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MU will create new office to handle discrimination reports

Watch story: http://www.komu.com/player/?video_id=31744&zone=5&categories=5

COLUMBIA - MU will create the Office for Civil Rights and Title IX in an effort to centralize investigations and reports of discrimination in the wake of recent unrest on campus.

Current Title IX administrator and assistant vice provost Ellen Eardley will lead the new office, which will look at all discrimination reports filed by members of the university community.

MU will also create a new website for reporting discrimination. Currently, there are three websites for students, faculty and staff to submit a discrimination report. The purpose of the website is to allow the new office to centralize all discrimination reports.

Eardley said in a statement Tuesday combating discrimination on campus is a collective effort.

"Ending discrimination is everyone's responsibility," Eardley said. "We need you to use your voices to take a stand."

Eardley also said it is important for members of the MU community to know they can report discrimination.

There's no timetable for establishing the new website to submit discrimination reports. Eardley said all reports submitted to the current websites will still go to the new office.
Can trusting your gut prevent bad deeds?

People who are prone to trust their instinctive hunches and gut feelings may at times be less likely to commit immoral acts compared to those who tend to discount their intuition, tests show.

The findings also indicate that people who tend to rely on their gut feelings are less likely to cheat after reflecting on past experiences during which they behaved immorally.

“Some people trust their gut feelings when making decisions, whereas other people are less reliant on them and don’t pay much heed to gut feelings even if they do experience them,” says Sarah Ward, a doctoral candidate in the department of psychological Sciences at the University of Missouri.

“We were interested in studying how individual differences in intuition affect moral behavior and other relevant outcomes.”

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“In the second experiment, participants were asked to write about a time they acted immorally (or a control topic) and then were asked to take an unsolvable IQ test. Ward was curious to see if more intuitive individuals would subsequently cheat less on an “unsolvable” IQ test.

The “test” featured 10 questions; each participant received a paper with the answers placed face down on their desks and was told to grade his or her own test when finished. Participants were
told the top 10 percent would receive a lottery ticket, which Ward says provided an incentive to cheat. Results showed that up to 23 percent cheated on the test.

“Our second experiment showed that people who tend to rely on their gut feelings are less likely to cheat after reflecting on a time when they behaved immorally,” Ward says. “We feel this is because people try to compensate for past bad behavior by acting morally in the present, and that this tendency to try to compensate for past actions may be especially pronounced among people who rely on intuition.”

Ward says her research has implications for the real world. In a workplace setting, for example, it might be beneficial for people to rely more on their intuitions when making morally relevant decisions. She also suggests getting people to trust their gut instincts about moral actions rather than discounting those feelings.

Ward worked with Laura A. King, professor of psychological sciences, who assisted in the design of the research study, which they report in the journal *Personality and Individual Differences*.

**MU researchers receive $2.2 million to make electric vehicle batteries cheaper**

COLUMBIA — **MU chemical engineering researchers received a $2.2 million award to develop manufacturing technology that will lower the cost of materials to produce lithium ion batteries for electric vehicles.**

"While the main benefit is to drive down the cost of environmentally friendly automobiles, the additional bonus will be felt in the job market. Hopefully, we’ll develop it into a large-scale, production-scale pilot within three years and eventually go commercial," Yangchuan Xing, an MU professor of chemical engineering, said in a news release.

The project is one of 24 selected for grants by the U.S. Department of Energy Office of Energy Efficiency and Renewable Energy as part of a nearly $55 million investment in "vehicle technologies that will strengthen the U.S. clean energy economy."

Xing put forth a proposal for the project to improve the process to produce lithium ion batteries for electric vehicles. His process uses a flame to burn chemical compounds called precursors when sprayed through a specially-created nozzle. The result is a powder of metal oxides that are eventually used in lithium ion batteries. Xing is working to patent the new chemical precursors and nozzle technology, according to the news release.
The selected projects were divided into two categories, with Xing's proposal falling under the heading of "Critical Technologies to meet the EV Everywhere Challenge." The challenge’s goal is to make electric vehicles as inexpensive to purchase and maintain as gasoline-powered vehicles by 2022, according to an MU College of Engineering’s Web page.

The research team is partnering with EaglePicher Technologies LLC in Joplin, Missouri, to test the material creation process and the batteries the plant will eventually produce, Xing said.

"By driving down the costs of the process and making electric vehicles more cost-efficient, we could have the added side benefit of making our nation greener," Xing said in the news release.

The transportation sector is one of the largest sources of U.S. greenhouse gas emissions: In 2013, transportation represented approximately 27 percent of total U.S. greenhouse gas emissions, according to the U.S. Environmental Protection Agency. Electric vehicles are one way to reduce the emissions.

The Columbia City Council approved the lease of one 40-foot and three 30-foot electric buses in an August council meeting. The maintenance and fuel costs for the city's 33-bus diesel fleet averages $30,996 per month, whereas the electric buses cost $865 each per month, according to a previous Missourian reporting.
New U. of Missouri protests say chancellor infringing on women's rights

By Jillian Deutsch December 1, 2015 3:07 pm

Protestors at the University of Missouri on Nov. 30.
(Photo: Jillian Deutsch)

It’s been several weeks since protesters rocked the University of Missouri in Columbia, sparking rallies and sit-ins nationwide, but Monday more than 100 people were back on campus calling for change.

The march was not to protest racism on campus, however, but to demand that MU interim Chancellor Hank Foley overturn a university decision that essentially would end the ability for women to obtain a legal abortion in Columbia starting Wednesday night.
It was held three days after a shooting at a Colorado Springs Planned Parenthood left three dead and more wounded, and protesters also memorialized those who died with a minute of silence.

During the protest, Mary Mosely, legislative director of the Missouri National Organization for Women, said to the crowd, “The university doesn’t have the right to make this decision for every woman in the area.”

The issue at stake hinges on a September decision made by former UM chancellor R. Bowen Loftin — who resigned in the wake of student protests in November — when he revoked UM’s University Hospital “refer and follow” privileges for women’s health care doctor Colleen McNicholas. Her privileges end Tuesday.

McNicholas is an obstetrics and gynecologist at Barnes-Jewish Hospital in St. Louis some two hours away. Because state law requires that a doctor performing abortions have clinical privileges at a hospital no more than 30 miles from any given clinic, she needs the refer and follow to perform the procedure at the Columbia Planned Parenthood.

Loftin’s decision, reported the Columbia Missourian, came after former Missouri Senate Leader Tom Dempsey “formed (a) committee in July in response to the release of videos purporting to show Planned Parenthood senior staff selling aborted tissue.”

In a cascading series of events, the revocation resulted several days ago in the clinic stopping all abortion procedures shortly before it was set to lose its license to do so. However, a temporary restraining order — the result of a lawsuit filed by Planned Parenthood of Kansas and Mid-Missouri asking for time to find a doctor with hospital privileges — was put into place, but that order ends Wednesday night.

The closest providers for the procedure are roughly two hours away — one in St. Louis and another across state lines in Overland Park, Kan.

In a statement released right before the protests, Foley said, “I personally have given this issue much thought and have been touched by many of the emails and letters our office has received — especially those from women who have relied on Planned Parenthood for health care.”

But he went on to say that McNicholas’ refer and follow privileges would be discontinued Dec. 1.

Kristin Metcalf-Wilson, an assistant professor at the university and a Planned Parenthood nurse, said after the protest she was “outraged” that women’s reproductive health was being “used as a political football.”

Student Bailey Baker, a Planned Parenthood escort, said to not have a Planned Parenthood in the city means that “everything is at risk.”

Ellie Busch, a student involved in the Concerned Student 1950 protests earlier this month, said she had expected Foley to overturn Loftin’s decision.
But the change in chancellors, she said, “apparently wasn’t enough to actually make change. It’s one thing to say you hear our voices, but it’s another thing to deny us a service that many women will need at one point in their life or another.”

Jillian Deutsch is a student at the University of Missouri and a member of the USA TODAY College contributor network.

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Editorial: Republicans' pathetic response to Planned Parenthood shooting

By the Editorial Board

Dec. 1, 2015

When news broke Friday about a shooter at a Planned Parenthood clinic in Colorado, most Americans responded appropriately. Republicans running for president aren’t most Americans. GOP contenders waited a few days as their campaign advisers ran the political calculus. The math wasn’t easy since the candidates themselves had spent months promoting a toxic environment for women’s health.

Most Americans act like human beings when yet another shooting occurs. We feel compassion for the victims and wonder what we might do to prevent future tragedies. We grieve for a time, and then we move on, diminished by the loss of life and the knowledge that another shooting will happen someday because our leaders lack the courage to act.

Democratic presidential candidates issued statements quickly after the shooting. Hillary Clinton, Bernie Sanders and Martin O’Malley announced heartbreak at hearing their fellow Americans had been killed and said that they #StandWithPP.

The shooter killed three people and wounded nine at the health clinic. He might not have provided a manifesto, but he certainly clarified his motives when he told police after his capture, “No more baby parts.” For those who have remained blessedly unaware of campaign politics this year, that might seem an odd statement. It refers to a GOP narrative based on selectively edited, undercover videos produced by an anti-abortion group. The videos purport to show Planned Parenthood officials discussing selling fetal tissue. Objective viewers have since discredited those videos, but they retain power with the conservative base and therefore among Republican presidential candidates who must court those primary voters.

