Mizzou rolls out plan to boost minority faculty numbers

By Ashley Jost St. Louis Post-Dispatch, 3 hrs ago

COLUMBIA, Mo. • In an attempt to put the events of last fall to bed for good, leaders from the University of Missouri System and the Columbia campus broke a months-long silence Tuesday and addressed progress on diversity and inclusion issues.

Mizzou was rocked by a series of student-led protests last November that centered largely around matters of race. The campus unrest, among other things, led to the resignation of two top leaders, Mizzou Chancellor Bowen Loftin and UM System President Timothy M. Wolfe.

Don’t think the interim leaders are sitting on their hands, though — that is what they touted at the media event Tuesday.

“Stress of that kind with a different group of people can bring them even closer together and make them more tightly bound and more unified,” interim Mizzou Chancellor Hank Foley said. “I think that’s what you see now with a new group of people. It’s a new day.”

Foley, along with interim president Mike Middleton, Board of Curators chairwoman Pam Henrickson and UM System chief diversity officer Kevin McDonald, who has a dual role at Mizzou, used the day to highlight new campus initiatives.

The group unveiled a lofty goal: to double the number of minority faculty members during the next four years — to 13.4 percent, up from the current 6.7 percent.

Among a list of demands from student protesters last fall was one that stated the university needed to strive for 10 percent by 2018. Leaders said they remain in contact with students who helped create the demands about goals they find feasible.
Mizzou already ranks in the middle of the pack among its peers in the Association of American Universities — an academic organization of which 34 public institutions are members — when it comes to minority faculty. This is an issue every institution, whether AAU or the Southeastern Conference, are concerned about, Foley said.

Mizzou pledged additional money to an incentive fund set to target hiring and retaining of faculty of color. In total, among a series of diversity-related announcements, the campus has devoted about $1.3 million to this cause.

But there’s also a plan to groom future faculty, and it’s a plan that could boost MU’s status among other AAU institutions.

The flagship campus is investing $1 million of its intellectual property revenue to recruit minority postdoctoral fellows with the goal of retaining them in the long term as tenure-track faculty.

The fact that the postdoctoral students are minorities isn’t part of the AAU rankings, “but it matters to all of us,” Foley said.

Aside from new funding, leaders also announced a new student orientation program at Mizzou centered around diversity and inclusion.

The two-hour program brings to light how differences among student populations arise on campus.

A promotional video highlights one student’s commentary, saying the program shows that Mizzou is about exposure, not so-called “safe spaces.”

Metrics to base how successful the Columbia campus is doing is another effort in the works. McDonald said the ongoing diversity audit at the campus as well as an upcoming climate survey will help form those benchmarks.

McDonald said there’s interest from Mizzou to explore partnerships with either of Missouri’s two historically black universities, Lincoln University and Harris-Stowe State University.
“You’re only limited by your own creativity,” McDonald told the Post-Dispatch. “To the extent that there’s a willingness from our (historically black colleges and universities), I know there’s a willingness from Mizzou and the system and the other institutions that comprise it.”

Henrickson briefly addressed the search effort for the new system president, saying she’s impressed with the candidates with whom the curators and search committee have met.

The board gathered last week in St. Louis outside of the airport, likely conducting interviews, though everyone involved stayed mum about the purpose.

Foley also addressed the decline in enrollment this fall and the impact that has on Mizzou’s budget.

He said the campus was able to cover the gap from reserve funds and general budget cuts, including previously discussed layoffs.

MU leaders put money into effort aimed at doubling minority faculty

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Top administrators at the University of Missouri Columbia campus on Tuesday discussed efforts the university has made in the past year to improve diversity, inclusion and race relations.
Kevin McDonald, interim vice chancellor for diversity, equity and inclusion, said the university is putting $1.6 million toward doubling its minority faculty numbers to 13 percent in four years. Of that, $600,000 would go toward faculty recruitment and retention, and $1 million would be aimed at bringing in minority doctoral candidates and preparing them for tenure track teaching posts.

Earlier this year, data obtained by The Star through a Freedom of Information Act request showed that in the last two academic years, of the 451 faculty members hired at the Columbia campus just 19 were African-American.

University leaders also said Tuesday that starting this year, biannual campus climate and diversity surveys will be conducted on all four campuses in the system. The surveys will measure how well the university is doing with about $4.2 million worth of new initiatives it’s launching to create a “framework,” for diverse and inclusive campuses.

