Student senate calls for official statement on MU professor's actions at protest

By THE TRIBUNE’S STAFF

Thursday, December 3, 2015 at 2:00 pm

The Missouri Students Association Senate wants University of Missouri leaders to take a stance on a professor’s confrontation last month with a photojournalism student during a demonstration on campus.

The MSA Senate passed a resolution Wednesday calling for MU officials and the Department of Communication in the College of Arts and Science to “reevaluate and release a statement in regards to the actions of Professor Melissa Click” on Nov. 9.

MU student Mark Schierbecker posted a video on YouTube that shows Click ordering Schierbecker and a student photographer, Tim Tai, to leave the Carnahan Quadrangle and stop taking pictures and video during a student demonstration.

The demonstration, led by the group Concerned Student 1950, happened the same day UM System President Tim Wolfe resigned. Concerned Student 1950 had camped out on the quad while calling for former Wolfe’s removal, saying he inadequately addressed race issues on campus.


He said the resolution is not meant to take a stance on Click’s actions but only seeks to solicit a university statement on her actions.
MSA Senate calls for statement for Melissa Click's actions


COLUMBIA, Mo. - The MSA Senate is calling on the University of Missouri to reevaluate the actions of Melissa Click.

Click is the assistant professor who was caught on camera trying to stop a student journalist from covering the recent MU protests. The assistant professor can also be heard calling for "muscle" to apparently remove the journalist.

That incident and the student protests have gotten national media attention and have been referenced in recent episodes of the animated Comedy Central show "South Park."

Wednesday night, the MSA Senate passed a resolution calling for MU and the Department of Communication, where Click works, to officially address the issue and make a formal statement about it. The senators behind the resolution say the resolution is not meant to be personal.

MSA Sergeant at Arms Tim Davis says, “She’s not an evil person. She’s, a human being. She was trying to come from a good part in her heart, and I think she had the students’ interest (at heart), but just the way she came about it just rubbed some people wrong.”

MSA Senator Jeremy Wiggins says he just wants a statement from officials. He says, “As a student body, we should be asking for the University to comment on all the incidents that happen that involve students on campus.”

Late Thursday afternoon, Melissa Click told ABC 17 News she was unaware of the resolution and was unable to continue the conversation at the moment.

This is the language of the resolution:

A RESOLUTION TO PETITION THE UNIVERSITY OF MISSOURI ADMINISTRATION AND THE DEPARTMENT OF COMMUNICATION OF THE COLLEGE OF ARTS AND SCIENCE TO REEVALUATE THE ACTIONS OF PROFESSOR MELISSA CLICK ON NOVEMBER 9, 2015 AND RELEASE A STATEMENT.
PURPOSE: For the University of Missouri administration and the Department of Communication of the College of Arts and Science to reevaluate and release a statement in regards to the actions of Professor Melissa Click on November 9, 2015.

WHEREAS: on November 9, 2015 Professor Click prevented a student journalist from taking pictures and reporting on the student protest; AND

WHEREAS: In a video from another journalist she can be seen and heard calling for “muscle” to remove the University of Missouri Student that was recording the interaction; AND

WHEREAS: The Department of Communication’s website states that, “The faculty members are keenly aware of our role in helping students appreciate and effectively negotiate the complex communication processes they encounter”; AND

WHEREAS: The First Amendment to the United States Constitution expressly protects the freedom of both speech and the press; AND

THEREFORE, BE IT RESOLVED BY THE MISSOURI STUDENTS ASSOCIATION SENATE that the University of Missouri administration and the Department of Communication of the College of Arts and Science should reevaluate and release a statement in regards to the actions of Professor Melissa Click on November 9, 2015.

Respectfully Submitted, Jeremy Wiggins, MSA Senator & Tim Davis, MSA Sergeant At Arms

ST. LOUIS POST-DISPATCH

University of Missouri's interim leader says race issues can't fester

Dec. 4
By Koran Addo

Michael Middleton doesn’t know how long he’s going to lead the University of Missouri System.

But in an interview this week, the interim president said the network of four schools can’t afford to wait for a permanent president before beginning to address the racial tension that touched off this fall’s uproar on the Columbia campus.

“We don’t have the luxury to allow these issues to fester for another year, which is usually the time it takes to find a new president,” he said.

Middleton said he plans to move ahead on a list of demands drawn up by the student activist group Concerned Student 1950.
The group, which is named for the year black students were first admitted to the university, pushed for the removal of former president Timothy M. Wolfe over what was perceived as his indifference to a number of racist incidents on campus.

In addition to removing Wolfe, the group has also demanded a seat at the table in selecting a new president; a pledge to increase black enrollment and staff to 10 percent each by the 2017-18 school year; the creation of a racial awareness curriculum; and increased funding for hiring additional campus mental health professionals.

Some have called diversity targets unrealistic — particularly for faculty. But Middleton said none of the demands are outrageous. Yet he acknowledged that some may be unattainable, while others could potentially irritate some donors and alumni.

“None of the demands are unreasonable,” Middleton said. “We will work on these or explain why they can’t be done.”

He added that he has the backing of the university’s Board of Curators, which has pledged to put money and other resources behind his efforts.

The first step, he said, is to confront the issues of both overt and structural racism that boiled over this fall, eventually focusing the country’s attention on Mizzou’s campus a little over three weeks ago.

NOT OVERREACTING

Much of the unrest centered on three high-profile occurrences, including two circumstances where students reported being called racial slurs and a third incident where someone smeared human feces in the shape of a swastika inside a residence hall bathroom.

Students looking for a strong response from university leadership were angered over what they described as Wolfe’s tepid reaction when confronted twice by students.

Students accused him of suggesting that oppression exists only in their minds.

The uproar over Wolfe eventually led to his resignation on Nov. 9.

Middleton, this week, said students weren’t overreacting.

“This was in the tradition of students demonstrating in dramatic ways over the pain our students are experiencing,” he said. “We need to listen to them. We’ve made some progress, but we certainly haven’t solved the issue of race in America or other issues of marginalization.”

Regarding Wolfe, Middleton said the former president acted in the best interest of the university system.

“The president made a decision to step down. I don’t know if his decision was prompted by the culmination of events or the way he was targeted by Concerned Student 1950,” Middleton said. “I think he took the high road and left because he saw himself as an impediment to progress.”

THRIVING ON DIFFERENCES

Just as Ferguson, two hours to the east, became a national symbol for racial disharmony, the turmoil at Mizzou put Missouri square in the national spotlight as an example of a not-so-post-racial America.

In the wake of the turmoil, there’s a common feeling among faculty and administrators that the university will suffer long-term damage from this fall’s events, both in attracting interest from students and dollars from donors.

On recruiting at least, Middleton said he isn’t worried.
“I don’t think any effect on recruiting will be all that dramatic,” he said. “Certainly there will be some who avoid coming here, and maybe there is nothing you could say to get them here, but the problems here are not unique to us. These are endemic and persuasive issues at universities across this country.”

On the issue of raising money, it’s not inconceivable that Middleton or his successor could run into some of the same issues as St. Louis University President Fred Pestello.

A year ago, students and activists descended on SLU’s campus as an outgrowth of the larger Ferguson protests.

Protesters set up a tent city in front of the university’s clock tower, and lived there for six days. The protest came to be known as Occupy SLU.

The protest ended only after Pestello agreed to a 13-point platform, now known as the Clock Tower Accords spelling out ways in which SLU will address poverty and racial inequality in St. Louis.

Pestello’s decision to negotiate with protesters infuriated alumni who accused him of backing down.

Pestello, and his supporters, called it a good faith effort to address legitimate student concerns. But still, his decision followed him, including on a fundraising trip to Florida where he was peppered with questions over his leadership.

Middleton said he has seen similar arguments online and in emails and expects to face the same questions from donors and alumni in person at some point.

If accused of capitulating to students, “I would say, ‘What’s wrong with a university listening to its students and trying to accommodate their needs and interests?’ That’s what we should be doing,” Middleton said. “I don’t have a problem being accused of responding to the needs of students.”

He added that debate among members of the university community with opposing views is a good thing.

“We are an institution of higher education,” he said. “We thrive on differences of opinion. That’s how we learn.”

As for donors who recoil over discussions on race, Middleton said he will make the argument that the central role the university plays in the state hasn’t changed.

“I’ll tell them we’re better off for having these conversations,” he said. “This is no time to abandon us. We educate 77,000 students. We’re providing services, and we are doing more than most people realize to strengthen Missouri’s economy. We are an important institution for this state.”
Bills filed to allow concealed weapons on Missouri campuses

By Rudi Keller

Thursday, December 3, 2015 at 10:27 am

Higher education campuses would have to allow students, employees and visitors to carry concealed weapons if the school cannot provide security screening at every entrance of every building under a bill filed in the state Senate.

Sen. Brian Munzlinger, R-Williamstown, filed the bill; Munzlinger is one of two Missouri senators seeking to repeal the ban on concealed weapons on campuses. A college or university could request an exemption to keep the ban in place if the institution is able to prove to the Department of Public Safety that it has the necessary security.

A second bill, introduced by Sen. Bob Dixon, R-Springfield, would repeal the ban without a method for a campus to restore it.

The bills were among several related to higher education issues filed Tuesday, the first day for offering bills for the 2016 session.

Munzlinger also filed a bill creating a nine-member board to review requests for teaching waivers at the University of Missouri. Sen. Jamilah Nasheed, D-St. Louis, introduced a measure directing colleges to instruct students on issues of “affirmative consent” for sex.

The University of Missouri will not comment on the bills until it has had time to study them, UM System spokesman John Fougere wrote in an email.

State law on concealed weapons includes a list of 17 places where guns are banned, including government meetings, bars, sports arenas, schools and higher education campuses.

Munzlinger said his concealed weapon bill is modeled after a Kansas law. According to ArmedCampuses.org, 20 states including Missouri prohibit concealed firearms or permit them only if the guns are locked in vehicles. Another 21 states leave it up to each school to make a policy. Six states have regulations similar to the Kansas law, and three states require campuses to allow concealed weapons.
Current law makes campuses “a gun-free zone,” Munzlinger said. “It is a good target, and the right of an individual to protect themselves is being denied.”

As Munzlinger was being interviewed Wednesday, he noted that the first news reports of the mass shooting in San Bernardino were being broadcast.

“If people have the right to protect themselves, as I believe they do, somebody could stop maybe a mass execution,” Munzlinger said.

One of the General Assembly’s harshest critics of relaxed gun laws, Rep. Stacey Newman, D-Richmond Heights, said the belief that more guns makes people safer is a false assumption.

“Guns on college campuses are a horrible idea,” Newman said. “We know that many states around us are enacting this. More guns does not equal more safety. More guns equals more death.”

The state needs to put more money into mental health treatment to reduce gun violence, Nasheed said.

“I don’t think more guns is the answer,” she said. “Even if you have a gun on campus and someone wants to wreak havoc, you are just going to have more people dead.”

Munzlinger’s bill on faculty teaching waivers is in response to data showing more than 35 percent of faculty on the Columbia and St. Louis campuses were exempt from the expected teaching requirement in the past two academic years. Munzlinger’s bill would limit the number to 30 percent of tenured or tenure-track faculty on each campus, with preference for research that is not funded by state appropriations.

The bill would enact into law UM’s standard faculty workload, defined as 12 section credits or 180 student credit hours per academic year. A board of four lawmakers, four Missouri residents appointed by the leaders of each legislative chamber and a provost or vice chancellor would review anonymous waiver applications. The top two reasons for faculty waivers on all four UM campuses were research and administrative work.

“Let’s look back at how it has grown,” Munzlinger said. “It is worthy of discussion, and I am definitely looking forward to having a committee hearing on it.”

The bill to require instruction on affirmative consent for sex is part of raising awareness about sexual assault on campuses, Nasheed said.

“They don’t have the type of policies in place that we are putting forth,” Nasheed said. “When a person says ‘no,’ right now, that is not good enough. We want to make sure it is well-defined.”

The bill would require schools to host programs and make other communication efforts. The programs would emphasize that past relationships do not create consent and that consent cannot be given by someone who is intoxicated, acting recklessly or unconscious.
Missouri forms new office for discrimination investigations

Dec. 3, 2015

COLUMBIA, Mo. (AP) — The University of Missouri has formed a new office to centralize reports and investigations of discrimination complaints.

The university announced Wednesday that the new Office for Civil Rights and Title IX will reduce the number of offices involved in handling discrimination complaints. Ellen Eardley, assistant vice provost and Title IX administrator, will lead the office.

The move comes after former president Tim Wolfe and chancellor R. Bowen Loftin resigned last month, in part because of complaints about their handling of racial issues on campus.

The new office will handle complaints previously investigated by Human Resources, the Equity Office and the Office of Student Conduct. Incidents not involving discrimination will still be investigated by human resources and student conduct.

Eardley became the university's first Title IX administrator in April.
MU student sues professor over "racist, sexist" comments

Biology major Fatma El-Walid filed suit against her former professor, Dr. Michael Garcia, over alleged insults about her faith

COLUMBIA, Mo. - Fatma El-Walid rushed into an office-hours study session with her cellular biology class on March 13, 2015. Several students left shortly after her arrival before 5 p.m., leaving El-Walid and eight other students there. The professor, Dr. Michael Garcia, turned the conversation from cellular biology to conspiracy theories, such as the assassination of former U.S. president John F. Kennedy. It eventually turned to the terrorist attacks on September 11, 2001, and then the movie "American Sniper."