Increasingly hostile rhetoric from candidates and activists has elevated Planned Parenthood to bogeyman. It’s easier to hate something when it has a face. Planned Parenthood is concrete; “abortion providers” are nebulous.
Planned Parenthood long has been the target of threats and vicious language, but officials with the organization report that the threats and attacks have grown far worse this year. Arsonists burned four clinics, and someone used a hatchet to destroy another clinic’s equipment. When the contenders for a major party’s presidential nomination demonize an organization at nearly every turn, no one should be surprised if — and when — the worst happens. Yet Republican candidates were surprised, or at least feigned it.

In fairness, a couple of them came close to reacting like compassionate humans.

“We get into our separate corners and we hate each other, we want to destroy those with whom we disagree,” Ben Carson said, insisting on spreading the blame across the political divide. “If we can get rid of the rhetoric from either side and actually talk about the facts, I think that’s when we begin to make progress.” Even that tepid response went too far for some on the right.

Bottom-tier candidate Mike Huckabee called the attack “domestic terrorism,” certainly an appropriate description.

Other candidates worked hard to tread a fine line between condemning an attack and looking like they would say something even remotely supportive of Planned Parenthood.

Donald Trump chalked it up to a “sick person” and then pivoted to blaming the victim by citing the Planned Parenthood videos. He didn’t acknowledge his own role in pushing the narrative that Planned Parenthood is practically the devil.

Neither did Carly Fiorina. She accused anyone who pointed out her role in firing up anti-abortion activists of using “typical left-wing tactics.” She tried to muddy the waters further by bringing the Black Lives Matter movement into the conversation.

Texas Sen. Ted Cruz sought to blame the left by claiming the shooter is a “transgendered leftist activist.” He’s nothing of the sort, but Mr. Cruz couldn’t pass up a chance to play to the base’s dislike of transgendered Americans, too. Talk about your overblown rhetoric.

As awful as those responses were, the worst of all may have been no response. That’s how Florida Sen. Marco Rubio handled it. After the attack, he spent the weekend tweeting about college football and a Cyber Monday sale at his campaign shop.

Abortion remains a difficult issue in America, both nationally and in states like Missouri where Sen. Kurt Schaefer, R-Columbia, a recent anti-abortion crusader, has intimidated the University of Missouri into revoking a category of privileges for a doctor who had been performing nonsurgical abortions at Planned Parenthood’s Columbia clinic.

However, even the most difficult issue must be addressed with rational debate, not inflammatory rhetoric based on fabricated evidence.

Republican candidates did not put a gun in the shooter’s hand. They did not explicitly call for violence. But they did demonize a women’s health organization whose main business is providing health care screenings, not abortions. They fired up the Christian right and encouraged an environment in which someone could justify violence as a means of stopping the sale of “baby parts.”

True leaders, those who would be president, should not deny responsibility for their role in a tragedy, no matter how unintended. They should own up, admit their mistake, and pledge to do better.

This editorial was commissioned from freelance editorialists and edited by the Post-Dispatch editorial board.
Hearing set on Columbia's Planned Parenthood abortion license

COLUMBIA, Mo. - A hearing is set on Wednesday, right before a temporary restraining order expires in Jefferson City for Columbia's Planned Parenthood.

**Chancellor Hank Foley has already said he will not change the decision by MU Health Care to end certain refer and follow privileges to doctors who work at the mid-Missouri clinic.**

On Monday, a federal judge blocked Missouri's health department from revoking the office's abortion license. It was in response to a federal lawsuit filed that same day. The order is scheduled to expire Wednesday evening after the hearing.

This is the statement from Interim Chancellor Foley regarding Planned Parenthood:

"The purpose of this statement today is to address the pending deadline for discontinued refer and follow privileges at MU Health Care as well as to reinforce our support for academic freedom.

During the last few months many individuals and groups have contacted the University of Missouri with varying opinions regarding our university’s relationship with Planned Parenthood. Please know that I have heard your concerns.

I personally have given this issue much thought and have been touched by many of the emails and letters our office has received—especially those from women who have relied on Planned Parenthood for health care. I am sympathetic to many of the situations and extenuating circumstances these women have found themselves in—situations and circumstances that lead to decisions most women will never have to make.

However, I will continue to support the Medical Staff Executive Committee at MU Health Care. Thus, after a thorough policy review by MU Health Care, refer and follow privileges will be discontinued Dec. 1, 2015. Two physicians were affected by this, and neither requested an appeal. Any physician seeking privileges at MU Health Care goes through the same vetting process."
The issue of abortion invokes much depth of emotion and passion; I understand this. However, as a state and federally funded university with a health system, we are required to follow applicable state and federal laws.

In addition, the university has been challenged regarding an ongoing research project at Planned Parenthood. I will continue to support academic freedom and the rights and responsibilities of this great land-grant university to continue its missions of education, research and service. Many of our students engage in educational and clinical training in women’s health with a variety of clinical partners. Some of our students in nursing, social work or other health professions do clinical rotations at Planned Parenthood, but do not participate in the termination of pregnancies. Other students and faculty members also may have collaborations with Planned Parenthood. These are and have been approved through the appropriate channels in the colleges, or the Office of Research. Again, the university will continue to follow all applicable state and federal laws.

Finally, I respect those who will feel differently about this matter. And I respect their right to protest peacefully as they intend to do later today.”

Anti-abortion intimidation ripples through Missouri, elsewhere

Dishonest videos unleashed torrents of anger and opportunism directed at Planned Parenthood

Political intimidation has caused an end to abortion services in mid-Missouri

THE EDITORIAL BOARD DEC. 1, 2015

The secretly taped and heavily doctored videos that misrepresented Planned Parenthood’s fetal tissue and organ donation program were designed to get the anti-abortion movement boiling.

Mission accomplished. The dishonest videos unleashed torrents of anger and opportunism that have worked their way into the presidential race and, closer to home, drawn the University of
Missouri into a messy fight and caused mid-Missouri to be at least temporarily without an abortion provider.

And while the circumstances of a shooting last week at a Planned Parenthood clinic in Colorado Springs, Colo., which left three persons dead and nine wounded, are still murky, the gunman’s motives may trace back to anti-abortion sentiments that were inflamed by the videos and recent developments.

Abortion is and always will be a topic worthy of debate and activism by both opponents and supporters. But public officials, especially, have a responsibility to conduct that debate within a framework of accuracy.

Members of the U.S. Congress who falsely accuse Planned Parenthood of “trafficking in baby parts” risk enraging people with anti-abortion views and a tendency toward violence. So do candidates who claim, as Republican hopeful Carly Fiorina did, to have seen gruesome videotaped scenes that don’t exist.

The National Abortion Federation, which tracks threats and acts of violence directed at abortion providers, reports “an unprecedented increase in hate speech and threats” since an activist group released the doctored videos in July. The group has also documented four arson attempts at clinics.

The videos also set off a barrage of legislative actions against Planned Parenthood that shows no signs of abating.

In Missouri, Republicans in the House and Senate formed committees to look into Planned Parenthood’s activities in the state. A separate investigation by the office of state Attorney General Chris Koster found that Planned Parenthood was following federal and state law with regard to handling fetal tissue.

But a Senate committee, led by Republican Sen. Kurt Schaefer, zeroed in on Planned Parenthood of Kansas and Mid-Missouri’s Columbia clinic, which began performing nonsurgical abortions in August after a hiatus dating to 2012.

Schaefer, who aspires to be elected state attorney general in 2016, harshly interrogated officials from state agencies and the University of Missouri. He accused the university of “being in the abortion business” because its hospital had granted low-level admitting privileges to Colleen McNicholas, the physician who was performing abortions at the Columbia clinic.

The hostile hearings were enough to persuade former MU Chancellor R. Bowen Loftin to cancel the category of privileges granted to McNicholas without giving her sufficient time to apply for more standard admitting privileges.

Backlash over that move from inside and outside of the university was a factor in Loftin having to resign last month. Unfortunately, interim Chancellor Hank Foley declined this week to reverse Loftin’s decision. He noted that the executive
committee of the hospital’s medical staff had recommended eliminating the category of privileges.

State law requires a physician who performs abortions to have privileges at a hospital within 30 miles from where abortions take place. With McNicholas’ privileges revoked, abortions are no longer occurring at Planned Parenthood’s Columbia clinic.

The Planned Parenthood chapter has sued to stop Missouri’s Department of Health and Human Services from revoking its license to perform abortions in Columbia. A hearing in U.S. District Court is scheduled for Wednesday.

But even if Planned Parenthood keeps its license, it will need to find a physician with the proper admitting privileges. The health provider said in its court filing that two doctors who considered taking the job backed out. One said she was “not willing to subject herself or her family to the scrutiny and potential harassment that come with providing abortions.”

The University of Missouri’s cave-in to legislative bullying means women in mid-Missouri must travel either to St. Louis or Kansas to receive abortion services. Missouri’s 72-hour waiting period makes the process more onerous.

For abortion opponents, that is the point. But shutting down services at a clinic doesn’t mean women won’t still find themselves in circumstances, like poverty and violence, that will cause them to terminate pregnancies.

Helping to change those circumstances would be a more productive front than continued attacks on a provider that performs abortions safely and legally.

Planned Parenthood given two more days to find privileges

“As a state and federally funded university with a health system, we are required to follow applicable state and federal laws,” interim Chancellor Hank Foley said in a statement.