ADVERTISING

UM System interim President Mike Middleton and interim MU Chancellor Hank Foley joined McDonald at the press conference.

“There was no one cause for what happened 10 months ago on this campus, and there will be no one solution,” Foley said. “We are working tirelessly to move toward being more inclusive.”

Middleton insisted the university was committed to the challenge of improving race relations but said, “We know full well that this is just scratching the surface.”

He said the initiatives were more than mere public relations.

“I’d say we’re very, very serious about this,” Middleton said. “The Board (of Curators) is very serious about it. I’m very serious about it. The reason I came out of my wonderful retirement was to really try to set this issue up for the next president to move forward....

“This is not PR. This is very, very serious, and we really do intend to be a national leader in this area.”

Racial tensions erupted on the campus last November when Concerned Student 1950 — a group of predominantly black students — led a series of protests including a tent city erected in the center of campus.

Students said that the university lacked diversity, especially among the faculty; that minority students felt isolated; and that MU’s leaders failed to respond to reports that students had been called racial slurs on campus.
Those protests led to a student hunger strike, football players threatening to boycott a game and the resignations of the system president and the campus chancellor.

Foley said Tuesday the protests were not the only reason the two were forced to leave their positions. Infighting among university leadership and faculty distrust of that leadership made the two top jobs vulnerable.

“It is true that when there are fault lines in a management team, stress can open them up. I think that is what happened last year.”

In the end, the university’s tarnished reputation was partly blamed for this year’s 5 percent drop in enrollment.

The sit-ins, marches and rallies have slowed now, and Foley said university leaders are focused on “rebuilding enrollment, restoring reputation... and marketing Mizzou much more than ever before in the past.”

That includes doubling the number of academic recruiters, putting an emphasis on southwest Missouri in recruiting, using social media and launching a new media campaign.

And to students who didn’t return to the university because of last year’s unrest, Foley said, “Come back, come back.”

The university is also poised to hire new administrators to fill a long list of vacancies, including positions now held by interim leaders on the MU campus.

Those hires most likely won’t come until after the first of the year when a new system president and MU chancellor are in place, Middleton said.

Pam Henrickson, who heads the system board of curators, said that the search for a new president is on track and that curators have identified a list of good candidates. She declined to say how many candidates curators are looking at.

This fall’s semester began with thousands of new freshmen in a mandatory awareness session around issues of racism and diversity as part of their orientation. The message of inclusion is plastered all over campus at the bottom of event fliers.

And just a month into the fall semester, university leaders are not the only ones reflecting on last year’s protests. Faculty and students on the Columbia campus also had some thoughts this week.

“There have been a lot of changes for the better seen growing in the administration,” said Jalyn Henderson, a junior majoring in journalism and a peer adviser for residence life. “That they said
last year they would start mandatory diversity training for incoming freshmen and then they followed through with it is super huge."

Diversity 101 training courses also are being offered to faculty and staff. And recently a whole new division of diversity and inclusion was created. The university promises that every campus will have a vice chancellor for that division. That was another promise the university made last year to students.

On the university website is a series of tips and handouts about inclusion and race, including one on ways to identify and confront bias and prejudice. Another tip includes advice on talking about race.

On top of that the university is preparing a campus climate survey to determine the sentiments of students, faculty and staff surrounding race relations, among other social behaviors.

“I think they are doing the best that they can at making a conscious effort to include students and faculty and give an opportunity for voices to be heard,” Henderson said.

Stephanie Shonekan, who heads the Black Studies Department, is optimistic about MU’s future with race relations.

“In my classroom, on this campus, I see that students, black and white, still want to continue to engage on the issue of race,” Shonekan said. “They understand that what happened here is not isolated. Also there is a sense of pride of being the campus that raised the issue to a national level.”

But Berkley Hudson, who heads a 12-member faculty race relations committee at MU, which has been meeting since May 2015, said the university has only scratched the surface in fixing the racial problems.

“There has been a lot of people focusing on this,” he said. The university administration, he said, “has been working on it but not enough has happened, not yet. But I also know it isn’t easy.”

Hudson said the race relations committee he leads will report to university faculty and the interim chancellor this week on recommendations it developed for pumping up cultural competence on the campus. Among them will be to form small groups each made up of people with opposing opinions on race relations, and allow them to talk it out.