That's when Dr. Garcia turned his attention to her. A lawsuit filed in Boone County Court earlier this week claims all of the above, that Dr. Garcia went on a racist, sexist rant towards El-Walid, the Muslim student who had transferred from Moberly Area Community College earlier that school year. The lawsuit, filed by Chesterfield attorneys Azra Ahmad and Paul Rechenberg, also names the University of Missouri System for MU's failure to let El-Walid switch classes or properly punish Dr. Garcia after students reported his behavior that night, which violated the Missouri Human Rights Act.

"She was humiliated publicly, and demanded a public apology, which she has not received," Ahmad said in a phone interview Thursday. "And she wants the University to take a stand that such behavior, such prejudice and racism should not be tolerated in a place of higher learning."

**Dr. Garcia's attorney, Josh Oxenhandler, gave no comment on the lawsuit as of Thursday night. UM System spokesman John Fougere said the group doesn't comment on pending litigation.**

The lawsuit details at least ten "offensive" comments made that study session, asking if anyone on campus had ever called her a "towelhead."

"Garcia asked Fatma, 'Did your parents water board you as a child in preparation for the future?'", the lawsuit claims.

It goes on to say, "Garcia stated to Fatma, 'I hear your people hate the gays; are you a gay hater?"
The comments also became sexual, according to the lawsuit.

"Garcia asked Fatma whether she would rather be with one experienced man, like himself, for one raucous night rather than having relations with 72 virgins."

"That is a very harassing and demeaning comment to a woman, and it's a room full of men and she's the only woman," Ahmad said.

MU spokesman Christian Basi said Dr. Garcia began work at the University in 2005. He currently serves as an Associate Professor in the College of Arts and Sciences' Division of Biological Sciences. Dr. Garcia served as the chair of the Minority Affairs Committee - the Spring 2015 semester being the last one of his term.

During the alleged rant in the middle of that semester, El-Walid was too shocked and scared to leave the class, according to the lawsuit. She later went to school administration to ask that her grade in Dr. Garcia's class be dropped, since her grades across the board suffered "as a result of the sexually charged, discriminatory and offensive statements made by Garcia," the lawsuit said. She eventually lost her scholarship, and her GPA suffered - a point Ahmad focused on, as El-Walid is a medical school hopeful.

The lawsuit claims another student in the study session reported the incident to the MU Equity Office. The lawsuit claims it was an "anonymous" report, but Ahmad said the report was filed before El-Walid ever went to school administration about the issue. The Equity Office told ABC 17 News a reporter would need to talk with a spokesman about any report filed. Basi told ABC 17 News the school could not discuss any "personnel disciplinary action" based on HR policies.

"Even if he was trying to be funny, it wasn't funny," Ahmad said. "It was very derogatory."

Five things to know about new Missouri coach Barry Odom

As the coaching carousel continues to turn, more seats are being claimed. The one at Missouri was filled on Thursday when Tigers defensive coordinator Barry Odom was promoted to head coach.
Odom, who just completed his first season as Missouri's defensive coordinator, has the task of succeeding Gary Pinkel, the winningest coach in school history. Pinkel was 118-73 in his 15 years at Missouri.

Here are five things to know about Odom:

**He's "Mizzou Made":** Odom, 39, was a linebacker at Missouri from 1996-99 and once he got into coaching, he worked his way up the ladder there, starting as a graduate assistant in 2003, moving to director of recruiting in 2004-05, then director of operations from 2006-08 and finally serving as the safeties coach from 2009-11. After that stint, he went to Memphis, where he shined as a defensive coordinator and safeties coach and wound up back at Missouri this season to replace longtime defensive coordinator Dave Steckel, who is now the head coach at Missouri State.

**He knows the local recruiting landscape:** When it comes to recruiting in his home state, Odom should do well because he once was a high school coach (he was the head coach at Rock Bridge High School in Columbia from 2001-02). It was during his time at Rock Bridge that he first met Pinkel, since Odom's time as a Mizzou player predated Pinkel's arrival. He's also well thought of on the recruiting trail by high school coaches. One former Texas high school coach who now coaches at a Power 5 school called Odom "one of the best recruiters and best people to ever come through my door." When Pinkel first met Odom, who had expressed interest in being a GA at Mizzou, Pinkel recalls most of his assistants vouching for Odom, telling Pinkel, "We've got to get this guy because he's a sharp young guy."

**He's an accomplished defensive coach:** He has been a coordinator for only four years, but has done an impressive job in that short time. Before he arrived at Memphis, the Tigers were 117th nationally in total defense. In 2014, Odom's final season there, Memphis was 27th in that category, 10th in yards per play, 21st in yards per carry and tied for 23rd in third-down defense. This season at Mizzou, Odom led a defense that was second in the SEC to only Alabama -- and third in the nation -- in yards allowed per play (4.31), seventh nationally in yards allowed per rush (3.27, second in the SEC) and seventh nationally and third in the SEC in scoring defense (16.17 points allowed per game). He did that as the SEC's youngest defensive coordinator this season.

**He has many of the qualities you want in a head coach:** Pinkel said that Odom communicates very well with players, instills discipline, is very intense and competitive, is honest with his players and is very well-respected. "He could have gone half a dozen other places" before choosing to return to Mizzou last offseason, Pinkel told ESPN.com before the season. When Odom made the transition from Memphis back to Missouri, instead of bringing his own defensive terminology that was used in Memphis, he came in and adapted to Mizzou's terminology so that it would be an easier adjustment for the coaches and players. "That's a great statement about him, 'It's not about me, it's about making this thing work,'" Pinkel said. "His attention to detail, demanding but not demeaning attitude, it permeates throughout the whole defense."
He loves Mizzou and the players love him: "I know Columbia and have been in Missouri for a long time, and I know the university and I owe the University of Missouri a whole lot," Odom said before the season. "I got my education here and started a family here and met my wife here. So those are all things that at the end of the day are awesome on a number of levels." The chance to lead this program will mean a lot to Odom. Clearly, the players like the hire based on the reaction Odom got when he was introduced to the team as the head coach by athletic director Mack Rhoades:

Missouri promotes defensive coordinator Barry Odom to head coach

Dan Wolken, USA TODAY Sports 9:50 p.m. EST December 3, 2015

Missouri promoted defensive coordinator and former player Barry Odom to head coach, opting for continuity over the unknown. The school announced the move on Thursday and will introduce him at a news conference Friday.

Odom, 39, led a defense that was ranked in the top 10 nationally this season and was a bright spot in Missouri’s otherwise disappointing 5-7 season. He returned to Missouri last year after spending three seasons as Justin Fuente’s defensive coordinator Memphis.

Odom was considered the leading candidate to replace Fuente but was also firmly in the mix all along to replace Gary Pinkel. Missouri interviewed several other candidates earlier this week but settled on Odom, who is considered a rising star in the profession.

Odom will be a popular choice with current and former players and also understands the dynamics on campus that led to the team joining campus-wide protests over the administration’s response to racial tensions. The football team essentially went on strike, bringing national attention to the school and ultimately leading to the resignation of both the president and chancellor.

Pinkel, who went 118-73 at Missouri, announced he was stepping down a few days later to battle lymphoma.
Missouri hires defensive coordinator Odom to replace Pinkel

Dec. 3, 2015

COLUMBIA, Mo. (AP) — Missouri promoted defensive coordinator Barry Odom on Thursday to replace the retiring Gary Pinkel as head coach.

The school said in a release that Odom agreed in principle to a five-year deal that will need to be approved by the school's board of curators next week.

"Coach Odom was the clear choice to serve as our next coach," athletic director Mack Rhoades said. "He is a man of high integrity and possesses all the qualities you look for in a successful head coach."

Pinkel announced last month he had cancer and was retiring after the season and also had a public farewell news conference. The Tigers finished 5-7 but the defense ranked ninth in the nation, the first top-10 finish for the school since the NCAA began tracking defensive statistics in 1978.

"I'm tremendously honored to have this opportunity," Odom said. "Mizzou means the world to me and to my family, and we couldn't be more proud and excited to be in this position."

Odom added, "I can't wait to get started."

Odom was an assistant under Pinkel from 2009-11, then did a three-year stint as defensive coordinator at Memphis before returning to Missouri this season as defensive coordinator after Dave Steckel left to become head coach at Missouri State.

Odom also had been considered for the vacant spot at Memphis that went to Arizona State offensive coordinator Mike Norvell. Several players endorsed Odom for the Missouri job.

The school said it conducted a "thorough national search" and that contract details would be released after the curators meet Dec. 10-11.

Odom played linebacker on two bowl teams for Larry Smith, Pinkel's predecessor, from 1996-99. He had 362 tackles, seventh-most in school history, and was a captain his senior year.

He also served in an administrative capacity at the school from 2003-08, including director of operations.
"He has an undeniable passion for Mizzou, a strong track record of success at each level of his career and a clear vision to mentor our student-athletes and lead our program to even greater heights," Rhoades said.

Missouri was ranked seventh in the nation in scoring defense last season, allowing 16.2 points, and was also among the national leaders in tackles for loss. In 2014, Odom's Memphis defense was a key factor in a 10-3 season and a share of the American Athletic Conference title.

The 63-year-old Pinkel was diagnosed with non-Hodgkin lymphoma in May and has been treated at the Mayo Clinic.

Others considered for the position included Cal's Sonny Dykes, Houston's Tom Herman and Toledo's Matt Campbell, who took the Iowa State job.

Barry Odom will succeed Gary Pinkel as Missouri's football coach

Missouri announced Barry Odom would become head coach Thursday

Odom, a 1999 MU graduate and the current defensive coordinator, succeeds Gary Pinkel

Odom's defense ranked in the top 10 nationally in scoring, total yards this season

The next time Barry Odom walks out on Faurot Field, he'll be Missouri's head football coach. The replacement for Gary Pinkel was announced late Thursday. File photo by L.G. Patterson The Associated Press

BY TOD PALMER
tpalmer@kestar.com

Barry Odom’s dream job was no longer a dream as of 8 p.m. Thursday.

That’s roughly when Missouri announced that Odom, 39, would succeed Gary Pinkel as the 32nd football coach in program history, a decision that was greeted with raucous approval from the Tigers’ players.

“We are extremely excited to announce Barry Odom as the new leader of the Mizzou football program,” first-year MU athletic director Mack Rhoades said in a news release announcing the hire. “We had the
opportunity to visit with a number of excellent coaches throughout our search.

“At the conclusion of that process, Coach Odom was the clear choice to serve as our next coach. He is a man of high integrity and possesses all the qualities you look for in a successful head coach. He has an undeniable passion for Mizzou, a strong track record of success at each level of his career and a clear vision to mentor our student-athletes and lead our program to even greater heights.”

Missouri, which finished 5-7 and announced earlier in the week it would not request an NCAA waiver to play in a bowl game, has agreed in principle to a five-year deal with Odom.

The terms will be released after they are approved during a regularly scheduled University of Missouri System Board of Curators’ meeting Dec. 11-12 at Missouri-St. Louis.

“I’m tremendously honored to have this opportunity,” Odom said in a statement. “It’s something I’ve thought about for a long time as I’ve made my various stops leading up to this point. I understand the responsibility we have to not only carry on the tradition of excellence that Gary Pinkel has built here, but also to help this program reach new heights. Mizzou means the world to me and to my family, and we couldn’t be more proud and excited to be in this position.”

Odom will be formally introduced Friday during a noon press conference at Mizzou Arena, which is open to the public and will be televised on the SEC Network.

During a mandatory team meeting at the Mizzou Athletics Training Complex, Rhoades told the Tigers he’d settled on a new coach and the players mobbed Odom when he walked into the auditorium.

“He’s a true Missouri Tiger,” senior left tackle Connor McGovern said. “He will continue coach’s great legacy and make an even better one on his own. He’s truly a great coach and an even better person.”

Senior safety and captain Ian Simon was among several players, including junior linebacker Michael Scherer, who had championed Odom for the job.

Simon called it a “great hire” and said Odom was the “best man for the job.”

Another defensive player, who will be returning next season, also cheered Odom’s hiring, telling The Star, “I would have been extremely disappointed had it not been him.”

On Twitter, freshman quarterback Drew Lock, a Lee’s Summit graduate and the reigning Simone Award winner (until next week), said he was “extremely excited for the future with Coach Odom.”
Odom, a 1999 MU graduate, served on Pinkel’s staff at Missouri in various capacities from 2003-11 before spending three seasons as the defensive coordinator at Memphis.

Odom also had interviewed with Memphis, which announced Arizona State offensive coordinator Mike Norvell as Justin Fuente’s successor about an hour before Missouri announced Odom as its head coach.

Odom, a Maysville, Okla., native, also spent time as an assistant coach with his alma mater, Ada (Okla.) High School, in 2000 and was the head coach at Rock Bridge in Columbia from 2001-02.

His hiring also was welcome news for several recruits, who’d committed to Missouri before Pinkel announced Nov. 13 he had follicular lymphoma and would resign after the season.