The bright pink shirts showing their support of Planned Parenthood illuminated the misty Monday evening as a couple hundred demonstrators gathered in Speakers Circle. The group eventually marched to Jesse Hall to urge interim Chancellor Hank Foley to do what he can to reinstate abortion services in Columbia.
Planned Parenthood’s motto, “Care. No matter what,” took on a deeper meaning as it was chanted by demonstrators who were reflecting on the recent shooting at the Colorado Springs, Colorado, Planned Parenthood clinic as well as fighting for women’s health here in Missouri.

“#FixItFoley” circulated on social media in anticipation of the vigil that fell two months after the most recent Planned Parenthood rally on campus and just one day before Columbia abortion services were scheduled to end. Abortion services were to come to a close Dec. 1 because of the unanimous decision by MU Health Care’s executive board to discontinue the “refer and follow” privileges that allowed Dr. Colleen McNicholas to perform abortions at the Columbia clinic.

About an hour before the event was scheduled to start, Foley sent a university-wide email that announced his decision to support the Medical Staff Executive Committee at MU Health Care in their decision to revoke all refer and follow privileges, after former Chancellor R. Bowen Loftin urged the committee to review their policies.

“The issue of abortion invokes much depth of emotion and passion; I understand this,” Foley wrote. “However, as a state and federally funded university with a health system, we are required to follow applicable state and federal laws.”

Foley also wrote that he respects the differing opinions others may hold, as well as their right to protest.

Demonstrators in the crowd pronounced their frustration with Foley’s actions, shouting, “Come out here Foley, you coward!” and “Give him a bow tie!”

However, the Dec. 1 deadline was pushed back after a federal judge ruled in favor of Planned Parenthood of Kansas and Mid-Missouri in a lawsuit. The lawsuit claims that the state Department of Health and Senior Services did not give either McNicholas or the Columbia clinic adequate time to retain privileges or go about seeking a new physician.

Dr. Kristin Metcalf-Wilson, lead clinician for PPKM, said an extra two days will be given for materials to be reviewed in order to decide whether Planned Parenthood’s request is sustainable.

Currently, McNicholas and PPKM are reapplying for a different status of privileging at the university hospital. Their application, which was delivered last week, has yet to be approved or denied, Metcalf-Wilson said.

With the possibility of retaining abortion services in Columbia, demonstrators passionately aired their grievances with the current state of women’s health care services in Missouri.

Mary Mosley, legislative vice chairwoman of the Missouri State Women's Political Caucus, spoke at the event and said that while she felt the administration is headed in the right direction after making concessions to Concerned Student 1950, she is very disappointed about Foley’s decision to not reinstate McNicholas’ privileges. Mosley called Foley’s email “a slap in the face,” and said this isn’t the first time this has happened at MU.
“I think this university is anti-women,” Mosley said. “It was anti-women in the ’70s when I got my degree here, and I don’t think it’s changed all that much.”

Mosley said she hopes the next chancellor will be a woman who will uphold women’s rights at the forefront of changes to be made. She said she believes Foley has handled the situation worse than Loftin from what she has seen so far.

Foley’s decision not to reinstate privileges was personal to some in attendance, such as Jessi Miller, a former MU law student who had to drop out because of health issues. Miller has polycystic ovarian syndrome, which causes her to suffer from long menstrual cycles. This poses additional problems for Miller, including the possibility of ectopic pregnancies, in which the fertilized egg implants itself outside of the uterus.

Miller receives birth control shots from Planned Parenthood that help her combat her menstrual cycles, and she said she would go there if she was ever pregnant and wanted to prevent a death like her own brother experienced at the age of 24.

Miller’s younger brother suffered from Duchenne muscular dystrophy, a hereditary terminal illness that has no cure. He passed away in 2013 after struggling with the disease his whole life.

“It ravaged him,” Miller said. “I watched him go from being able to walk, to only being able to crawl, to only being in a wheelchair, to being in a breathing machine and not even being able to feed himself.”

Miller has the same genetic disease that her brother suffered from. Because of this and the intense pain Miller saw her brother endure, she made the choice to never have children. This wasn’t a decision Miller made lightly.

“It’s a very personal choice (based) on what you would be willing to do in a situation like that,” Miller said. “It’s a really big personal, ethical decision. You have to wrestle with it a lot. But for me ... I can’t put my child through that. To me, that would be committing homicide, knowing what I know, and having a child that goes through that.”

Miller feels that her legal right to have an abortion would be taken away if services in Columbia go away.

“I’m like five months behind on my rent, and I’m waiting for my disability hearing,” Miller said. “If something were to accidentally happen right now, I honestly don’t know how I would be able to get to St. Louis or to Kansas City, Kansas in order to have the procedure done.”

The demonstrators opposing the reinstatement of abortion privileges were equally steadfast.

Sophomore Richard Rycraw sat with a handful of MU students off to the side in Speakers Circle in the rain as they quietly held signs that read, “We cannot stand with Planned Parenthood so we kneel.”
Senior Lucy Wynn, who sat next to Rycraw, said they were there to uplift and encourage those affected.

“We’re here just to be peaceful, because this is such a big thing that affects so many lives that we believe our God can do anything,” Wynn said. “This is out of our hands, and as big of a deal as it is, we’re putting it into his.”

Rycraw said though some may think it’s unreasonable for him to “tell women what to do with their bodies,” after seeing the impact three abortions had on his mother, he felt no one should have to go through anything similar.

“On the third (abortion), she just wanted to end her life because she just felt so horrible, because she knew what she did,” Rycraw said. “She had told us this, and that’s why she’s pro-life.”

Supporters such as Mosley and Metcalf-Wilson said they would like to see the politicization of women’s health by politicians such as Sen. Kurt Schaefer, R-Columbia, come to an end. Schaefer chaired the senate interim committee tasked with investigating Planned Parenthood in Missouri.

When asked how many times she has received a hostile message in the last three months, Metcalf-Wilson said, “More than Kurt Schaefer, and I showed up to work the next day.”

**The truth about teaching loads**

By RICHARD C. WARDER

Tuesday, December 1, 2015 at 2:00 pm

**Recently several reports have appeared in the Tribune about the concerns Sen. Kurt Schaefer has about the teaching loads of faculty members at the University of Missouri.** These concerns caused me to reflect on what my responsibilities involved when employed at five higher education institutions as well as working in both private and public-sector employments.

The number of credits taught or hours spent in the classroom is not a valid measure of how faculty members earn their salary or spend their time. Classroom instruction is usually only a small part of the activities that faculty members engage in. Some of these activities include preparing materials for lectures and exams, grading homework and those exams, meeting with students outside the classroom about class-related matters, meeting with advisees about course
selections for the next semester, serving on committees at the department, college and university level, maintaining their currency with developments in their disciplines and many more.

Furthermore, reductions in state funding for higher education have forced institutions — really their faculty — to aggressively pursue support from the private sector and federal agencies to help students as they pursue graduate degrees. Obtaining support for these “faculty of the future” requires current faculty to devote extensive time to writing proposals to those external sources. The rate that proposals succeed in receiving funding from agencies such as the National Institutes of Health and the National Science Foundation is quite low, with the latter averaging about 16 percent for engineering during the past 10 years. This in turn requires multiple submissions, even for those proposals that are judged worthy of funding, which in turn takes still more preparation time.

Many years ago, when confronted with completing an overly simplistic document that attempted to capture an inventory of the time spent on university business, I decided to keep a detailed record of such time during the fall semester using five-minute intervals. The length of a day was specified as being from the time I got up in the morning until I retired at night. Calls to the bank to confirm whether a check had cleared or taking time out for a cup of coffee were considered non-university business. When compiling the results, I found that I spent about 60 percent of each day on university business, and these were not eight-hour days. The next semester, I used 15-minute intervals for documentation and again found that about 60 percent of each day was spent on university business.

I spent three years in the aerospace industry before joining MU in the late ’60s and also spent two years with a federal agency in the mid-’70s. Those assignments required much less time than those associated with the responsibilities of a university faculty member.

I’m confident that Sen. Schaefer is genuinely concerned about ensuring that funding for the university is appropriately used and that taxpayers are receiving value for their investments in higher education. We do not judge the workload of a minister or priest by the hour or so he or she spends in church on a Sunday morning, nor that of Gary Pinkel by the three or four hours spent at Faurot Field on Saturday afternoons. Similarly, most Missourians do not judge the workload and salaries of our legislators by the relatively small amount of time they spend on the floor of their respective bodies, although some might suggest we should do so based on the allegations associated with recent resignations.

Several decades ago, public universities such as MU were considered to be “state-supported.” As state funding levels decreased, that label morphed into their being considered as “state-assisted.” Since then, the almost continual reduction of funding has led, at best, to institutions being categorized as “state-located.”

The above comments and observations suggest it would be more productive to elevate the dialogue about university funding to address the needs and other critical aspects affecting that funding rather than focus on the number of classes taught or the hours spent in the classroom by faculty members.
Organization works to restore MU’s image after semester of turmoil

By Megan Favignano

As high school seniors consider colleges for next fall and the 2016 legislative session approaches, the University of Missouri Flagship Council has launched a campaign to boost MU’s image after a semester of controversy.

Flagship Council Chairman James Sterling, a current professor and curator emeritus, said the council wanted to make sure its members and others know the number of Missouri students who attend MU and how much the university and its research contribute to the state’s economic engine.

“We’re trying to remind some of the important constituencies out there that we’re a lot better than what we’ve been portrayed to be over the last two or three weeks,” Sterling said.

