MU News Bureau

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Mizzou Tries to Heal a Fractured Relationship With Its Legislature

In recent weeks, state lawmakers have threatened a variety of actions against the University of Missouri, including bills to take athletic scholarships away from athletes who protest, to require a course on freedom of speech for all students, and to impose mandatory annual audits and even budget cuts.

Support for some of the proposals has waned as legislators have softened their rhetoric against the university, which erupted in student protests last fall over racist incidents and other problems that prompted calls for the university’s leaders to resign.

But many legislators say they remain embarrassed by the blowup on the flagship campus, in Columbia. And that embarrassment has exposed a deeper rift between the General Assembly and the administration of both the campus and the University of Missouri system.

"You don’t want your flagship university drug through the mud," said State Rep. Don Rone, a Republican who represents a district in the far southeastern corner of the state. "We’re not mad at the kids, but there’s a lot of strained relationships for a number of reasons," he said.

While both Republicans and Democrats are frustrated with the face of their higher-education system, there is a key difference between the parties. Republicans describe the protests as a symptom of liberal, elitist indifference to the needs of the state; Democrats see systemic racism as the root of the problem.
"Everybody knows that universities are bastions of liberal thinking," said Rep. Jason Chipman, a Republican who has introduced several bills to make higher education more accountable.

But Rep. Tommie Pierson, a Democrat from a district near St. Louis and a member of the legislature’s Joint Committee on Education, has a very different view. The university "has a history of being racist and of not taking it seriously enough to do anything about it."

University officials say they are trying hard to repair the relationship with the General Assembly. Michael A. Middleton, the system’s interim president, has already made several visits to the State Capitol and testified at a two-hour legislative hearing on Wednesday evening, when lawmakers asked pointed questions about freedom of speech on the campus and efforts to improve racial diversity, among other things.

"We certainly recognize that we still have much work to do in rebuilding confidence with our state legislators," John Fougere, the system’s chief communications officer, said in a written statement before the hearing.

Protests and Responses

The university definitely has its work cut out for it as it tries to recover from months of campus unrest that resulted in the resignations of Timothy M. Wolfe, the system president, and R. Bowen Loftin, chancellor of the campus in Columbia.

In August there was a plan — later aborted — to stop subsidizing the health-care costs of graduate assistants. After that, state lawmakers were up in arms over the university’s contracts with Planned Parenthood.
In November a graduate student, Jonathan Butler, began a hunger strike to demand the resignation of the top officials after what many black students considered a lack of responsiveness to several racist incidents on the campus. The student protests gained national attention after the university’s football team, which plays in the powerful Southeastern Conference, warned that it would boycott practice and even a nationally televised game unless Mr. Wolfe stepped down.

But the media storm continued even after the senior leaders resigned. It was fueled by the controversy over a communications professor, Melissa A. Click, who was caught on video trying to keep a student journalist away from the protesters.

In response, more than 100 Republican state legislators sent a letter to the system’s Board of Curators demanding that Ms. Click be fired. She was eventually suspended, but the university has remained in the legislature’s sights.

In December a legislator filed a bill that, if it had been enacted, would have required the university to revoke the scholarship of any athlete who refused to play for any reason that wasn’t related to health.

That measure has died, but several other bills introduced in response to the protests remain under consideration.

Rep. Dean Dohrman, a Republican who is vice chairman of the Missouri House of Representatives' higher-education committee, is pushing a bill that would require all undergraduates at the state’s two- and four-year colleges take a three-credit course on free speech.

"I’ve heard from a lot of journalism students who like it," Representative Dohrman said of his bill (HB 1637).
For Representative Rone, the problems in Columbia stem from having too many lawyers on the system’s Board of Curators. He has introduced a bill (HB 2179) that would prohibit more than two members of any governing board at a public college to have the same profession.

"When you look at Mizzou and see all the lawyers, you say, ‘Whoa, we need some diversity here,’” Mr. Rone said.

"If it was all farmers, I’d be the same way," said Mr. Rone, who is a farmer. "We need all kinds of people on these boards."

Deeper Problems

Representative Chipman, a freshman lawmaker whose district includes the city of Rolla, likes Mr. Rone’s bill and says there’s a lot of antipathy toward lawyers in his part of the state. "We have the fewest number of lawyers in the legislature in 100 years," he said, "and I think there’s a reason for that: On the campaign trail, voters said, ‘We don’t need any more damn lawyers up there.’"

But Mr. Chipman says there are more-fundamental flaws in how public colleges treat students — problems that he encountered as he passed through the higher-education system as an adult and military veteran.

Mr. Chipman attended a semester of courses at the Missouri University of Science and Technology (at the time, called the University of Missouri at Rolla), then went to a community college to finish an associate degree before completing his bachelor’s degree at Drury University, a private, liberal-arts institution in Springfield, Mo.

He has introduced bills that would prohibit public colleges from requiring undergraduates to live on the campus or to buy meal plans. Another bill would exempt
students from paying a health-care fee at a public college if they can show proof of health insurance.

His furthest-reaching bill (HB 2100) would require public colleges to refund a portion of tuition for any course in which the assigned faculty member is not present for more than a quarter of the class sessions.

"I'm not trying to kill the universities, I'm not trying to take money away from them," Mr. Chipman said. But the institutions need to be more responsive to the core mission of teaching and graduating students, he said.

Representative Pierson, the Democrat from near St. Louis, says his Republican colleagues are missing the point with their measures, which are well meaning but sometimes "out of touch with reality" because they fail to address the racial inequity on the campuses.

"Republicans are in the majority, so all they have to do is sit around and think of stupid bills," Mr. Pierson said. "I would like to see the white legislators sit and talk with the students on campus — black and white — about issues that they have," he said. "Students are the revenue generators, so why not sit down and talk with them?"

Missouri lawmakers continue to demand that Mizzou fire embattled professor

JEFFERSON CITY • State legislators on Wednesday continued to push for the University of Missouri to fire Melissa Click, asking several times during a Joint Education Committee meeting what it would take to get the embattled professor off the Columbia campus.
State Sen. Kurt Schaefer, R-Columbia, started things off with a reference to recently released video shot in October where Click was captured cursing at a police officer during the University of Missouri-Columbia’s homecoming parade.