Hogan Prep wide receiver DaRon Davis, a 2017 MU commit from Kansas City, and Cypress Falls linebacker Trey Baldwin, a human projectile missile from Houston, were among the commits quick to approve of the Tigers’ hire.

Odom returned to his alma mater last December after former defensive coordinator Dave Steckel accepted the head coaching job at Missouri State.

Odom, who graduated as the No. 5 tackler in MU history and still ranks seventh with 362 career tackles, was the architect of a defense this season that ranks No. 7 in scoring defense, allowing 16.2 points per game, and No. 9 in total defense, allowing 302 yards per game.

The Tigers also rank 28th in rushing defense at 132.8 yards and No. 7 in passing defense at 169.3 yards during Odom’s first season at the helm.

It’s unclear what this means for Missouri’s assistant coaches, but safeties coach Ryan Walters seems like a lock to stay after following Odom from Memphis last season.

Mizzou hires Odom to succeed Pinkel

Dec. 3, 2015 By Dave Matter

UPDATED, 9:55 p.m.

COLUMBIA, Mo. • When Barry Odom returned to Missouri this year to serve as Gary Pinkel’s defensive coordinator, his ambitions transcended his new position. His assignment was to run Missouri’s defense, but of course, he dreamed of more.
Were than any talks about one day succeeding Pinkel as head coach?

“No,” Odom said on Feb. 24. “Everyone has personal goals on where you think you would want to end up someday with your job or occupation. I’m not afraid to say that I want to be a head coach. I’ve come to believe with really strong conviction that if you’re good at what you do, work extremely hard, and treat people right and do things the right way, then things are going to work out like they’re supposed to.

“That time and place, if you can ever put a stamp on where or when that’s going to happen, more power to you.”

Now, the power belongs to Odom.

On Thursday night, the just-turned 39-year-old was announced as the new head coach of the Missouri football program. He’ll succeed Pinkel, who on Nov. 13 announced his resignation effective at the end of the Tigers’ season. Mizzou wrapped up a 5-7 campaign with last Friday’s loss at Arkansas.

Now, a new era begins.

After a week of twists and turns that saw Odom interview for the head-coaching job at Memphis and Mizzou athletics director Mack Rhoades meet with several other candidates for the job, Odom agreed Thursday to a five-year contract. The UM System Board of Curators will vote to approve the financial figures of the deal at next week’s meetings in St. Louis. MU will formally introduce Odom as the 32nd head coach in team history at a news conference at noon Friday at Mizzou Arena.

"We are extremely excited to announce Barry Odom as the new leader of the Mizzou football program," Rhoades said in a prepared statement. "We had the opportunity to visit with a number of excellent coaches throughout our search. At the conclusion of that process, Coach Odom was the clear choice to serve as our next coach. He is a man of high integrity and possesses all the qualities you look for in a successful head coach. He has an undeniable passion for Mizzou, a strong track-record of success at each level of his career and a clear vision to mentor our student-athletes and lead our program to even greater heights."

In a video captured Thursday night by Mizzou's football team, Rhoades introduced a room full of MU players to their new coach. Once they saw it was Odom, players engulfed him in the front of the room, led by, naturally, senior linebacker Kentrell Brothers, who under Odom’s watch this season led the nation in tackles. "Barry! Barry!," players chanted as they piled on top of Odom at the Mizzou Athletics Training Complex.

Odom, of Maysville, Okla., played linebacker for the Tigers from 1996-99 and left the program as its No. 4 career tackler with 362 stops. He becomes the third former Mizzou player since the 20th century to become the program’s head football coach, following the legendary Don Faurot and the less legendary Chauncey Simpson and Woody Widenhofer.

“I’m tremendously honored to have this opportunity,” Odom said. “It’s something I’ve thought about for a long time as I’ve made my various stops leading up to this point. I understand the responsibility we have to not only carry on the tradition of excellence that Gary Pinkel has built here, but also to help this program reach new heights. Mizzou means the world to me and to my family, and we couldn’t be more proud and excited to be in this position."

Since a two-year stint as the head coach at Columbia’s Rock Bridge High School, Odom has spent 10 of the last 13 years at Mizzou, six in administrative roles and four as an assistant coach. He was Pinkel’s safeties coach from 2009-11 then left for Memphis, where he served as defensive coordinator for three seasons. He rejoined the Tigers in January, replacing coordinator Dave Steckel, who left to become the head coach at Missouri State.
While leading Mizzou’s defense to one of its best seasons in decades — the Tigers allowed just 13.6 points per game, fewest since 1971 — Odom surfaced as the natural in-house replacement for Pinkel once he announced he wouldn’t return in 2016. Mizzou wasn’t alone in wanting Odom’s services. He flew to Memphis on Monday to interview with his former team, also in the market to replace its head coach, Justin Fuente, hired last week at Virginia Tech. On Tuesday, though, negotiations reportedly broke down and Odom returned to Columbia.

Rhoades meanwhile was busy interviewing other candidates, including Temple’s Matt Rhule and California’s Sonny Dykes. Air Force’s Troy Calhoun, Colorado State’s Mike Bobo and Toledo’s Matt Campbell were also linked to the job.

On Thursday, Memphis hired Arizona State offensive coordinator Mike Norvell, signaling that Odom was still on the market. Mizzou made his hire official later in the evening.

Former colleague A.J. Ofodile was thrilled to get the news. Ofodile, a Mizzou tight end from the early 1990s, worked as Odom’s offensive coordinator at Rock Bridge. He’s served as the team’s head coach since Odom left to get into college coaching.

“I couldn’t be more excited about the direction of the program, the continued growth of the program,” Ofodile said. “I think it was really crucial to have someone in there who really understood the lay of the land and has a healthy respect for the foundation that’s been laid, the overall system. And at the same time he’s someone who’s innovative, who has his own ideas, can take that framework and grow with it.”

Odom hired as Missouri football coach

By David Morrison

Thursday, December 3, 2015 at 8:09 pm

Barry Odom has been named the new Missouri football coach, the athletic department announced Thursday night.

Odom, a former Missouri player and assistant, replaces Gary Pinkel as the 32nd coach in program history.

"We are extremely excited to announce Barry Odom as the new leader of the Mizzou football program," Missouri Athletic Director Mack Rhoades said in a release. "We had the opportunity to visit with a number of excellent coaches throughout our search. At the conclusion of that process, Coach Odom was the clear choice to serve as our head coach.

"He is a man of high integrity and possesses all the qualities you look for in a successful head coach. He has an undeniable passion for Mizzou, a strong track-record of success at each level of
his career and a clear vision to mentor our student-athletes and lead our program to even greater heights."

Missouri’s players were told of the hiring at an 8 p.m. meeting at the Mizzou Athletic Training Complex. Odom came through the side door of the main meeting room after Rhoades told the players they’d be meeting their next head coach. The players mobbed Odom and started chanting "Bar-ry!"

"I'm just happy. That's all," MU linebacker Michael Scherer said as he left the building.

Odom, 39, has agreed in principle to a 5-year deal, with financial details of the contract to be released when approved by the University of Missouri Board of Curators at its regularly scheduled meeting December 10-11 in St. Louis.

Odom will be presented at a press conference set for noon Friday at Mizzou Arena.

Odom, 39, played linebacker at Missouri from 1996-99. He spent six years with the MU program in an administrative role in 2003-08, spent the next three years as Missouri’s safeties coach and, after three years as the defensive coordinator at Memphis, returned to MU to serve as defensive coordinator in 2015.

Although the Tigers went 5-7 last season in Pinkel's 15th and final campaign, Odom's unit ranked ninth in the nation in total defense.

Odom made $625,000 as the Tigers' defensive coordinator this season. Pinkel made just more than $4 million as their head coach.

“‘I’m tremendously honored to have this opportunity,’ Odom said in a release. ‘It’s something I’ve thought about for a long time as I’ve made my various stops leading up to this point. I understand the responsibility we have to not only carry on the tradition of excellence that Gary Pinkel has built here, but also to help this program reach new heights.

"Mizzou means the world to me and to my family, and we couldn’t be more proud and excited to be in this position. There are so many people I am thankful for from throughout my career – they are responsible for allowing me to learn and understand all the facets of building a program – that I couldn’t name them all. I’m grateful to Chancellor Hank Foley, President Mike Middleton, the Board of Curators and Mack Rhoades for their faith in me, and to Gary Pinkel for his support over the years. I can’t wait to get started."

Odom was the top candidate at Memphis after Coach Justin Fuente -- who hired him to be his defensive coordinator in 2012 -- left to take the Virginia Tech job on Sunday. Odom met with Memphis officials on Monday and Tuesday, and the Memphis Commercial Appeal reported that Odom and Memphis broke off negotiations Tuesday night.
Two days later, about two hours before Odom was announced as Missouri’s next head coach, multiple outlets reported that Memphis had hired Arizona State offensive coordinator Mike Norvell to replace Fuente.

"It’s just a matter of time before he does get” head-coaching “opportunities and does get a chance to do that," Fuente told the Tribune in April. "For Barry, it’s not if. It’s just when."

Odom continues a string of similar hires by Power-5 conference schools over the past few days. Georgia reportedly hired Alabama defensive coordinator Kirby Smart -- like Odom, an alum of the school with no college head-coaching experience -- on Tuesday. Maryland announced the hire of Michigan defensive coordinator D.J. Durkin -- whose only head-coaching experience came as an interim coach for Florida's Will Muschamp in last year's Birmingham Bowl -- on Wednesday.

“I’m proud and excited to be your football coach,” Odom told the team after his introduction Thursday night. “There’s going to be some bumps. There’s going to be some struggles. But through those, we’re going to become closer, tougher, more together and the football team that we need to be.”

Rhoades went through the search without the help of a search firm. He reportedly interviewed Odom, Temple Coach Matt Rhule, California Coach Sonny Dykes, Bowling Green Coach Dino Babers and possibly others for the opening.

"Somebody that’s a leader. Somebody that has CEO-type qualities, somebody that’s been part of a program, whether as a head coach or an assistant coach, they know how to win," Rhoades said when describing his ideal head coach candidate Nov. 18. "They know what it looks like, what it takes to win. I think that’s really important for me. Somebody that has a great ability to put together and assemble a staff and the alignment of a staff. I think that is so critical, particularly in the sport of football. That somebody can come in, high quality, high character people that work well together. There’s no egos. It’s about our student-athletes, it’s about our team, et cetera. That’s not easy to do. I think if you look at a lot of failures in terms of head coaches, you can point directly to the staff. This person will have to be really, really good in terms of doing that.

"A relentless recruiter. Somebody that loves to recruit. An insatiable appetite for recruiting. Has a proven track record of that. And then, I think, somebody that if I had a son, I’d want them to play for him. Because I know this head coach is going to be extremely demanding and is going to push our student-athletes to the very best they can be. They push them to make sure that they’re the very, very best football player they can be but, more importantly, the very, very best person they can be.”

Odom has made no secret about his ambition to be a head coach in the past.

"I’m not afraid to say it. I’ve said that a number of times. I’m going to be a head coach,"” Odom said after a Missouri practice Nov. 23. “Don’t know when, don’t know where, but that’s what I want to do.”
Odom is a native of Maysville, Okla., and played under Coach Larry Smith. He amassed 362 career tackles. He coached Rock Bridge High School in 2001-02, amassing a record of 14-8 with a state semifinal appearance in his last season.

"Really, everything he’s touched in football has been successful. I don’t think that’s going to stop now," said Rock Bridge Coach A.J. Ofodile, who was Odom's offensive coordinator with the Bruins. "He has the right temperament, the right demeanor. The necessary skill set, really, moreso than anybody involved in the situation because he was the only one with intimate knowledge of the growth of the program, the things that have made the program successful and then, also, the things that have maybe been in the way of taking it to that next step."

Odom and his wife, Tia, have three children – sons James Trump and Gartyt Robert and daughter Anna Lockwood.

After Thursday night's team meeting, players took to Twitter to display their reactions.

"I'm excited and blessed to play ball under coach Odom!" redshirt freshman offensive guard Kevin Pendleton tweeted. "I can't wait to get to work!!"

"Congrats to @Coach_Odom. Great man, Great coach," outgoing senior safety Ian Simon, a captain on this year's team, tweeted. "The right man for the job."

"Appreciative of the past and extremely excited for the future with Coach Odom and this team!! #MIZZOUMADE" freshman quarterback Drew Lock tweeted.

"Man...I don't know about you guys but I'm super pumped about Barry Odom," Kansas City Chiefs and former Missouri quarterback Chase Daniel tweeted. "I've been around him since his time at Mizzou...he's a superstar!

Odom even got a shoutout from Gov. Jay Nixon.

"Congrats to @Coach_Odom - a compassionate & committed leader prepared to take the Tigers to the highest level," Nixon tweeted.

Odom's first two tasks as Missouri's head coach will be to build a staff and hold together a recruiting class that currently contains 15 commitments and signs in two months.

The former may prove to be more difficult than the latter.

Tigers interim head coach Andy Hill -- who has been on the staff 20 years mostly as a receivers coach but as a quarterbacks coach the past three years -- is the top candidate for the head-coaching vacancy at FCS school Montana State, according to the Bozeman Daily Chronicle. Hill would be a valuable piece to keep on board due in no small part to his recruiting connections in the Kansas City area if Odom wants him and can convince him not to make the jump to head coaching.
Safeties coach Ryan Walters is a likely holdover, as Odom brought him on staff with him from Memphis in December. Cornerbacks coach Cornell Ford could be a valuable asset with his recruiting ties to St. Louis.