The Flagship Council, a private, not-for-profit organization of MU alumni and friends, said in a statement Monday, “While we recognize that recent events at the University of Missouri are disappointing to many, they should not be allowed to cloud its 176-year history of outstanding contributions to education and research.”

Those recent events include the resignations of UM System President Tim Wolfe and MU campus Chancellor R. Bowen Loftin last month after weeks of infighting and protests on campus over the racial climate.

In an interview Monday, interim UM System President Mike Middleton said the university is a lot more than its current problems. While the university works to address issues on campus, Middleton said, it also is important for the UM System to focus on what the university is supposed to be doing: educating students, conducting research and providing health care to Missourians.
“We need to restore some confidence in the university as a university,” Middleton said. “And restore some trust. ... This has been a blow to the image of the university, and we have to get it back on track.”

Middleton said he has received letters from parents who are reluctant to send their children to MU. However, he doesn’t expect MU to see a dramatic drop in enrollment, he said.

The Flagship Council hopes its statement will help others focus on the educational opportunities MU has to offer students.

“We’re trying to change the direction on this before some people are so upset with it they don’t send their kids to school here or they cut off contributions to the university,” Sterling said.

This council’s statement comes the same week pre-filing of bills for the 2016 session starts. Almost 25,000 MU students are from cities and counties throughout Missouri, according to the statement. The statement called on state legislators to remember that fact as they plan for the 2016 session. Some legislators have warned that MU’s funding will be a major topic of the session after months of administration infighting and controversy over race issues and abortion.

The Flagship Council issued the statement the same week MU’s admissions office recommends prospective students submit applications to meet the priority deadline for scholarships.

Sterling said some people have been hurt and scared by incidents on campus, including students being called racial slurs and false reports of the Ku Klux Klan’s presence on campus. The Flagship Council, he said, wants to help the campus regain some normalcy.

“By normalcy, I don’t mean we ignore what problems there are in this community, but we try to fix those problems. We try to do better,” Sterling said.

New initiative at MU aims to foster student conversation about discrimination

COLUMBIA — At a race forum in MU’s College of Education in December 2014, Kathryn Chval, then associate dean of academic affairs for the College of Education, watched students stand up and discuss their experiences.

"The event was very well attended, standing room only," Chval, now acting dean, recalled. "Students at the undergraduate and graduate level stood up and told some incredible stories about their experiences on this campus."
Afterward, Chval met with African-American students to come up with a solution that the college could initiate. From those discussions, The Bridge — a space in Townsend Hall where students can come to unpack their experiences — was created.

A safe space

At The Bridge, students in the college are free to come by and share their experiences in a safe space. Taj Sconyers, a graduate student working on a doctoral degree in counseling psychology*, works in The Bridge along with another graduate student, Reuben Faloughi. Sconyers is also a graduate clinical assistant. Part of her work at The Bridge involves talking with students.

"Sometimes they just stop by and say hi, but during other instances, they may be, like, this is what happened and this is what's on my mind," she said.

Some students might discuss a time in the classroom where they felt ignored or silenced, or if they felt they were discriminated against in any way. The goal is to help the student figure out what the next step is, be a resource for them and make them feel validated and heard, Sconyers said.

The space was designated for programs targeting the Individuals with Disabilities Education Act for the month of November. The Bridge wants to serve anyone who has felt excluded on this campus, Chval said.

"We wanted The Bridge to be more inclusive than just race," Chval said. "Of course race would be a part of it, but disability, gender, any student, staff or faculty member who felt they were being excluded for some reason" would be included.

A lot of the original discussions while planning The Bridge concerned the physical space. With couches and ottomans, it does not look like a classroom. The idea was for people to feel like a part of a family and have challenging conversations, Chval said.

"If the groundwork for conversation is set by establishing trust and safety and respect, people are much more willing and inclined to share their perspectives," Sconyers said.

The student discussion series gives students the opportunity to talk to one another and talk about whatever is important to them. As individuals, people have immense power, and it is important to recognize the power in conversation, Sconyers said.

There is also a faculty discussion series, so that faculty members can talk about their research and discuss incorporating diversity into their research with students, staff and other faculty, Sconyers said.

Chval also participates in a monthly session called "Real Talk with Kathryn." It allows the students first-hand access to an administrator.
"I meet with students once a month, being an administrator on campus," Chval said. "It just opened my eyes to things to things that we had to do differently, and the students had so many different solutions that weren't in our conversations."

Future educators

At the beginning of the semester, Sconyers and Faloughi spent a lot of time on outreach. They went to all of the college's undergraduate classes and talked to them about The Bridge.

A lot of the outreach centers around helping future educators think differently about possible barriers to reaching diverse students in the classroom. It's important that future educators are thinking about incorporating culture and diversity in the classroom and thinking about how to talk about these topics, Sconyers said.

Potential reflective questions for teachers might include, "Do you make sure that your white students know they have a culture, black students are important and valued, English language learners are being understood, and they feel valued and important?" Sconyers said.

Faculty members support the initiative and have asked Sconyers to facilitate discussions in their classrooms about protests on campus.

In one such discussion, Sconyers began by asking about the group's understanding and perspective on the events. She then shared her knowledge of the history of higher education and disparities and what it means to different groups.

"I talked about privilege and what that means and looks like and how being a black, woman, low-income student, in a lot of ways I did not identify as privileged," Sconyers said. "However, being cisgender, Christian and heterosexual comes with privilege, and that's the thing about privilege is that you may not be aware of it."

Sconyers received an email from the professor saying that her discussion had made a huge difference and that discussions like that one were making the world a better place.

"We all have the power and the choice to make the world a better place or to choose inaction, allowing inequality to persist," Sconyers said. "I choose the former and hope others do as well."

The inspiration

The tagline of The Bridge is "connecting our shared humanity."

When it came time to name the space, they received a suggestion from Ty-Ron Douglas, an assistant professor in the Department of Educational Leadership and Policy Analysis. He suggested it should be called The Bridge. This connected with a poem Chval had recently read in The New York Times, Chval said.
"To Become a Bridge" was written by Travis Reginal, an African-American student at Yale University. In the poem, Reginal reflects on his time at Yale surrounded by privileged peers who don't understand social struggles the way he does.

"I am good at bending and stretching without breaking, for I am a bridge that connects places that are uncomfortable with one another, a bridge that says we won't treat disadvantaged kids as the other, to be conquered with policies that see us simply as statistics," Reginal wrote.

The hope for the space is bridging conversation, Chval said.

"Our students want a bridge on every college on this campus," she said. "They see this as a model that can lead other colleges on facilitating challenging conversations around equity, social justice, inclusion, relation to race and gender, disability and religion."

Loftin leaves one contract and enters another

Loftin's transition agreement details the new roles he will be involved in at MU.

**R. Bowen Loftin signed a six-year contract in 2013 when he accepted the offer to become MU’s chancellor.** On Nov. 9, the day he announced his resignation as chancellor, he signed another contract, a transition agreement, detailing the position he will be transitioning into. Loftin will earn $337,500 a year in his new position, 75 percent of his salary as chancellor.

In Loftin’s transition agreement, obtained by an open records request, he wrote of his intention to move to a new administrative position with two specific roles: director for research facility development and director of university research in support of the Tiger Institute for Health Innovation.

Loftin would “lead the campus’ efforts to construct new facilities and renovate current facilities to meet the research needs of the university for both today and into the future” as director for research facility development, according to the agreement. He would lead planning for new research facilities and establish and work with stakeholder committees for the facility projects.

As director of university research for the Tiger Institute, Loftin would “provide leadership in developing research programs that meet the needs of both the Institute and the interests of university faculty across multiple colleges and schools,” according to the agreement. He would also help recruit new faculty whose research interests would be related to and supported through the Tiger Institute’s resources and research.
Tiger Institute is the product of a partnership between MU and Cerner Corp., a healthcare technology company. It was created in 2009 to develop online health records for physicians that could save the state of Missouri up to $1 billion, according to its website.

Loftin will also continue to be a tenured professor of physics and is seeking a joint appointment to the department of health management and informatics and the department of computer science.

“These joint appointments will facilitate my service as the director of research for the Tiger Institute,” Loftin wrote in the transition agreement.

He may also arrange to teach within one of the departments where he is a faculty member.

Along with Loftin’s $337,500 salary, he will also receive an annual stipend between $10,000 and $35,000 until he is relieved of all administrative responsibilities.

As chancellor, Loftin received a car allowance of an unspecified amount and asked that the allowance be continued until 2017. While chancellor, he was required to live in the chancellor’s residence on Francis Quadrangle; in his new agreement he asked that he and his wife, Dr. Karin C. Loftin, be allowed to remain in the residence for up to 120 days after his resignation.

When he agreed to become chancellor, Loftin received a $135,000 hiring incentive. He also received $50,000 of deferred compensation annually, to be paid in 2017 and 2020. His original contract stated that should he resign or be terminated before those dates, there would be a “substantial risk of forfeiture” of said funds.

In his transition agreement, Loftin recognized that the deferred compensation could be forfeited but asked that the forfeiture be waived “given the circumstances” of his departure. It is stated in the agreement that the second deferred compensation payment will be made to him by Jan. 31, 2016.
How Missouri Prof. Melissa Click could avoid assault charge

NEW YORK (CNNMoney) – **University of Missouri communications professor Melissa Click** was sharply criticized last month after she was filmed blocking media access to a campus protest.