Video released earlier had shown Click calling for “muscle” while blocking student journalists from covering a campus demonstration in November.

Schaefer said the October video showed Click trying to “blow up the situation” even as students complied with police commands to get out of the street and onto the sidewalk. “She’s unstable,” Schaefer said.

He added that the two videos combined showed more than enough cause for the university to get rid of Click.

Pamela Henrickson, chairwoman for the university’s Board of Curators, assured Schaefer that an internal investigation into Click’s actions is nearing its end and a decision will be made soon.

“Can you see the absurdity of this process going on and on and on?” Schaefer asked.

The conversation later turned to what has to happen for Click to be fired.

Hank Foley, the interim chancellor of the Columbia campus, explained that under the university’s rules of due process, someone would have to first file a complaint.

That would trigger an investigation by a faculty committee, who would then recommend to the chancellor what action should be taken.

At that point, the chancellor could decide whether to do nothing, fire Click or take some other disciplinary action.

Foley later added that, to the best of his knowledge, a complaint doesn’t have to come from someone employed by the university.

State Rep. Steve Cookson, a Republican, referenced a letter more than 100 legislators signed last year calling on the university to fire Click.

Cookson said he hopes the letter carried some weight at the university.

Foley assured him that it had — administrators have added a letter of admonition to Click’s personnel file.
Interim University of Missouri System President Michael Middleton told legislators that despite the noise surrounding Click, the school has to follow its written rules. “We can’t wave a magic wand,” he said.

Click, who has taken criticism from all corners of the state, is pursuing tenure at the university. A committee is expected to decide by Aug. 1, whether she will get that coveted status.

If she is denied tenure, university rules allow her to continue to teach on campus for another school year while she looks for a job elsewhere, Foley said.

Talk later shifted to the demands put forth by the student activist group Concerned Student 1950, named after the year when the first black students were admitted to Mizzou.

The group has sought a number of changes at the university in response to different racist incidents on campus.

Early in the meeting, Middleton said the university’s administration is working to meet some of those demands, including a more diverse curriculum, a plan to increase retention rates among minority students and a promise to hire more minority faculty.

Rep. Mike Lair, R-Chillicothe, later pressed Middleton on whether the university plans to meet all of the group’s demands.

“A group of people who are not in charge of the university want this and this and this ... are you just going to jump through hoops to do that?” he asked.

Middleton said he sees the demands more as requests, and said that it’s important students don’t feel marginalized on campus.

“The students are not in charge, but the students need to be heard,” he said.
JEFFERSON CITY, Mo. (AP) — University of Missouri leaders told lawmakers Wednesday that while some reforms are already in place after a turbulent fall at the Columbia campus, other changes could take years to implement.

Tensions between lawmakers and the university system have been simmering for months and came to a head after November protests over what student activists saw as administrators’ indifference to racial issues at the Columbia school gained national attention. Protesters were backed by some members of the football team, who threatened to strike.

The turmoil led to fallout ranging from legislative pushback to roughly $2 million being pulled from upset donors. Both the university system president and Columbia chancellor stepped down.

University officials also say it might impact fall enrollment, although it’s one of several factors that could lead to a drop. Interim Chancellor Hank Foley told lawmakers during the Wednesday hearing that there might be as many as 900 fewer incoming freshmen in the fall compared with last year, which would be a roughly $20 million hit.

Foley, Interim system President Mike Middleton and Board of Curators chairwoman Pamela Henrickson pointed to steps the system has taken to address the concerns from students and lawmakers, who have said the University of Missouri budget will face greater scrutiny this year.

Middleton assured lawmakers that administrators have the system under control.

"The students are not in charge," Middleton said. "But the students need to be heard."

Henrickson said the curators are focused on finding a president and hope to have a permanent replacement in place by fall. She also said an investigation of Melissa Click, an assistant professor who called for "some muscle" to remove a student videographer from a protest area and has since been suspended, is almost finished.

Foley touted new diversity training, an 18-month lecture series on the African-American experience in Missouri and the appointment of an interim vice chancellor for inclusion, diversity and equity.

Middleton said progress is being made to try to meet what he called requests from the Concerned Student 1950 group, which led Columbia protests.

He said funding has gone to ramp-up mental health counseling, and more money can be spent on resources for social justice centers on campus. He also said the goal is to meet a May 1 deadline outlined by the group to finish a 10-year plan to "increase retention rates for marginalized students, sustain diversity curriculum and training, and promote a more safe and inclusive campus."
But Middleton and Foley said ramping up the percentage of black faculty and staff from the current 3 percent to 10 percent by the 2017-2018 academic year likely isn't possible.

Imani Simmons-Elloie, a Concerned Student 1950 leader who attended the hearing, disputed that and said the demands are not unreasonable.

"We understand stuff does take time," she said. "But people make time for what they want to make time for."

University efforts to address student criticisms also drew fire from lawmakers. Republican Rep. Mike Lair said it gave the appearance that the university had unreasonably jumped through hoops to respond.

"We want someone to say, 'This isn't acceptable. You've gone too far here. This is more than you need to be comfortable,'" Lair told Middleton.

MISSOURIAN

UM System administrators assure legislators of improvements at MU

ELLEN CAGLE, Updated 8 hrs ago

JEFFERSON CITY — Actions speak louder than words, but meaningful action to ameliorate problems at MU will require time and patience, UM System leaders told a legislative committee Wednesday night.

In a two-hour question-and-answer session, Interim UM System President Mike Middleton, MU Interim Chancellor Hank Foley and UM System Board of Curators Chair Pamela Quigg Henrickson faced a barrage of questions from members of the Joint Committee on Education. The committee includes Sen. Kurt Schaefer, R-Columbia.

"I beg of you, give us the time," Middleton said repeatedly. "This is the opportunity to get something serious done."
For much of the evening, committee members pressed the leaders about their handling of recent campus unrest.

Several questioned how MU leaders plan to address a list of demands from student activist group Concerned Student 1950. One such item was a request that MU increase the number of faculty and staff of color to 10 percent by academic year 2017-18.

