Nixon appoints 3 new curators to lead University of Missouri

JEFFERSON CITY, Mo. (AP) — Missouri Gov. Jay Nixon on Wednesday appointed three new members to the board of curators to help lead the embattled University of Missouri, making good on a pledge to circumvent the Legislature to fill vacancies on the board that oversees the university system.

Nixon appointed independent and former Ameren Corp. CEO Tom Voss, Democratic St. Louis Community College District general counsel Mary Nelson, and Republican former University of Missouri basketball star Jon Sundvold. He also reappointed Mizzou's Gene Patrick Graham as student representative after senators didn't confirm him during session.

The appointments will mean the nine-member board again is fully staffed but with few minority members in the wake of student protests last year at the Columbia campus over what some saw as administrators' indifference to racial issues.
The board's only two black curators as of November resigned earlier this year. Nelson is black and will also be the second female curator. Both Voss and Sundvold are white.

Nixon in a statement said the board now is "well-positioned to complete the task of selecting the next system President in the next few months." November protests culminated with the resignation of former system president Tim Wolfe and Columbia’s former chancellor R. Bowen Loftin. Interim President Mike Middleton said he doesn't plan to take on the job permanently.

Nixon's appointments come weeks after the Senate adjourned, meaning appointees will serve at least until the Legislature returns in January and they're up for Senate confirmation.

GOP Senate President Pro Tem Ron Richard had said lawmakers would not confirm appointees to the board of curators until next year, when a new governor is in office and has the option to rescind appointees and suggest new ones.

Nixon, who is barred from seeking re-election because of term limits, in December 2014 appointed Nelson to the board of curators but withdrew the nomination after senators failed to confirm her. They cited concerns with how many attorneys Nixon appointed to the board.

She currently serves on the State Highways and Transportation Commission and graduated from the University of Missouri School of Law. She has had a diversity scholarship established in her honor to attract women and minority students to the school. Nelson did not immediately return Associated Press requests for comment Wednesday.

Both Sundvold and Voss said their primary objective is to find a permanent system president.
Sundvold, who is president and founder of a Columbia investment advisory firm and has two children who attend Mizzou, touted Middleton's work so far and changes made after campus turmoil.

"I don't think a university is a whole lot different than society," Sundvold said. "There can be things that are an issue, but there can also be things that are blown out of proportion in any angle."

Voss, who graduated from the Rolla campus and whose children also attended Mizzou, said he focused on addressing issues with diversity while at Ameren and hopes to offer insight to help the university.

Sen. Maria Chappelle-Nadal, D-University City, said it's good to see diversity in gender and race on the board and said it's particularly important "because of the climate that we are in right now, that we've been in for a long time."

**ST. LOUIS POST-DISPATCH**

**Nixon names 3 new UM curators, ignoring Republican threat to reject them**

Gov. Jay Nixon appointed on Wednesday three members and a student representative to the University of Missouri Board of Curators, ignoring Republican lawmakers who threatened to reject any appointees put forth by a lame duck governor.

Senate President Pro Tem Ron Richard, R-Joplin, has gone on record saying the Senate is unlikely to confirm any new curator appointees until January, when Missouri has a new governor.
Despite the threat, Nixon has maintained throughout the year that he intends to fulfill his duty and fill the board’s vacancies.

By making appointments while the Legislature is not in session, each new appointee immediately becomes a full, voting member of the board. The Senate will have a chance to vote on each appointee when lawmakers return for a session.

The board has been operating with just six out of a possible nine members for most of the year. Moreover, the makeup of the board — six white lawyers, only one of whom is a woman — has come under scrutiny for its lack of diversity, particularly in light of the race-based protests at the University of Missouri-Columbia last fall.

Shortly after those protests, the board’s only two black members resigned.

Yvonne Sparks, an executive with the Federal Reserve Bank of St. Louis, resigned in January, two months after Nixon appointed her. David Steward, chairman of Worldwide Technology, resigned in February. Both represented the St. Louis area.

Besides the student representative, Sparks and Steward were the only non-lawyers on the board. Each cited personal and professional reasons for resigning and left on seemingly good terms with other board members.

In making new appointments on Wednesday, Nixon added to the board two more white men and another lawyer — Mary Nelson, a black woman.

Nelson, of St. Louis, was appointed to the board in 2015 but did not receive the necessary votes from the Senate to actually serve.

Sen. Kurt Schaefer, R-Columbia, was especially vocal in opposition to Nelson’s appointment last year. Schaefer, a lawyer who is running for Missouri attorney general, accused Nixon, a Democrat and a lawyer, of stacking the board with his “lawyer
buddies” so that they might some day appoint him as the next president of the university.

While Nelson was rejected, two other lawyers — Philip Snowden of Kansas City and Maurice Graham of Clayton — were confirmed that day.

Nelson, of St. Louis, is general counsel and chief legal officer for the St. Louis Community College District. Previously, she served as an administrative hearing commissioner. She currently serves on the State Highways and Transportation Commission. She was on the Board of Police Commissioners in St. Louis in 2002-04.

Nixon’s two other appointees are Thomas R. Voss and Jon Sundvold.

Voss, of Eureka, is the former chief executive officer of Ameren Corp. and currently the chairman of Smart Wires, a global grid organization company. Voss previously served as chairman of the St. Louis Regional Chamber.

Sundvold, of Columbia, is president and founder of Sundvold Financial, an investment advisory firm. Sundvold was also an All-American basketball player for Mizzou from 1979 to 1983. He later played in the National Basketball Association. He is a color analyst on the SEC Network.

Nixon nominated Gene Patrick Graham of Columbia to serve as the board’s student representative. He is majoring in vocal music education and expects to graduate in the spring of 2018.
Jon Sundvold and two others are named to the MU Board of Curators

Gov. Jay Nixon appointed new curators including Sundvold, a former NBA player and television sports analyst

The board is tasked with selecting a new UM System president

The three new appointees can start immediately but must be confirmed when the Missouri Senate returns in January

BY MARÁ ROSE WILLIAMS
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Gov. Jay Nixon on Wednesday appointed three new members to the University of Missouri Board of Curators. One is a former NBA player and television sports analyst.

Jon Sundvold, a Columbia Republican, played nine years in the NBA, then became a college basketball analyst for ESPN and CBS. Currently he is president of Sundvold Financial, an investment advisory firm.

Sundvold also serves as a color analyst on the SEC Network for Missouri games and is president of the Missouri Junior Golf Foundation, which recently opened a nine-hole course in Jefferson City.

Sundvold played basketball at the school from 1979 to 1983 and is a member of the university’s Athletic Hall of Fame.