She suffered professional fallout, too, resigning from her courtesy appointment at the university’s prestigious journalism school.

Since then, Click has been waiting to hear if police would press charges against her after a photographer filed a complaint against her.

On Tuesday, that photographer said he offered Click a way out of the police investigation.

Mark Schierbecker, the University of Missouri student who filmed the incident and filed a complaint against Click alleging simple assault, told CNNMoney that he would be willing to “just drop the whole thing” if the professor agrees to discuss the controversy with him on a local radio station.

“She would have the opportunity to apologize if she felt the need to, and she could give her perspective on this,” Schierbecker said. “Taking this all the way up to the municipal court has never been something I’ve looked forward to doing.”

On Tuesday, Schierbecker met with Stephen Richey, the city prosecutor in Columbia, Missouri, to discuss the possible charges.

Schierbecker said that Richey told him that investigators are still trying to obtain documents that are relevant to the investigation. Richey did not respond to multiple requests for comment.

According to Schierbecker, the two discussed “extralegal ways of handling this,” including the opportunity for Click to address the controversy on the radio.

“What we would just like her to do is go on the record and end her silence on the matter,” Schierbecker said. “That’s something we would prefer.”

Video of Click went viral last month during the protests over racism on the University of Missouri campus. In Schierbecker’s video, Click can be seen blocking media from the demonstration.
“Who wants to help me get this reporter out of here?” she said in the clip. “I need some muscle over here.”

Schierbecker said he hasn’t heard from Click since she apologized to him in-person days after the footage went public.

Click did not respond to a request for comment.

Prosecutor weighs assault charges for MU professor who wanted to muscle media at protest

Former MU journalism school professor Melissa Click is accused of assaulting a videographer.

She was caught on video when media swarmed the Columbia campus documenting protests.

BY MARÁ ROSE WILLIAMS  DEC. 1, 2015

A University of Missouri professor caught on video calling for muscle to remove a student photographer who was documenting last month’s anti-racism protest on campus is under review by Columbia’s prosecutor.

Prosecutor Steve Richey on Tuesday was deciding whether MU professor Melissa Click should be prosecuted for an alleged assault on the videographer who captured Click in the Nov. 9 video.

Mark Schierbecker, an MU student and videographer, told The Star that Click grabbed his camera and pushed him while he was making the video. Schierbecker said he met with the prosecutor on Tuesday afternoon. A woman who answered the telephone at the prosecutor’s office late Tuesday afternoon said no decision had been made yet.

Click was one of at least two MU employees trying to prevent members of the media, including a student photographer and a news videographer, from taking
pictures of the tent city protesters demonstrating on the quadrangle near Traditions Plaza.

University police said Schierbecker filed a report against Click the same day the video was taken. But no arrests had been made in the case.

Schierbecker’s video shows Click, a faculty member in the Department of Communication, yelling at the photographer to back up and not cross a human wall formed by students to block out media. When the photographer did not leave, Click called out, “I need some muscle over here.”

The video went viral the same day those student protests led to the resignation of the university’s two top leaders. Click issued a public apology and resigned from her courtesy appointment in the MU School of Journalism.

Click was not the only university employee in the video attempting to stop the photographer, later identified as photojournalism senior Tim Tai, who repeatedly voiced his First Amendment right to photograph the public display at the public university.

Police said only Schierbecker filed a report, and only Click was named as a suspect.

However, Janna Basler, the assistant director for Greek Life and Leadership at MU, was also seen in the video attempting to restrict the photographer. She was later put on administrative leave.

The Columbia Missourian reported last month that a Title IX complaint had been filed against Basler and Click. University officials said they could not comment on an ongoing investigation.

Schierbecker said he talked with Richey on Tuesday about having asked Click last month about discussing the incident in a public setting.

“It would be an opportunity to turn the conversation away from journalism and journalism ethics and back to what it was in the first place and that was racism,” Schierbecker said.

He said a public talk may still be a possibility.
Unofficial Mizzou ‘White Student Union’ raises hackles

Similarly named efforts have popped up on Facebook since black students began protests for equality this month.

Colleges and universities across the country are denouncing such Facebook pages that claim affiliation with their campus.

BY MARÁ ROSE WILLIAMS  DEC. 1, 2015

Facebook pages called “White Student Union” have popped up recently at dozens of universities around the country, including the University of Missouri.

The pages state that their goal is to provide a forum for student backlash against minority students pressuring universities to confront racism and to make campuses more inclusive.

At the University of Missouri, the page is called Mizzou White Student Union. It features the familiar MU columns towering over the Columbia campus green, a bronze Thomas Jefferson posed in a school garden, as well as a string of comments denouncing the Black Lives Matter movement and the recent MU student protests that set off a national push by students fighting for racial equality.

MU officials said the page is deceiving, and they are investigating. They also said White Student Union has nothing to do with the university, it is not a sanctioned student group and they doubt the Facebook page was even started by students. Other universities are also investigating White Student Union.

The pages have been described as fake and a fraud, and some have claimed bogus accounts were created and comments were made up to incite racially insensitive comments. Facebook did not respond to several requests for interviews.

The Southern Poverty Law Center suspects the White Student Union pages were started by a white supremacist group. Other human rights groups say White Student Union has surfaced on Facebook during other times of racial tension.
“We are trying to find out who is behind them,” said Leonard Zeskind, president of the Institute for Research and Education on Human Rights in Kansas City. Zeskind’s group tracks white nationalist groups. “It could be a white supremacist group, students at the university or someone outside the university. ... I don’t think it is one group that’s doing it.”

Zeskind said the appearance of White Student Union “is definitely a racist response to anti-racist activity.”

The White Student Union Facebook page does not appear to have surfaced at any other regional campuses.

No one responded to repeated attempts by The Kansas City Star to contact the founders of the Mizzou White Student Union page. But on the page is this post:

“IT’s become increasingly clear that campus politics at the University of Missouri is becoming divided along identity lines. As People of color and African Americans form organizations to advocate for their well-being and safety, white students must do so as well.”

Another post said this: “The Mizzou White Student Union is not yet a formally registered Mizzou student organization, but we are a real collective of people and are in the process of applying for recognition from the University. Stay tuned.”

And a third said the White Student Union is “a group for white University of Missouri Students & Alumni. The first white MU student organization. Equality should not be reserved for only non-whites.”

The posts and the page, just like the MU student protests that led to the resignation of the university’s top two leaders, are protected by free-speech laws.

The Missouri Facebook page appeared online after protests — led by the predominantly black group Concerned Student 1950 — set off a stream of student protests for racial inclusion and equality on campuses across the country.

Similar White Student Union Facebook pages have turned up claiming affiliation with some 30 campuses, including New York University, the University of Illinois and the University of California-Berkeley. The schools quickly denounced any connection.

At the University of Illinois, campus administrators got Facebook to remove the page after a post called for students to photograph black students attending a rally on the Champaign-Urbana campus. That post said, “Feel free to send in pictures you take of any black protesters on the quad so we know who antiwhites are.” Since then, another Illinois White Student Union page has surfaced.

At Berkeley, chancellor Nicholas B. Dirks said in a statement to students and his faculty: “The page is clearly intended to fuel conflict and provocation rather than to foster a serious and constructive dialogue among students about issues of race.
This does not reflect the values of our campus community.” Berkeley used trademark infringement laws to get the page pulled.

Days after a White Student Union page surfaced on Facebook using University of Missouri logos, a second page with the Mizzou name and the towering columns partially blocked by a giant red and white tractor appeared.

“We did submit an intellectual property report to Facebook and that resulted in the removal of trademark images,” said Christian Basi, university spokesman. “We are continuing to look into certain images on the page.”

The latest posting also shows a picture of MU student body president Payton Head, who is African-American. Wording around the picture says, “Come to Mizzou where you can make up (expletive) and Blame it on racism.”

Payton earlier this school year reported a derogatory racial term had been yelled at him as he walked through campus. It’s one of the incidents that led students to protest last month.

Earlier posts on Mizzou White Student Union challenged claims that the page is a hoax.

“Unfortunately, some prejudiced individuals have been spreading malicious rumors about the Mizzou White Student Union and other white student unions across the country,” one post said. “These bigots have slandered our organization and others like us as fraudulent, suggesting that we are actually unaffiliated with our universities.”

It also said that “the Mizzou White Student Union is a real group of about 10-15 core members and 20-25 affiliates who attend the University of Missouri. We are currently in the process of applying for recognition from the university and expect to have our first major public appearance after Thanksgiving break.”

University officials said many of the posts are faked but may have used photos of actual university events that had nothing to do with the White Student Union. One photo shows students at a bake sale and claims the sale raised money for the White Student Union. University officials said there was a bake sale, but not for that group.

MU officials did not say what kind of support, if any, the page might be getting from students on their campus.

University officials are not the only ones watching the White Student Union Facebook pages. The Southern Poverty Law Center is looking into them as well.

If the center discovers who is behind the pages, the organization would expose them “and their true agenda,” said Lecia Brooks, outreach director of the center.
“It’s extremely dangerous propaganda,” Brooks said, because students who already may have leanings similar to the page creators could link once they are on the site to more dangerous white supremacist sites that they previously did not know existed.

And, she said, social media is a key tool in reaching young people of like mind. Though such sites may gain a following on college campuses, Brooks said it is minimal.

“Most students are embarrassed by it,” Brooks said. “Where there is a concentration of liberal-thinking people, such as on a college campus, there has been pushback.”

