MU News Bureau

Daily Clips Packet

July 25, 2016
Curators detail top priorities for next UM system president

If a candidate for the presidency of the University of Missouri asks interviewers about their priorities for the system and the themes that are part of the school’s vision, what should the answers be?

That was the topic of a meeting of the university’s Board of Curators in Kansas City on Friday.

For anyone who has been following the up-and-down fortunes of the university in recent months, the list they came up with will look familiar:

- Diversity, equity and inclusion.
- A high-quality faculty.
- Long-term financial sustainability.
- A strong health-care system.
- Rebuilding the university’s reputation.
- Establishing partnerships and alliances.
- Clarifying the roles of the system and the four campuses.

And once those areas are defined, consultant John Deadwyler, who was hired to lead the session, said the university has to make clear to any potential president how he or she would be judged in the job.

“If I were a candidate for president,” he told the group, “I would want to know what am I accountable to do, and what do I have responsibility to do. They’re different.”

Earlier this year, as the search for a successor to Tim Wolfe got underway, the presidential search committee held forums on all four of the system’s campuses, asking for ideas about what qualities a new president should have.

That list included skills and interests such as a passion for higher education, a proven track record of leading a complex organization, a multicultural outlook and a command of communication and public relations, to spread the word of the university’s vision to the people it serves.

Friday’s curators’ session was designed to draw up the flip side of that question: What are the major themes in the university’s mission, and what are its priorities for the next three years.
At the end, the curators had a list that represented a consensus – a condition that Deadwyler defined this way:

“The dogs may bark, the caravan must move on.”

The presidential search process is continuing. The committee is still developing a candidate pool and reviewing candidates before narrowing the list for preliminary interviews, heading toward naming a final candidate by the end of the year.

**Interview results**

Here is a sample of topics and comments that came up in earlier individual interviews conducted by Deadwyler’s consulting firm with curators, chancellors and others:

**On accessibility and affordability:**

“One issue to decide regarding the long term vision and direction is having accessibility and affordability on one hand and selectivity on the other.”

“Identity – Are we a top flight AAU school or a fairly close to open access school for all Missouri students? There is a diversity of opinions on these questions.”

“The University of Missouri for years needed to be affordable and accessible because it was the only comprehensive school in the state. I think our role in the state now is to be more selective, but we seem to be stuck in old mold that our schools aren’t different from other schools, only bigger. We need to better distinguish our current role.”

**On diversity and inclusion:**

“Build confidence in the Columbia campus. We’re not racists, and we have a lot of great people there. We’ve taken a bad rap. Other universities have similar things going on; ours just blew up and the nation focused on it.”

“Students, faculty and staff need to feel included and that system is on their side and the school is a place where they can succeed. The stakeholders should feel empowered by the university and that they can do their best teaching, learning and research.”

“Turn our racial catastrophe from November to a positive by continuing to invest in inclusion efforts. A lack of commitment by the board to this issue would set us back.”

**On financial resources:**

“Fiscal responsibility. We don’t want to always be reactive to the legislature. We need to do more with public/private resources, translate the research outcomes and reduce reliance on increasing the student population to finance bricks and mortar.”
On how the system should work:

“The system has to work for all four universities. It can’t be Mizzou, and then the others. The president has to understand how all four universities contribute to the system. Going forward, it’s important that we give support to the other three schools, especially as the other campuses are experiencing growth. They need to get their share of the pie.”

“We need to be as coherent a system as possible. We want to make sure we are coordinated as much as possible while still allowing for differences among the campuses.”

“It’s actually more like a confederacy of universities with really strong states’ rights. The four schools are autonomous. We need to admit that we are a confederacy, a loose confederacy of four autonomous institutions. The long-term vision is to turn the confederacy into a federacy then into one university, but that won’t happen in Missouri. Alumni, faculty, people and politicians won’t like it.”

“What is the relationship between University Hall where the system is run, and Jesse Hall where the MU campus is run? There have been issues with the system president wanting to run the MU campus. I think it’s vitally important that the president and chancellor of MU understand what role University Hall plays and what role Jesse Hall plays. I’ve seen egos clash over this question.”

“Some presidents understand that their job is to support what the chancellors are doing on their campuses. The president’s job isn’t to unify the campuses because each campus is different and needs to focus on its strengths. The system is too small. It should include Truman and Missouri State, and then you could do role and scope around the state.”

On rebuilding the system’s reputation:

“We need a really good cheerleader who can wow the community at large.”

“Brand restoration. Changing narrative about the university and erasing a lot of bad, old stuff. The brand wasn’t clearly defined before the crisis unfolded last year. The average Missourian has no sense of what the school does. Negative thoughts accumulated in the last year. The identity of the school has to be the underpinning of a good brand. The four campuses have mostly solid brands. At system level we need brand restoration and identity in the worst way.”

“Reassure the public that the we are still committed to quality education and research. The new president has to be committed to ideals of the university and committed to repairing the image and brand and get it back to a place where it is respected nationally and internationally.”

On being an asset to Missouri:

“The primary purpose of the school is providing education to citizens of Missouri, but we need to also make sure we communicate to the state how the university benefits the state in more than just an academic way. We don’t do a good job of explaining to the citizens and legislature how
we contribute to overall welfare of the state. We need to do a better job of publicizing this – our research, extension programs, and health care system.”