Nixon also appointed Thomas R. Voss, an independent who lives in Eureka and is the chairman of Smart Wires, a global grid optimization company.
Voss is the former chief executive of the utility company Ameren Corp. and a U.S. Air Force veteran with a degree in electrical engineering from what is now the Missouri University of Science & Technology.

The third new member is Mary E. Nelson, a St. Louis Democrat. She is general counsel and chief legal officer for the St. Louis Community College District.

Nelson is a graduate of Princeton University and is a University of Missouri School of Law alumni. She has had a diversity scholarship established in her honor there to attract and retain women and minority students.

The three new appointees can begin serving on the board immediately with full voting power but will need Missouri Senate confirmation when legislators returns to session in January.

The new curators replace three who abruptly left the nine-member board following racially charged unrest on the Columbia campus last fall.

The three gave reasons for their resignations that ranged from health to family and business responsibilities.

With only six members, the board was tasked with searching for a new president to oversee the four-campus system.

Republican lawmakers had threatened to block any attempts Nixon might make to fill those curator posts until next year. But Wednesday’s appointments fulfill Nixon’s promise to name interim appointees this spring.

In addition, Gene Patrick Graham, a vocal music education student on the Columbia campus, was appointed Wednesday by Nixon as the new student representative on the board. The student member does not have voting power on the board.

Sundvold, who has two children attending Mizzou, understands Missouri’s higher education system is in flux but said he is looking forward to beginning his new duties.

“I’m not walking in nervous that they’ve had issues,” Sundvold said. “That’s past. ... The issues got much bigger than they really were, but there were issues. Those were addressed and they’re handling them and you move forward.”
Nixon appoints three to open University of Missouri curator posts

By Rudi Keller

Wednesday, June 8, 2016 at 1:19 pm

Gov. Jay Nixon on Wednesday appointed a hall of fame basketball player from Columbia, a St. Louis attorney and a Eureka businessman to the University of Missouri Board of Curators, filling three positions that had been vacant for months.

Nixon appointed Jon Sundvold of Columbia, Mary Nelson of St. Louis and Thomas Voss of Eureka to fill the three open seats on the board. The board has operated with only six of nine members since February, when St. Louis businessman David Steward stepped down for personal reasons. His resignation came less than a week after Curator Yvonne Sparks vacated her post; Ann Covington of Columbia left her seat on the board in November.

“I appreciate this immensely qualified and diverse group of leaders for stepping up at this critical time to serve this institution, its students and our state,” Nixon said in a news release. “With a full complement of members, the Board of Curators is well-positioned to complete the task of selecting the next system President in the next few months.”

Nixon also appointed MU student Gene Patrick Graham as the student representative to the board for the second time. Nixon first named Graham to the student seat.

All members of the Board of Curators, which oversees the system’s four campuses, are appointed by the governor and confirmed by the Senate.

With Nixon leaving office in January, Senate President Pro Tem Ron Richard, R-Joplin, said in February that no new curators would be confirmed this year. In an interview Wednesday, Richard said he will not hold hearings on the latest appointments unless the incoming governor wants to keep them on the board.

"I will wait until a new governor gets elected and then we will deal with it in January," Richard said.

The board is scheduled to meet June 16 and 17 to vote on a budget for the year that begins July 1 and to hold a meeting of the Presidential Search Committee. Sundvold, Nelson and Voss, as
interim appointments, will have full powers as curators to vote on all matters and participate in the search committee meeting. Graham, who does not have a vote during curators meetings, is also a member of the search committee with full voting powers.

Sundvold, president and founder of Sundvold Financial, was an All-American basketball player for MU from 1979 to 1983. He played in the NBA for nine years and serves as a color analyst on the SEC Network for Tiger basketball games. Sundvold is a member of the university's Athletic Hall of Fame and was named an outstanding alumnus in 2009 by the MU Alumni Association. He is a Republican.

Nelson is general counsel and chief legal officer for the St. Louis Community College District. She previously served as an administrative hearing commissioner and is a member of the State Highways and Transportation Commission; she was a member of the Board of Police Commissioners for the City of St. Louis from 2002 to 2004. Nelson received her undergraduate degree from Princeton University and her law degree from MU. She is a Democrat.

Nelson previously was nominated for a seat on the board, but the Senate Gubernatorial Appointments Committee rejected her on the grounds that Nixon was appointing too many lawyers.

Voss, former CEO of Ameren Corp. and chairman of Smart Wires, previously served as chairman of the St. Louis Regional Chamber and led its nine-month national search for a president and CEO. Voss attended the Missouri University of Science & Technology. Voss is an Independent.

Nixon also appointed MU student Gene Patrick Graham as the student representative to the board. Nixon nominated Graham, a vocal music education major at MU, for the position in March, but the Senate did not take up the matter. Nixon withdrew the nomination and appointed Graham to the board, the release said.

**MISSOURIAN**

**Gov. Nixon appoints three curators, student representative to UM System board**

TAYLOR BLATCHFORD, 14 hrs ago

COLUMBIA — The UM System Board of Curators has all nine of its spots filled for the first time since November after Gov. Jay Nixon announced three new appointments Wednesday.
Jon Sundvold of Columbia, Mary Nelson of St. Louis and Thomas Voss of Eureka are the board’s new members, according to a news release from Nixon's office. Nixon also appointed Patrick Graham as the student representative to the board.

Three curators resigned between November and February, and their positions had not been filled until now.

Sundvold is the president and founder of the investment advisory firm Sundvold Financial. He was an All-American basketball player for MU from 1979 to 1983 and was inducted into MU’s Athletics Hall of Fame in 1990. The Seattle SuperSonics selected Sundvold in the first round of the 1983 NBA draft. He played in the NBA until 1992 for the SuperSonics, the San Antonio Spurs and the Miami Heat. He is now a color analyst on the SEC Network for Missouri basketball games and has previously been an analyst for ESPN and CBS.

Nelson is general counsel and chief legal officer for the St. Louis Community College District. She also serves on the Missouri Highways and Transportation Commission. Nelson graduated from Princeton University and earned a law degree at MU.

Nixon previously appointed Nelson to the board in December 2014. The Senate later rejected her nomination, citing a potential conflict of interest because of her work for the community college district, according to previous Missourian reporting.

Voss is the chairman of Smart Wires, a global grid optimization company, and the former CEO of Ameren Corp., a parent company for several power and energy companies. He graduated from Missouri University of Science and Technology with a bachelor’s degree in electrical engineering and also served in the U.S. Air Force.

Eight of the nine curators are white, with Nelson being the only black member. She and Chairwoman Pamela Henrickson are the only women on the board. All the curators except Voss and Sundvold are lawyers.
Nixon originally nominated Graham, an MU junior, for the student representative position in March. The Senate didn't take up Graham’s nomination during the legislative session that ended in May, so Nixon withdrew the nomination and reappointed Graham, according to the news release.