**the maneater**

**Multicultural Center hosts Allyship Week amidst campus tensions**

“If there were more allies, maybe this wouldn't happen,” Four Front Co-Chairwoman Alanna Diggs said.

In light of recent tensions on campus, Four Front co-chairwomen Alanna Diggs and Residence Halls Association President Billy Donley agreed that whether students agree with what has happened, they need to be supportive of their fellow classmates.

“(Ally Week) addresses a problem before it boils up, kind of like what happened the last couple weeks,” Diggs said. “If there were more allies, maybe this wouldn’t happen.”

The two came together to organize Allyship Week that was held during the week of Nov. 16, hosted by the Multicultural Center and Four Front to spread awareness of the need for allyship on MU’s campus. The week included four events: “Slacktivism or Nah?,” “#AnAllyIs Whiteboard Challenge,” “#AlliesSpeak Film Screening” and “Allyship: Are We in the Same Boat?”

Senior Gabriel Riekhof, who attended “Allyship: Are We in the Same Boat?”, and Diggs both said the campus needs people to actively work to understand and support people who are different than them.

“I’d like to see people reaching out to these communities they’ve never been in and to learn from them, to use their privilege in a way that affects change because every issue that happens on this campus affects all of us,” Diggs said. “We all have the power to change it, so I’d like to see students taking initiative and using the power that they have in a way that’s productive.”
Riekhof said he recognizes people are naturally going to gravitate toward people similar to them.

“The only way, by nature, to interact with people that are unlike you is to be intentional about it,” Riekhof said. “That starts by understanding that you do have things to learn from everyone else outside and inside your majority status, but it also starts with recognizing that because every single person has different backgrounds and different experiences, they have something to contribute to you that you haven’t thought about before.”

The discussion “Slacktivism or Nah” was held Nov. 16 in the Multicultural Center. Diggs defined slacktivism as “an attempt to recognize privilege as a way of negating responsibility.” The discussion included a presentation to help guide the conversation. The purpose of the event was to bring awareness about what “slacktivism” was and how to prevent doing it in the future.

“I hope that with everything that has been happening on this campus that people can recognize how to support each other in a way that is going to cause change and that people will recognize that when one of us is elevated, we are all elevated,” Diggs said.

During the discussion, some examples of “slacktivism” included using the Paris flag filter on Facebook profile pictures in response to the terrorist attacks, as it does not directly benefit those affected by the tragedy.

“I think (‘slacktivism’) is a very new thing, and people don’t realize it because they don’t want to recognize that what they're doing isn’t causing as much change as they might hope it is,” Diggs said. “I think it takes a lot of introspection to recognize when ‘slacktivism’ is occurring in your life.”

The film “Allies Speak” was shown Nov. 17 and was created by senior Young Kwon, a former Four Front co-chairwoman. In the film, MU students shared their experiences of discrimination on campus and discussed the qualities of an ally and supporting minority groups.

“We went through an intense year,” Kwon said. “We videotaped this last semester. We thought it would be a nice way to open up the discussion about allyship.”

Senior Andrew Abarca, member of Latino fraternity Lambda Theta Phi, appeared in the film and said he wanted to share his experiences to give people a better understanding of what different communities face and how to be a better ally.

“I think it was very crucial not just for Latinos to share their experiences, but also to tell (people) what an ally is, because it’s a word that's thrown around a lot, just like diversity is thrown around a lot, but they don't fully understand what it means to be an ally,” Abarca said.

Diggs and Donley both said allyship is hard to define.

“You get to learn and see their general ideas of what an ally means,” Donley said. “When somebody is saying an ally is doing this, an ally is doing that, you get a chance to learn those
other perspectives as well. Maybe for someone who really doesn’t know how to be an active ally, this is something we can really learn from as well.”

On Nov. 18, #AnAllyIs Whiteboard Challenge was held on the main floor of the Student Center. Donley said that this event allowed people to share their interpretation of what they believe an ally is.

“All Allyship is a lot of things,” Donley said. “That’s kind of what this whiteboard challenge is about, it’s called #AnAllyIs because everybody kind of has their different perspectives and ideas about what an ally is.”

During “Allyship: Are We in the Same Boat?”, Diversity Peer Educators facilitated a session that forced participants to look deeper into their identities and challenge stereotypes and discrimination they face.

DPE facilitators gave each group 30 seconds to answer three questions: “What are things you never want to hear about this group again?,” “How can others be an ally to your identity?” and “What makes you proud to be a part of this group?”

When a few questions were asked, people who self-identified within this group would say nothing, as they let the 30 seconds pass. When Riekhof, who self-identified as white, he chose not to answer the question, “What makes you proud to be a part of this group?”

Riekhof said that it was hard for him to see around the marginalization of students and focus on the positive. He believed the event should focus on minority students because as someone who identifies with the majority in social class, sexual orientation and ethnic group, he has not dealt with oppression.

“I think that this event should be more about the fact that there are humans who feel marginalized and that this is a legitimate feeling that they have,” Riekhof said. “We need to work together to build a more common understanding of each other and I think that came through with the activity, that that was a common answer, that we need to be understanding and be a better ally for each other. All of us, all of these groups, not just from a majority to all the minorities but even the minority groups to other minority groups.”

How parents can avoid spending thousands on colleges that host student storm-troopers

Storm trooper tactics by bands of college students making ideological demands across the country, and immediate preemptive surrender by college administrators — such as at the
University of Missouri recently — bring back memories of the 1960s, for those of us old enough to remember what it was like being there, and seeing first-hand how painful events unfolded.

At Harvard, back in 1969, students seized control of the administration building and began releasing to the media information from confidential personnel files of professors. But, when university president Nathan Pusey called in the police to evict the students, the faculty turned against him, and he resigned.

At least equally disgraceful things happened at Cornell, at Columbia, and on other campuses across the country. But there was one major university that stood up to the campus storm troopers — the University of Chicago.

After student mobs seized control of a campus building, the University of Chicago expelled 42 students and suspended 81 other students. Seizing buildings was not nearly as much fun there, nor were outrageous demands met.

Clearly it was not inevitable that academic institutions would follow the path of least resistance. Most of the leading academic institutions have multiple applications for every place available in the student body. Students who are expelled for campus disruptions can easily be replaced by others on the waiting lists.

Why then do so many colleges and universities not only tolerate storm trooper tactics on campus but surrender immediately to them? That is just one of a number of questions that are hard to answer.

Why do parents pay big money, often at a considerable sacrifice, to send their children to places where small groups of other students can disrupt their education and poison the whole atmosphere with obligatory conformity to political correctness?

Why do donors continue to contribute millions of dollars to institutions that have become indoctrination centers, tearing down America, stifling dissent and turning group against group?

There is no compelling reason for either parents or donors to keep shelling out money to colleges and universities where intolerant professors and student activists impose their ideology on academic institutions. Too often these are campuses with virtually no diversity of viewpoints, despite however much they may be obsessed with demographic diversity.

It is not hard to tell which campuses are strongholds of ideological intolerance, where individual students dare not express an opinion different from the opinion of their professors or different from the opinions of student activists. There are sources of information about such places, systematically collected and evaluated.

One outstanding source of such information is a college guide which rates colleges and universities on their ideological intolerance, giving a red light rating to institutions where such
abuses are rampant, a green light where there is freedom of speech and a yellow light for places in between.

That college guide is “Choosing the Right College,” which is by far the best of the college guides for other reasons as well. It gave the University of Missouri a red light rating, and spelled out its problems, two years before Mizzou made headlines this year as a symbol of academic cowardice and moral bankruptcy.

The University of Chicago gets a green light rating as a place where both conservative and liberal students are allowed free rein. Some engineering schools like M.I.T. get green light ratings because their students are too engrossed in their studies to have much time for politics, though Georgia Tech gets a red light rating.

Other red light ratings go to Duke, Vassar, Vanderbilt, Rutgers, Wesleyan and many others. More important, the reasons are spelled out. There is also another source of information and ratings of colleges and universities on their degree of freedom of speech. This is a watchdog organization called the Foundation for Individual Rights in Education (FIRE).

If parents and donors start checking out intolerant colleges and universities before deciding where to send their money, the caving in to indoctrinating professors and storm trooper students will no longer be the path of least resistance for academic administrators.

MU faculty group pushes to rescind Bill Cosby's honorary doctorate

COLUMBIA — Disgraced comedian and actor Bill Cosby might be stripped of an honorary doctorate awarded by MU in 1999.

If the university acts on an MU Faculty Council recommendation, it would be among at least a dozen other colleges and universities that rescinded Cosby's honorary degrees.

On Nov. 5, the MU Faculty Council — elected representatives of campus faculty — voted to recommend withdrawing Cosby's honorary doctorate in humane letters. Ben Trachtenberg, chair of the Faculty Council, said Tuesday that he later sent a letter with that recommendation to Interim Chancellor Hank Foley and Provost Garnett Stokes.

Trachtenberg said he spoke to then Chancellor R. Bowen Loftin about rescinding the degree and that Loftin spoke with then University of Missouri System President Tim Wolfe. Trachtenberg
said Loftin and Wolfe thought the process of withdrawing the degree should be started by the faculty.

"If the university was going to take away an honorary degree, they felt the process should be begun by faculty, who recommend people in the first place," Trachtenberg said.