"The assumption was (the demands) were all going be met. Is that true?" said Rep. Mike Lair, R-Chillicothe. "A group of people who are not in charge of a university say, 'We want this, and this and this,' and we jump through the hoops to do that?"

In response, Middleton stressed the necessity of student voices in a time of upheaval.

"There is not a promise that all of those demands will be met. There is a promise that we will listen to our students, consider their concerns, and do everything we can to meet as much of what they desire in terms of climate and culture on our campus," he said. "The students are not in charge, but the students need to be heard."

Lair said the demands are too steep.

"We want somebody in charge to say, 'Look, this isn't acceptable. This isn't. You've gone too far here,'" Lair said.

MU is taking steps to improve the racial climate at MU, Middleton said. The hiring of a chief diversity officer will ease some racial tension, he said. Three candidates for the position have been nominated, and one will be selected in the coming weeks.

Campus climate surveys and required diversity training for incoming students will further address problems, Middleton added.

Briana Cato, a Concerned Student 1950 member in attendance at the hearing, said Middleton's strides don't mean the fight for equality is over. The demands are key to that fight, she said.
"This university can be the catalyst to a national situation that's going on, and that starts with these demands," she said in an interview after the hearing. "I honestly feel like the demands since 1950 — since the first black student walked onto this campus — have not been addressed."

Committee members denounced the actions of MU assistant communication professor Melissa Click and asked Middleton, Foley and Hendrickson to expedite her termination.

"Why has this taken so long?" Schaefer said. "If your answer is, 'There's a process,' why does the process take so long?"

Click first ignited controversy in November when she tried to block a student journalist from filming campus protests following the resignation of former UM System President Tim Wolfe. She appears in a video filmed that day asking for "some muscle" to remove an MU student from a circle protecting protesters at MU's Mel Carnahan Quadrangle.

Click drew further criticism after the release of police body camera footage taken during MU's homecoming parade in October. In the video, she is seen standing with protesters and later shouting an expletive at a police officer.

On Jan. 27, the Board of Curators suspended Click with pay. Foley said she would remain employed at the university until tenure decisions are made in August.

Foley said Click's employment will not change until she undergoes a due process procedure. That process includes filing a grievance, which would then by adjudicated by a faculty committee and presented to the chancellor, he said.

"There is a difference between due process and abuse or intentional construction of a system that avoids a process," Schaefer said.

Some committee members questioned if legislative complaints were enough to speed up the process.
In January, 99 Republican representatives signed a letter addressed to the curators, Foley and Middleton urging Click's termination. Eighteen senators signed a similar letter criticizing Click's research, which focuses on pop culture and media. Schaefer's is the first signature on the Senate letter.

"I would hope that (the letters) would have some standing," Rep. Steve Cookson, R-Poplar Bluff, said. "I would hope that the letter we all signed wouldn't go unnoticed."

The process is not immediate, Foley said.

Nevertheless, the wheels are in motion for change, the university leaders said.

The search for a new UM System President is underway, and a permanent president is anticipated to take office by fall of this year, Henrickson said.

Donors withdrew about $2 million in pledges to MU after last fall's campus protests, according to previous Missourian reporting. MU still managed to raise $7 million so far this year and aims to reach $1.3 billion, Foley said.

Middleton said he is taking strides to rebuild trust with alumni, donors and students.

"I would hope that you would remember that despite what we've been through over the past three or four months, the university has not ever stopped doing what it does best, and that is providing education," Middleton said.
Mizzou and UM System officials testify Wednesday night at State Capitol


JEFFERSON CITY, Mo. - Officials at the University of Missouri System, and its flagship campus in Columbia, answered questions Wednesday about its strides in diversity, a controversial communications professor and a grim financial outlook.

The state's Joint Committee on Education hosted a hearing specifically for the UM System and the University of Missouri, with interim system president Mike Middleton, Board of Curators chair Pam Henrickson and interim MU chancellor Hank Foley fielding questions. Representative David Wood, R-Versailles, wanted to focus the hearing on the future of the two bodies, after both met scrutiny and criticism in the wake of campus protests in Columbia.

The student group Concerned Student 1950 led the protests on Carnahan Quad in the fall, calling for the resignation of then-system president Tim Wolfe for a lack of action to their complaints of an unsafe learning environment for minority students. Wolfe stepped down from his position on November 9, with then-MU chancellor R. Bowen Loftin following suit the same day. The protest picked up national attention when several members of the MU football team boycotted activities until Wolfe stepped down, with then-head coach Gary Pinkel announcing his support the team.

Foley told the committee that while donations seemed to be on track to meet their $1.3 billion goal, student applicants for next semester continued to fall. He estimated the school would see 900 less applicants for next school year, which could result in a loss of $20 million for the university. Foley said he has met with the school's deans frequently about an expected financial blow next year.

"Go over budgets, budget projections, think about how we would handle cuts in budget, whether it's a cut in budget due to a governmental decision, or whether it's a loss of revenue due to student applications being down or student matriculation being down," Foley said.

The interim chancellor said he's spoken with several parents, potential students and high school counselors to help assuage fears of "turmoil" after the November protests. He said MU works with a new communications team, and works with St. Louis-based PR firm FleishmanHillard for "crisis communications."

Middleton said application numbers stayed "flat" at the Kansas City campus, and experienced slight declines at the Rolla and St. Louis schools.

Some lawmakers asked about the current job status of Dr. Melissa Click, the communications professor seen in Columbia body camera video cursing at police as they tried moving student protestors out of the street during the Homecoming parade. Click was also charged with third-
degree assault by the Columbia city prosecutor for a recorded incident with a reporter on campus during the Nov. 9 protest on Carnahan Quad. Click told ABC 17 News she regretted using foul language during the Homecoming parade, but said she would fight for her job.

Senator Kurt Schaefer questioned Foley as to why he had not yet fired Dr. Click, calling the professor "unstable." In a statement Sunday, Foley said he found Click's behavior "appalling," but told the Columbia senator Wednesday that no one had filed a formal complaint against her for him to take any action. Foley said he did put a "letter of admonition" in her personnel file, which the tenure review committee will see. Foley said previously that the school would deal with her employment through the tenure process, which Click is going through this year.