The student representative position rotates among the four UM System campuses. Tracy Mulderig, a doctoral student from the University of Missouri-St. Louis, was the most recent student representative.

The curators are in the midst of the search for the next UM System president and are expected to select a finalist by the end of the year.

“With a full complement of members, the Board of Curators is well-positioned to complete the task of selecting the next system President in the next few months,” Nixon said in the release.

Sundvold said he’d never thought about serving on the board until the governor’s office called him a little over a month ago. He met with Nixon and some of his staff a few weeks ago.

"When the governor of the state asks you to help, my answer was: 'How can I help?'' Sundvold said.

He said his experience working with groups in sports and business will help him work collaboratively with the other curators.

"I think a board must listen to all different angles when you’re talking about a university system," Sundvold said. "I don’t think the board makes decisions. I don’t think the board says one thing to go against anything else. All members listen and give ideas and understand what the schools are doing."

Sundvold didn’t learn of the appointment until Wednesday morning when the governor’s staff called to go over his bio for the news release.

He hopes the UM System can move on from the events of fall 2015 by finding a president with strong leadership qualities and a vision for the university.

“I’m not too big on looking back, but you do analyze and see what you can do better,” he said.
Voss said he was interested in being a curator because of his familiarity with the UM System. He said he also has time on his hands now that he's retired.

He hopes to help the system address diversity issues because of his background as the CEO of Ameren. The company has been named the No. 1 utility company in diversity multiple times by the publication DiversityInc. He also sees his business experience as a benefit to the board.

"Running a university system with four campuses, there are lots of business issues," he said. "I’ve been down those roads in some respects. I ran a Fortune 500 company, so I understand financial spreadsheets and balance sheets. I think I can offer advice."

Voss said his top priority is finding a system president that students, faculty, curators and Missouri residents can be proud of.

"The university needs it to get things back to normal," Voss said. "After that, there’s going to be a new governor, and I don’t know that he’ll reappoint me. If I can make a contribution by getting a new president selected and appointed, I’ll be happy."

Nelson could not be reached for comment.

The curators’ next meeting is June 16-17 at MU. No agenda has been published.
New UM Curator wants to help university move forward

COLUMBIA - When Missouri Governor Jay Nixon asked Jon Sundvold to serve on the UM Board of Curators, Sundvold said he was already thinking of how he could help the university.

"I want to be a part of things going forward. Hiring a new president, hiring a new chancellor, building the university to the greatness its always been," Sundvold said.

Sundvold joins Tom Voss and Mary Nelson as the newest additions to the UM Board of Curators. The UM system also appointed MU student Gene "Patrick" Graham as the student representative on the board.

“I appreciate this immensely qualified and diverse group of leaders for stepping up at this critical time to serve this institution, its students and our state,” Nixon said in a press release.

Both Nixon and Sundvold recognize the importance of the hiring of the new curators.

"The timing's critical because you need a full board in order to hire a president," Sundvold said.

“It is vitally important that the University of Missouri System has the leadership it needs to continue to be an internationally-recognized model of academic excellence," Nixon said via press release.

Sundvold said he isn't dwelling too much on the events of the last school year.

"I think the university is in a fine position. I think you go through your bumps, and you go through your lumps and they've made adjustments," Sundvold said.

Sundvold is confident the Curators will find the right leader for MU.
"You try to find great leaders that lead places and lead people, and I think this institution will find a great president," Sundvold said.

Gov. Nixon announces UM Board of Curators appointments

JEFFERSON CITY, Mo. - Governor Jay Nixon has announced three appointments to the University of Missouri Board of Curators.

Those appointed include Jon Sundvold from Columbia, Thomas Voss from Eureka, and Mary Nelson from St. Louis.

Sundvold is well-known among the Mizzou community after playing basketball for the Tigers from 1979 to 1983. Sundvold was elected to the university's Athletic Hall of Fame, played in the NBA for the Seattle Supersonics, and worked as a college basketball analyst for ESPN and CBS. He is currently analyst for Tigers games on the SEC network. Sundvold is also the founder and president of Sundvold Financial, an investment advisory firm.

ABC 17 News spoke with Sundvold Wednesday afternoon. He told us when the Governor first approached him about the position, he really didn't know what the curators did. But he said after speaking with the Governor and his staff, they could be "convincing".

"He basically said we need your help," Sundvold said of his meeting with Governor Nixon. "I have a spot I would like you to fill."

Sundvold and his family have been around Mizzou a long time. Sunvold himself is an alum, he has two children who are current students, and his wife also graduated from the university.

The unrest on Mizzou's campus last fall and the enrollment drop that followed have made the board's job of hiring a new system president that much tougher.

"The new president will have their footprint in what this institution has to do. Our job as curators is to help that person become the best president they can be and then oversee the chancellors at the great schools that we have."
Voss is the former CEO of Ameren Corp and current chairman of Smart Wires, a global grid optimization company. Voss has previously served as chairman of the St. Louis Regional Chamber; he is also a U.S. Air Force veteran.

Nelson is general counsel and chief legal officer for the St. Louis Community College District. She also serves on the state's Highways and Transportation Commission, and has served on the board of police commissioners for the City of St. Louis.

Nixon also nominated Gene Graham from Columbia to serve as the student representative to the UM Board of Curators. Graham is majoring in vocal music education and expects to graduate in 2018.

All three Curator appointees can be considered "interim" curators. In January, a new governor or the Senate will decide to keep them on the board or not.

Nixon Appoints New Members for University of Missouri System Board of Curators

Listen to the story: http://mms.tveys.com/PlaybackPortal.aspx?SavedEditID=7b47d0f5-3d94-4e5d-a64c-7c6651b6fce0
Mizzou sets record summer enrollment, still expecting fall declines
By Koran Addo St. Louis Post-Dispatch

Generated from News Bureau press release: “MU Summer School Starts with All-Time High Enrollment”

The University of Missouri-Columbia announced on Tuesday an all-time high summer enrollment this year with 13,697 students beginning summer classes this week, an increase of 301 students compared to last year.

The 2.2 percent increase includes students taking online classes.

The summer numbers are good news for a campus that is expecting to a significant drop in students in the fall.

Mizzou administrators are expecting to enroll 2,600 fewer students during the 2016-17 school year, including 1,500 fewer freshman.

If realized, that enrollment decline could lead to an estimated $20 million budget shortfall.

University spokesman Christian Basi attributed the rising summer school numbers as a holdover of the large class the university brought in last year. Mizzou set a school record in the 2015-16 school year with 35,441, an increase over the 34,935 students who enrolled in the 2014-15 school year.
The uptick in summer school numbers reflect Mizzou's ability to retain students Basi said.