Normally, candidates for honorary degrees are recommended by faculty to the chancellor's office, and each campus then recommends candidates to the UM System Board of Curators for approval. The process is typically kept closely under wraps and may take years.

"But I think in the Bill Cosby situation, the traditional rule of confidentiality is not applicable," Trachtenberg said.

It could not be immediately confirmed late Tuesday afternoon whether the university has ever stripped someone of an honorary degree.

"If you think about it, we normally give honorary degrees to impressive people," Trachtenberg said. "They have to do something horrible for us to think about taking that back."

Cosby, 78, starred as Cliff Huxtable in "The Cosby Show" from 1984 to 1992. When he received his honorary degree from MU's Graduate School on Dec. 19, 1999, at Hearnes Center, he wore a Mizzou sweatshirt under his black robe, according to reporting by the Columbia Daily Tribune, and told jokes about his college days and family life.

Cosby has garnered at least 60 honorary degrees, according to an Oct. 28 article from Inside Higher Ed. But at least 12 universities are rescinding them after more than 50 women accused the comedian of drugging and raping them.

Cosby has not been charged with a crime and has denied allegations that he drugged and sexually assaulted women, according to various news reports.

In a 2005 deposition recently made public, he testified that he obtained quaaluides, a sedative, with the intent of giving them to women before sex. Cosby and his lawyers have denied that he actually did drug the women who have accused him of rape, and he settled that lawsuit before it went to trial.

Tufts University withdrew both an honorary doctorate of arts and an award for excellence in children's media. Fordham, Brown and Marquette universities each withdrew honorary degrees in September.

According to The Associated Press, Brown President Christina Paxson said Cosby originally received the degree because he embraced values such as "honesty, fair play, love of family and respect for humanity," but he has since admitted to conduct with women "contrary to the values of Brown."
Graduation Rates Rise, for Some
Education Trust study finds as institutions' completion rates rise generally, minority students sometimes fall farther behind.
December 2, 2015

By Ashley A. Smith

Graduation rates have been steadily improving at universities for about a decade now. But a report released today by the Education Trust shows that at some public institutions, the gap in graduation rates between minority students and white students is actually growing. The Education Trust is an advocacy group for low-income and minority students.

At 26 institutions, the researchers found, the completion rate increased more for minority students than for white students from 2003 to 2013, resulting in a narrowing of the racial gap. At 17 colleges, by contrast, graduation rates for students of color declined and gaps between white students and minorities on their campuses grew. The Education Trust focused its analysis on 328 public institutions where overall graduation rates increased, and specifically on a group of 255 universities within that pool that had at least 50 minority and 50 white students in their graduation cohorts.

"We caution institutional leaders who celebrate their graduation rate gains to take a good look at their data and ask whether they are doing enough to get more African-American, Latino and Native students to graduation and to close completion gaps," said Kimberlee Eberle-Sudre, a policy analyst at Ed Trust and co-author of the report, in the news release.

Over all, the report found that two-thirds of four-year institutions have increased graduation rates from 2003 to 2013. Of the 255 institutions that serve a sizable minority population, 77 percent increased graduation rates for their minority students. But the minority graduation rates increased only slightly more than for white students - 6.3 percentage points compared to 5.7 percent. So the completion gap between white and minority students has narrowed by less than 1 percentage point in 10 years, according to the report.
The University of Tennessee at Chattanooga topped the list of the 17 institutions that had the widest completion gaps, though its overall graduation rate increased. The Education Trust, using U.S. Department of Education data, found that the completion gap between white and minority students there increased 18.7 percentage points between 2003 and 2013. Minority graduation at the university fell by 11.9 percentage points, but overall graduation increased by 2 percentage points. The overall rate was boosted by an increase in success for white students -- by 6.8 percentage points.

### Four-Year Public Institutions With Increasing Gaps

<table>
<thead>
<tr>
<th>Institution</th>
<th>10-Year Change in Minority Grad Rates</th>
<th>10-Year Change in Overall Grad Rates</th>
<th>10-Year Change in White Student Grad Rates</th>
<th>10-Year Change in Completion Gap</th>
</tr>
</thead>
<tbody>
<tr>
<td>U of Tennessee at Chattanooga</td>
<td>-11.9%</td>
<td>2%</td>
<td>6.8%</td>
<td>18.7%</td>
</tr>
<tr>
<td>Texas A&amp;M U-Commerce</td>
<td>-7.1%</td>
<td>4%</td>
<td>10.1%</td>
<td>17.2%</td>
</tr>
<tr>
<td>U of Missouri-Kansas City</td>
<td>-6%</td>
<td>3.6%</td>
<td>9.4%</td>
<td>15.3%</td>
</tr>
<tr>
<td>U of Central Arkansas</td>
<td>-9.5%</td>
<td>1.5%</td>
<td>4.3%</td>
<td>13.8%</td>
</tr>
<tr>
<td>Auburn U at Montgomery</td>
<td>-7.2%</td>
<td>1%</td>
<td>5.7%</td>
<td>13%</td>
</tr>
<tr>
<td>Kutztown U of Pennsylvania</td>
<td>-3.6%</td>
<td>4.6%</td>
<td>7.2%</td>
<td>10.8%</td>
</tr>
<tr>
<td>Auburn U</td>
<td>-5.4%</td>
<td>2.8%</td>
<td>5.1%</td>
<td>10.4%</td>
</tr>
<tr>
<td>U of Alabama in Huntsville</td>
<td>-5.7%</td>
<td>3.1%</td>
<td>4.6%</td>
<td>10.3%</td>
</tr>
<tr>
<td>U of Southern Mississippi</td>
<td>-5.5%</td>
<td>0.5%</td>
<td>4.4%</td>
<td>9.9%</td>
</tr>
<tr>
<td>Weber State U</td>
<td>-6.4%</td>
<td>1.9%</td>
<td>3.5%</td>
<td>9.9%</td>
</tr>
</tbody>
</table>

The university has seen an increase in retention among its minority students more recently, said Chuck Cantrell, associate vice chancellor of communication and marketing.
for UT-Chattanooga.

"We're focusing on all students' success and we recognize the need to address the needs of students in certain multiracial and multicultural populations," he said. "We have implemented a couple of programs that although they serve all students, the participation rates tend to be minority students."

According to UT-Chattanooga's retention data, retention of first-time, full-time black students increased from 70 to 80 percent, in 2015. That increase is higher than the 1 percent increase in retention among white students from 70 percent last year.

Cantrell said within the last two years the university established a summer bridge program to better prepare high school students for college-level math and writing, and a minority mentorship program. That mentor program matches upperclassmen with underclassmen to help minority students feel more engaged on campus.

The University of Montana -- the only flagship to make the list of 17 -- had a decrease of 3.5 percentage points in its minority graduation rate and an increase in the completion gap of 8 percentage points.

The minority population at Montana is substantially Native Americans, who account for about 800 of the approximately 13,000 students on the campus, said Perry Brown, provost and vice president for academic affairs at the university.

Brown said the university has been working to increase retention and graduation rates for Native students, although he added that he couldn't speak to why there were declines in the minority rates. Last year, the university renewed its participation in the federal TRIO program, a slate of initiatives and projects that help low-income, first-generation and minority students to succeed in college.

For years the university has had Native American advising offices at the college level to help students. Brown points to the College of Forestry and Conservation, where a Native American advising office was installed about 10 years ago and the retention rate increased from about 10 percent to 80 percent in that time, he said, adding that the number of graduates also increased from about one or two students a year to about eight a year.

Andrew Nichols, director of higher education research and data analytics for Education Trust, said the group's findings don't suggest that the 17 universities where the completion gap is growing aren't committed to diversity or focused on advising or increasing aid to low-income students.

"But it does seem what they are doing isn't necessarily working," he said. Leading the 26 universities that have narrowed the completion gap between white and minority students was the University of Nebraska at Lincoln, which has closed the gap by 15.2 percentage points due to the institution's efforts to increase freshman retention.

Each university is different, but the researchers identified some explanations for why some universities were better than others at closing the completion gap and increasing
both minority and white graduation rates.

"It usually comes down to a couple of specific things, and one of the most important is leadership and having folks on campus who take these issues seriously and recognize there must be targeted intervention for students of color," Nichols said. "Another is financial aid. So ensuring low-income students and students with the least ability to pay have the ability to pay not just in their first year, but so they can return to college year after year."

Washington State University, which saw the minority graduation rate increase by 13 percentage points over 10 years and the completion gap narrow by 5.4 percentage points, credited the institution's first black president, Elson Floyd, with leading the initiative to increase diversity on the campus. Floyd served as president from 2007 until his death in June.

North Carolina State University had a 12 percentage point increase in the minority graduation rate and closed the completion gap by 4.8 percent. Administrators there attributed the success to increasing financial aid for low-income students, Eberle-Sudre said.

The 26 institutions that are closing that completion gap also pointed to using targeted advising approaches or using their own data to examine subgroup performances in courses that had high withdrawal rates and then working with faculty to re-evaluate how they offer those courses or examining if additional tutoring was needed, according to the report.

"The traditional approach to advising has been on the student to seek help, but these institutions have flipped the narrative on its head and been more proactive in how they approach advising," Nichols said, adding that either they're mandating advising time for students or counselors are sitting down with students to help map out the courses they need to take to reach a degree.

Education Trust is also releasing two briefs to accompany the report that will delve deeper into the gaps between black and white students on these campuses and Latino and white students.