Schaefer questioned why the process to fire Click, whom the senator has long criticized since the Nov. 9 video, has taken so long, especially with the police body camera video now public.

"It is more cause than I have ever seen in an employment situation in my life of 20 years as a lawyer," Schaefer said.

Henrickson told the committee that the system's investigation was nearing completion. The Board of Curators put Click on paid suspension in January while conducting the investigation.

Senator Paul Wieland, R-Imperial, said he would be the first to file a formal complaint to the school against Click. The senator also criticized Pinkel's actions that week, saying he "did discredit" the university, and would soon file a complaint against the former football coach.

Middleton addressed concerns from Rep. Courtney Curtis, D-Ferguson, that it was taking too long to implement changes to make the schools more inclusive. Middleton said he hoped to hire the system's chief diversity officer "in the next two weeks," and hire an outside firm to audit the system's current diversity and inclusion programs.

Middleton said some of the demands given by Concerned Student 1950 would be unattainable, such as bringing the black faculty and staff level to 10-percent by the 2017-2018 school year. Middleton also downplayed the rhetoric of "demands" to the committee when asked about the level of control administration had, and if the state government would have to do whatever the system said, saying they saw the list given more as "requests."

"We are seriously considering those requests in order to satisfy the concerns of our students," Middleton said, adding it is the system's job to hear out its students.

Wood added that he hoped the chief diversity officer would be given power to make meaningful decisions, rather than serve in a new level of bureaucracy at the schools.
University of Missouri System leaders testify to the Joint Committee on Education


By Courtny Jodon

Jefferson City, MO — University of Missouri System leaders have asked lawmakers for time to enact changes.

UM System Interim President Mike Middleton testified Wednesday evening at a house committee hearing at the Capitol.

The Joint Committee on Education heard testimonials from Middleton, University of Missouri Interim Chancellor Hank Foley and UM System Board of Curators Chair Pam Henrickson.

The hearing comes amid lawmaker frustration after recent turmoil on the Columbia campus in the fall of 2015.

Committee Chair Representative David Wood of Versailles said the purpose of this hearing was to hear from UM System leaders about how they are addressing issues within the system since last semester's diversity issues on the MU campus.

Foley said student applications on Mizzou's campus have been down and they are looking at a drop of about 900 students by the 2016 Fall semester.

Many lawmakers brought up concerns on the systems collected rules and regulations.

Middleton said they have been doing a lot of listening to students concerns, but change is going to take some time.
"It's going to take time—we're talking about modifying of people and learning behaviors of people...often inadvertent that make our campus climates uncomfortable for certain students...it takes time to accomplish that cultural shift," Middleton said. "Again, I beg you to give us the time to get that done."

Henrickson said the investigation into assistant MU professor Melissa Click is nearing its end.

UM System leaders said no one has filed an official grievance against Click, but hundreds of Lawmakers sent signatures to them calling for her termination months ago.

Senator Paul Wieland filed a complaint on the systems collected rules and regulations at the hearing.

Henrickson said they are hoping to hire their Chief Diversity Officer in the next couple weeks.

### MISSOURIAN

**MU faculty say Melissa Click deserves due process, fair treatment from administrators**

WILLIAM SCHMITT, 11 hrs ago

COLUMBIA — Based on feedback MU Faculty Council members have received from their colleagues, most faculty think communication assistant professor Melissa Click deserves due process, even if they think she should be fired or think her suspension was justified.

"Many people are concerned that she was suspended without having a hearing, regardless of what people think should happen ultimately in her case," Faculty Council chair Ben Trachtenberg said. "But regardless of where people stand on that, the overwhelming consensus from what people have been saying to me is that they think she ought to get the same processes the rest of us have been promised."

That promise is based on the university's Collected Rules and Regulations, which lay out a process for handling complaints of faculty misconduct.
Click has fought to restore her reputation since she was filmed Nov. 9 arguing with MU student and independent journalist Mark Schierbecker on the Mel Carnahan Quadrangle. Schierbecker filed an assault complaint with the MU Police Department against Click on Nov. 11, which led to City Prosecutor Steve Richey's misdemeanor charge of simple assault. Richey chose to defer the assault charge after Click agreed to not break the law and to complete 20 hours of community service.

Click said she has received death and rape threats and been publicly shamed for her actions. The UM System Board of Curators suspended her Jan. 27, and Interim MU Chancellor Hank Foley released a statement Sunday condemning her conduct at the Oct. 10 Homecoming parade.

On Saturday, the Missourian published an article about her including previously unreleased Columbia police body camera footage from the parade. The footage shows Click linking arms and chanting with protesters before stepping between a police officer and members of student activist group Concerned Student 1950, which was protesting systemic racism at MU. Click can be heard swearing at the officer during the confrontation.

**What the bylaws say**

During a Jan. 25 press conference — before the body camera video was released — Foley addressed demands from some members of the public and the Missouri General Assembly that Click be fired.

"For those who are calling for hasty action, I say this: We have good strong processes in place, and we will follow them to their completion and logical outcome," Foley said. "When we deviate from such time-honored traditions, we make mistakes, and it often leads to more turmoil as opposed to less turmoil."

According to the Collected Rules and Regulations, in cases involving alleged faculty irresponsibility, an accused faculty member may meet informally with a department chairperson, the dean of an academic division and a group such as the College of Arts and Science's Faculty Responsibility Committee.
The Department of Communication is part of the College of Arts and Science. Arts and Science Dean Michael O'Brien said the college's committee "meets when there is an obvious need." It has not met since September, he said Wednesday.

If an accused faculty member does not make a request for an informal hearing, the matter may be referred to MU's Campus Committee on Faculty Responsibility.

The campus committee, which also meets as needed, has not formally convened regarding Click, Senior Associate Provost Kenneth Dean said in an email. The committee hasn't met in four years.

Schierbecker said via text message that he had not filed a complaint against Click through academic channels. He had decided that a complaint of irresponsibility against a faculty member would be taken seriously only if the charge came from another faculty member — not a student.

But no faculty member seems to have filed such a complaint against Click, at least as far as Trachtenberg and two other Faculty Council members know.