“This tells us that students are returning, they're continuing their education at Mizzou,” Basi said. “They know that campus is safe and that Mizzou continues to be a great place to get an education.”

Basi’s comments reflect the university’s attempts to counter competing outside perceptions held by many who think either Mizzou has a race problem, highlighted by last fall's unrest, or the competing viewpoint that the campus is awash in political correctness.

“The vast majority of the (expected) decline is with new students,” Basi said. “Students who were here last fall and know what the campus is like are coming back.”

In addition to last fall's protests, the university is also attributing some of the anticipated decline to increased recruiting competition from other schools and fewer graduating high school students in the pipeline.

**MISSOURIAN**

**MU Police: Accidental gunshot broke no law**

MARILYN HAIGH, 13 hrs ago

COLUMBIA — The man who accidentally shot himself on the MU campus Tuesday will not be charged with any crime, MU Police Department Maj. Brian Weimer said.

Vendor Michael Stout was visiting campus to demonstrate a smoothie machine. While at the Plaza 900 loading dock, he decided to show his gun to a friend and accidentally shot himself in the left leg while in his car.
Weimer said Stout broke no laws by having a gun on campus because it was in a vehicle.

According to Section 571.107.1 of the Missouri Revised Statutes, a concealed carry permit does not give someone the right to bring a gun to a university campus without "consent" from the institution's governing body. Possession of a firearm inside a vehicle on a campus, however, is not a criminal offense as long as the gun is not removed from the car or "brandished."

"That's not a statute to go out and arrest someone for having a firearm," Weimer said. "That statute that has nothing to do with this situation."

Weimer said he does not know if Stout had a concealed carry permit, but the question isn't applicable to the situation because the gun never left his vehicle.

According to the University of Missouri Rules and Regulations Handbook Chapter 110, the possession and discharge of a firearm on university property is prohibited. The handbook applies to university students, employees and campus visitors.

MU spokesman Christian Basi said the university can't take any disciplinary action against Stout.

"The policies are there for the safety, security and efficiency of the campus," Basi said. "In this case, with guns on campus, it is a safety policy that we have in effect, and so it's just a matter of educating folks who may not know about the policies on campus."

Michael Wuest, marketing manager for MU Campus Dining Services, said the university works with outside vendors to provide a variety of things, including food and chemicals for cleaning. Some vendors are used for one-time purchases, so there is no contract.

Wuest said he does not know the number of total vendors but that dining services has worked with "a lot of different people."

Vendors who have a contract with the university are not considered employees. Wuest said he does not know if Stout is a current vendor at MU with a contract.
"That was the first I've ever heard of him," Wuest said, "when I heard the news story last night."

MU reacts to university policy after accidental shooting

COLUMBIA - Michael Stout, the man who shot himself in the leg on the University of Missouri campus Tuesday, will not be charged.

"There is not a criminal offense in this," said Brian Weimer, MUPD Major. "There's university rules and violations about having firearms on campus. This weapon was in his car, it wasn't concealed on him. It was in his vehicle the entire time, it wasn't brandished at anybody."

Stout was in his car showing a friend his gun and accidentally fired a bullet into his left leg.

Stout was on campus demonstrating a smoothie machine.

The University of Missouri's gun policy specifically states, "The possession of and discharge of firearms, weapons and explosives on university property including University farms is prohibited except in regularly approved programs or by university agents or employees in the line of duty."

Stout is not a student or employee of the university.

Christian Basi, MU News Bureau Associate Director, said MU's policy is not law, and there was no criminal action in this incident.

"There's university policy, which if you're a university student, employee, staff and you would violate the policy, action could be taken against you," Weimer said.

Basi also said that if he were a student or employee of the university he would have faced disciplinary action.

"It's pretty well known that firearms are prohibited on campus," Weimer said.
One MU student said he's never heard of a gun policy on campus.

"I had not heard of a policy. It's kind of like one of those unspoken policies that you should probably know about," Kyle Lewis said. But, "the last thing you think of is that a student is carrying a gun. You just never know what someone is thinking."

"We've ran across people that may not know it at time, so we simply educate them," Weimer said. "We give them the option to leave with the weapon, we've even stored weapons for people while they may have legitimate business on campus. There are students that come that like to hunt, so we provide free storage of those firearms. They check them in and out."

Lewis said there are ways that the university could better inform the MU community and those visiting the campus of the gun policy.

"The best way to communicate that would be to put signs up on campus, on the edges of campus, as you're entering campus to clearly state 'no guns on campus'," Lewis said.

"There's been a lot of gun issues at a lot of other campuses and the last thing you'd want to see is for it to come here to Missouri, a place where there is a lot of social unrest, a lot of disturbances," he said.

Lewis also said the university does a good job of informing students of campus threats via MU-Alert, an email and texting service, but thinks there is more the university could do.

"I think that they could have seminars to get students involved in making this campus a lot safer, make it feel like a more welcoming environment."
Orientation programs help relieve freshman anxiety

Programs help form campus connections.

By Roger McKinney

Wednesday, June 8, 2016 at 2:00 p.m.

The University of Missouri and other area higher education institutions offer orientation and other programs to new students to help relieve anxiety associated with the transition to college.

MU’s summer welcome program is a two-day orientation session new students can schedule from early June to mid-July. The university also offers one-day orientation sessions on Aug. 17 and 18.

Dave Riley, senior coordinator for new student programs at MU, said the orientation sessions are “the first step in student success.”

“Students register for classes, but most importantly, they’re meeting the people — faculty and staff — who are critical to their success,” Riley said. “The students who graduate … have connections to the campus and the institution.”

He said the students also have a chance to form relationships that will provide emotional and moral support when they are on campus.

During the sessions, Riley said, new students receive information about campus involvement, parking, transportation, meals and campus safety.

“They’ll be more informed, but more importantly, more confident about starting here,” he said.

New students must pay a $300 enrollment fee before they can attend either orientation. There’s no class credit for the orientation, but Riley said students can enroll in an extended orientation class for credit.
William Woods University in Fulton offers a Freshman Advantage program for first-time college freshmen. The three-week program is marking its 12th year and allows students to earn up to seven general education credits toward graduation.

“It’s really designed to reduce freshman anxiety,” said Aimee Sapp, vice president for academic affairs and dean of the undergraduate college at William Woods.

She said the transition from high school to college can be difficult for some students. The new students take classes from full-time faculty members and have student mentors who lead weekend activities and offer assistance.

Sapp said new students sometimes do not know anyone or where to get questions answered. She said students can get their concerns settled through Freshman Advantage and be ready for classes to start in August. “They already are confident and have answers to their questions,” Sapp said.

Students pay $2,300 for the program, which includes tuition, meals, housing, books and activities.

William Woods also offers basic freshman orientation programs for all new students in late August at no additional cost.