“The legislature needs to know that we’ve created tremendous value for the state. We need to create a value proposition not just in their minds, but have it established in the minds of everyone across the state. There is an extension service in every small town in Missouri, but most people don’t know it’s part of the system. We need to get that message out to the legislature, students, parents, the community – all key stakeholders.”

Columbia Daily Tribune

University of Missouri curators set themes to guide presidential search

By Rudi Keller

Saturday, July 23, 2016 at 12:00 am

KANSAS CITY — The University of Missouri, a top leader at the institution said during a recent survey, is like a confederacy of universities, each with strong states’ rights.

“The long-term vision is to turn the confederacy into a federacy then into one university, but that won’t happen in Missouri,” said the leader, who was not identified in the survey report. “Alumni, faculty, people and politicians won’t like it.”

The report, summarizing interviews conducted by The Bernard Consulting Group of Kansas City, was presented Friday to the Board of Curators as they spent five hours talking about how to interview candidates for a new UM System president. The officials interviewed — eight of the nine curators, four chancellors, interim President Mike Middleton and two others — are listed in the report, but no statements are attributed.

A more unified university is an intriguing idea, board Chairwoman Pam Henrickson said, but whether it is the best path or will ever occur is another question.

“All four campuses have unique characters,” she said. “I am one that enjoys and appreciates the uniqueness of each university and its own history and its own strengths.”

When they finished, the board had reached consensus on five thematic areas and seven priorities related to those themes. Consultant John Deadwyler told the board that their ideas will help focus the presidential search and interviews with candidates.
“Talking from one voice — all saying the same thing — says to an outsider that” he or she
“won’t have to try to figure this all out,” Deadwyler said.

The meeting Friday was the second recent protracted discussion intended to help the board focus
on its role and define what kind of president to seek as a permanent replacement to Tim Wolfe,
who resigned in November amid campus protests over racial issues and seemingly ceaseless
administrative turmoil.

The board has held 12 special meetings since July 2015, in addition to regular quarterly
meetings.

“The way we have acted as a board recently has faculty feeling we have not engaged in shared
governance,” Curator John Phillips said during the discussion.

The themes the board decided to highlight are the value of the university, promoting access and
affordability, research, its education mission and MU Health Care.

“The university system is the greatest asset that the state of Missouri has,” the first bullet point
states.

The priorities for a new leader include filling jobs held by interim appointees, creating a
“comprehensive environment of diversity, equity and inclusion” and setting enrollment targets
for each campus. Enrollment at the Columbia campus, which had been growing rapidly before
the turmoil of the past year, is expected to decrease by about 7 percent. A smaller decline is
expected at the University of Missouri-St. Louis. Meanwhile, enrollment is growing at Missouri
University of Science and Technology in Rolla.

The idea is not to put caps on enrollment, but to look at the mix and determine whether each
campus should try to enroll more graduate or professional students and fewer undergraduates,
Henrickson said.

The curators will have final say on who is selected to be university president, but the search is
being conducted by a 16-member committee that includes curators as well as the student
representative on the board, two alumni, two faculty, a staff representative and another student.
The themes and priorities set by the curators will be discussed when the committee meets on
Aug. 1, Henrickson said.

In other business:

- The curators asked for a 5 percent increase in state aid for fiscal 2018 and restoration of
  $3.8 million cut from system administration by lawmakers. If approved, the request
  would boost state funding for UM operations by $26.7 million, including $500,000 in
  new funding to support a dental program partnership between the University of Missouri-
  Kansas City and Missouri Southern State University in Joplin.
The request must be reviewed by the Coordinating Board for Higher Education and the governor elected in November before it could be presented to lawmakers in January.

- The board selected UnitedHealthcare as administrator of its health insurance program for retirees over 65 who are eligible for Medicare. The new plan offers a Medicare Advantage plan and will save the university $14 million, half of which will benefit retirees through reduced premiums.

MU interim chancellor forms search committee for new athletic director

Five members will work with Hank Foley and consultant

Replacement sought for Mack Rhoades, who left after 15 months for Baylor

BY CHRIS FICKETT
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Interim Missouri chancellor Hank Foley on Friday announced the formation of a search committee to find the Tigers’ next athletic director.

The committee will work with Foley and consultant Todd Turner of Collegiate Sports Associates to find a replacement for Mack Rhoades, who left Mizzou after 15 months to become the athletic director at Baylor.

The five members of the search committee are:

- Darryl Chatman, alumni representative and deputy director of the Missouri Department of Agriculture

- Sarah Reesman, executive associate athletic director and senior woman administrator at Mizzou

- Phil Snowden, University of Missouri Board of Curators member
Don Walsworth, alumni representative and former curators chair

Christina Wells, faculty athletics representative and MU law professor

Foley also said interim chief of staff Brian Milner would support the committee.

“We are confident that we will be able to attract another outstanding candidate to lead our athletic program into the future,” Foley said in the release. “As a member of the SEC, we have an exceptionally bright future and are proud of the accomplishments of our student-athletes.

“We will be working hard to find the best leader as soon as possible.”

MISSOURIAN

Advisory committee named in Missouri athletics director search

MADISON HUMMEL, Jul 22, 2016

COLUMBIA — An advisory committee that will aid in the search for a new MU athletics director includes two alumni and a member of the UM System Board of Curators.