Defensive line coach Craig Kuligowski is considered one of the best at his position in the country and nearly bolted to Illinois as its co-defensive coordinator after Pinkel brought Odom in rather than promoting Kuligowski to defensive coordinator after Dave Steckel headed to Missouri State last year.

"I know this group has been together for a long time," said Jerod Alton, a Missouri cornerback commit from Kirkwood. "One thing I can say is just loyalty between the group is one thing that pops to my mind when I think of the coaching staff staying together."

Keeping the class together might be a little easier for Odom than it would be for an outside hire.

Christian Holmes, a 2016 cornerback commit from Atlanta's McNair High School, says Odom has a good rapport with the Tigers' incoming recruiting class.

"If Coach Odom gets the job, I'm pretty sure all the commitments are going to stay. I'm pretty sure," Holmes said. "Everybody loves Coach Odom, man."

MISSOURIAN

Missouri football team hires Barry Odom as head coach

COLUMBIA — Missouri conducted a national search for its next head football coach, but in the end, the Tigers found their man on campus.

Barry Odom, 39, a former Tigers linebacker who just finished his first season as Missouri’s defensive coordinator, is Missouri's new head coach. The athletics department announced the promotion in a news release Thursday night.

Odom is the program’s 32nd head coach, following up a 15-season tenure by Gary Pinkel, who announced this past month he'd retire to fight a form of non-Hodgkin lymphoma. Odom has agreed to a five-year deal in principle, according to the release, which says the financial details of the term will be announced when approved by the UM System Board of Curators at a previously scheduled meeting, Dec. 10-11, at the University of Missouri-St. Louis campus.

The athletics department will introduce Odom as its next football coach at noon Friday at Mizzou Arena.
"We are extremely excited to announce Barry Odom as the new leader of the Mizzou football program," athletics director Mack Rhoades said in the release. "We had the opportunity to visit with a number of excellent coaches throughout our search. At the conclusion of that process, Coach Odom was the clear choice to serve as our next coach. He is a man of high integrity and possesses all the qualities you look for in a successful head coach. He has an undeniable passion for Mizzou, a strong track-record of success at each level of his career and a clear vision to mentor our student-athletes and lead our program to even greater heights."

Odom has been a part of Missouri's football program in some fashion for 14 years. He played linebacker for the Tigers from 1996 to 1999. After serving as a high school coach for three seasons, including two as head coach at Rock Bridge High School, Odom became a graduate assistant for the Missouri football program in 2003. He then filled three different administrative roles in the program from 2004 to 2008 before coaching the Tigers’ safeties from 2009 to 2011.

He left Columbia for three seasons to be the defensive coordinator and linebackers coach at Memphis, and in that time, he took Memphis’ defense from 117th nationally in total defense to 22nd. In his final year with Memphis, Odom’s defense ranked fifth nationally in scoring defense. His players’ performance was impressive enough that Missouri brought him back to be defensive coordinator for the 2015 season.

During this past season, Missouri ranked ninth in the nation in total defense and gave up an average of 302 yards per game. The Missouri defense ranked seventh nationally in scoring defense (16.2), seventh in pass defense (169.2 yards) and second in tackles for loss (8.8) despite getting little rest while playing with a struggling offense.

"I'm tremendously honored to have this opportunity," Odom said in the statement. "It's something I've thought about for a long time as I've made my various stops leading up to this point. I understand the responsibility we have to not only carry on the tradition of excellence that Gary Pinkel has built here but also to help this program reach new heights.

"Mizzou means the world to me and to my family, and we couldn't be more proud and excited to be in this position. There are so many people I am thankful for from throughout my career — they are responsible for allowing me to learn and understand all the facets of building a program — that I couldn't name them all. I'm grateful to Chancellor Hank Foley, President Mike Middleton, the Board of Curators and Mack Rhoades for their faith in me, and to Gary Pinkel for his support over the years. I can't wait to get started."

Odom made $625,000 under his contract with Missouri as its defensive coordinator. Pinkel signed an extension in April that earned him $4.02 million per year during his final season as head coach.

Rhoades said during a Nov. 18 press conference about the coaching search that Missouri planned to be "competitive" in its contract offer to any potential head coach.

Odom was a rumored candidate since the search for a new coach began but wasn’t necessarily the lead candidate. Houston’s Tom Herman, who recently agreed to a new deal in principle with
the Cougars, was also a hot name to succeed Pinkel, as Rhoades hired him while serving as athletics director at the school. Justin Fuente, who led Memphis a 9-3 record a national ranking, was another, but he jumped to Virginia Tech. California’s Sonny Dykes reportedly interviewed for the job this week, but he’s still with the Golden Bears.

Rhoades said during a Nov. 18 press conference regarding the coaching search that he’d mostly consider candidate with college head coaching experience.

“Somebody that has CEO-type qualities,” Rhoades said. “Somebody that’s been part of a program, whether as a head coach or an assistant, that they know how to win. I think that’s really important for me. Somebody that has an ability, a great ability, to put together a staff, assemble a staff. I think that’s so critical, particularly in the sport of football.

"A relentless recruiter. Somebody that loves to recruit. An insatiable attitude for recruiting. Somebody that if I had a son, I’d want them to play for them. I know that this head coach is going to be extremely demanding and is going to push our student athletes to the very best that they can be."

Although the hire is in-house, it’s unclear how much of Missouri’s coaching staff will remain intact. Pinkel never fired an assistant coach while at Missouri, but the Missouri offense averaged just 13.6 points per game this season. Rhoades said during the November press conference that he’d ask his next head coach to sit down with “each and every staff member and visit with each one.”

“A head coach coming in, you’re never going to handcuff them,” Rhoades said. “The next staff, coming in is absolutely at their discretion. … There’s some value to keeping one, two, three, four staff members.”

Regardless of how many staff members will remain with the team, players appeared excited in a video the team tweeted of Odom’s introduction as head coach to the Tigers.

They mobbed him, jumping up and down, similar to how they did after beating BYU in Kansas City just more than 24 hours after Pinkel announced his plans to retire.

After that game, the players cheered "GP! GP! GP!" This time, they chanted a different name: “Barry! Barry! Barry!”
How well do you know Barry Odom? Learn more about Missouri football's new head coach

COLUMBIA — The Missouri football program found Gary Pinkel’s successor when it promoted Barry Odom from defensive coordinator to head coach late Thursday.

Over the course of his young college football coaching career, Odom has earned a reputation as a defensive mind.

Now Odom will get his first opportunity in charge of a college program.

Here’s a closer look at him:

- Odom is an Okie. The Tigers’ new skipper comes from Maysville, Oklahoma. In high school, Odom played linebacker, his future collegiate position, but also received plenty of carries at running back. As a senior at Ada High School in 1994, he rushed for close to 1,600 yards and 39 touchdowns. Strangely enough, though, those numbers weren’t enough to attract attention from any in-state powers. Oklahoma, Oklahoma State and Tulsa didn’t show any recruiting interest in Odom.

- Odom eventually found a landing spot at Missouri under former head coach Larry Smith. He enrolled in 1996 and quickly established himself at linebacker. He recorded 72 tackles as a freshman. In the spring of 1997, he tore his ACL but recovered in time to start all 12 games of his sophomore season. Odom was chosen as a team captain as a senior in 1999 and would go on to finish with 362 tackles — the seventh-most in Missouri Tigers history.

- Like many college coaches, Odom got his start in the profession at the high school level. His first job out of college came as an assistant coach at his alma matter, Ada. In Odom’s lone year as a coach there in 2000, the Cougars finished as the runners-up in the Oklahoma state tournament. Odom then returned to Columbia as Rock Bridge High School’s head coach, where current Bruins’ head coach A.J. Ofodile served as his offensive coordinator.

- In 2003, former head coach Gary Pinkel hired Odom as an administrative graduate assistant at MU. Odom remained at Missouri until 2011 in a variety of roles: director of recruiting (2004-05), director of operations (2006-08) and the safeties coach (2009-11).
Odom made the move south in 2012 when he accepted the defensive coordinator job with a rebuilding Memphis program. Odom worked under Justin Fuente, who recently took over at Virginia Tech, and together, the two helped engineer a turnaround. Memphis went 4-8 in 2012; its record improved to 10-3 in 2014. Odom’s defense was a big reason for the resurgence. Memphis ranked 117th nationally in total defense the season prior to Odom’s arrival. In Odom’s last year with the school, the Tigers finished 22nd in total defense and fifth in scoring defense.

Odom’s success at Memphis helped him return to his college alma mater. When former defensive coordinator Dave Steckel took the head coaching job at Missouri State following the 2013-14 season, Pinkel and Missouri quickly snatched up Odom to fill Steckel’s post. Odom’s first year as defensive coordinator at Missouri was a success, despite the team's 5-7 record. This season, Missouri ranked top-10 nationally in total defense for the first time since the NCAA began tracking defensive statistics in 1978.

Odom became the 32nd head coach in Missouri football history with the announcement Thursday. Prior to Odom’s promotion, Pinkel had been in the post since 2000. Now Odom will try to build on the progress Pinkel made in his 15 years with the program. One of Odom’s biggest challenges could be inexperience. This is his first experience as a head coach. Odom, 39, is Missouri’s youngest head coach since Warrren Powers took the job at 37 in 1978.

Odom named Mizzou head football coach


COLUMBIA, Mo. - Barry Odom lands his dream job.

**Former Mizzou linebacker and defensive coordinator Barry Odom was named the head football coach at the University of Missouri Thursday night.** Odom replaces Gary Pinkel, Mizzou's all-time wins leader with 118 victories.

"We are extremely excited to announce Barry Odom as the new leader of the Mizzou football program," Mizzou athletic director Mack Rhoades said in a statement. "We had the opportunity to visit with a number of excellent coaches throughout our search. At the conclusion of that process, Coach Odom was the clear choice to serve as our next coach."
"I'm tremendously honored to have this opportunity," said Odom in a statement through the University of Missouri. "It's something I've thought about for a long time as I've made my various stops leading up to this point. I understand the responsibility we have to not only carry on the tradition of excellence that Gary Pinkel has built here, but also to help this program reach new heights."

Odom played linebacker at Missouri from 1996-1999. He spent time within the MU program after his playing career, starting as a graduate assistant in 2003 and worked his way up to safeties coach until 2011.

He then spent three seasons as Memphis' defensive coordinator before returning to Missouri for the same position earlier this season.

Odom was also the head coach at Rock Bridge high school from 2001 to 2002.

Mizzou also announced Odom will be unveiled as its new head coach during a news conference on Friday, December 4. The event starts at Noon on Mizzou Arena's main floor and is open to the public.

Mizzou Football announces Barry Odom as new head coach

COLUMBIA - The University of Missouri announced Thursday night Barry Odom would become the new head coach of the Tigers' football team.

Odom was previously an assistant coach and defensive coordinator with Missouri. The university said Odom agreed to a five year deal. He would be Missouri's 32nd head coach.

The university said the financial details of Odom's contract would be released after expected approval from the UM Board of Curators on Dec. 10 or 11.

Odom was set to be publically presented in a news conference Friday at the Mizzou Arena.
Odom spent three years as a linebacker for the Tigers from 1996 to 1999. He was head football coach at Rock Bridge High School from 2001 to 2002. Odom worked in Mizzou Athletics' administration from 2003 to 2008, and became a coach in 2009. Odom left Missouri from 2012 to 2014 to work as a defensive coordinator at the University of Memphis.

Mizzou Athletic Director Mack Rhoades said, "We had the opportunity to visit with a number of excellent coaches throughout our search. At the conclusion of that process, Coach Odom was the clear choice to serve as our next coach. He is a man of high integrity and possesses all the qualities you look for in a successful head coach. He has an undeniable passion for Mizzou, a strong track-record of success at each level of his career and a clear vision to mentor our student-athletes and lead our program to even greater heights."

Mizzou started its search for a new head coach after Gary Pinkel announced his retirement in November. Pinkel had been the Tigers' head coach since 2001.

Just Tuesday, sources told KOMU 8 News University of California head coach Sonny Dykes had interviewed with Rhoades in Denver.

39-year-old Odom has been involved with Mizzou athletics for 14 years.

"I'm tremendously honored to have this opportunity," Odom said. "It's something I've thought about for a long time as I've made my various stops leading up to this point."

---

**On Student Academic Freedom**

December 4, 2015

By Henry Reichman

The concept of academic freedom for faculty has been more or less clearly defined over the years. Its three components -- freedom in the classroom, freedom in research and publication, and freedom of expression as a citizen -- are widely acknowledged. They have been clearly articulated in both the Association of University Professors 1915 Declaration on Academic Freedom and Academic Tenure and the 1940 Joint Statement on Academic Freedom and Tenure (co-authored with the Association of American Colleges).
Recent events at the University of Missouri, Yale University and elsewhere, however, raise anew the question of student academic freedom. The 1915 Declaration recognized that “academic freedom has traditionally had two applications: to the freedom of the teacher and to that of the student, Lehrfreiheit [to teach] and Lernfreiheit [to learn].” According to Ralph Fuchs, a former general secretary of the AAUP, “Student freedom is a traditional accompaniment to faculty freedom as an element of academic freedom in the larger sense.”