Westminster College in Fulton has a weekend of orientation activities for new students before the opening convocation, said college spokesman Rob Crouse. The college holds its student orientation in late August and also offers Westminster Seminar, a required class for all new students. The seminar helps students adjust to academic life and develop connections with other students and faculty.

Rebecca Kline, Stephens College spokeswoman, said new students arrive on campus a week before classes to learn about the institution. She said the orientation is part academic and part social, including team-building activities, field trips and a community-service project.

The college also hosts a move-in day for new students where faculty and staff members carry boxes to the students’ dorm rooms. Stephens also requires all new students to take a first-year experience course, Kline said.

Columbia College offers a similar freshman seminar course that new students can take for credit, said Kim Coke, director of new student programming. The college also hosts two one-day orientation sessions in July, allowing new students to visit campus, register and meet with a faculty adviser.

A more involved orientation starts the week before classes begin. Coke said there’s a ceremony to welcome new students to campus as well as group conversations, games, information sessions and outings.
"A lot of times, it’s their first time away from home; it’s their first time making decisions on their own," Coke said. "We really serve as a team to make sure those students get the support they need."

‘Her story is my story’: Former MU student writes to Brock Turner’s father about being raped

Liz Taylor wrote a public letter to Dan Turner, father of convicted Stanford rapist Brock Turner

"Your son’s victim’s words have provided me with a voice I’ve been incapable of finding for 20 years"

Turner’s father complained his son’s life was ruined for “20 minutes of action”

BY LISA GUTIERREZ

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Liz Taylor has found her voice after 20 years — a voice strong enough to share with the world that she was raped in a dorm room at the University of Missouri in her freshman year.

She found the courage because she’s angry with Dan Turner, the father of Stanford swimmer Brock Turner, who was sentenced Thursday to six months in jail for sexually assaulting an unconscious woman.

The sentence has been widely criticized as too lenient for the crime. But Dan Turner complained that his son’s life had been ruined for “20 minutes of action.”

The woman Brock Turner attacked read a 7,000-word statement in court about the "severe impact" the assault had on her, an emotional indictment that went viral when Buzzfeed published the letter in its entirety. (Read it here.)
Emboldened by her words, other rape victims have shared their stories in recent days.

And now Taylor, 37, an account director at Wieden + Kennedy advertising agency in New York, has come forward too.

What happened on the MU campus has changed everything about her life — where she lives, places she goes, how she interacts with people and where she works. (She needs insurance to cover therapy.)

“Brock is now 20 years old. He was born the year I was raped. And I can promise you there hasn’t been a day that’s gone by that I haven’t thought about that night, or adjusted my actions because of it,” Taylor writes to Dan Turner in an essay posted this week on the website Medium. (Click here to read it in its entirety.)

“And my rape was less than 20 minutes. It was maybe five or 10. But its impact has affected every day of the 20 years I’ve lived since.”

With a few altered details, she writes, the story of Brock Turner’s victim “is my story.”

“Change the year to 1996.

“Change my own age to match the attacker’s of 18.

“Change a dumpster in Palo Alto to a dorm room in Columbia, Missouri.”

Taylor writes that she stayed quiet about the attack for months, “mainly out of shock” but also for feeling “guilty for drinking underage.”

“I had come to Mizzou from Texas and only knew one girl at the university before I arrived. Who was I going to tell?”

Only a handful of people in Taylor’s life knew what happened at MU, where the Dallas native graduated in 2000 with a bachelor of journalism degree.

Over the weekend she read the “mind-blowing statement” from the woman she refers to as “Emily Doe,” the woman Brock Turner sexually assaulted.

“Because there are similarities between our stories, it understandably churned a lot of stuff up for me. And I was floored that someone who is only a couple of years out from the actual incident could so eloquently put into words what I know so many people think and feel,” Taylor told the Star in an email.

Then Taylor, like many others, got angry when Dan Turner criticized his son’s sentence, “carrying on about ribeyes and pretzels and twenty minutes and all these other absurdities, I
imagined Emily Doe seeing that. And it was this moment where my anger at him and the solidarity I felt with Emily Doe finally trumped my shame,” Taylor said.

“In my head, I wanted to say to Emily Doe, ‘You've said so much for all of us, you don’t have to tackle this, too. Let me get this one.’”

In her letter to Dan Turner she wrote: “What pushed me out of hiding with your letter, Mr. Turner, is your role and response as a parent in this situation.”

Months after she was attacked, Taylor told campus police because her assailant allegedly raped another girl. Taylor’s mother happened to be in town that weekend and was with her when she talked to the police.

“It was the officer that told me that being drunk did not mean it was okay for someone to assault me.” Taylor wrote. “But my mother felt otherwise. Like you and your son, she considered this, as you put it, the ‘unfortunate result’ of a binge drinking culture.

“After we left the police station she screamed at me for two straight hours. She yelled at me for drinking, yelled at me for putting myself in that position to begin with, yelled at me for having to spend part of Pi Phi Mom’s Weekend at a police station. And for years afterward, she would only ever refer to my rape as ‘The Incident’ with complete disgust and disdain.

“If you know anything about rape, and it doesn’t appear that you do, the absolute last thing you should ever do is blame the victim. After some time, my mother finally educated herself on sexual assault and continues to apologize for her response as she also works to better understand it. And I have forgiven her, though we are still working through the impact of her words to this day.”

Taylor talked to her mom before she went public “because this her story, too,” she said. “The point of the letter is to address the role of parents in a situation like this, because that’s something that's rarely ever discussed.

“People talk about the victim and the perpetrator, but so often in cases of rape and sexual assault, parents play a massive role. They can make things better through their love and support, or exponentially worse through slut-shaming, abandonment, and, in Dan Turner's case, legitimization and diminishment of the crime. (Among other things.)

“My mother, by her own admission, responded horribly to my rape. And we continue to work through that response twenty years after the fact. But to her credit, a few years ago, she finally got educated. She read tons of materials about sexual assault and rape, and I’m so proud of her,
because she'll now make a point to say things like ‘rape’ and ‘sexual assault’ instead of ‘incident’ or ‘situation.’ And that's huge for other parents to understand.”

Taylor begs Dan Turner to read her letter carefully, especially this: “THE AMOUNT OF TIME IT TAKES TO COMMIT A SERIOUS CRIME DOESN'T MAKE ONE BIT OF DIFFERENCE AS TO THE IMPACT.”

Brock needs to understand accountability, Taylor wrote, “but when his own father feels he has been treated unfairly, how is he expected to get that message?”

“So, understand your role in this. Understand what you are legitimizing. Understand your son did something heinous, and just because he doesn't look like what you imagine a criminal to look like doesn’t mean he's not a criminal. And know how damaging your words are to his victim and every other victim of rape and sexual assault that had the misfortune of reading your letter.”