Members of the five-person committee, announced Friday in an email from MU Interim Chancellor Hank Foley, are:

- Darryl Chatman, alumni representative
- Sarah Reesman, senior associate director for the Missouri athletics department
- Phil Snowden, curator
- Don Walsworth, alumni representative
- Christina Wells, faculty athletics representative

The committee will work with Todd Turner, founder of College Sports Associates. The national executive search and consulting firm assists NCAA Division I universities and conferences.
Brian Millner, interim chief of staff, will provide staff support for the committee.

Mack Rhoades announced July 13 he was leaving his position as Missouri's athletics director to accept a similar job at Baylor University. Wren Baker is the interim athletics director.

Foley announces committee members in search of new athletic director

COLUMBIA — MU Interim Chancellor Hank Foley announced the members of the Advisory Committee for the Director of Athletics search on Friday.

The committee includes alumni representatives Darryl Chatman and Don Walsworth, Faculty Athletics representative Christina Wells, Sarah Reesman of Mizzou Athletics, and Phil Snowden of the UM System Board of Curators.

"The University of Missouri has a history of high-caliber athletic directors, and we are confident that we will be able to attract another outstanding candidate to lead our athletic program into the future," Foley said.

Meat Eaters Should Have Been Listening To Vegetarians All Along
Generated by Press Release: **Meat Food Waste has Greater Negative Environmental Impact Than Vegetable Waste**

Next time you throw out a half-eaten pork chop, keep in mind that you’re wasting a lot more than a dead pig.

Meat waste is worse for the environment than vegetable or grain waste because animal-based foods typically require more energy and emit more greenhouse gases, experts say. And in the United States, we waste a lot of meat.

According to a recent report from the Department of Agriculture, 13.4 billion pounds of meat and poultry were lost at the retail and consumer level in 2010. Consumers were responsible for more than 11.1 billion pounds of that waste.

When looking at these striking numbers, we tend to forget that the hidden resources used to raise the animals go to waste as well — the fuel, fertilizer, land, feed and water.

*Ronald McGarvey, assistant professor at University of Missouri’s Industrial & Manufacturing Systems Engineering Department, told The Huffington Post just how resource-intensive meat production really is — and how this has direct consequences on the environment.*

“When you throw away that pound of beef,” McGarvey said, “you’re essentially throwing away all of the embodied resources that were needed to generate that meat.”

Meat waste accounts for 21 percent of food waste’s global carbon footprint, according to the United Nations’ Food and Agriculture Organization. And if food waste were a country, the FAO says it would be the third-largest greenhouse gas emitter on earth. Meanwhile, global demand for meat is continually rising: The FAO estimates that by 2050, meat demand will have increased by 173 percent.

McGarvey and his colleague Christine Costello published a study on the environmental impact of food waste in 2015, comparing estimated greenhouse gas emissions of food items that were wasted in the kitchen or after meals at dining halls at the University of Missouri. The “meat and protein” category was responsible for the greatest proportion of greenhouse gas emissions, despite ranking fourth in total weight.

In a different study, researchers examined the energy use and greenhouse gas emissions of food items produced and transported to a port in Sweden. They found that animal-based foods typically used more energy and emitted more greenhouse gases than plant-based foods.

So what can we do to reduce meat waste in everyday situations, when planning a large family meal or a party? McGarvey proposes a simple solution: “Try to err on the low side for meats and have your ‘just in case’ overproduction in plant-based foods. And of course, don’t throw away leftovers, but especially not meat leftovers!”
To store your meat leftovers, the USDA recommends cutting large chunks of meat into smaller pieces, sealing them in airtight packaging, and cooling them quickly. Freezing meat is a good long-term option, since frozen foods remain safe indefinitely. And if you’re worried about loss in quality, you can consult these storage times.

The Washington Post

What’s a nice guy like Sen. Tim Kaine doing in a campaign like this?


A spiritual focus

On his way to the exit after the Zika event, Kaine interrupted a reporter who began to ask how he felt being considered for the vice presidency after starting in relatively humble Richmond city politics.

“Speculation is nice, but I’m a local guy,” Kaine said. “If I’m good at anything in politics, it’s because I learned it being a city councilman on the Richmond City Council.”

The senator’s humility is rooted in a childhood spent in the suburbs of Kansas City, Mo., as the oldest of three boys whose father owned an iron-welding shop.

His Catholic parents were so devout, the senator joked during a recent C-SPAN interview, that “if we got back from a vacation on a Sunday night at 7:30 p.m., they would know the one church in Kansas City that had an 8 p.m. Mass that we can make.”

By his own account, Kaine was a “nerdly student” in high school, after which he attended the University of Missouri. He majored in journalism
until he decided the budding reporters were “too cynical” and switched to economics.

Clinton selects Kaine as her running mate

Formal announcement to come Saturday in Miami

UPDATED 8:37 AM CDT Jul 22, 2016

Watch the story: http://www.kmbc.com/politics/clock-ticks-down-on-clintons-vp-announcement/40837222

(CNN) —Hillary Clinton has chosen Virginia Sen. Tim Kaine to be her running mate, turning to a steady and seasoned hand in government to fill out the Democratic ticket, she announced Friday.

"I'm thrilled to announce my running mate, @TimKaine, a man who's devoted his life to fighting for others. -H," she tweeted.

Minutes later, Kaine tweeted: "Just got off the phone with Hillary. I'm honored to be her running mate. Can't wait to hit the trail tomorrow in Miami!"