Already, since the events of last November, “a lot of faculty are thinking about issues of race that previously they did not think about before,” said Ben Trachtenberg, Faculty Council chairman. “They are thinking a lot more about the perspectives of minority students.”
That thinking, he said, has led the College of Arts and Science to begin discussions about creating a diversity and inclusion curriculum with credit hours required for graduation. Since Arts and Science is the largest college on the campus, such a requirement would affect a large body of students.

Some students say that would go a long way to creating sustainable change.

“I like that idea,” said Sarah Frey, a senior journalism major and past director of student activities for the MU Student Association.

“Last year on this campus was a tumultuous time,” Frey said. “There was a lot of pain too. But it also was a time of education. There were a lot of students who didn’t understand what the black students were saying. I’m a conservative, Christian white girl from a small Missouri town, I didn’t know what I didn’t know.”

Other students agreed with Frey.

“What happened on this campus last year was a good first step,” said Nick Wyer, a sophomore industrial engineering student. “I see a lot more students now eager for change. But I see a lot of hill we still have to climb.”

Those hills, he said, will come with more protests and rallies. “I anticipate something more happening. I expect it,” he said.

Sean Earl, the student body president, agrees.

“I think that the perception is that a lot of the student activists that were bringing this issue to the forefront are gone now, that what happened last November was a one-time thing and now it’s done,” he said. “But there are students who are still willing to go out and protest, and that is a fact. It is up to the students and the faculty to keep this conversation going.”

Much of what the administration is doing now, Frey said, “is public relations. There are so many people involved in this issue now, some are sincere, but others it seems are just trying to make things look pretty so next year we will have more students.”

The Columbia campus announced last month that when the official enrollment count is done this fall, adminstrators expect it to show nearly 3,000 fewer students for the 2016-17 school year, with more than half of that decline coming out of the freshman class.

They attributed it in part to the national spectacle created by last year’s protests. The drop could cost MU about $30 million in revenue. Foley said that because of demographic shift that has
narrowed the pool of high school graduates, the university is likely to see enrollment declines in the future.

The good news, Middleton said, is that the university seems to have mended relations with Missouri lawmakers who last year threatened to cut funding, saying the university mishandled the protests.

“I saw the folks in the legislature, for example being outraged over a number of things, but over the legislative session they came around,” Middleton said. “In fact, they gave us a 4 percent increase. That was a difficult time, but that time is over. I think we've got the full support of everyone who cares about higher education in this state.”

Trachtenberg, while “optimistic,” suggested the university not pat itself on the back just yet.

“It would be foolish for us to be bragging about what a wonderful job we are doing,” he said. “It's much too soon to tell if we have the money and sustained focus to move the needle on this issue.”

UM System leaders unveil new diversity effort for Mizzou campus

The four current leaders of the University of Missouri System have announced new efforts to boost diversity on the system's flagship campus in Columbia.

They've set a goal to increase the percentage of minority faculty members at Mizzou to 13.4 percent in four years' time.

"This includes African-Americans, Hispanic, Latino, Latinas and Native Americans," said chief diversity officer Kevin McDonald.

He said those groups currently make up 6.7 percent of Mizzou's faculty.
"This effort would allow MU to increase its faculty of color beyond the national average, where currently 5 percent of faculty are African-Americans, 3 percent are Hispanic-Latino-Latina, and 1 percent are Native American," he said.

That particular goal is slightly different from one of the demands laid out by the group Concerned Students 1950. During last fall's campus protests it called for the percentage of black faculty and staff members to be increased to 10 percent by the 2017-2018 school year.

One of the new tools being used to reach the 13.4 percent goal will be $1 million set aside to bring in post-doctoral fellows from "unrepresented groups." Hank Foley, Mizzou's interim chancellor, said the intent is bring them to campus with the goal of retaining them as faculty members.

"This fall, we find ourselves approaching one year since our university was in the national spotlight, with all the benefits of hindsight, perspective and continuing conversations that challenge us to be better," Foley said. "With this benefit of time comes the realization that there was no one cause of last fall's events, and there will be no one solution going forward."

He continued, "but I can assure everyone of two things: First, it truly is a new day at Mizzou, with new people and new approaches; and second, we are working tirelessly to make our campus more inclusive and welcoming for all students, staff and faculty."

Last fall's unrest on the Columbia campus culminated with the resignations of former UM System President Tim Wolfe and former Mizzou chancellor Bowen Loftin.

Pam Hendrickson, chair of the UM System Board of Curators, said that they hope to hire a new system president by the end of the year.