Trachtenberg said there was a "huge diversity of opinion" among faculty regarding whether Click should be fired. At any rate, her case should go through the proper channels as outlined in the university's bylaws, he said.

"It could continue to get appealed up the chain with more and more elaborate procedures, and ultimately it would go to the chancellor," he said. "And my attitude is, we've got a chancellor the Board of Curators picked, and we've got procedures that the Board of Curators approved. ... Those are the procedures that should be used — not something that gets made up as we're going along."

Cooper Drury, who chairs MU's Department of Political Science and represents MU on the UM System Intercampus Faculty Council, said that faculty views on Click's actions were "not one-sided" and that "everybody wants due process."
"I think a lot of faculty are concerned about the board stepping in," Drury said. "Even though they had the power to do so, nobody was happy with that decision."

Faculty do not like "outside interference," he said, though some faculty members told him they felt the suspension was necessary.

Drury said possible consequences for MU resulting from the curators' decision included "negative impact on faculty morale" and difficulty retaining quality professors: "People may want to leave, and the people who can leave are the really good ones."

Angela Speck, a Faculty Council member and an astrophysics professor, said faculty were unhappy that the curators had circumvented the campus process.

Martha Kelly, an assistant professor of Russian, said the curators were "absolutely going against the spirit not just of the bylaws but of the university and against the way the university should be run." She said there were fears among faculty about punitive firings and also about faculty rights to freedom of expression.

"Academic freedom and also free speech for faculty are absolutely at stake in this," Kelly said. "I think we should all be scared, and we should all be speaking up."

**Going forward**

Trachtenberg said it was his "sincere hope" that the Board of Curators would end Click's suspension as soon as possible. He said suspensions without hearings were only appropriate in cases where a faculty member poses an immediate danger, such as a professor running around campus with a gun. He said he agreed with Foley's Jan. 25 remarks, when the chancellor said Click posed no such danger.

The harshest calls for Click's firing are coming from state lawmakers. A Jan. 4 letter to the curators calling for Click to be fired was signed by 117 Republican lawmakers.
And that's exactly why the bylaws on academic discipline were created, Trachtenberg said: to protect faculty from "politically motivated attacks."

Sociology associate professor Victoria Johnson echoed the comments that faculty viewed Click's actions in myriad ways and that Click's actions needed context to be properly understood. She also agreed that state lawmakers were focusing on Click to garner political support.

"The targeting of Dr. Click appears to be political and a way to suppress protest on campus and elevate political candidates seeking election through attacks on the university," Johnson said in an email.

Political pressure "doesn't justify completely moving past very clearly delineated processes," Kelly said. The curators overstepped, she said, and though Foley handled the matter better than the curators, "the strongly negative-evaluative language in his public statement risks creating further obstacles to a fair investigation."

Roger Cook, a professor of German, said he didn't believe Click's activity at either the Homecoming parade or the Nov. 9 demonstrations merited charges of misconduct. He also questioned why faculty and administrators in MU's School of Journalism had produced a "huge outcry" about First Amendment rights in November after the incident on Mel Carnahan Quadrangle but had not done so after Foley's statements on Sunday.

"To my mind, the chancellor’s conclusions about the Homecoming video show a more egregious disregard of First Amendment rights than Professor Click’s actions during the protests," Cook said in an email.

Neither MU spokesman Christian Basi or UM System spokesman John Fougere would comment on what disciplinary processes have been or might be applied in Click's case.

"If this is the bar that the campus wants to set, then it should be applied equally to all current faculty," Cook said in an email. "If it were, I think there would be plenty of people whose jobs were in danger. And I think the same can be said for the legislators in Jefferson City as well."
Melissa Click justifies her actions in controversial videos

The University of Missouri communications professor seen in a pair of videos cursing at a cop and tangling with a student journalist is attempting an image makeover and trying to justify the actions that got her charged with assault and suspended from her job.

“I made mistakes supporting these students, but my intention was to, like other faculty and staff, to support a student group that was expressing that they had been excluded from MU, the MU community,” Melissa Click told FOX2.

Click was suspended – with pay – from her position as an assistant professor of communication in late January after she was charged with misdemeanor assault resulting from one of the videotaped skirmishes. Prosecutors have said they’ll drop the charge in a year if Click completes community service. Her position at Missouri is still being reviewed, and officials at the university are set to discuss the controversy at a public hearing Wednesday night.

Click entered the public eye in November when video surfaced of her jawing with a student journalist covering campus protests regarding perceived racial issues. In that video, Click appears to grab the journalist’s camera and then requests “muscle” to help get the journalist to leave the area. A second video, taken during an Oct. 10 Homecoming Parade, surfaced late Sunday night after The Missourian obtained police body camera footage of the event. In that tape, Click forces herself between a police officer and campus activists who had been blocking the parade route, telling the officers to “get your hands off the children.”

“We live two hours from Ferguson. It’s been a pretty rocky year in the United States and to see a police officer shaking a can of pepper spray at students who were acting non-violently, I thought, I will, I will protect them,” Click told FOX2.

Later in the Oct. 10 video, Click uses a profanity against an officer who grabs her shoulder as he tries to direct her back onto the sidewalk.

“That’s a moment that I’m sorry for,” Click said. “I think I was surprised that an officer put his hands on me and pushed me. Like I said, I’ve never done anything like that before.”
Interim Chancellor Hank Foley said in a statement emailed to The Missourian that Click’s actions in the Oct. 10 footage were “appalling.” He said he was “not only disappointed, I am angry.”

Click said Foley’s words set a “dangerous precedent.”

“I think it sends a message to faculty that they should think twice before they stand up for students who are threatened, and I also think he created an environment where I’m not going to be able to get a fair evaluation for my behavior,” Click said.

As she bids for that “fair evaluation,” Click is also attempting to repair her image. Instead of being viewed as the angry, combative person depicted in the widely-seen videos, Click is working with Status Labs, an Austin-based reputation management firm, to soften her image. The Missourian posted a trio of black and white pictures from Status Labs that depicted a smiling, relaxed Click.