Minority student protests have taken off in the past few weeks over retention, lack of minority faculty and other issues that students feel hinder their success on campus. Those protests led to the resignation of University of Missouri System President Tim Wolfe. Missouri's Kansas City campus also made the list of institutions failing to close the completion gap and experiencing decreases in minority graduation.

"What we're seeing in the data is that all of these things are part of the mix or part of the issue and that maybe leads to lower completion rates for black students," Nichols said. "Generally when we have these conversations we are in some ways more likely to focus on income as the predictive issue and we're less likely to talk about race and challenges with racism in America."
Nichols said even when they examine the performance of people with similar socioeconomic backgrounds, race is still a factor.

The report also found that similar institutions, with similar SAT scores and percentage of minority students or demographics, could differ in widening or closing the completion gap.

"It really comes down to what that specific institution is doing, and that goes back to leadership, advising and the use of data," Nichols said. "What they do on campus matters at the end of the day."

"Extremely strict": Ex-Mizzou instructor accused of dragging teen no favorite of students

The former University of Missouri instructor who police say last week dragged a teenage relative out of a classroom by her hair for not wearing a hijab probably didn't have an advanced degree in self-awareness.

Youssif Omar, 53, of Columbia, who the school stressed has not taught there since July, was an editor at Artifacts, the school’s student culture journal. In an August "editor's note," he seemed to foreshadow last week's events.

“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,” he wrote. “Such people see themselves as fish taken away from the water.”

Omar was arrested at his home on Wednesday for the alleged incident, which took place a day earlier at Hickman High School. Police responded to the school at 3 p.m. on Tuesday after receiving a child abuse call. Omar was at the school and noticed that a 14-year-old member of his family was not wearing the traditional head scarf and that he became very irate and pulled her “very violently by the hair,” Columbia Police Officer Latisha Stroer told the Columbia Daily Tribune. He then allegedly dragged her down a flight of stairs and threw her into his car outside before slapping her. Omar was arrested the next day for suspicion of felony child abuse but was released from jail on a bail bond for $4,500.
A native of Benghazi, Libya, Omar, was an adjunct instructor at Mizzou at their Department of German and Russian Studies, as well as a research assistant.

Omar has not been at Mizzou since July 14, according to school officials who spoke to FoxNews.com. When asked if Omar was not working there due to any sort of disciplinary action, a spokesman declined to comment, referring to a policy in which they do not discuss such matters in the public forum.

On Omar’s Rate My Professor page one former student posted a comment about his quick temper.

“He is extremely strict and doesn't speak English very well,” reads the anonymous posting. “He will yell at students in class and won't do a good job of communicating assignments or answering questions. It is hard to judge what type of mood he is in on any given day because that will most likely determine the type of grade you will receive in the class.”

Omar did not immediately return requests for comment.

Young adults more likely to test positive for HIV

Watch story: http://www.komu.com/player/?video_id=31742&zone=5&categories=5

COLUMBIA - According to the Regional Aids Interfaith Network, people ages 18-25 are more likely to test positive for HIV in mid-Missouri.

Cale Mitchell, executive director of Rain-Central Missouri said testing isn't as popular as it was in the 90's, partially due to the lack of celebrity advocacy and media coverage.

"Over the years that interest has certainly died off and we have a population that are 18-25 year olds who don't know what the face of HIV is any longer, they don't know what the disease can do to an individual. They've never lived in a world where the treatment is just as bad as the disease, so there's a lot of complacency about getting tested," Mitchell said.
Tuesday is World AIDS Day, and Rain, an organization that tests people for sexually transmitted diseases, is offering free and confidential HIV testing as a part of a larger awareness event.

Mitchell said he doesn't know how many people plan on being tested, but the organization would be able to conduct about 200 tests in the two hours they are offering the walk-in service.

"Cost should not be a barrier to being tested," Mitchell said.

He said it's important for people to know their HIV status so they are able to protect their health and the health of their partners.

Rain was participating in a larger event taking place at Jesse Hall on the Mizzou campus where Greg Louganis, a former Olympic champion would be speaking at 7 p.m. about his life as an HIV positive person.

Multiple panels of the AIDS memorial quilt were also on display in the lobby of Jesse Hall. The entire quilt currently consists of more than 48,000 panels dedicated to more than 94,000 people.

MISSOURIAN

Former Olympian Greg Louganis says he's not defined by HIV diagnosis

COLUMBIA — When former Olympian Greg Louganis was 53 years old, he penned a letter to his younger self. It was a "letter about healing," he told the audience at his lecture, "Don't Let HIV Write Your Story," Tuesday night at Jesse Auditorium.

Louganis said that after testing positive for HIV when he was 28, he didn't think he'd live until age 30.

"I know you can't imagine living past 30, but you will live well beyond that and learn you can love and be loved," said Louganis, quoting his letter. "Those hurts, bumps and bruises you're going to let go of and see them as blessings of your life."

The lecture was the second of two events MU hosted for World AIDS Day. The first was a panel discussion titled "A Day in the Life of HIV," which featured Louganis and members from the community and university.

Many remember Louganis as the Olympic champion who hit his head on a springboard while diving in the 1988 Summer Olympics in Seoul. Louganis said he was "paralyzed with fear" after he hit his head because he knew that he was HIV positive at the time, but the public didn't. He
said he received heavy criticism and backlash for not disclosing his disease, but that he has learned to respond with kindness.

"As long as you open your heart and be kind to people, it will be returned," Louganis said.

Just six months before competing in his third Olympic Games, Louganis was diagnosed with HIV. In 1988, HIV and AIDS were considered "death sentences," and Louganis wasn't optimistic about his future.

Despite his diagnosis, Louganis continued training for the Olympics and competed in the games. He won two gold medals while taking azidothymidine, or AZT.

"I didn't know that AZT was as toxic as it was, because I had nobody to talk to about it," Louganis said. "People were dying from AZT treatment."

Louganis recounted a conversation with the co-author of his autobiography, Eric Marcus. "Eric said, 'you won two Olympic gold medals on AZT, you will never know what that truly means.'"

Louganis said the day was important to him because of what the United States and the rest of the world is doing for HIV and AIDS treatment.

"World AIDS Day to me is so important because of not just what we're doing here in the United States, but what we're doing in the rest of the world," he said at the panel discussion. "The rest of the world — they need a lot of help as far as education and awareness, and I try to be part of the solution."

Hank Foley, recently named MU interim chancellor, was also on the panel and agreed that education and awareness, as well as outreach and economic development, are the keys to HIV and AIDS treatment. Foley said while the United States has medicine that treats HIV, the current variances of HIV in the United States could change.

"Nature is incredible in its ability to adapt and change, and we need to be ready for that," Foley said. "There are certain variances of HIV that appear in North America that are very different than the plethora of varieties that appear in Africa. What we need to ask ourselves is — are we prepared for the time when the varieties that we are treating well here today are no longer treatable?"

Susan Even, executive director of MU Student Health Center, said at the panel that because today's students did not live through the time when HIV was incurable, they have a "sense of invincibility."

"Students don't know the life that happened before we could treat HIV," Even said. "They've only seen people who are living with HIV. I think it accentuates that sense of invincibility that young people have."
According to the Missouri Department of Health and Senior Services, as of Sept. 30, 234 residents in Missouri have been diagnosed with HIV or AIDS. In the central Missouri region, which is made up of 37 counties including Boone, there were 36 cases of HIV or AIDS in 2014.

While AIDS and HIV are often referred to in the same context, the two are different. According to the Center for Disease Control, HIV is a virus, and an HIV infection can lead to AIDS.

Louganis said that, although he may live with HIV, it doesn't define him.

"I'm not focused on my disease," Louganis said at the panel. "HIV is a part of my life. I live with it. I'm a gay man living with HIV, but that doesn't define me."

Woman charged with faking threats vs. fellow black students

Dec. 1, 2015
Associated Press

UNION, N.J. • A former Kean University student was charged Tuesday with making fake threats against fellow black students at the New Jersey school, which increased racial tension and led to heightened security. Kayla-Simone McKelvey, of Union Township, faces one count of creating a false public alarm, which carries a maximum three- to five-year sentence.

McKelvey, 24, participated in a Nov. 17 rally on racial issues at Kean and then went to a campus library computer and posted anonymous threats on Twitter against black students, the Union County prosecutor’s office said.

Investigators said McKelvey then returned to the rally and tried to spread word of the threats. The rally came in the wake of racial unrest at the University of Missouri and other college campuses.

It wasn’t immediately known Tuesday if McKelvey had retained an attorney who could comment on the accusations, and she didn’t reply to an email.

Security was increased at Kean after the threats were discovered, though classes weren’t affected. But the threats did lead a group of black ministers to call for Kean President Dawood Farahi to resign the next day, saying that the threats showed that he hadn’t done enough to address alleged racial tension on campus. The school responded that the claims of racial tension were baseless.
Farahi said in a statement posted on the school’s Twitter account Tuesday that the school was “saddened to learn that the person allegedly responsible was an active participant in the rally that took place on campus ... and is a former student of Kean.”

“No cause or issue gives anyone the right to threaten the safety of others,” Farahi said. “We hope this information will begin to bring a sense of relief and security to the campus community.”

Kean is one of the most racially diverse campuses in New Jersey. Last year’s freshman class was 31 percent white, 30 percent Hispanic, 20 percent black, 5 percent Asian and 14 percent unknown or other, according to state data.

McKelvey is scheduled to make a court appearance in two weeks.