But what, concretely, does student academic freedom entail? May students, like faculty, claim some version of academic freedom beyond their own legal rights under the First Amendment? And, if so, what kind of academic freedom is most appropriate for students?

The question was addressed nearly 50 years ago in the wake of the civil rights movement in the South, the Free Speech Movement at the University of California at Berkeley and burgeoning student movement against the Vietnam War. The AAUP and several other associations drafted the 1967 Joint Statement on Rights and Freedoms of Students. The proclaimed aim of that Joint Statement -- a kind of Magna Carta for student rights -- was “to enumerate the essential provisions for student freedom to learn.”

It's worth looking back at that seminal document in light of contemporary concerns.

The joint statement protects not only the free expression rights of students generally but also speaks specifically to student academic freedom in the classroom. It requires “the professor ... [to] encourage free discussion, inquiry and expression, [and to evaluate students] solely on an academic basis, not on opinions or conduct in matters unrelated to academic standards.”

The statement also addresses students’ rights outside the classroom. “Students bring to the campus a variety of interests previously acquired and develop many new interests as members of the academic community,” it declares. “They should be free to organize and join associations to promote their common interests.” The statement adds, “Students and student organizations should be free to examine and discuss all questions of interest to them, and to express opinions publicly and privately. They should always be free to support causes by orderly means which do not disrupt the regular and essential operation of the institution.”

Of no small importance is the statement's recognition of the right of students to participate in institutional governance: “As constituents of the academic community, students should be free, individually and collectively, to express their views on issues of institutional policy and on matters of general interest to the student body. The student body should have clearly defined means to participate in the formulation and application of institutional policy affecting academic and student affairs.”

The extent of such participation was left unclear, however. Nonetheless, in 1970 AAUP’s Committee on College and University Governance and its council did issue a Draft Statement on Student Participation in College and University Governance. Perhaps reflecting then-current student demands for black and ethnic studies, that statement proposed that “Students should be consulted in decisions regarding the development of already-existing programs and the establishment of new programs.” It added as well that “Student opinion should also be consulted, where feasible, in the selection of presidents, chief academic and nonacademic administrative officers including the dean of students, and faculty.”

The 1967 Joint Statement considers students’ freedom off campus, noting that “students are both citizens and members of the academic community’ and as citizens “should enjoy the same freedom of speech, peaceful assembly and right of petition that other citizens enjoy.” Moreover, the statement
adds this important caution: “Faculty members and administrative officials should insure that institutional powers are not employed to inhibit such intellectual and personal development of students as is often promoted by their exercise of the rights of citizenship both on and off campus.”

The detailed provisions of the 1967 Statement, I would argue, suggest a more systematic and reasoned view of the current wave of student unrest than the kinds of near-hysterical reactions -- The Wall Street Journal, for instance, called Yale protesters “little Robespierres” -- that seem to characterize much recent commentary. It is certainly true that the rights defined by this statement surely would include the right of students to upset other students, perhaps by wearing offensive costumes on Halloween. But, in many ways, more important is the right of the offended students to express their distaste as forcefully as they can without undue disruption of the institution’s mission. As Geoffrey Stone, a professor of law at the University of Chicago, recently put it, “Toleration does not imply acceptance or agreement. The freedom to speak does not give one the right not to be condemned and despised for one’s speech.”

In this light, despite all the hubbub, it is difficult to identify even a handful of instances where recent student protests have actually violated the rights and freedoms of anyone, including faculty members and other students. Moreover, as Stone also suggests, protesting students are well within their rights even to demand that the institution take disciplinary action against other students, faculty or administrators who engage in odious behavior.

The real question is whether and how to act on such demands. As Bruce Shapiro, executive director of the Dart Center for Journalism and Trauma, has written, “Leadership matters -- not just on the substance of legislation, hiring or executive orders, but leadership in the face of emotionally evocative symbolic and narrative disputes.” Let’s take the incident at Yale that has aroused so much heat, in which a faculty residence adviser sent an email to a restricted list of students criticizing a message sent earlier by minority affairs counselors advising against offensive Halloween costumes. The adviser’s email spurred an angry response from minority students, some of whom demanded the adviser’s dismissal. This, I would argue, was well within those students’ rights. But were the Yale administration to accede to such a demand, it would be a different matter.

Indeed, as I’ve written elsewhere, the issue at Yale, Missouri and other institutions is largely not one of free expression but of communication, environment and values. Shapiro puts it well: “At a time of unprecedented economic inequality, students of color, immigrants and students from low-income backgrounds -- at rich, elite universities and state schools alike -- are painfully aware that the experiences they bring to campus are ill appreciated by many classmates, teachers and administrators, who come overwhelmingly from a culture of middle-class safety nets and an economy that rewards those who already have. That's the issue.”

Here it’s necessary to credit the students for their courage and determination in addressing the sometimes unconscious but nonetheless real and persistent racism that infects our society and our campuses. In doing so, they have made and will again make mistakes. They will offend others even as they respond to deeper offenses against their own dignity. They may demonstrate indifference to the rights of others, as protesters everywhere always have. But, in doing so, they will learn. And that, it seems to me, is the essential point. Student academic freedom, in the final analysis, is about the freedom to learn. And learning is impossible without error.

What is therefore most remarkable about today’s student movements is not their alleged intolerance or immaturity. It is not their intemperance or supposed oversensitivity to insult and indifference. It is that they have begun to grapple with issues that their elders have resisted tackling for far too long. Stone is
right that “a university can legitimately educate students about the harms caused by the use of offensive, insulting, degrading and hurtful language and behavior and encourage them to express their views, however offensive or hurtful they might be, in ways that are not unnecessarily disrespectful or uncivil.”

But the university, and especially its faculty, must also be willing to learn from students. Faculty members should welcome the challenges the protesting students have posed. Student movements offer countless opportunities for students -- as well as their teachers -- to learn. To approach them in this way, in the spirit of the student academic freedom proclaimed and defined by the AAUP and its collaborators back in 1967, is therefore simply to fulfill our responsibility as educators.

BIO

Henry Reichman is first vice president of the American Association of University Professors and chair of the association’s Committee A on Academic Freedom and Tenure.

MU student journalist wins national award

The student photographer seen in a viral video received a national award for taking a stand for press freedom

Tim Tai is recognized along with some nationally known journalists

BY MARÁ ROSE WILLIAMS
mwilliams@kcstar.com

The University of Missouri journalism student caught on video defending freedom of the press during protests on the Columbia campus last month has been rewarded for his stance.

Senior Tim Tai is the first recipient of the First Amendment Defender Award, the Radio Television Digital News Foundation announced this week.

The foundation, which sponsors the award, said it is presented to a person or organization that takes a public stand in support of press freedom.

Tai, working as a freelance photographer for ESPN, was covering the student protests against racial inequality at the university that led to a student hunger strike, a football players’ strike and the resignation of the university system president and campus chancellor. Student protesters and some faculty attempted
to restrict press access to the tent city that protesters had set up on the university lawn. While most of the local and national journalist covering the public event backed down, Tai was seen in a viral video standing his ground while explaining that the same First Amendment that allowed the protest, allowed him to photograph it.

Even after he was pushed and threatened with violence, Tai continued to photograph the scene.

“Supporting and defending the First Amendment requires bravery, integrity and perseverance,” foundation Chair Amy Tardif said in a statement announcing the 2016 awards.


## Student photojournalist to receive First Amendment Defender Award

COLUMBIA — **MU student and freelance photojournalist Tim Tai will be awarded a First Amendment Defender Award by the Radio Television Digital News Foundation on March 16.**

The Radio Television Digital News Foundation is an educational group which supports the protection of journalists’ First Amendment rights and the public’s right to free media, according to the foundation's website. Its First Amendment awards honor individuals and organizations that work on behalf of and to protect First Amendment freedoms.

Although the foundation recognizes outstanding journalists annually, this is the first time the First Amendment Defender Award will be presented.

"(The award) is presented to an individual or organization who takes a public stand in support of press freedom," a news release from the foundation stated.

Tai is receiving the award for defending journalists' rights to cover protests in public places despite threats of violence, the news release stated.
When Tim Wolfe resigned on Nov. 9, Tai was working as a freelance photographer for ESPN to document the reactions of those on MU's campus. While photographing at Mel Carnahan Quadrangle, where the Concerned Student 1950 group had set up camp, Tai was met with a barricade of MU students, faculty and staff, who demanded that members of the news media give the protesters space.

Members of the human wall moved forward and raised their hands in an attempt to block the media outlets on the quad. The interactions between protesters and news media were captured in a video that went viral and had more than 2,700,000 views as of Thursday.

Tai didn't turn away or stop photographing. Instead, he tried to explain to the people forming the wall that he and they were allowed to be there because of rights guaranteed by the First Amendment.

Tai said he learned on Nov. 22 that he would receive the award. He said he never imagined receiving an award for defending his rights as a journalist because “all journalists who are doing their jobs diligently are defending the First Amendment.”

Tai said he was honored to receive the award and to have the foundation's support, though news of the award surprised him.

“I was just doing my job,” Tai said. “I was a little surprised that they thought I deserved the award.”


"Supporting and defending the First Amendment requires bravery, integrity and perseverance," foundation chair Amy Tardif said in the news release. "Our honorees have demonstrated their commitment to press freedom, and their words and actions inspire us to follow their lead."

Former CNN reporter tells MU audience to 'get comfortable with discomfort'

COLUMBIA — Soledad O'Brien, known for anchoring CNN documentaries "Black in America" and "Latino in America," spoke on the importance of including minority perspectives in media coverage Thursday night at MU.
Speaking to a crowd of about 200 people at Jesse Auditorium, O'Brien encouraged everyone to ask difficult questions on race relations and make people uncomfortable. She credited much of her success to the perspective she gained growing up in a biracial family.

To provide context to the importance of adopting a minority point of view, she referenced a recent conversation she had with a woman who was upset that Harvard students were demanding the removal of Woodrow Wilson's name from the School of Public and International Affairs.

She said the woman cited Wilson's important contributions to history, such as helping to write the Treaty of Versailles.

O'Brien argued that the woman didn't adopt the perspective of those who might have a different view of Wilson, specifically African Americans who remember his segregationist policies, such as signing a bill that made interracial marriage in Washington, D.C. illegal.

"She doesn't want to step into other people's shoes," O'Brien said of the woman. "Instead she's thinking, 'They're chipping away at all the stuff that I care about, the version of the history of America that I am comfortable with, and now I'm uncomfortable.'"

She asked why the woman's version of history would be more reliable than the version of African Americans who were harmed by his policies.

"Why is her discomfort more valuable than the discomfort of others — people who have been uncomfortable for much longer?" she asked.

Kandice Head, a senior at MU who was in attendance for the speech, agreed with O'Brien's charge to look at history from the perspective of marginalized groups.

Head is a tour guide for MU and often tells potential students that The Shack, a burger restaurant now located in the MU Student Center, used to be where all the students hung out. But not Gus T. Ridgel.

Head said she had the opportunity to meet Ridgel, the first black student to graduate from MU, and his version of history is different than the narrative she tells on her tours.

"He's like, 'Kandice, I would have never dreamed of walking inside The Shack. No one would serve me food on this campus,'" she recalled him saying.

Head said that this history gives her an understanding of campus that is different from what most students hear.

"Here at Mizzou, there's not a day that goes by on this campus that I don't think about the people who had to fight for me to be able to be here."
O’Brien encouraged young journalists to start uncomfortable conversations about race and history and lauded the students who did so at MU during the protests that led to UM System President Tim Wolfe's resignation.

"Get comfortable with discomfort," she said. "Get comfortable with awkward silences."

In reference to the First Amendment debate that arose from campus protests last month, O’Brien said that while protesters were in the wrong, it's nothing abnormal.

She said that journalists are forced or threatened to leave public spaces frequently in tense situations, even if they have a right to be there. It's important to ask why that space is being blocked, though, and that might be the story, she said.

O’Brien left CNN in 2013 to start her own production company, Starfish Media Group.

**the maneater**

**Distrust of administrators, protests against chancellor not new to MU**

“He is out of touch with the students, faculty and staff,” MSA president-elect Rebecca Lambe said in a November 1991 Maneater article, speaking about former Chancellor Monroe.

Of the eight chancellors who have led MU up to this point, three have received student criticism after refusing to respond to controversy on campus. All three chancellors resigned from their positions in the same year as the protests. Loftin’s departure was the only one to come directly after the displays of student dissent.

The other two ex-chancellors, John Schwada and Haskell Monroe, held onto their positions in the face of turmoil. However, 1970, 1991 and 2015 all marked points of distrust in MU administration as documented by The Maneater archives.

On May 8, 1970, students filled Jesse Hall and Francis Quadrangle, originally to protest against the Kent State University shooting and President Richard Nixon’s decision to invade Cambodia. Then-Chancellor Schwada became the target of the protest when he refused to give his opinion on the issues. When a KOMU reporter captured video footage of Schwada speaking with the protestors, Schwada ordered KOMU not to air the footage.