Embattled Mizzou professor: Video "doesn't represent the good I was doing"


The University of Missouri says an investigation into Melissa Click, an assistant professor in communications who sparked a national backlash, is nearly done. The 45-year-old woman was caught on tape asking for "muscle" to keep a student journalist away from a campus protest. In a separate incident, that same teacher was seen cursing at police.

But in an interview seen only on "CBS This Morning," the embattled teacher told her side of the story.

When asked about her behavior, Click said she regrets her actions, reports CBS News correspondent Anna Werner.

She was the woman seen at a University of Missouri protest last fall ordering a student journalist away from a group of protesters on the public quad.

"You need to get out! You need to get out!" she could be seen shouting.

"I actually don't," the student responded in the video.
Her actions brought her a misdemeanor assault charge and widespread condemnation. Now, she's apologizing.

"Were you appalled by your behavior when you watched the video?" Werner asked Click.

"I was embarrassed by my behavior. I believe it doesn't represent who I am as a person," Click said. "It doesn't represent the good I was doing there that day, and you know, certainly I wish I could do it over again."

Click said she was trying to protect the protesting students, who she said were under threat, and wasn't sure the man filming was a real journalist.

"He introduced himself only as media, and came at me with a camera," Click said.

"But that's a camera, not a weapon," Werner pointed out.

"Sure, but it also wasn't a big camera. It could have been a phone-sized camera. It wasn't -- again, didn't say 'professional journalist' to me," Click said.

CBS News asked if she would review the tape of that incident with us. She declined.

But on the tape, she is clearly heard identifying the student journalist as a "reporter" before calling for "muscle" to remove him.

"All right, who wants to help me get this reporter out of here, I need some muscle over here, help me get him out!" Click can be heard saying in the video.

"Is calling for 'muscle out here' respectful?" Werner asked.

"It was a mistake. I never, ever meant that as a call for violence," Click said. "It was just one of those things that was said in a heated moment."

But another video released last week by the Columbia Missourian newspaper showed Click at an earlier protest during homecoming in October, cursing at a police officer who she said pushed her.

"Get your f***ing hands off me!" Click could be heard saying.

"Get out of the road or get arrested!" the officer could be heard responding in the video.

"You can understand where a lot of people watching those videos are saying, 'She's got a problem,'" Werner said.

"People who know me don't feel that way. People who were there that day, don't feel that way," Click said. "They know what it was like to be there. They know I was there with the best of intentions and they know it was a really tricky situation."
The university's governing board is now investigating.

"What is it about the videos to you that is most damaging?" Werner asked David Steelman, a board member.

"The call for muscle, no question about it," Steelman said. "Imagine yourself as a parent and that's your child that a faculty member calls for muscle on. ... You do not pour gasoline on an already volatile situation."

In December, more than 100 Mizzou faculty members signed a letter of support, calling her "an ally to students" and someone with an "outstanding record of teaching and research." But Click now worries she won't get a fair hearing.

"I believe that the actions of the curators and the chancellors set up an environment where I can't be fairly evaluated," Click said.

"So if that's the case, what happens after that?" Werner said.

"Well, I fight for my job. I love my job, I'm good at my job. I made mistakes, I don't think I should be judged entirely on those mistakes, and I'm going to fight for what I think is fair," Click said.

In a statement, the interim chancellor called Click's actions at the homecoming event "appalling." The communications professor is currently suspended, but Steelman insisted she will get a fair hearing, and that the 12 years she has spent teaching at the university will be considered.

Opinion: Melissa Click

One last time

By Henry J. Waters III

Wednesday, February 17, 2016 at 2:00 pm

The saga of MU Assistant Professor Melissa Click seems to be nearing its end.

After hanging on against a barrage of criticism and calls for her termination, another video has surfaced showing her antagonistic behavior in support of student protesters. This one was police body camera footage of Click’s solidarity stance with the student group that brought UM
President Tim Wolfe’s car to a halt during the Homecoming parade last fall. Click refused when a Columbia police officer tried to guide her to a nearby sidewalk. Her defining moment came when she shouted, “Get your f---ing hands off me.”

After the circulation of another video in which she called for “muscle” to control a student photographer on Carnahan Quadrangle, a Title IX complaint by a former associate dean of the journalism school, a misdemeanor assault charge settled with the prosecutor, suspension from teaching with pay by the UM Board of Curators and a persistent barrage of criticism from legislators and ordinary citizens, Interim MU Chancellor Hank Foley apparently has had enough.

He said he was “appalled” at Click’s behavior in the most recently revealed video. “We have high expectations of members of our community, and I will address these new revelations with the Board of Curators as they work to complete their own review of the matter,” Foley said.

By all indications, the board’s review will result in the end of Click’s career at the University of Missouri.

Curator David Steelman has been most outspoken. From the beginning of the Click debacle he has not been happy, and he is not the only one. He and other administrative authorities on campus are upset at the failure of the faculty to take action. Instead of reviewing Click’s case according to established procedures, more than a hundred faculty members signed a letter supporting the assistant professor. One well-known supporter of faculty told me this lack of action left the issue awkwardly in the laps of administrators bound by tradition to avoid micromanaging faculty personnel issues, leaving the institution in an embarrassing situation.

So it comes to this. Even though Click’s protest behavior does not make a definitive case against her ability as a teacher, she has brought too much damage to the university. The natural instincts of most university managers to support the professor’s continued academic tenure are being overcome by their anger at the trouble she is causing for the institution.

For some like Steelman, it is a relatively easy choice. Not only has Click misbehaved, the University of Missouri has failed to govern its own employees. The Board of Curators only got involved because the faculty failed to respond when one among them threatened a student, he said.

This has not been a black and white situation, as many allege. Most vocal critics have urged from the start the professor be immediately canned, but expressions and actions of faculty deserve strong protection. The Click case tests how much the institution, and society, should tolerate.

The balance swings against Click’s continuation on the faculty. One can still make a philosophical case for her teaching tenure, but it’s a losing argument among those who ask, “What the hell is going on at the university?”

Ironically, none of this would be at issue except for the Internet.
MU loses $2 million in donations after campus events last fall

MADDIE KELLEY, JULIE STEFFEL, 15 hrs ago

COLUMBIA — Donors have withdrawn about $2 million in pledges to MU after campus protests last fall, Tom Hiles, vice chancellor of advancement, confirmed.