Taylor said she has been overwhelmed with the response to her open letter.

“The piece of this I never expected was the overwhelming amounts of calls, texts and e-mails I've received from friends and loved ones with their own stories,” she said.

“People with stories like mine from college days. People who were sexually abused as children. People who were drugged and robbed. People who struggled with drinking and felt they deserved every rape they endured. People who weren't raped but were slut-shamed by their parents for having premarital sex.

“It boggles the mind to think of all the stories around us each and every day that none of us are talking about, when we could be supporting each other instead. It’s been heartbreaking, but I've been so honored they’ve been willing to share their truths because I know speaking your shame to anyone is hugely difficult.

“But it's also the only way our shame loses power. So if I can be one person they tell, and their shame is reduced even just a little, that's invaluable to me.”
Stanford Case Brings Campus Sexual Assault Back in the Spotlight


A Stress Gene Linked to Autism

Watch story: http://mms.tveyes.com/PlaybackPortal.aspx?SavedEditID=d0ad64e1-a028-4807-b753-9ce304ce3c32
MU Health gets creative to recruit experienced nurses

COLUMBIA, Mo-MU Health is searching for experienced nurses and they are offering incentives to current employees to help find them.

The demand for nurses has skyrocketed the past few years. Hospitals are seeing a rise in patients because of the easier access to health care and higher life spans.

From 2009 to 2015, the need for nurses went from 4% to 12% in just Central Missouri, and according to the U.S. Bureau of Labor in just eight years its predicted that there will be over one million jobs in the nursing field.

The Dean of Sinclair School of Nursing, Judith Fitzgerald Miller, says the need will never go down. "Nurses are needed wherever people are found, so the potential for our people to be employed whether that be jails or schools or community health agencies, clinics, wherever."

In order to stay on top of the growing need MU Health released an incentive program where they are going to offer current employees money to help them find more nurses. They are offering an incentive of $10,000 for each qualified RN they recruit to work in internal medicine, psychiatric nor neuroscience inpatient units. Non-supervisory staff at the university's academic medical center can also receive a $5,000 incentive for recruiting RNs hired for any other bedside nursing careers.

The employees that successfully recruit RNs will also have an added bonus. They will be entered into win an all-expense paid trip for four to Hawaii.

So far the program has been successful. MU Health Care's Director of Talent Acquisition, Peter Callan, said the program just started last Wednesday and they are already receiving an enormous amount of responses from their staff.

The incentives will end on December 31st.

MU Health care is also sponsoring a nurse career fair from 3 to 10 p.m. on Wednesday, June 8th on the second-floor of mezzanine of University Hospital
Along with the growing need for nurses, the University of Missouri's School of Nursing is looking to expand their program.

Law school rankings are out: Here's where Alabama lands

Of all the lawyers graduating in the class of 2015 – and there were about 40,000 of them - 59 percent are working as attorneys; 28 percent are in other fields; 10 percent are unemployed; and 3 percent are working in law-school funded positions.

Those are among the findings by Abovethelaw.com in its recent ranking of the top 50 law schools in America. The rankings were mostly outcome based (as in which schools train the most working attorneys), as well as salary-to-debt ratio to show what graduates are earnings vs. what they paid. The list also factors in the number of graduates who obtain quality full-time jobs in the legal field and alumni satisfaction.

One in-state school made the list: the University of Alabama School of Law, which landed at number 26. UA’s ranking is up six spots from last year.

Other SEC schools making the list were: Vanderbilt Law School (No. 15); University of Georgia Law School (23); University of Florida – Levin College Law (30); Louisiana State University Herbert Law Center (43); and University of Missouri (44). Tops on the list were Yale Law, followed by Stanford Law School, University of Chicago School of Law, University of Pennsylvania Law School and Harvard Law School.
City exploring tougher regulations on tobacco sales

By Caitlin Campbell

Wednesday, June 8, 2016 at 2:00 pm

The city of Columbia is considering requiring a retail license to sell tobacco products as a way to combat sales to people younger than 21.

During a Columbia City Council meeting Monday, several council members asked city staff to draft legislation to require retailers to obtain a city-issued license to sell tobacco. Second Ward Councilman Michael Trapp referred the proposal to the Board of Health to start a public review process.

“Research shows that local licensing laws can reduce youth sales by about 30 percent,” Trapp said. “In order to see an impact from Tobacco 21 we’re going to have to enforce it, and in order to enforce it, we’re going to have to have an enforcement regime.”

The city council in December 2014 restricted tobacco and e-cigarette sales to people who are 21 or older. The law, called Tobacco 21, was the first of its kind in Missouri and was approved by the council to reduce the number of young people who start using tobacco.

Trapp said the underfunded police department has been unable to prioritize the enforcement of Tobacco 21. Requiring a license to sell tobacco would generate revenue that could be used for that enforcement and would provide an additional enforcement tool to crack down on retailers who break the law, he said.

The idea for the proposal came from Kevin Everett, an associate professor at the University of Missouri who studies youth tobacco use prevention and other tobacco-related issues. He spoke to the council Monday and said he appreciates local ordinances aimed at decreasing tobacco use but that there is more to be done. Health officials recommend local licensing ordinances, Everett said, and such a policy could be feasible in Columbia.

“There are groups of individuals who have already begun to look into what background information might make such a policy feasible,” Everett said.

Some council members said they want to study the idea further.
Third Ward Councilman Karl Skala said he would like to see some of the “enforcement loopholes” for tobacco regulation closed. He said a city-issued license would create something the city could take away or suspend should it find persistent violations of local tobacco laws.

“There is the persistent availability of some of these tobacco products despite the rules we have on the book,” Skala said. We “still come across problems — we’ll never have enough inspectors to make Tobacco 21 or proper enforcement work.”

**The 15th annual 'Cambio de Colores' kicks off in Columbia**

**Generated from News Bureau Media Advisory**

COLUMBIA - Cambio de Colores or 'Change of Colors' 15th annual conference is being held in Columbia this year.

The conference focuses on integration of immigrants in the Midwest.

The four day workshop engages medical professionals, researchers and those working in immigrant communities to share experiences and knowledge about immigrants in new settlements and neighborhoods. It also focuses on how to improve access to health care, education and housing.

*The interim director of the Cambio Center at MU, Steve Jeanetta, said even those people who are not ethnic are at the convention for a reason and play a vital role.*

"It's about people that are also working in situations that are pretty diverse and will be connecting to the folks that are Latino or who provide services or who do research in communities where Latinos excel. So, there here for a lot of different reasons," Jeanetta said.