She will introduce her new partner at a campaign rally Saturday in Miami, a recognition of Florida's pivotal importance in the fall. It's also a chance for Kaine, a fluent Spanish speaker, to introduce Clinton to Latino voters, a critical slice of the electorate in her quest to defeat Donald Trump.

Clinton is hoping to seize the spotlight from Republicans after their convention in Cleveland. The site of Kaine's first joint appearance with Clinton is Florida International University, where the student body is more than half Hispanic.

The announcement came on the heels of an attack in Munich, Germany, that dominated the afternoon news cycle. The Clinton campaign deliberated over how to avoid a split-screen scenario that could be perceived as insensitive, but in the end, proceeded with its plan to make the unveil on Friday.
Clinton's decision to choose Kaine began when John Podesta brought the candidate two-dozen binders to her home in Chappaqua, New York, in April, according to a campaign aide. Last week, Clinton and Kaine spent 90 minutes together, followed by another meeting on Saturday that brought together the two families, including Clinton's husband, daughter and son-in-law, as well as Kaine's wife.

Ultimately, Clinton was swayed by her personal comfort with Kaine, as well as the belief that the senator is fully prepared to do the job. On Friday, Clinton called Kaine around 7:30 p.m., then spoke with President Barack Obama.

The President later praised Clinton's choice, telling supporters in a fundraising email Saturday that "Tim is a good man. He's a true progressive. And he will make a great vice president."

It may be an anti-establishment year, but Clinton's running mate is an insider: A senator and former governor from the critical battleground of Virginia and a former chairman of the Democratic National Committee.

Trump's campaign seized upon Kaine’s Washington experience in a fundraising text message to supporters, writing: "The ultimate insiders -- Obama, Hillary and Kaine. Don't Let Obama have a 3rd Term. Contribute."

The campaign later issued a lengthy statement, labeling the Virginia Democrat "corrupt Kaine."

Kaine, 58, has long been seen as a seasoned and safe choice for Clinton, who could help shore up support among white working-class voters.

Her selection ended a long search that was conducted almost entirely in secret, a stark contrast to Trump's vice presidential search. It reflected a strategic choice by Clinton: To go with a running mate who amplifies her argument that experience in government -- not sizzle -- is the best path to keeping the White House in Democratic hands.

**Kaine's midwestern roots also run strong:** Born in Minnesota, Kaine is the son of a welder who was raised in Kansas and graduated from the University of Missouri. He went to Harvard law school, but before graduating served a year as a missionary in Honduras.

It was an experience that cemented his Catholic faith and strengthened his fluency in Spanish. Kaine was the first member to give an entire speech on the Senate floor in Spanish. It was during a debate
Hillary Clinton texted supporters Friday that her vice presidential pick is Sen. Tim Kaine of Virginia.

Kaine has deep roots in the Kansas City area, with family still living here.

Friends say he’s anything but boring, despite his public image.

BY RICK MONTGOMERY
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Democratic presidential candidate Hillary Clinton announced Friday night that former Kansas Citian Tim Kaine is her pick as vice presidential running mate.

Kaine, 58, a Democratic U.S. senator from Virginia, is scheduled to appear with Clinton at a Florida rally on Saturday.

Clinton announced the pick in a text message to supporters and on Twitter a few seconds later described Kaine as “a man who’s devoted his life to fighting for others” and “a relentless optimist who believes no problem is unsolvable if you put in the work to solve it.”

Kaine’s roots in the Kansas City area run deep.

His upbringing in Overland Park included working Saturdays at his father’s metal fabrication shop, being elected student body president and assisting Jesuit missions in Honduras. He graduated in 1976 from Rockhurst High School.

Kaine learned fluent Spanish serving the Central American poor — first as a high school sophomore and later as a Harvard law student revisiting Honduras on a year’s sabbatical. He
likely will make strategic use of his language skills during campaign stops leading to the Nov. 8 general election.

Despite a political career that could put Kaine a breath away from the U.S. presidency, “he is absolutely the same Tim Kaine I knew in high school,” said longtime friend and Kansas City lawyer Steve Miller.

“Success has not given him a big head.”

His parents, Al and Kathleen Kaine, are native Kansans who met as students at Kansas State University. They still live in the Kansas City area, as do Tim Kaine’s two younger brothers — one a lawyer and another a pediatric cardiologist at Children’s Mercy Hospital.

“We’re proud of all three of our kids,” Kathleen Kaine, a retired home economics teacher, said this week.

After 46 years in the same house on the 9800 block of Cedar Drive, Al and Kathleen Kaine not long ago moved out of the comfortable neighborhood where Kaine and his brothers grew up.

Born Timothy Michael Kaine in St. Paul, Minn., he was a toddler when his father landed work as an electrical engineer at the former Bendix plant in south Kansas City. Al Kaine eventually would launch his own ironworks operation. His young sons, roused from their beds on Saturday morning, were required to help.

“Tim was very hardworking,” his mother said. “A good student. Really a voracious reader.”

Today “boring” is how many political wags describe the first-term U.S. senator, ex-chairman of the Democratic National Committee and former governor of Virginia.

Kaine in interviews has called himself boring. But Kansas City area friends who have stayed in touch dismiss the label, saying his civil demeanor and moderate stances are needed in such charged political times.

Even as a teen with bushy hair, “he could engage with anybody,” said Kent Immenschuh, a technologies director at JE Dunn Construction Co. “That’s a trait he’s carried forward.”

To Immenschuh, who picked Kaine to be best man at his wedding, “it’s absolutely hilarious that people would consider Tim Kaine boring.”