University of Missouri sets aside $1 million to meet minority faculty hiring goal

About half of new hires over the next four years at the University of Missouri will need to be from minority groups for the Columbia campus to meet its goal for increased faculty diversity.

The university wants to increase the share of minority faculty from 6.7 percent to 13.4 percent. With turnover of 3 to 4 percent each year among faculty, the university will have to replace 235
to 315 of its almost 2,000 faculty members over four years. To double the proportion of what the university calls “historically underrepresented groups” would require about 135 of those slots to go to minorities.

The goal will not be met with quotas, system Chief Diversity Officer Kevin McDonald said. Instead, he said, the effort will include a post-doctoral program with a $1 million budget to recruit minority candidates and a dual-career assistance program to help the spouses of faculty recruits find jobs at the university or in the community.

“We just have to look at this in these multi-pronged approaches to reach, exceed or fall short of the goal, but at least we have a goal,” McDonald said.

McDonald joined UM System interim President Mike Middleton, Board of Curators Chair Pam Henrickson and Interim Chancellor Hank Foley at a news conference Tuesday to outline steps taken to repair race relations on the Columbia campus after protests in 2015. Protests by the group Concerned Student 1950 helped push Tim Wolfe to resign as president and R. Bowen Loftin to resign as chancellor.

Those protests were joined by the Tiger football team, which announced it would boycott athletic events until Wolfe resigned. At the first home game this year, attendance was more than 13,000 less than opening day in 2015, a decline of more than 20 percent.

What portion is due to a mediocre result last season, a low-ranked opponent or fans that are mad is not clear, Foley said.

“It is hard for me to know how to tease it apart,” he said.

Reactions to last year’s protest included hiring McDonald, who on June 1 became the first system chief diversity officer. The role of campus diversity officers was enhanced so they report directly to the chancellors. The university has initiated surveys of the racial climate on each campus, conducted audits and focus groups on diversity and will soon hear reports on those projects, Henrickson said.

In addition, new staff has been hired to provide mental health support and $921,000 was allocated for campus initiatives in Columbia and expanded diversity training.

“This was designed to provide you with an update on where we are today, what we have done over the past several months to address the issues that arose back in November and that we are moving forward,” Middleton said. “That this is a great asset, this is a special place and we’ve got it under control.”

The goal for faculty recruitment is likely to be difficult but not impossible, Middleton said.

“We certainly can increase the numbers significantly if we focus on that effort,” he said. “Admittedly the pool is small and there is great competition for the folks in that pool.”
There are no comparable goals for the other campuses in St. Louis, Kansas City and Rolla, McDonald said. “We definitely have some initiatives in place and we will work on implementing some for them, but they haven’t provided a goal in mind and I haven’t tried to set one for them.”

The university has set aside $1.3 million to recruit and retain diverse faculty this year and an additional $1 million, announced Tuesday, has been allocated for a post-doctoral program to attract young minority scholars to MU. Keeping current minority faculty will be as important as attracting new people, McDonald said.

“You don’t want a revolving door,” he said. “If you are bringing them in and they are leaving at the same rate, you aren’t making progress.”

MU hopes doubling its faculty of color will ease racial tensions

RUTH SERVEN, 11 hrs ago

COLUMBIA — A year ago, MU student Payton Head wrote a viral post about being called the N-word near campus and rekindled a campus conversation about race.

The latest development came Tuesday, when MU announced plans to double faculty of color and recruit minority post-doctoral fellows.

MU and University of Missouri System administrators gathered Tuesday afternoon to highlight diversity initiatives and stave off concerns about low enrollment, student protests and administrative turnover.

Kevin McDonald, the UM System's chief diversity officer and MU's interim vice chancellor for inclusion, diversity and equity, said MU will have more than $1.3 million to recruit and retain diverse faculty this year.
He said he hopes to increase the number of faculty of color to 13.4 percent from 6.7 percent in the next four years. That includes African-American, Hispanic and Native American faculty, among other ethnicities.

"I think that's an aspirational goal for us," he said. "The goal is to attempt to shoot for the stars."

McDonald said another piece of this goal is a new $1 million program to hire post-doctoral fellows for two years and then, hopefully, retain them as faculty members.

MU interim Chancellor Hank Foley said he attempted to institute a similar post-doctoral fellows program at Penn State after seeing what had helped successful black and Hispanic faculty there.