His lack of response and attempted censorship of university-owned media lost him the trust of the MU student body. The Missouri Students Association Senate passed a unanimous resolution on May 13, 1970, asking for Schwada to resign. The Maneater, which published the story of the protest on May 12, not only received and printed multiple letters to the editor speaking against Schwada but also wrote two editorials opposing him.
“Students learned the campus administration was dangerously inept in dealing with major student dissent,” the second editorial, published on May 15, said.

The student body expressed the same belief about another chancellor two decades later.

Students filled the Quadrangle again on Nov. 22, 1991, to protest against Monroe, who was believed to have covered up the unprofessional behavior of David McIntire, former vice chancellor of student affairs. McIntire resigned his position due to sexual assault allegations, but returned to MU with a tenured teaching position. His return drew the ire of the students.

Rebecca Lambe, the MSA president-elect at the time, told The Maneater that Monroe was not to be trusted.

“He is out of touch with the students, faculty and staff,” Lambe said in a November 1991 Maneater article.

Nearly a quarter of a century later, after two instances of racism within a month involving Missouri Students Association President Payton Head and the Legion of Black Collegians royalty court, The Maneater published a column titled, “Chancellor Loftin is out of touch on the issue of race relations.”

Loftin’s lack of response to graduate students’ demands and acts of racism on campus put him under fire. Black students arranged a series of “Racism Lives Here” protests against him. When Concerned Student 1950 formed, the protesters’ focus shifted away from Loftin and to now-former UM System President Tim Wolfe, but both resigned Nov. 9. Wolfe’s resignation resulted from the protests, while Loftin’s resulted from a variety of issues.

Students were not the only ones who lacked faith in Loftin. On Nov. 4, the English department unanimously voted no confidence in him. He was not the first chancellor in whom faculty voted as such. According to a 1986 Maneater article, faculty representatives voted no confidence in then-chancellor Barbara Uehling, though the student body never expressed open disapproval of her. A Nov. 20 article by the Chronicle of Higher Education explains that Loftin’s resignation had been brewing since September. The student protests did not help his reputation when he faced dissent from fellow administrators, but they also did not directly cause his resignation.

Students have risen up in protest three times, and when they continued to feel unheard, they called for each chancellor to step down. Although only the most recent situation led to the chancellor’s resignation, student faith in university leadership has not been constant over the years, and administrative silence from decades past parallels that of today.

“This administration continually tries to conceal its stereotypical white male good-ole-boy mentality,” a November 1991 Maneater editorial said.
Black studies department copes with hateful messages

In addition to derogatory emails and phone calls, a package of diapers was sent to the black studies department.

Following numerous demonstrations about campus climate and resignations of administrators, phones in the black studies department started ringing. One man in particular called in asking to “give him 200 people because he’s casting for Planet of the Apes.”

This is just one example of the harassment directed toward faculty members this November. Many faculty members from multiple departments, including history, black studies and communication, have received vulgar messages.

“The painful thing about (the ‘apes’ call) is one of our student workers picked up the phone,” black studies department chairwoman Stephanie Shonekan said. “(The student worker is) a delightful girl from Illinois who has loved her experience at Mizzou, and for her to be at the front of that kind of hatefulness is just really, really sad. I know it’s out there, but for one of my students to hear that from a human being? It was just the most hurtful thing that (the black studies department has) gone through.”

Some of the hateful messages were anonymous emails, so it was difficult to track down the identity of the senders because of the “ambiguous addresses,” she said.

The department was instructed to send them to abuse@missouri.edu, and the messages were then investigated further by the MU Police Department, Shonekan said.

The Department of Information Technology’s involvement in response to threatening emails is minimal, Information Security Officer Brandon Hough said in an email. Hough added that DoIT provides metadata details about emails for law enforcement when properly requested.

Shonekan said one of the strangest incidents the department dealt with was receiving a package of diapers. Subsequently, the department was able find the identification of the sender.

Journalism professor Cynthia Frisby also was bombarded with hateful messages after she made an appearance on CNN on Nov. 9.

“You ugly fuckin niggers are good for one thing: Pickin cotton!” read one of the emails sent to Frisby. "All of you should be expelled for causing trouble on campus!”
A picture of the Confederate flag was attached to the email.

Frisby said she had a difficult time understanding why she was receiving messages containing hateful language.

“It’s concerning why people are outraged since I had the message of: ‘Let’s sit down and talk things through,’” Frisby said in a Nov. 10 Maneater article.

However, she explained that she had to “let it go,” because if she let the email hatred affect her, it would only “hurt her health.”

Associate professor Scott Brooks said in an email he does not have much to comment on when it comes to hateful emails and phone calls.

“I've decided not to give (the emails) life,” Brooks said in an email. “We got messages as a department, some received personal messages, and we've moved on.”

Brooks said the black studies department stands by all their students, regardless of their varied positions. Shonekan said the hateful messages she and her department received highlights the importance of what student activists have been fighting for on campus.

“I would also say that all of the activists over the years have done it out of love,” Shonekan said. “Out of a love for Mizzou, out of a love and a need to see Mizzou become a better place and the responses, like the one I just mentioned, have not come out of a place of love.”

**Faculty Council wants MU to revoke Cosby degree**

By Megan Favignano

Thursday, December 3, 2015 at 11:22 am

*The University of Missouri Faculty Council is recommending the university revoke the honorary degree it granted Bill Cosby in 1999.*

MU Faculty Council Chairman Ben Trachtenberg sent a letter to interim Chancellor Hank Foley and Provost Garnett Stokes last month with the council’s recommendation.
MU conferred Cosby’s honorary doctor of humane letters degree in December 1999. Multiple colleges and universities have rescinded the comedian’s honorary degrees this year. Those decisions came after multiple allegations of sexual assault against Cosby.

Throughout the semester, faculty members have asked Trachtenberg about the process for withdrawing Cosby’s honorary degree. Trachtenberg asked then-Chancellor R. Bowen Loftin, who spoke to then-UM System President Tim Wolfe.

Both administrators said “if the university was going to rescind the degree, the process should start with the committee who recommended the degree,” Trachtenberg said. That committee was the Faculty Council, which regularly recommends new honorary degree recipients to administrators.

Now that the Faculty Council has sent its recommendation to the chancellor’s office, MU spokesman Nathan Hurst said, Foley will decide whether to take the recommendation to the Board of Curators. The curators make the final call to award or rescind honorary degrees, Hurst said.

Trachtenberg said the Faculty Council voted Nov. 5 to recommend Cosby’s degree be revoked. He declined to comment on the number of votes for and against Cosby’s degree being withdrawn.

“I haven’t heard a lot of people on campus who are opposed,” Trachtenberg said of the council’s recommendation.

Trachtenberg’s letter to Foley and Stokes also recommended two new honorary degree recipients. He said he could not disclose their names because MU administrators and the Board of Curators have not reviewed the recommendations.

Trachtenberg said it can take years for a person to receive an honorary degree after being recommended, depending on how soon curators make their decision and when the recipient is available to come to campus.
Meanwhile, area allies of Planned Parenthood say they’re fighting back – beginning with a rally planned for Saturday outside its midtown St. Louis clinic.

Some on both sides blame last summer’s flap over anti-abortion videos that allege some Planned Parenthood operations in other states are illegally selling fetal tissue for research. (Planned Parenthood notes the videos were edited and denies any wrongdoing.)

**Others point to the University of Missouri at Columbia’s role in the resumption – and ending – of abortions at Columbia’s Planned Parenthood clinic.**

Senate President Pro Tem Ron Richard, R-Joplin, cites both matters as among top concerns in his talks with fellow GOP senators about key concerns as the General Assembly prepares to go back into session.

“What’s going on at the University of Missouri, and those tapes, is getting a lot of traction,” said Richard in a telephone interview. The Senate leader added that he plans to attend the next hearing that has been scheduled by a special committee headed by state Sen. Kurt Schaefer, R-Columbia, that is looking into both matters.

Schaefer, who is running for attorney general next year, has been overseeing such hearings for several months.

Richard also appears to be raising the stakes in the legal fight generated when the university withdrew its referral privileges to the St. Louis area physician hired by the Columbia Planned Parenthood clinic so that it could resume providing abortions. That action – sought by Schaefer and other conservative legislators – then led to the state’s Department of Health and Human Services to revoke the clinic’s license allowing it to provide abortions.

A federal judge has temporarily ruled to allow the Planned Parenthood clinic to keep its state license while it looks for a new physician.

Richard is asking Missouri Attorney General Chris Koster, whose office is representing the state in the legal dispute, to appoint a special counsel to handle the case. The chief reason: Richard questions whether Koster – who supports abortion rights -- will be aggressive enough in defending the Health Department’s action.

In a letter to Koster, Richard cited “the apparent reluctance of your office to vigorously defend the law.” Among other things, the Senate leader was referring to a 2010 settlement with Planned Parenthood of Kansas City and Mid-Missouri that he says barred suits like the one that it has filed to keep the Columbia facility open.

A spokeswoman for Koster replied Thursday, “Our office is defending the (health) department in the lawsuit and will continue to do so.” The spokeswoman confirmed later that there were no plans to hire a special counsel.

Richard said he’ll mull his options, adding, “I just assume the attorney general will do his job.”

The scrutiny directed at Koster appears linked, in part, to his office’s investigation that cleared Planned Parenthood clinics in Missouri of any improprieties when it comes to dealing with fetal remains after an abortion. The St. Louis clinic is the only facility in Missouri currently providing abortions.

Some conservative lawmakers question the voracity of that probe.
A Democrat, Koster is running for governor in 2016. His campaign spokesman said, "As the state's chief lawyer, General Koster is bound to defend the laws of the state of Missouri, and he will do so. However, he personally believes Republicans in the legislature are wrong to continue using women's health as a political football. General Koster is committed to ensuring women have safe and affordable access to care and the right to make their own health decisions."

Abortion issues among pre-filed bills

State Sen. Bob Onder, R-Lake St. Louis, sits on Schaefer's special committee. Onder also has pre-filed a bill aimed at imposing more restrictions on abortion providers and physicians.

Onder’s bill would require physicians who perform abortions to have surgical privileges as well as admitting privileges at a hospital within 30 miles. The University of Missouri initially had granted referral privileges to the physician at the Columbia clinic, which Onder maintains is inadequate.

In any case, Onder -- along with Schaefer and Richard -- believes that the University of Missouri should be barred from granting any privileges to abortion doctors, because it’s a taxpayer-funded institution. Onder and others indicate they plan to act during the next session to make such a ban clear.

“I think some of the things, some of the actions by the Department of Health and some of the actions by individuals at the University of Missouri, clearly violate the letter and the spirit of our previous abortion laws, our abortion statutes,” Onder said. One of the aims of his bill, he said, is to remove any ambiguity.

(State and university officials say they have been complying with state law.)

Onder, who is a physician, notes that his bill also would require annual inspections of abortion clinics. He said that his chief concerns were the safety and health of the mothers, as well as the unborn children. Onder has been a longstanding opponent of abortion.

Other pre-filed bills in the General Assembly include a proposal that would require that both parents of a girl under the age of 16 be informed before an abortion can be performed. Now, consent of one parent is required. Notification of both is not.

Area Planned Parenthood pledges to remain open

Mary Kogut, chief executive of Planned Parenthood of the St. Louis Region and Southwest Missouri, says the state’s current consent law is adequate. She contended that getting signed notifications from both parents would often be impossible to obtain.

“I think it would create an undue burden” for many teenage girls, Kogut said.

In any case, she said that the St. Louis region’s Planned Parenthood is committed to staying in operation, despite the threats and accusations that the operation and its staff have faced over “the video smear campaign.”

Among other things, the St. Louis Planned Parenthood clinic has emphasized that it doesn’t participate in any sort of program involving the donation of fetal tissue for medical research. Such programs elsewhere require the approval of the women who underwent abortions.

Kogut contended that the critics’ chief aim is to end “safe and legal abortions.”
“Abortion care is one of the most highly regulated procedures in Missouri,” Kogut said. “It’s also one of the safest.”

On Saturday, supporters of the St. Louis clinic will participate in a rally that is part of a national effort by Planned Parenthood operations around the country to mark last week’s fatal shootings at a Planned Parenthood clinic in Colorado Springs.

“It’s a day of unity, a day to remember what happened in Colorado Springs,” Kogut said.

She added, “It’s really unfortunate that to access health care, we have to worry about things like bullet-proof glass and vests and metal detectors. People shouldn’t have to do that to access health care.”

Forbes

What Happens If You Are Accused Of Making Racist Threats Online At College Campuses?

Three different people who are accused of making racist threats on college campuses faced prosecution this week. One was a homecoming queen. One was a pole vaulter on the track team. And one told the judge that he made a “terrible joke.” Two are black and one is white.

They all face considerable prison time for allegedly making what were supposed to be anonymous postings online.

Kayla-Simone McKelvey, 24, graduated in May from Kean University in Union, New Jersey, with a degree in physical education. McKelvey, who works as a certified personal trainer, according to her LinkedIn profile, was a homecoming queen in 2014 and president of the Pan African Student Union. Kean, named for the prominent family of former Gov. Tom Kean, is a mainly commuter college of 13,000 undergraduates that has a diverse mix of about one-third white students and 18% black students. It’s not known for its student activism, but McKelvey, who is black, returned to the campus on Nov. 17 to participate in a rally to support protesters at the University of Missouri.