The seminar will include programs about ethnic communities, guest speakers, demographics of Latinos in Columbia and around the world and youth development.
"You can see over time how our understanding of these issues affecting communities has evolved and changed because of the work we're doing here. You see it in the types of presentations we get from year to year. You can see it in the calibrations formed as a result and you see it in the new resources becoming available to those working in these communities to those apart of those communities themselves," Jeanetta said.

Anyone who wants to participate in the events or learn more information can stop by the Courtyard Marriott in Columbia. The conference started June 8th and will run until June 11th.

MISSOURIAN

Missouri crops could suffer if dry weather continues
BREA CUBIT, 10 hrs ago

COLUMBIA — Soybeans, corn and other crops could suffer later this summer if Columbia doesn't get enough rain in the next few weeks, according to the U.S. Department of Agriculture. High temperatures will also affect the crops.

University of Missouri Extension Climatologist Pat Guinan issued a dry weather alert on Wednesday. The dry weather will get worse before it gets better, Guinan said.

So far this year, Columbia is about 7 inches below normal rainfall. January to May were five of Columbia's driest months in 24 years, and the dry weather isn't expected to stop. An early heat wave has been forecast to hit the city this weekend with temperatures ranging from the low- to mid-90s with heat indexes approaching 100 degrees, according to the National Weather Service.

Even though the forecast does not look good, crops are alright for the moment. According to USDA's Missouri Crop Progress and Condition report released Monday, 67 percent of wheat crops, 55 percent of corn and 73 percent of soybeans in central Missouri are all in good condition.

"As of right now, we're in pretty good shape," said Bob Garino, the state statistician for the United States Department of Agriculture.
But if the weather continues, that might change.

"A more critical time for corn won't begin until July when it starts to pollinate," Garino said. "Any time you have high heat and low moisture, you're going to have some problems."

Farmers can anticipate difficult weather heading into July, but rain is expected early next week, which might help with the low soil moisture.

**MISSOURIAN**

**Beyond the bathroom debate, transgender people face challenges accessing health care**

JARED KAUFMAN, 3 hrs ago

COLUMBIA — When Shane Stinson came out as a transgender man, insurance was the least of his worries.

But he soon realized he'd misjudged its importance. There were ambiguities about what insurance would cover, like the benchmark tests before hormone therapy begins, the syringes and needles necessary for injecting hormones, and the hormones themselves. Add to that a lack of transgender-specific knowledge among insurance agents, and the result is that transgender people can be blindsided by the cost of medical coverage.

And it may be prohibitively expensive. Stinson eventually was able to afford it, but said the unknown aspects were a major source of anxiety for him.

For all the hassle it causes, insurance is only one piece of the puzzle. There's the question of the quality of the coverage itself. Does the doctor know enough to be helpful? Does the doctor have a friendly and open demeanor? Will the doctor use the patient's preferred name, or the name given at birth?
All of these "routine" aspects of going to the doctor become much trickier when a person is transgender — due in part to both a lack of knowledge and transphobia, the discrimination many transgender people experience when seeking health care. That can be a barrier to people getting the services they need.

According to Injustice at Every Turn, a 2011 report of the National Transgender Discrimination Survey, 28 percent of transgender patients reported avoiding medical treatment when they were sick or injured due to anti-trans bias and disrespect. In addition, 33 percent put off or did not seek preventive care.

At MU, the situation for transgender patients is improving, according to Amanda Swenson, a professor at the MU School of Medicine and a physician at MU Health Care's South Providence Family Medicine clinic who specializes in transgender care.

"It's not easy for trans patients to find a caring provider, but I think that in Columbia we're pretty fortunate," she said. "There are people that you could see who do know what they're talking about here. The university is really trying to foster this and make sure that it’s more inclusive. And the Student Health Center is doing amazing things in transforming the experience of transgender patients."

At MU's Student Health Center, where students can get hormone replacement therapy, the patient intake form includes a "preferred name" line, though new electronic medical record systems make it harder to use and access, said Heather Eastman-Mueller, the Student Health Center curriculum coordinator.

When nurses call patients in the waiting room, they are supposed to use the patient's last name to avoid gendering by the use of the given name, Eastman-Mueller said. Then the health care provider can ask the patient for the preferred name and pronouns.

It's a big deal to be identified appropriately. Cole Young, 19, a student at MU who has been receiving testosterone through the Student Health Center, recalls the endocrinologist who misgendered him by pronoun and referred to him as a girl.
"And I know he has done that to other trans patients as well," Young said. "But he is one of the only endocrinologists in the area I know that would prescribe hormones."

The conversation could have gone better. Young told the doctor that he'd been living as a man for a year, "and he said, 'That qualifies,' and walked out, then sent in some med student to come talk to me for the rest of the time.

"So that was an interesting experience," Young said.

At that point, Young had already been refused treatment by a doctor who didn't want a transgender person as a patient, he said.


Seeking Fair Faculty Pay

No MU Mention

Salary compression -- when assistant professors make close to what associate and full professors make due to changes in the market between their points of hire -- is a problem across academe. But fixing it is a complicated undertaking that some institutions avoid.

A new, faculty-driven plan at the University of Washington seeks to address salary compression in several innovative ways, and it’s gathered significant support across the university’s three campuses. It has also garnered criticism from some faculty members who say that it’s too complicated, and that unit opt-out functions make it too unpredictable and perhaps meaningless.

“We did an analysis of our salaries and it was very clear that salaries were compressed and we have to actively prevent it,” said Susan Astley, a professor of epidemiology at
Washington’s Seattle campus and a former chair of the university’s three-campus Faculty Senate. “In some cases an assistant professor hired at today’s going salary rates could be hired in at salary rate that is greater than a full professor in that person’s department.”

Astley, who supports the plan, said that while the university is mostly just offering these new assistant professors the going rate, the effects of such compression are clear. “You have a difficult time retaining your full professors if your salary just doesn’t progress -- and that does happen here. The university has a national reputation that you’ll be hired in at a good salary, but then you’ll never again see a good raise. That information makes it difficult to attract professors, too.”

Currently, professors at the University of Washington -- including at campuses in Seattle, Tacoma and Bothell -- have just two guaranteed opportunities for a raise: upon promotion to associate and full professor, respectively, at 7.5 percent, which is scheduled to increase to 9 percent in the fall. Merit raises of 2 percent are awarded every year, but some professors say that barely tracks increases in the cost of living.

The proposed plan, passed in a 47 to 29 vote by the Faculty Senate last month and up for a full faculty vote through the end of this week, seeks to increase opportunities for raises by creating additional “tiers” within the faculty rank system. So instead of waiting for rare jumps between ranks, a professor could, after about four years, on average, apply for a promotion to a new salary tier. For tenured faculty, there are several tiers each for assistant and associate professors and nine possible ones for full professors. Non-tenure-track lecturers and artists in residence also would be eligible for various tier raises. These raises are not assured, but would be based on merit. Such raises may vary but are capped at 8 percent of the average professor’s salary, regardless of discipline.