"We concluded that this was the best thing we could try to do to increase our numbers there," he said. "I've wanted to bring that same thing here to Mizzou, and now it's finally the time where I can get it up and running."

The call for more diverse faculty has been made for years. Last fall, activist group Concerned Student 1950 demanded that MU increase the number of black faculty to 10 percent by the 2017-2018 academic year. Nationally, the average percentage of black faculty is about 5 percent.

"This effort would allow MU to increase its faculty of color beyond the national average," McDonald said.

Despite previous recruiting efforts, the number of black faculty members at MU has remained about the same — about 3 percent — for years. But attracting and keeping faculty of color can be done, McDonald said. He pointed to his old employer, Rochester Institute of Technology, as an example of a school that recently raised its percentage of faculty of color to 10.6 percent.

These two programs, and additional efforts led by McDonald, are part of UM System and MU leaders' attempts to remain unified and move forward after protests last fall led to administrative turnover and decreased enrollment.
After the Facebook post by Head, then president of the Missouri Students Association, events included a protest at the Homecoming parade, a graduate students' hunger strike, the football team boycott and resignations of UM System President Tim Wolfe and MU Chancellor R. Bowen Loftin.

The school saw an enrollment drop of about 2,200 students this fall, which created a budget gap of $32 million. Foley said Tuesday that 37 people were laid off as a result of the shortfall; he said he hopes enrollment will rebound before more layoffs are necessary.

Foley said MU is also increasing its efforts to recruit students from across the state and country.

The panel — Foley, McDonald, UM System Interim President Mike Middleton and UM System Board of Curators chair Pam Henrickson — frequently called events of last fall a "perfect storm" and stressed that new leadership and new programs should address student, faculty and legislative concerns.

"This was a very unique situation at a very unique campus," Middleton said. "We've called it a perfect storm. I don't expect another storm like that."

Middleton said he believes McDonald's initiatives will go a long way toward addressing systemic racism — racism that is built into institutions — on campus.

"This national issue is something that we've been working on for hundreds of years," Middleton said.

"What better way to solve that issue than a university, a real community of scholars dedicated to developing and creating new knowledge and solving society's problems?"
University of Missouri system leaders discuss diversity and enrollment drop

Watch the story: http://mms.tveyes.com/PlaybackPortal.aspx?SavedEditID=8bd0286b-bd7a-4699-b39b-884f4be1dc8c

COLUMBIA - Leaders from the University of Missouri system gathered to update the public since the Concerned Student 1950 (CS 1950) protests 10 months ago. They touched on a variety of initiatives, ranging from diversity to student recruitment.

“The University of Missouri system is resilient,” Interim President Michael Middleton said. “Challenges motivate us to remain steadfast and address our issues head-on, with everyone at the table.”

Kevin McDonald, Chief Diversity Officer for the UM System and Interim Vice Chancellor for Inclusion, Diversity and Equity at MU, unveiled the allocation of funds to encourage the recruitment of more minority faculty members. The university added $600,000 to the Faculty Incentive and Excellence Fund. An additional $1.3 million will be used to recruit minority staff. McDonald also announced an MU goal to double the percentage of minority faculty members in the next four years to around 13 percent.

“The students will be able to see themselves represented in the faculty that are teaching them,” McDonald said. “We want them to be able to be able to grasp information and be prepared for this global marketplace. I think there’s a level of encouragement that can really impact learning outcomes in students when they see faculty that look like them.”

One of Concerned Student 1950's demands last year was to increase black faculty members to 10 percent by the 2017-2018 school year. While University leaders did not specifically address the list of demands made by CS1950 last year, McDonald said he has coordinated his efforts with one of the original group members.

Maxwell Little is one of the founding members of the organization. He said hiring is just the beginning.
"Hiring them is the first step, but the overall goal is to make sure new hires are comfortable in their role and comfortable in the community, on and off campus," he said. "The new hiring will resemble the student body. As higher education institutions across the nation become more diverse, so should faculty, staff, and executive leadership."

Diversity, inclusion and equity training is already a required part of faculty and staff training. It was also added to freshmen and transfer orientations. McDonald said two minority counselors were hired by the MU Counseling Center. This was sought by CS1950. A system-wide diversity audit is underway, and the website estimates it will be completed by December.

Little said the hiring of the counselors is a tremendous first step.

"To see the counseling center actually meet some of the initiatives that we had, and the demands, particularly number seven, just shows you that there's hope," Little said. "A lot of students lost hope last semester and last fall."