Unflappable? Maybe.
Immenschuh chuckled recalling a summer when he and Kaine were among friends working in an Ozarks restaurant. At night the teenagers took turns placing pies beside the head of a sleeping buddy, then waited for him to roll into it.

One morning Kaine awoke to a face full of pie.

“He didn’t say a word,” Immenschuh said. “Just stood up with pie all over, walked out to the trail, to the end of a dock, and jumped straight into the lake.

“Not one word. ... Tell me that’s boring.”

After Friday’s announcement, Immenschuh promptly texted Kaine: “Surreal, but unsurprising.”

Kaine attended public schools through eighth grade. For high school, his Catholic parents chose to enroll him at rigorous and all-male Rockhurst. Kaine would later recall resisting the move, but he couldn’t dissuade his parents.

Most other students entering the Jesuit-run prep school had come up through the parochial system and were among friends. “Tim had to make his way among strangers,” said classmate Miller.

Yet Kaine found swift acceptance and friendship from divergent groups: He joined the school’s yell squad, debate team, pastoral committee and choir.

Kaine’s second year at Rockhurst featured a life-changing excursion.

He joined other students on a missionary trip to Honduras. His mother said the spiritual impact on Kaine — whose passions up to that time were the Kansas City Royals and reading — would take some in his family by surprise.

Laurence Freeman of the school’s alumni development office: “He saw the want that was so pronounced there in Honduras. I think it had a huge effect. Tim has always made the point that it was that trip that made him start to think about what he’d do with his life.”

It’s when brother Patrick Kaine first noticed what he called “a commitment by Tim to faith and serving others.” But at no time did Patrick Kaine guess that his big brother would enter politics.

**Tim Kaine enrolled at the University of Missouri with the intent of studying journalism. He would later say that he found his post-Watergate classmates eyeing news careers to be “a very cynical lot,” so he switched to economics.**

He earned a law degree from Harvard and was admitted to the Virginia bar. In Richmond, Va., he married Anne Holton, a judge and the daughter of a former Virginia governor. Another
decade would pass before Kaine would win his first election to the Richmond City Council, where he furthered his advocacy for people who had been denied housing opportunities because of their race or disability.

Looking back, said brother Patrick, Tim Kaine’s jump to politics made sense. It started with fair housing at the local level and ballooned from there. “I now see it all as an outgrowth of his interest in service,” Patrick Kaine said.

Tim Kaine and Holton would make Virginia their home. The couple and three children visit Kansas City for the holidays. Tim Kaine now and then addresses students at his high school alma mater.

In 2006 he was able to break free from the Virginia governor’s office to attend the 30th reunion of his Class of ’76.

Making it to the 40th reunion would be tough. It’s scheduled for October, during the thick of the presidential race.

Democratic reaction Friday was positive.

Damien Gilbert, a Democratic delegate from Wichita and college student, said he wasn’t surprised by the pick.

“He’s a very solid guy,” said Gilbert, calling Kaine safe, less risky than other potential running mates.

Amber Versola, a Democratic delegate from Lenexa, said Kaine might help Democrats in Kansas races in the fall.

Versola said she hopes Kaine will campaign in the Kansas City area, energizing Democrats.

“This is where his roots are,” she said. “It provides a great opportunity for us.”

U.S. Sen. Claire McCaskill, a Missouri Democrat, called Kaine a “terrific” selection.

“We now have a ticket that signals that they are the grownups,” she said.

“I challenge you to find a member of the United States Senate whose first reaction to Tim Kaine is anything other than he’s a really nice guy.”

McCaskill said Kaine “will be a real antidote to all of that fear and anger and darkness on the other ticket.”
The name Tim Kaine may sound familiar to people who attended the University of Missouri in Columbia in the late ’70s.

According to longtime friend Marc Levinson, Kaine was a focused student who graduated in just three years and went on to Harvard Law.

Levinson first met Kaine in the summer of 1977 when the two of them helped incoming freshmen with summer orientation.

The first day he met Kaine, Levinson recalls they were asked the question: “Where do you see yourself in 5, 10, 20 and 30 years?”

According to Levinson, Kaine’s response was as if he had clairvoyance; the young man said “with a straight face” he would be President of the United States or at the very least, a Governor of one of the 50 United States.

In 2006 Kaine became the 70th Governor of Virginia.

On the rare occasion he wasn’t buried in his books, Kaine did find time to socialize at Mizzou according to Levinson.
Levinson says the two partnered up to compete in annual ‘Name that Tune’ contests thrown by one of the fraternities.

They never won, but they always did well, said Levinson.

And while Kaine was never considered a partier, when he would interact with others, Levinson says, he would always do it with the utmost respect and by treating everyone as if they were his friend.

Respect has served Kaine well over the years, according to Levinson who describes Kaine as a Moderate Progressive who has the ability to get things done.

According to Levinson, Kaine’s ability to look at all sides of an issue and meet Republicans in the middle to find compromise makes him a perfect choice for Vice President.

The Vice President is the presiding officer of the Senate.

Levinson never doubted his friend's claim he would reach such grand political heights 40 years ago, and he doesn't doubt Kaine will reach his goal today.

Democratic VP pick Tim Kaine has deeper ties to Mizzou

COLUMBIA - Tim Kaine has always been a leader.

While as a student at the University of Missouri, he served as a Summer Welcome leader, helping the incoming freshman class learn the ins and outs of MU.