“The overarching issue is people want to see leadership,” Hiles said Tuesday. "There are a lot of questions from alumni concerning Dr. Click that need to be resolved, but the issue is really a leadership one."

Hiles was referring to Melissa Click, an assistant professor of communication who has become a controversial figure since appearing in a video of a Nov. 9 protest. She is on paid suspension pending an investigation launched by the governing UM System Board of Curators. Also, as a result of the protests, University of Missouri President Tim Wolfe resigned and MU Chancellor R. Bowen Loftin stepped down, which means both the system and the campus have interim leaders.

“Two million is a lot, but out of the $700 million raised so far, it is reasonable to say that most of our donors have continued to stay with us,” Hiles said, referring to MU’s goal to raise $1.3 billion by 2019-20.

The comprehensive campaign was started in 2012 in a "silent phase," and it is now in its public phase. The national kickoff for "Our Time to Lead" was Oct. 8.

The campaign took to the road recently when MU Interim Chancellor Hank Foley visited Naples, Florida, to meet with key donors. Events in Kansas City and St. Louis are planned for next week, and campaign events are also planned for Washington, D.C., Dallas, Houston and Phoenix, among other cities.
Hiles said he remains optimistic about reaching the campaign goal. He said he is working to keep donors informed and maintain good relationships.

MU alumni pull $2 million in donations following campus unrest

COLUMBIA - Unrest on the University of Missouri campus last fall lead to protests and several leadership changes. Now, key donors who are upset with the outcomes who fund the advancement of the university are pulling their donations.

According to Tom Hiles, MU Vice Chancellor for Advancement, approximately $2 million in gifts promised by seven to 10 top donors have been pulled because concerns of university leadership and how campus unrest was handled.

Hiles said his office logged over 2,000 calls and emails from concerned alumni, some citing embarrassment over the university's involvement with Planned Parenthood, Melissa Click controversies and the Nov. 9 campus protests.

On Oct. 8, MU launched a fundraising initiative with a goal of $1.3 billion. Since then, Hiles said a lot of donors have kept their promise with donations totaling $660 million.

As for what the university is doing to keep donors coming back, Hiles said his department as well as Interim Chancellor Hank Foley are personally reaching out to alumni donors that are anxious about the fate of the university.

"They are hungry, very hungry to hear good news about their alma mater," Hiles said.

Last week, Foley and Hiles traveled to Florida and the pair have plans to visit St. Louis and Kansas City to host kick-off events to keep the fundraising initiative going strong. Hiles said once or twice a month they will hold the regional events.
Overall, Hiles said he is not giving up on the donors who are backing out. He continues to follow up with those who are upset about recent campus events and assuring them that the challenging times will pass. His department has been making personal calls, holding conference calls, sending emails and making personal visits to donors to keep them encouraged and invested in the university.

While $2 million seems like a lot of funding gone missing, Hiles said the relatively $700 million is still a hefty start to the fundraising initiative.

MU alumni pull their donation pledges

After the student protests and association with Planned Parenthood, the alumni is not happy with the University

COLUMBIA, Mo. - The University of Missouri has lost $2 million in its donation pledges from certain alumni.

While there are multiple reasons why alumni are reacting, the main issue was the student protests that were happening this past fall. ABC 17 contacted Concerned Student 1950 but they did not respond.

The faculty at Mizzou are aware of the alumni's frustrations and are doing their best to acknowledge their wishes. University of Missouri's Vice Chancellor of Advancement, Tom Hiles, said, "We do have some people that want a cooling off period and really want to think about it a little bit, but they're staying with us. So we are really making an effort to over-communicate at this point."

Hiles is confident that in the future alumni will see all the efforts that the administration is making.

Mizzou senior Daniel Moser said he is unsure of if he will donate to the University once he becomes an alumnus. "Right now I can't say I'll be really excited to at all and it's just about a lot of things."

Moser believes people are just waiting to love Mizzou again and has faith the University can restore its good name.
While there is a drop in donations, Hiles said it is small in comparison to all the other donations they receive. He also said the student aid will not be impacted.

**MISSOURIAN**

**MU police release training video on active shooter incidents**

JACK WADDELL AND PAYTON LIMING, 21 hrs ago

COLUMBIA — An active shooter incident training video produced on campus over the winter break has just been released on the MU police website.

Like other videos produced on campuses across the country, it's a pretty realistic-looking and scary piece of work.

The video features faculty, staff and students enacting a situation in which a man with a gun enters Jesse Hall. Other scenes depict students in the MU Student Center, in a classroom and leaving campus, speaking nervously on their cellphones. Actors are shown barricading doors, turning off lights and hiding in darkened classrooms.

In the film, produced by Mizzou Video Production at the Academic Support Center, MU Police Chief Doug Schwandt and Maj. Brian Weimer talk about what to do in the event of an active shooter incident on campus.

"We all hope that an emergency like this never happens at Mizzou, but these next few minutes could help prepare you for a situation like this," Schwandt says in the video. "Together we can work to keep our campus as safe as possible."

Weimer tells students to keep calm and run, hide or fight.
"Your first and best option is to run," Weimer says on camera. "Use your instincts, don't compromise your safety to run, but if you're able to get out of the building, do it."

Weimer said running away should always be the first choice if possible. Hiding is the next best option. If these aren't options, the last choice is to fight.

"Fighting back should be a last resort and we hope you don't ever find yourself in that situation," Weimer advises. "But if it comes to that, it is between you and the shooter, and you can survive."

One scene shows a staff or faculty member grabbing a big umbrella and retreating into a darkened office.

Jeremy Jardine, the video's director, said it was important to get viewers to take the subject seriously. "So we tried to make it intense but not extreme."

One goal was to make people feel tense and think about the situation depicted. "It has potential to be scary, but... I hope people will make a plan and reflect on what they would do if this situation were to come up," he said.

The realism of these kinds of videos is important because it gives viewers a realistic sense of what an event would look like, said Dennis Mileti, professor emeritus of sociology at University of Colorado-Boulder and an expert in public responses to disasters. Most importantly, he said, people need to know what they should do in an emergency situation and why they should do it, Mileti said.

