

Schaefer claims his fellow Republican opponent is “a closet liberal professor from Mizzou,” and maintains that his prosecutorial and political experience are assets.

“As a former assistant attorney general and former special assistant U.S. attorney, I have very real, substantial experience in Missouri courtrooms prosecuting and winning convictions against some of worst murderers and predators our state has seen,” Schaefer said in a written statement.

“In the Missouri Senate, I’ve been on the front lines of the battle against federal overreach and President Obama’s liberal anti-jobs, anti-gun rights, and anti-agriculture agenda, and I’ve gotten results protecting the livelihoods and liberties of hardworking Missourians.”