When Kaine was announced as Hillary Clinton's vice president pick Friday, one current Summer Welcome leader felt proud.
"I think regardless of what political party you're a part of, you should be happy for Tim Kaine because not only as a Summer Welcome alumni, but a Mizzou alumni in general, you should be proud," Summer Welcome student coordinator Darren Green said.

Since being a Summer Welcome leader, Kaine has been a mayor, governor, and senator in Virginia, going 8-0 in elections. Green said his Summer Welcome days may have served as a precursor to his political career.

"I think it helped Tim Kaine," Green said. "I don't know if this is the one thing that set him above everything else. But, I think the program did help."

Kaine graduated from Missouri with a bachelors degree in economics in 1979. He became the mayor of Richmond, Virginia in 1998, the governor of Virginia in 2006, and a U.S. senator in 2013. Kaine was rumored to be President Barack Obama's vice presidential pick in 2008, before Obama selected Joe Biden.

The Democratic National Convention starts Monday, July 25 in Philadelphia. Kaine is expected to speak and officially accept the nomination by Thursday.

Higher ed ‘industry’ is on the ropes
Confluence of factors challenges universities.

By BOB ROPER
Sunday, July 24, 2016 at 12:00 am Comments (6)

NO MU MENTION

For some time, many experts have been predicting the demise of higher education in general and research universities in particular, at least in their current form. Has that day of reckoning arrived? It is difficult to know with precision, but it is easy to identify tough problems facing this “industry:”

Funding decreases. This problem is particularly acute at public institutions, as Medicaid and K-12 spending have slowly eroded state funding available for higher education during the past 40 years. All institutions are adversely affected by the decline in state and federal grant revenue in recent years, a trend that is likely to continue.
Demographics. Higher education institutions need students and the money they bring. Yet the supply of college-ready high school graduates apparently will be stagnant for the next several years, especially in Missouri.

The cost versus value issue. Tuition grew by 80 percent between 2003 and 2013. Middle-class incomes have been largely static during that time. The job market has been soft, and recently 4 in 10 college graduates have wound up in jobs that do not require a college degree. Instead of accumulating $33,000 in debt — the average amount in recent years — many potential students are rethinking the traditional, four-year higher education option. Alternatives include online learning; community college; apprenticeship programs at major manufacturing firms, where advanced technical skills are taught, often while the apprentice is a student at a community college with tuition paid by the company; and technical school, where one learns a valuable trade.

A costly delivery system. Higher education is costly and highly resistant to reducing costs. Look around, and you will see a small army of administrators and other non-teaching professionals whose numbers in recent years have grown faster than those of instructional personnel. You will also see a lot of expensive buildings that are costly to operate and maintain. What you will not see is that in recent decades faculty teaching loads have declined by one-third to one-half.

Further, higher education largely is in business nine months of the year. This is patently inefficient, as this huge, costly enterprise is operating at 75 percent of capacity. Does this make sense?

Part of the reason teaching loads have gone down is a concurrent increase in research. Fine, except for one small problem: A great deal of what passes as research has no value. As Page Smith, a professor of history at the University of California, put it: “The vast majority of the so-called research turned out in the modern university is essentially worthless.” A lot of it is neither read nor cited by anyone. And even if it is, research is an incredibly expensive undertaking that rarely pays for itself.

Also, higher education seldom is able to close out nonperforming or low-enrollment programs. Ditto with nonperforming tenured faculty. It is easier to go with the flow and simply ask for more money each year.

Colleges and universities need to cut costs dramatically. It is unclear whether they are capable of doing it before market forces demand it.

PEnrosion of free speech. The gradual curtailment of free speech on college and university campuses is nothing short of scandalous. Once upon a time higher education campuses were
bastions of free and open discourse, where robust debate was celebrated. Not now. Here is a typical example of what frequently happens on campus:

At California State University, Los Angeles, student members of the conservative Young America’s Foundation invited conservative commentator Ben Shapiro to speak — ironically, about censorship on college campuses, among other things. A professor urged students to protest the speech, calling it “hate speech.” The university president caved, canceling the event for security reasons. After the YAF refused to give in, the president reversed his decision but made sure he told the world he strongly disagreed with Shapiro’s views. When the time for the event arrived, many putative attendees were unable to enter the room where Shapiro was to speak because protesters barricaded the entrances to the room. They also shoved and shouted at some attendees and would-be attendees and turned on a fire alarm while Shapiro spoke. More than a dozen campus security officers kept Shapiro and the attendees inside until the crowd dispersed and then escorted them to safety.

Sadly, the repression of free speech on campus is common. Check out recent happenings at Yale, Dartmouth, Princeton, Brandeis and UCLA.

What is going on here? A lot of liberal and far-left folks on campus are so thoroughly intolerant of those with whom they disagree that they believe they must be silenced. Craven, cowardly governing boards and administrators either agree with these sentiments or are afraid to oppose them.

According to the Foundation for Individual Rights in Education, as of 2014 about 60 percent of the more than 400 colleges it surveyed seriously infringed upon the free-speech rights of students.

No wonder, then, that free-speech advocate Wendy Kaminer recently wrote that “Academic freedom is declining. The belief that free speech rights don’t include the right to speak offensively is now firmly entrenched on campus and enforced by repressive speech or harassment codes.”