Professors would still get major raises -- to the tune of 12 percent -- with promotion to associate and full professor, respectively.

Although professors only have two clear opportunities for a raise under the current system, many in Washington (and elsewhere) know that additional retention raises can be won by seeking outside job offers from other institutions. As at so many other institutions, these retention raises are often handled quietly between the professor and his or her chair and dean. And while the department might keep the faculty star, in so doing it may expend all additional funds for adjusting the salaries of everyone else. That trend informs a second major aspect of Washington’s proposed plan: instead of retention raises happening behind closed doors, both they and the proposed tier raises would be voted on and approved by members of the applicants’ own department or
academic unit in some fashion. The idea is to cast sunlight upon the retention process while hopefully -- via the new tier system -- discouraging professors from seeking outside offers only to get a one-time raise.

“This is designed not to cost the university more in salaries, but specifically to redistribute the existing available dollars for promotion, the vast majority of which are going toward retention for a handful of faculty stars,” Astley said.

The plan also includes regular, separately funded bumps tied to increases in the cost of living and a 1 percent “variable adjustment” for addressing such related issues as gender or racial inequities among professors, or salary differentials among professors of equal attainment.

Compression is a tricky thing to measure, but a review of average faculty salaries from the American Association of University Professors’ annual faculty compensation survey is illustrative. At the Bothell campus, assistant professors make $96,700 while associate and full professors make $98,800 and $119,700, respectively, on average. At Tacoma, it’s $80,400, $98,300 and $118,200, respectively, for assistant, associate and full professors. At Seattle, it’s $98,100, $104,800, and $133,800.

A study by the university's Office of Planning and Management using 2014-15 data from AAUP found that the Seattle campus would have to increase the average professor’s pay 9.6 percent to equal the mean salary for eight peer institutions in a weighted comparison. But broken down by rank, those increases would be 17 percent for full professors and about 2 percent for associate professors. Average assistant professor pay would actually have to decrease 5.5 percent to align with the peer mean for that rank. In other words, compression appears worse at Seattle than its institutional comparison group as a whole.

Critics of faculty salary compression generally also say that it’s worse in certain programs, including professional ones. Even though professors at all ranks in fields such as business and medicine tend to make more than their peers in other disciplines, compression can be exaggerated because the outside job market for those fields is so dynamic.

The proposed plan doesn’t try to address cross-disciplinary salary differentials; Astley said the market “is what it is” in that sense. But the plan does have support from across the disciplines.

Gail Stygall, a professor of English at Seattle who served on the original faculty salary working group dating back to 2012, said she supports the plan for its transparent
approach to retention raises and especially for giving those professors who intend to stay at Washington “a pathway to receiving continuous raises over a career pathway for meritorious work. ... There are any number of stories of deserving faculty who have been crushed by the current capricious salary system.”

Stygall said she’s been personally affected by salary compression in that her pay always seems “laughably” behind salary figures at peer institutions. Luckily, her expertise in language and law allows her to consult on the side, she said. But many of her humanities colleagues don’t have the opportunity to make extra money in Seattle, where the cost of living is relatively high.

‘Winners and Losers’
Yet the plan has encountered significant opposition. Part of that concern stems from the plan’s recent inclusion of an opt-out mechanism for academic units that don’t want to follow it. Opposed professors worry that a program that’s to be adopted with no additional associated funding, and which some may follow and some won’t, may soon cost the university in terms of dollars and divisiveness.

“When you have a policy -- and it doesn’t really matter what kind of policy -- when you all of a sudden have opt-out options, that to me raises a number of serious questions about the strength of the policy itself,” said Marcie Lazzari, professor of social work at Tacoma and chair of its campus Faculty Assembly.

Lazzari stressed that she believes salary compression is a problem. But the new plan, which is the product of years of work but which includes recent, significant additions, seems too complex and too rushed to actually do any good, she said. Lazzari and a number of her colleagues recently enumerated their concerns in a letter to fellow faculty members, asking them to consider rejecting the policy proposal in the ongoing, all-faculty vote.

“We are in support of the overall goal of achieving greater salary equity and reducing salary compression for senior faculty,” the letter says. “However, the proposed policy which began with those goals has evolved into such a complex policy it will be too resource intensive to implement and will not accomplish the goals we set out to achieve.”

The letter notes that the tiered aspect of the plan was inspired in part by the University of California System’s pay plan, which includes "steps" between ranks. But it says that Washington isn't necessarily as well equipped to handle the extra administrative work associated with such a system. Instead of an opt-out mechanism, the letter suggests an
opt-in mechanism, so that academic units that reject the plan won’t still have to meet certain administrative requirements.

In addition to the opt-out issue, the letter lists 11 other potential pitfalls, including that the proposal isn’t increasing salaries overall but simply redistributing them within units; that regular merit salary increases will cease; that the policy itself contains some “vague” language; and that it will create “winners and losers.”

“The [university] will no longer have one salary policy: some units will customize raise formulas or opt out of tiers,” the letter says. “This hodgepodge will undermine faculty unity and the power of numbers to advocate for competitive compensation. We believe that the winners under the activity-based budgeting system will go sailing on to a bright future while many other entities slowly sink. Prosperous units will not advocate for poor cousins.”

Gautham P. Reddy, a professor of radiology at Seattle and a member of the Faculty Senate’s executive committee who opposes the plan, said that point in particular worried him. For example, he said, the campuses in Tacoma and Bothell are new and have fewer retiring faculty members to free up funds for the tiered raise pool. And because the tiered system caps raises at 8 percent of the average professor’s salary, compression in fields such as business and law could get even worse.

Reddy said the arts and sciences do need a new faculty salary policy, and they should have one. But the system for medical clinical faculty -- while imperfect -- already works well. “Our salaries should be based on the money that is available and comparable salaries at other medical schools,” he added. “We also have to keep in mind salaries in local private practices, though we are not able to match those salaries.”

Robert Stacey, dean of the College of Arts and Sciences, said compression is a real problem for the arts and sciences, where full professors are approximately 12 percent behind their national peers in terms of salary, while assistant professors are slightly ahead. Departments that have had more retention raises tend to be less compressed, on average, than those in which the market for hires at the senior level is less active, he added. So grant-driven departments in the natural sciences tend to be less compressed than those in the humanities, arts and social sciences.

Still, he said, even grant-driven departments are subject to retention raise requests or what are sometimes referred to as the “faculty loyalty tax.”
“One of the hopes for this new salary policy, if faculty approve it,” Stacey said, “is that it will lessen our dependence on retention raises by rewarding high-performing faculty in a more regular and predictable way.”