In the event of an active shooter situation, students and staff would be alerted via MU Alert. Official university sources such as MU Alert are the best place for emergency information, Weimer told the Missourian in January.

"Don't turn to social media and start unnecessary fear," Weimer said.
Mileti said social media can sometimes be useful in disseminating information in emergency situations.

"People are inclined to be helpful," he said.

Weimer said Wednesday that the video wasn't a response to the threat of a shooting posted on Yik Yak in November or any other specific event but was an effort to increase campus safety overall.

More than 40 universities, including Missouri State University, have released similar videos.

Weimer said that MU police wanted to release its own version of the video that would be specific to MU.

"It's something you've seen with many campuses and schools across the nation, and we wanted to get the message out the way we wanted," Weimer said.

The MU Police Department suggests that students go to mupolice.missouri.edu/training for more information about what to do in an active shooter situation. An MU police officer will be in the Student Center on Thursday from 9-11 a.m. to answer questions about training options and to hand out safety information cards.

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**Opinion: This is how to stay in the market when stocks spin out**

If you weren’t so worried about losing money, it might happen to you less often.
That’s because losses, according to a new study, occur when people are so desperate to avoid them that they blunder into them. Once that fear is in the mind, and you adjust your thinking to avoid it, the trouble starts.

**New research from Rui Yao, an associate professor of personal finance at the University of Missouri, identifies risk factors for people who are “more likely to make investment mistakes during a down market,” and finds that aversion to losses is the chief culprit.**

The issue for investors, Yao said, is not about playing defense or positioning a portfolio to minimize volatility, but moving financial assets into cash in a down market without an immediate need to do so.

“The real mistake is being inconsistent,” said Yao, whose study was based on 2008 crisis financial transaction data previously used by Ameriprise Financial and the Financial Planning Association in research designed to look at the value of financial planning. “If someone has a plan for how they are going to protect themselves and they have that system and they follow it whether the market is up or down,” she added, “then the moves they are making when the market is bad are still consistent with their strategy.

“It’s when someone says, ‘This is so bad, I can’t stand it anymore,’” Yao said. “Those people go to cash to avoid losses, but they make things worse because they sell when things are down and don’t buy until they are back up. … That’s a form of loss too.”

So too are taxes and transaction costs that are incurred during the moves, Yao noted.

“People are so loss-averse that they create costs — which affect their portfolio like a loss too — and they wind up with opportunity costs too, and that happens whether the market does what they think it will do or not,” Yao said. “During a down market, every mistake you make is magnified. It’s bigger and harder to overcome.”

Investors exacerbate the problem when they look at their portfolio only from its peaks, as if every dollar of gains that shows up on the statement is a real loss — rather than a paper profit — as the market readjusts. That tends to speed up how quickly an investor gets panicky, Yao said.

As devastating as panic can be, Yao said it’s also a mistake to act from the other end of the spectrum, with supreme confidence in being able to call the market and sidestep a downturn.

Yao agreed that the overconfidence these days shows up in investors who are so sure a bear market is about to happen that they can brag about dodging a bullet. While those champions of the chat boards and online communities sound fortunate to be on the sidelines in the middle of turmoil, Yao noted that the long-term results don’t turn out in their favor.

“They gain confidence because they can say that they are right, and they might be right now,” Yao said, “but they have adopted a short-term investment approach and they are market timing and trading more, which rarely pays off.”
Yao said that investors should be using current market uncertainty to test their emotions, to see how they are reacting to a down market, and to foresee if there is a coming point where they head for the hills, or where they would be so certain that the market is crashing that they would confidently move to the sidelines.

“This market is going to show you a lot about your risk tolerance, and whether you really understand how you feel and react to risk,” Yao said.

Ultimately, the research showed that investors who want to be defensive and protect themselves against downturns need mostly to manage the emotions that come with nervous markets. That means having a plan or strategy or system, and Yao didn’t advocate any specific plan so much as making sure that there is a reason behind it.

It’s normal to want to avoid losses, Yao noted, but investors who build a financial plan typically diversify their assets and take other steps to mitigate the effect of declines, rather than yanking everything out at some sign of trouble.

“Markets aren’t consistent,” Yao said, “but the way investors react to the market can be, and should be.”

Teams from Missouri, Kansas win EPA grants

ENEXA, Kan. (AP) — **Teams from universities in Kansas and Missouri have won federal grants for developing sustainable products.**

The regional office of the Environmental Protection Agency said Wednesday in a release student teams from the University of Kansas, Kansas State University, and the University of Missouri are among the 38 university teams to receive $15,000 grants from the agency's People, Prosperity and the Planet program.

The EPA says the University of Kansas team will focus on harvesting wasted heat from LED lights, the Kansas State team is working on air filtration, and the **University of Missouri's project involves monitoring water quality at hydraulic fracturing sites.**

The projects will be shown this spring, and teams will then go on to compete for additional awards to bring their products to the marketplace.
Missouri State complaint against Hispanic official dropped

No MU Mention

SPRINGFIELD, Mo. (AP) — An informal inquiry triggered by a discrimination complaint against the highest-ranking Hispanic official at Missouri State University is over after the student who filed the complaint decided not to seek a formal investigation, university officials said Wednesday.

The student’s complaint earlier this month prompted the Springfield Coalition for Minority Advancement to demand that Juan Meraz be fired as assistant vice president for minority advancement. The group claimed Meraz made discriminatory remarks against black people that created racial division at the school.

The university said in a statement that the student chose to drop her complaint after reviewing the findings of an informal investigation, The Springfield News-Leader reported (http://sgfnow.co/1SznSI3).

The complaint prompted led some students and colleagues to speak out in support of Meraz.

His supervisor, Dee Siscoe, the vice president for student affairs, will use the findings of the informal inquiry to determine if Meraz requires any further discipline or coaching. That decision will not be made public because the matter is now considered a personnel issue.

"For the university, the matter is closed," the statement said.

The university said it often responds to an initial concern raised by a student or employee with a fact-finding effort, which is an informal inquiry. A formal investigation is a prescribed process that is typically requested in writing.

The newspaper said Meraz has not responded to repeated requests for comment.