Winston Churchill always said courage is the most important virtue of a leader. With respect to the free-speech issue, the “courage deficit” of most college leadership is appalling.

Next week: Do consumers of higher education get their money’s worth?
Local Area Students Safe After Attacks in Germany

Watch the Story: http://mms.tveyes.com/PlaybackPortal.aspx?SavedEditID=c7f6a5f0-234a-4b7c-8b91-7ef51518c34

MISSOURIAN

MU IFC alcohol policy largely accepted and deemed 'effective' by fraternities

KELSEY HURWITZ, Jul 22, 2016

COLUMBIA — MU fraternities have had a year to get used to a new alcohol policy, and the results are in: No more mixed drinks, and no more mixed feelings.

There’s a general consensus among fraternity presidents and members of the Interfraternity Council board that the new policy, which was implemented by the IFC board before the fall 2015 semester, is good for the fraternities and has been effective.

The alcohol policy in the IFC bylaws states that hard alcohol, which is defined as drinks with an alcohol content greater than 15 percent, are prohibited on fraternity premises.

The new policy was enacted after research and debate by the IFC, and followed a presentation and discussion at the Chancellor’s Summit on Sexual Assault and Student Safety in Greek Life, which took place in June 2015, according to previous Missourian reporting.
The new policy is intended to create a realistic set of rules, reduce overindulgence and take a step toward combating sexual misconduct.

IFC President Ben Baker said the new policy has addressed those points, and he pointed specifically to evidence that was given to the IFC from University Hospital showing that despite higher enrollment in fall 2015 than fall 2014, the number of alcohol-related emergency visits to the hospital had decreased.

“It opens up an opportunity to be safe, and that’s a nice thing,” Delta Kappa Epsilon chapter President Devin Tarantino said.

Hard alcohol didn’t disappear from fraternities overnight, and it took some getting used to before the policy took effect. As the year progressed, though, most fraternity members made the switch from hard alcohol to beer and wine.

“It was difficult at first, but once everyone realized that it wasn’t just to say ‘Don’t drink hard alcohol,’ it was to protect everyone, it got easier,” Tarantino said.

**Don’t call it a ban**

Sigma Chi Chapter President Berry Brooks said it’s not exactly right to call the new policy a ban on hard alcohol, "considering it was always banned." The previous policy prohibited any alcohol in fraternity houses, but Brooks said it was ineffective.

“Half the guys in the house are 21, and they’re in college, so it just wasn’t working,” Books said.

Brooks explained that under the new policy, “anything under 15 percent was allowed, with the tradeoff that everything over 15 percent would have severe consequences.”

Baker said fraternity members caught with hard alcohol typically are sent to the Office of Student Conduct. From there, the IFC board will advise the chapter and the Office of Student Conduct, but the IFC board doesn’t directly punish the student.
Brooks said the new policy gave members an incentive to buy and consume drinks with a lower alcohol content.

“In the past years there’s been a lot of liquor, which tends to cause people to get drunker based on faster consumption,” Brooks said. “The huge change to beer and wine made the consumption slower, and people are less ridiculously drunk.”

**Still improvements to be made**

Brooks said part of the policy was an attempt to regulate the punishment for alcohol policy infractions. He explained that with the old alcohol policy, the punishment for infractions was unclear. The new policy is a compromise between MU and the fraternities that removes that uncertainty.

“It was supposed to be an ‘if this, then that’ situation,” Brooks said. “But that never occurred.”

Brooks said that he noticed different fraternity members receiving different punishments for similar infractions. He said he wanted the punishments to be set in advance so that chapter presidents can educate chapter members on the rules and the consequences.

“I think overall it was an effective policy,” Brooks said. He plans to work with other IFC members this fall to talk to MU representatives about a more uniform punishment system.

Baker noted that education has been important.

“The IFC board has made an effort to educate the chapter presidents as well as general members,” Baker said.

Baker said the policy will likely evolve in the coming semesters.

“The policy is always adapting, and we’re looking for ways to make it better,” Baker said. A survey was sent out to chapter presidents at the end of the year so they could provide feedback and suggestions on the policy.
Tarantino said the cultural change will take time.

“Greek Life, for the past 200 years, has been kind of in the drinking state of mind. It’s hard to say if that’ll ever change. I think if we can work together like this then we’ll be safer and things will get better.”

Can caring for your family get you fired?

Dad takes time off to stay home with a sick kid. Can the boss legally fire him?
Maybe.

A woman seven months pregnant asks the boss for light duty. Instead, he assigns her to lift 70-pound boxes onto a truck. Can a mean boss get away with that?
Maybe.

The boss notes that a new mother on his staff is very devoted to her baby. So, the boss mentally puts her on the “mommy track,” demanding less of her but also crossing her off the list for promotion. Is that legal?

These kinds of questions are increasingly being answered in courtrooms. “Family responsibility discrimination” cases have more than tripled over the last decade, according to the Center for WorkLife Law at the University of California Hastings School of Law.

“It’s the fastest-growing area of employment law,” said Joan Williams, the center’s director and a law professor.

The cases involve what happens when a person’s family life — pregnancy, illness and the need to care for others — conflicts with work.

There is good news for workers: They win 67 percent of cases that go to trial, according to the Center for WorkLife Law examination of 4,400 cases. Verdicts and settlements average $477,000.

A worker’s first protection comes from the federal Family and Medical Leave Act. It allows a worker to take 12 weeks of unpaid leave a year to deal with sickness to the worker, or the worker’s spouse, child or parents. Parents can also take it to care for a new or adopted baby. (Baby leave is available to fathers as well as mothers.)