Union County Prosecutor Grace Park says McKelvey stepped away from the student rally that night to go to a computer in a campus library, create a Twitter account, @keanuagainstblk, and post racist tweets that threatened black students on campus.

The nine posts over seven minutes included:

- I will shoot any black person I see at kean university
- I will kill all the blacks tonight, tomorrow and any other day if they go to Kean university
- the cops won’t save you. You’re black #keanuniversity
“After making the posts, McKelvey immediately returned to the rally and attempted to spread awareness of the threats she allegedly had just fabricated,” said the prosecutor’s office in a statement.

A video posted to Twitter the night of the rally shows one of the student organizers saying that only seven or eight people had joined the night-time vigil until tweets started appearing. Then, says the woman, the group swelled to about 60 or 70 people.

McKelvey was given a summons and charged with one count of third-degree creating a false public alarm. She is expected to make her first court appearance on Dec. 14. The prosecutor’s office said its investigation “revealed that there was never any actual plan to harm students.” News reports say that if McKelvey is found guilty, she could face a prison term of up to five years.

In Michigan, Emmanuel Bowden, 21, faces up to 20 years in prison for allegedly sending out a message on the social media platform Yik Yak saying, “I’m going to shoot every black person I can on campus. Starting tomorrow morning.” He allegedly followed that up with messages, saying “I’m black” and “It’s (sic) a joke,” according to reports on MLive.com.

Bowden, who is black, was enrolled at Delta College, a community college. He was living in campus housing at Saginaw Valley State University, a school of about 9,200 students – 72% white and 11% black – located where the fingers and the thumb of Michigan meet. He has been barred from the SVSU campus. Appearing in striped jail garb before the judge on Thursday, he said he made a “terrible joke” and a “terrible mistake.” His bail is set at $10,000 and he is headed toward a trial in circuit court. If convicted, he faces up to 20 years in prison.

In Washington State, Tysen Campbell, 19, is facing five years in prison for first-degree malicious harassment, which is a Class C felony. Wearing green jail scrubs, he appeared Tuesday before a court officer who set his bail at $10,000. The sophomore at Western Washington University is accused of violating the state’s hate-crime law for allegedly posting “lynch her” on Yik Yak. In the bail hearing, the court officer said the “her” is believed to be student government president Belina Seares, who is black. When ordered in the hearing to stay away from Seares, Campbell indicated that he doesn’t know who she is.

Campbell, who is white, is a sophomore at the state university, which is located in Bellingham, on the Pacific about a half hour south of Canada. He has been suspended and barred from campus. Of the 15,000 students, about 75% are white and 3% are black. African-American students on campus have objected to the school using the Viking as its mascot because it reflects a European heritage that they don’t share.

On Nov. 24, the day after the message appeared, WWU President Bruce Shepard took the unusual step of cancelling classes for the day. He issued a statement in which he described the message:

Yesterday, we observed social media being used for hate speech targeted at Western students of color. I need to be VERY clear here: we are not talking the merely insulting, rude, offensive
commentary that trolls and various lowlifes seem free to spew, willy nilly, although there has been plenty of that, too. No, this was hate speech.

(Shepard issued a follow-up statement in which he described, at length, his thinking on the social media posts and his cancellation of classes.)

In the immediate aftermath of the original protests last month at the University of Missouri, two white students at other campuses in the state were arrested for allegedly making racist threats online. The cases of Hunter Park and Connor Stottlemyre are also moving through the courts.

What Can Campus Leaders Do to Make Protests Unnecessary?

By Ricardo Azziz  DECEMBER 04, 2015

NO MU MENTION

Recent protests by students at a number of colleges have highlighted once again the persistent issue of race in America. The students see a campus culture that does not support a sense of inclusiveness and campus leaders who underappreciate and underemphasize issues of diversity and race. As a Hispanic-American, I empathize with the students of color, who have faced a lifetime of microaggression and micro-(and not-so-micro) discrimination. And as a former student activist, I am encouraged by the renaissance of campus activism.

But these protests, especially those directed at individual leaders, raise the question, "What can campus leaders, namely presidents and chancellors, do regarding the inclusiveness of their campuses anyway?" To answer that, it’s important to first understand what presidents and other campus leaders are unable to do.

For one, they cannot instantaneously change their campus culture by fiat. That culture on any campus goes well beyond any one individual, no matter how broad his or her authority. It is rooted in the prejudices and stereotypes of faculty and staff, who have much longer tenure and much less turnover than students. It is rooted in the college’s history. And it is rooted in the surrounding community’s culture and perspective, where many of the campus’s staff and faculty are from and live. To think that a
campus or system leader has the power to change campus culture in a moment is
foolhardy.

Second, leaders cannot ensure that everything they write and say will be flawless,
sensitive, and politically inoffensive. We all make mistakes, we all say things in ways
that later we wish we had said better (or not at all). As Thomas Rochon recently
wrote in The Chronicle, these unfortunate utterances should be taken as an
opportunity for dialogue, not for even more aggressive attacks on the leader in
question, creating a situation where a campus leader has to choose between stepping
down or allowing a student to harm himself. Any responsible leader will opt first for
student safety.

It's important to first understand what presidents and other
campus leaders are unable to do.

Third, campus leaders cannot, in the midst of a crisis, suddenly create a campus
culture that respects and fosters open dialogue. That culture must already be in place.
It forms a backdrop of trust that allows campuses to get through those moments when
mistakes are made or misunderstandings occur. Creating a campus culture today that encourages, respects, and supports open dialogue
is not easy to do. The increasing size and complexity of college campuses, with their
growing number of competing interests in the face of dwindling financial resources,
fosters administrative secrecy and concealment; an excessive emphasis on political
correctness has led to a culture that rejects diverse but perhaps unpopular views; and
some students are now opposed to hearing views that counter their beliefs because
these make them feel "unsafe."

Still, presidents and chancellors can and do have the power to make changes that start
the process toward a more-inclusive campus. By the nature of their positions, they are
able to determine priorities and devote the necessary resources to them. And leaders
set the tone and openness of dialogue on campus.

The experience of my former institution, Georgia Health Sciences University,
which merged in 2013 with Augusta State University to become Georgia Regents
University, highlights the possibilities and opportunities. The college is located in a
part of the country that has traditionally suffered from significant racial segregation
and draws most of its staff and many of its faculty from its surrounding community.
And yet the college in recent years was able to make significant inroads in the
inclusivity of its campus culture.

We did this by making diversity and inclusion a topic of discussion both on campus
and in the surrounding community, through seminars, symposia, and dialogue. A
A strategic and tactical plan to improve campus culture was formulated, starting with extensive leadership education, and inclusiveness became an area for assessment in a university leader’s annual performance review.

**Leaders must genuinely believe there is both a problem and a solution.**

For those members of the university family who were more skeptical, particularly around the allocation of the resources necessary to ensure transformation, we also made the business case for diversity. Rather than focusing on improving outcomes for specific groups, we made valuing diversity and inclusiveness part of the broader campus culture, weaving these concepts into the fabric of our organization, not just relegating them to policy manuals.

And we articulated clear and transparent metrics and goals, then regularly collected the data, and reviewed and shared it. Perhaps most important, we provided appropriate funding, staffing, authority, and structural organization to get the job done.

So can campus leaders, particularly presidents and chancellors, change the culture of inclusiveness on their campuses? Absolutely.

But they must genuinely believe there is both a problem and a solution, be willing to foster open dialogue on the issue well in advance of the crisis, be ready to make dealing with it a high priority, support the development of a thoughtful strategic plan, and commit the necessary funds and the appropriate level of authority to ensure that the strategies and tactics put in place are effectively executed.

It will also take often-painful campus and community dialogue, the civil cooperation of all stakeholders, the support of governing boards, and time. It isn’t easy or cheap. But it is the right thing to do — for our campuses, for our communities and, most of all, for our students.

*Ricardo Azziz is a visiting scholar at the Pullias Center for Higher Education at the University of Southern California and a professor at Georgia Regents University. Previously he was president of Georgia Health Sciences University and then founding president of Georgia Regents University.*
Dearth of Black Ph.D. Recipients Will Complicate Efforts to Diversify Faculty

By Vimal Patel DECEMBER 04, 2015

NO MU MENTION

As a growing number of students across the country push campuses to become more racially inclusive, one of their key demands is that administrators do more to diversify the faculty.

But such calls for change face multiple hurdles, not the least of which is the paltry production by American universities of black Ph.D. recipients. Despite efforts to increase the number of doctorates awarded to African-Americans over the last decade, the latest federal data show that progress has been nonexistent.

The Survey of Earned Doctorates: a Snapshot

54,070 — number of new doctoral degrees awarded by American universities in 2014, an increase of 2.5 percent from the previous year

61.4 percent — proportion of recent doctoral recipients who have a definite commitment for a job or postdoc position

46.1 percent — portion of doctorates earned in 2014 that were awarded to women

4.9 percent — share of new doctoral degrees awarded to black students

$15,591 — mean amount of graduate-school debt

Note: Some figures are based on a limited number of respondents.

Sources: National Science Foundation and other federal agencies

A total of 2,649 black students earned doctorates last year, representing less than 5 percent of the 54,070 doctorates awarded. That percentage is practically unchanged from the year before and slightly less than it was in 2004, according to the latest annual Survey of Earned Doctorates. A report and data tables from the survey were published on Thursday by the National Science Foundation.
For comparison, slight progress was made for another underrepresented minority group — Hispanics and Latinos — during the past 10 years. They made up 5.8 percent of doctorate recipients in 2014, up from 4.8 percent a decade earlier.

The latest numbers confirm that more needs to be done, said Ansley Abraham, director of the Southern Regional Education Board’s State Doctoral Scholars Program, which aims to diversify faculties by providing financial and other support to Ph.D. students.

"We need more fish in the pool" within Ph.D. programs, he said. The latest data "tells me that the changes we’re trying to make are deep-seated in our system of higher education."

The challenge becomes most apparent, Mr. Abraham said, when breaking down minority doctoral recipients by subfields. The data show only one black doctoral recipient in many subfields, including biophysics, nuclear physics, nuclear engineering, architecture, and entomology. Each of those subfields produced at least 100 doctorates.

"If your department needs a particle physicist," Mr. Abraham said, referring to a subfield that bestowed 245 doctorates in 2014, but only two to black students, "your pool of applicants is very limited."

The percentage of doctoral recipients awarded to African-Americans, in fact, varies greatly among disciplines. For example, 1.7 percent of engineering doctorates in 2014 were earned by black doctoral recipients who are American citizens or permanent residents. That group accounted for 3 percent of Ph.D.s in the humanities and almost 11 percent of doctorates in education.

Bernard J. Milano, president of the PhD Project, a group that aims to diversity business faculties, said efforts to hire more black academics won’t succeed until the existing small sliver of minority doctorate holders is expanded. Until then, colleges will essentially be poaching minority faculty members from each other.

But increasing the number of doctoral students poses challenges, as administrators have little control over who gets admitted into a doctoral program. Those decisions primarily are made by tenured faculty members. Change, Mr. Milano said, must come from within individual departments and disciplines.

To help business schools diversify, Mr. Milano’s group attends conferences that attract underrepresented minority students, like the National Society of Hispanic MBAs and the National Association of Black Engineers. At those conferences, Mr. Milano floats the benefits of being a professor to prospective Ph.D. students: You get
to teach and shape minds, and the pay is decent. The group also pays for prospective students interested in pursuing a business Ph.D. to attend its annual conference, where they can meet with business professors and Ph.D. students.

Efforts to diversify doctoral programs must be discipline specific, Mr. Milano said, "and you have to find the students and market the value of getting a Ph.D."

The federal data, Mr. Milano said, show that academe hasn’t really been serious about increasing diversity in Ph.D. programs.

Yet some experts are optimistic, if cautiously so.

Gains in the percentage of black doctorate recipients in some disciplines are masked by the overall numbers, said Kimberly A. Griffin, an associate professor in the department of counseling, higher education, and special education at the University of Maryland at College Park.

A small but growing portion of degrees have gone to African-Americans in the life sciences over the last decade, she said, thanks in part to federal agencies, like the National Institutes of Health, that have made investments in the field to further recruitment, mentorship, and outreach to minority students.

"The growth we’ve seen is linked to that heavy level of investment," Ms. Griffin said. "We should continue it, and think about whether similar investments can be made in fields where growth has been slower."

Vimal Patel covers graduate education. Follow him on Twitter @vimalpatel232, or write to him at vimal.patel@chronicle.com.
When Recruiting Minority Faculty Members Isn't Enough

By Audrey Williams June DECEMBER 04, 2015

NO MU MENTION

Several colleges, prodded by black students who want to see more black professors on their campuses, have announced ambitious efforts in recent weeks to hire more faculty members from underrepresented minority groups.

But even as some institutions promise to shell out millions of dollars to shift the composition of their faculties, recruitment and hiring seem to get more attention than retention does. Keeping the people who come aboard is a pressing challenge for institutions. A revolving door of minority professors is a reality familiar to some but largely overlooked by top administrators. Many leaders don’t acknowledge some of the issues that minority faculty members face on predominantly white campuses — feelings of isolation, the burden of invisible labor, a hostile workplace environment — and how that climate affects turnover.