But that safety net has some big holes. Only about 60 percent of workers are covered. It applies only to companies with 50 employees within 75 miles of the worksite. To be
covered, a worker has to have been employed for a year, and worked 1,250 hours in the past year — or about 24 hours a week on average.

Workers can take it to care for themselves, their spouse, child or parents. Except for in the case of new babies, the workers have to show a “serious” health condition to get leave. In other words, you can stay home with a kid with cancer but probably not for a kid with an upset stomach.

**In between is a lot of gray.** Rafael Gely, a law professor at the University of Missouri, notes a line of cases involving things such as ear infections. Does an achy ear justify medical leave in a judge’s eyes? “Some said no, and some said yes,” Gely said.

Generally speaking, the illness has to be bad enough to keep a person out of action for three days if not treated. Employers can demand a note from a doctor describing the condition. Workers also have to give advance notice when they can.

Employers aren’t allowed to discriminate against or fire a worker for taking leave.

That’s where much of the trouble starts. Absent employees cause problems for the boss. A worker can take the 12 weeks all at once or intermittently, causing unpredictable disruption at work.

Employers must maintain the worker’s health insurance during leave, and they can’t fire somebody for running up their insurance bills.

Kathleen Marez was a supervisor at Saint-Gobain Containers, which makes glass bottles in Pevely. She took about a month’s medical leave in the summer of 2007. The next January, she told her boss that she would take another leave to care for her husband after upcoming surgery.

Two days after telling her boss, she was fired. Her employer said it was for foul-ups on the job. But other supervisors had made the same mistakes without being fired — as Marez’s attorney pointed out. Marez said she was fired for wanting to care for her husband.

In 2012, the U.S. Court of Appeals in St. Louis upheld a verdict against Saint-Gobain for $413,000.

**Unequal treatment**

That gets us to another difficulty with the Family and Medical Leave Act. Employers rarely say, “We’re firing you for taking family leave.” But there are plenty of other reasons to fire someone.

So, plaintiffs’ attorneys look for unequal treatment with other employees who made the same goofs. Timing matters. Firing someone two days after a leave request looks like cause and effect, but courts have also upheld claims against companies that waited two months to fire someone.

Workers do well to keep their noses clean at work. They have a better chance of winning in court, notes Pauline Kim, law professor at Washington University. Bad performance reviews can justify a firing.
Workers can hurt themselves by being closed-mouthed with their employers. They may call in sick so frequently that the employer fires them. Only then do they mention the serious illness that was keeping them out.

“They don’t know to say the magic words — ‘serious health condition,’” Kim said.

In 1978, Congress passed the Pregnancy Discrimination Act, declaring that discriminating against women because of pregnancy or childbirth is illegal sex bias. The act has a strange and strained interpretation from the courts. Boiled down: If the boss acts like a slave driver with everyone else, he can be a slave driver to pregnant women. He's a non-discriminating tyrant.

But if he shows a little mercy to anyone with a physical problem, he has to give the same break to the pregnant.

So said the U.S. Supreme Court in a case involving UPS, which demanded that pregnant women do heavy lifting.

UPS requires that its drivers be able to lift 70-pound packages. When Peggy Young, a part-time driver, became pregnant, her doctor told her that lifting more than 20 pounds would be dangerous, and she asked for light duty. UPS said no, even though it offered light duty to people injured on the job and with other disabilities.

The delivery company put her on unpaid leave, and she eventually lost her health insurance.

That’s illegal, the court said. The key is whether the employer grants a break to anyone “similar in their ability or inability to work.” If so, then the pregnant get the same accommodation. Because injured UPS workers can get out of heavy lifting, so can expectant women.

The principle stretches beyond hefting boxes. For instance, if an employer lets a man with a bad back start work late so he doesn’t have to sit in rush-hour traffic, he has to let a woman with morning sickness come in late, too.

The employer can wiggle out of that obligation if it shows a non-discriminatory reason that it can’t accommodate a particular woman. But excuses such as “It’s too expensive” or “It’s inconvenient” or “She’s a pain in the neck” won’t cut it.

Reasonable accommodations

Of course, the boss has the alternative of being equally heartless to everyone — within limits.

The Americans with Disabilities Act requires employers to make reasonable accommodations for disabled workers. Pregnancy isn’t a disability, legally speaking. But Williams, the law professor, says some provisions of the ADA can be applied to a pregnancy that is causing problems at work. For instance, a cashier who normally stands at work can be entitled to a stool, or a place nearer the bathroom.

In 2013, Jennifer Price won a $35,000 verdict against UTI Logistics of Moberly, which fired her after a difficult pregnancy with twins that kept her bedridden. The company
said she had exhausted her family leave, but Price claimed her firing was pregnancy discrimination forbidden under the ADA and Missouri’s human rights statute.

Illinois state law requires “reasonable accommodations” for pregnant and nursing employees no matter what. Those include more bathroom breaks and rest breaks; private space for expressing breast milk and breast-feeding; seating, transfer to light duty and a modified work schedule.

But Illinois employers also have an escape hatch if they can show an “undue hardship” that is “prohibitively expensive or disruptive.”

Federal law also forbids employers from discriminating against mothers, Williams says. That means no mommy-tracking.

“They can’t treat fathers any differently than mothers,” she said.