If colleges’ efforts to recruit and hire more black, Hispanic, and other minority professors aren’t coupled with moves to improve the racial climate, it will be more difficult to diversify the faculty.

"There has to be some ownership that there is a negative racial climate," says Uma M. Jayakumar, an associate professor of organization and leadership at the University of San Francisco, who studies race and equity in higher education. "Then you have to say, How do we make sure there’s a plan in place to set these faculty hires up to be able to navigate that climate and be successful?"

One way to do that is to hire a critical mass of minority faculty members. A cluster hire in a single department or a cross-disciplinary research area can provide them with a built-in community that makes diversity more likely to stick. It also helps to use the institutional reward structure to acknowledge the extra work that minority professors
often do in mentoring students and serving on committees, Ms. Jayakumar says, and to have senior faculty of color who can help them through the tenure process.

Three professors — a relatively new hire, an associate professor who stuck it out at his institution, and a full professor who recently moved — share how they’ve thought about where to go and whether to stay.

Surveying the Scene

After a yearlong stint as a scholar in residence at Colorado College, Manya C. Whitaker was offered a tenure-track job there in 2012.

But she negotiated to defer the job offer for a year and continue in her postdoc role, teaching three courses at the liberal-arts college. That gave her more time to get her dissertation published and to conduct the due diligence she needed to determine what life would be like for an African-American woman off as well as on the campus.

"I wanted to see if this was a place that I really wanted to commit to," says Ms. Whitaker, who arrived at the college after earning a Ph.D. in developmental psychology from Vanderbilt University.

The biggest hurdle, she says, was the college’s location in the mostly white and politically conservative city of Colorado Springs.

"It’s a really sprawling city that is in no sense of the word diverse," Ms. Whitaker says. "I had to think about, Where can I live in this city where I can increase my likelihood of seeing diverse people? Where can I live and feel safe?"

She also wanted to figure out how her work on urban education would fit into the college’s education department, which had extended her the offer. That was important because an academic department is supposed to feel like a home, and yet it’s one of the first places where underrepresented-minority scholars tend to report feelings of isolation, particularly when their area of focus is called into question.

Ms. Whitaker’s concerns were eased when the department made clear, she says, that it was "100 percent behind me developing and teaching whatever courses I wanted to." Another plus: Her position was a new one, so she wasn’t replacing a retiring professor whose classes she would inherit.

Evidence of the college’s commitment to diversifying the student body also impressed Ms. Whitaker. She wanted to work at a teaching college where she could forge relationships with students of color and others who were first-generation, low-income,
or from rural communities. "If those students weren’t here," she says, "I didn’t need to be here."

When it came to the faculty, "it was less clear what was going to happen," she says. When she arrived, the college had less than a handful of black faculty members.

Still, halfway through her deferred year, in 2012-13, Ms. Whitaker decided to stay. She was encouraged by the freedom to shape her new position and by the resources the college offered to support her research and conference attendance. Now in her third year as an assistant professor of education, she’s committed to helping make the college more inclusive for students and faculty alike.

Colorado College now has six black professors.

"We need a critical mass to retain our faculty of color, and we need to retain faculty of color to get a critical mass," Ms. Whitaker says. "We have to figure out a way to do that."

Staying Put

When José F. Moreno was in graduate school, he says, people frequently predicted his success on the academic job market as a Chicano with a Harvard Ed.D.

But the narrative of universities clamoring to hire him didn’t match his reality, Mr. Moreno says. "There was not a whole lot of, Hey, come be a tenure-track faculty member at our institution. We need more people of color."

He did a postdoctoral fellowship at the University of California at Irvine and then took a non-tenure-track faculty position at Claremont Graduate University, where he was also a research analyst for a diversity project at California’s independent colleges as he continued searching for a job.

When he saw an opening for an assistant professor in the department of Chicano and Latino studies at California State University at Long Beach, he was intrigued. He’d never considered working somewhere that wasn’t research-focused, and some of his mentors tried to dissuade him from applying. The teaching loads wouldn’t leave enough time for his research, he remembers them saying, and he’d "never find his way back up."

But the job would offer a mix of teaching and research, others pointed out, at a place with a diverse student body. Mr. Moreno decided to apply.
He was hired in 2004 and knew right away that the position was a perfect fit. "I’ve absolutely loved it," says Mr. Moreno, who is now an associate professor and chair of the department. For one thing, he says, he doesn’t have to justify why he does research on issues of diversity in higher education, including the recruitment and retention of minority professors. He also enjoys working with the students at Long Beach, where more than a third of the 31,500 undergraduates are Latino.

Mr. Moreno says he is one of about 70 Latino professors at the university, an increase from 55 a decade earlier. But the ratio is low enough that students often tell him he’s the first Latino professor they’ve had.

"It appears faculty of color get hired, and one leaves. It’s all replacement," Mr. Moreno says. "Did they leave because they got a better offer? Were we a stop on the way to UC-Berkeley? It’s hard to know if there’s something systemic that is going on in the culture."

Although several hundred faculty members have been hired at Long Beach since 2000, Mr. Moreno says — the kind of large-scale hiring an institution might use to diversify its ranks — the share of underrepresented-minority professors there has barely budged.

"This is a code red," he says. "There’s no excuse for things looking the same as they did when this hiring started. If we don’t do something immediately, we’re going to have to wait another generation."

He continues to study the recruitment and retention of underrepresented-minority faculty members, he says. "I just have to keep trying to educate people about what’s going on." And he encourages minority graduate students to stay the course: "There are people within many institutions that are fighting really hard to create a path to get you there."

Poaching and Prestige

Clemson University recruited Juan E. Gilbert six years ago to be chair of the division of human-centered computing in what was then a new school. Almost immediately, Mr. Gilbert, who is black, took the lead on the recruiting that achieved a critical mass of African-American faculty members and graduate students at Clemson.

Fast-forward to 2014, when he held the university’s first Presidential Endowed Chair and had formed a tight-knit community with five other black faculty members in the division and many black Ph.D. students. (He won an award this year from the American Association for the Advancement of Science for his work to increase the
number of African-Americans pursuing doctoral degrees in computer science.) And his research lab was thriving, too.

"I wasn’t really looking to leave Clemson," he says. "Things were great."

But the University of Florida came knocking. State lawmakers had allocated $15-million a year over five years for it and Florida State University to hire top-notch faculty members and increase research. The dean of the College of Engineering at the public flagship told Mr. Gilbert he could be one of those hires. She just needed to know what it would take to make him move.

Among Mr. Gilbert’s requests: an endowed chair and bringing the cluster of African-American faculty members and graduate students in his division at Clemson with him. The four professors who wanted to make the move interviewed for positions and ended up with offers. The graduate students, Mr. Gilbert says, "canceled their spring-break plans and drove to Florida and met with the dean."

Just like that, the number of African-American faculty members in computer-science at Clemson dropped from a half-dozen to one. Ultimately, two postdocs and 20 Ph.D. students also made the move to Florida, says Mr. Gilbert, who holds an endowed chair and was recently named chair of the department of computer and information science and engineering.

"There were just a lot of things that lined up that made it a good move for me," Mr. Gilbert says, including the opportunity to work at a more prestigious institution.

The exodus indicates the importance for minority faculty members — and students — of keeping a community intact. That plus career advancement proved a powerful incentive to leave one institution for another.

Yet Mr. Gilbert maintains ties to Clemson. There are still black Ph.D. students in computer science there, he says, and at least one black faculty member. "We didn’t leave Clemson bare," he says. "Now Clemson’s hiring, and I’ve offered to help the dean and the president recruit. They’re not going to just leave things as they are and go backward."

With so many institutions giving renewed attention to recruiting minority faculty members, colleges will need to understand how crucial it is to create the right environment, Mr. Gilbert says. "A lot of people have good intentions, but it’s so easy to get this wrong in a way where the consequences can be very negative. There are people out there who can help."
How a Prominent Legal Group Could Change the Way Colleges Handle Rape

By Sarah Brown  DECEMBER 04, 2015

NO MU MENTION

The American Law Institute, a scholarly group influential in legal circles, is beginning to craft guidelines on campus sexual assault that will seek to outline best practices and bring some clarity to the tangles of compliance with federal law.

The institute is perhaps best known for its Model Penal Code, which is the bedrock of many states’ criminal statutes, including sexual-assault laws. A team at the institute is now revising the sexual-violence provisions of the penal code.

The campus-rape project, on the other hand, will involve developing "guiding principles" for college officials, courts, and legislatures to use as a resource, said Suzanne B. Goldberg, a clinical professor of law and executive vice president for university life at Columbia University.

She and Vicki C. Jackson, a law professor at Harvard University, are the two primary authors of a framework that has just begun to take shape. Several principles that are part of a preliminary draft were discussed last month at the project’s first official meeting.

The principles will cover reporting, interim measures designed to help alleged victims, relations between campus and law-enforcement officials, and the adjudication of cases. "The attention to this issue in the last several years has put a spotlight on the
need for processes that respond fairly and effectively to the complaints that come in," Ms. Goldberg said.

For the extensive project, the institute has assembled a diverse group of experts, who will provide comments that Ms. Goldberg and Ms. Jackson draft and will occasionally meet to discuss them. In the group are college leaders, advocates for sexual-assault victims, and legal experts, including a lawyer in the U.S. Department of Education’s Office for Civil Rights, which over the past four years has ratcheted up pressure on colleges to improve their handling of sexual assault.

At the first meeting, that spectrum of opinions meant "there was a lot of tongue biting," said Rebecca O’Connor, vice president for public policy at the Rape, Abuse, and Incest National Network. But, she said, "there was also a lot of head nodding."

It’s a constructive setting for difficult conversations about campus rape, said Stephen J. Schulhofer, a law professor at New York University. He is part of the campus-focused project and also leads the effort to revise the penal code for crimes of sexual assault. The institute, he said, "can often play a valuable role and bring a sense of expertise, professionalism, and balance to that kind of a debate."

Such debates can help take the politics out of a politicized issue, said Robb Jones, general counsel for claims management at United Educators, a risk-management and insurance firm, who is a participant in the project. They can also give legal experts an understanding of the day-to-day realities of dealing with sexual assault in a college context.

For instance, he said, virtually everyone agrees that colleges should offer academic and social accommodations to sexual-assault victims. But the project offers an opportunity to discuss crucial questions: What should those measures entail? How quickly should college officials put them in place? "When you dig down into application and practice," Mr. Jones said, "it gets really difficult."

Where to Begin?

The meeting’s dynamics reflected the project’s being in its early stages, Mr. Schulhofer said. There was discussion about where even to begin. "Do you take as a starting point, How can colleges best pursue their educational mission for all students?" he asked. "Or do you take as a starting point, How do colleges comply with Title IX?" People also wondered how to define the purpose of campus-based adjudication and whether it should be primarily remedial or involve serious punishments.
Another question that was deliberated, according to several people present, was how specific the law institute’s model principles should be. Broad standards might offer necessary flexibility, given the widespread differences among colleges. But a lack of detail could also lead to further confusion for colleges that continue to struggle with federal compliance. More-precise language might prove valuable in resolving controversial matters, Mr. Schulhofer said, such as whether colleges should try to resolve cases through mediation before holding formal hearings.

The degree of specificity is likely to vary depending on the issue, he noted. For example, a statement about whether to encourage mediation could apply to most colleges. A guideline covering full-time Title IX coordinators, however, probably would not, because not all colleges have the need or resources for a full-time employee in that role.

Several participants in the campus sexual-assault project are also involved in the criminal one, which for the past three years has aimed to revise the institute’s 50-year-old standards on criminal cases. Those standards place too much emphasis on physical force, Mr. Schulhofer said.

That effort has drawn criticism from some members and advisers in the institute. Nearly two dozen of them wrote a memorandum to institute members in May contending that its draft language would criminalize innocent behavior by encouraging a sweeping, affirmative-consent-like standard for all contact between sexual partners.

Mr. Schulhofer said their comments had stemmed from misunderstanding. "Much of what we proposed was consistent with existing law in roughly half of the states," he said.

He wasn’t intending to recommend an affirmative-consent benchmark for criminal law. But he said it was worth considering something close to it for a college setting. "I think it’s better to have both parties understand that you don’t take the next step unless you’re sure that it’s welcome," he said.

The team involved with the campus project is to meet next in June. In the meantime, Ms. Goldberg and Ms. Jackson will review dozens of comments and continue the drafting process.

Peter F. Lake, director of the Center for Excellence in Higher Education Law and Policy at Stetson University, said the institute is "actually walking into what might be the single most controversial project they’ve ever done." Mr. Lake, who is not involved in the project, wondered whether "a lot of people in that group fully understand what that’s likely to look like."
Mr. Lake said he wasn’t sure whether the institute’s final principles would affect most colleges’ handling of cases, given that the organization isn’t widely known outside of the legal world. But he said that "when it comes to the courts and litigation, this will have a huge impact" — particularly as sexual-assault-related lawsuits against colleges proliferate, he added.

There was a consensus among those at the meeting that the institute needed to handle campus rape carefully and deliberately, said Ms. O’Connor, of the rape-and-abuse network. At the same time, Ms. Goldberg said, "there is a sense of urgency, because colleges and universities are grappling with these issues right now."