The current program coordinator for the Lincoln University of Missouri said Concerned Student 1950 is still active in the community.

"[We are] creating our partnerships and relationships with administrators on campus who are looking forward to working with the students," Little said.

The goal of shared governance still remains for the group. Little said this would allow the group to be heard by campus leaders when making decisions.

Hank Foley, the interim chancellor at the University of Missouri, addressed the drop in student enrollment this school year. He said the university is making adjustments to try and recruit more students.

"For those who did leave, we're working hard to gain your trust," Foley said. "There’s no magic solution. You either have to get smaller when you don’t have as much money, which we’ve done that, or you have to borrow from yourself and we’ve done some of that as well.”

He attributed the drop to several factors including universities in neighboring states lowering admission requirements, a smaller high school graduating class and reaction to the events on campus last year.
UM system leaders talk progress

Watch the story: http://mms.tveys.com/PlaybackPortal.aspx?SavedEditID=455c9b8b-0549-49d5-bd5c-d4a292e0f8eb

COLUMBIA, Mo. - **Tuesday, University of Missouri system leaders gave a progress report on how far the University of Missouri has come since the protests of Fall 2015.**

Mike Middleton, interim UM system president, Hank Foley, interim MU chancellor, Pamela Henrickson, board of curators chair and Kevin McDonald, UM system chief diversity, equity and inclusion officer all gave updates at today's news conference.

They pointed out a number of efforts on the UM system's behalf. Some of these include:

- A first ever chief diversity, inclusion and equity officer has been named for the UM system.

- The system has initiated an audit of UM system policies related to staff and student conduct.

- The system plans to provide more resources and support for students and staff who have experienced discrimination. On February 3, 2016, the UM system announced $921,000 for these campus initiatives in an effort to help with diversity.

- The system has allocated money to retain and recruit diverse faculty.

The goal is to increase minority faculty from 6.7% to 13.4% by the year 2020. MU officials will have $1.3 million to use for this.

Today, Hank Foley announced $1 million will be used to recruit post-doctoral fellows who will come to MU as pre-faculty fellows.

Leaders also plan to create task forces to develop diversity and equity strategies. There will also be more training for incoming freshman. They will be required to take the Citizenship at Mizzou orientation.
University of Missouri System Announces New Diversity Initiatives

University of Missouri System officials doubled down on their push to improve diversity in the four-campus system Tuesday. The announcement comes almost a year after protests sent shockwaves through the system’s leadership.

UM System officials said they’re making clear progress on the goals they laid out last November, but also unveiled some new benchmarks they plan to hit.

Kevin McDonald, the UM System chief diversity officer, said the school plans to double its proportion of minority faculty members in the next four years, bumping that number up to just over 13 percent. He acknowledged the goal is ambitious.

“One of the challenges that exists nationally is that the dearth of that level of diversity in the PhD pipeline,” McDonald said. He also said PhD students in science, technology, engineering and mathematics (STEM) subjects are especially scarce.

To combat the problem, Interim MU Chancellor Hank Foley announced a $1 million investment to recruit minority pre-faculty fellows to MU with the hope of keeping them on as faculty members.

Despite the group’s optimistic message, Interim System President Mike Middleton said he knows the initiative won’t be finished overnight.

“I just hope that our students will have the patience with us and trust that we are sincere and serious about getting this job done,” Middleton said. “That’s my biggest worry.”

Middleton said he probably won’t be around to see the end of the system’s pro-diversity work. The UM Board of Curators are expected to find his permanent replacement by the end of the calendar year.
University of Missouri Moving in Right Direction, According to Interim Chancellor


Why Fidgeting Is Good Medicine

Are you a fidgeter?

From now on, you can ignore the frequent requests you undoubtedly receive to just sit still. A new study finds that fidgeting — the toe-tapping, foot-wagging and other body movements that annoy your co-workers — is in fact good for your health.

Sitting is one of the scourges of modern life. We sit during meetings, automobile and airplane trips, while completing lengthy work assignments and while binge-watching “Stranger Things.” Studies of movement patterns indicate that most of us spend between eight and 10 hours each day seated. During that time, our bodies and, in particular, our legs barely move.

The health consequences of this muscular immobility are well documented and include an increased risk for weight gain, as well as diabetes, since unused muscles in the legs do not pull sugar from the blood, leading to a dangerous rise in blood sugar.

But the most immediate impact of oversitting is on our vasculature. Studies show that uninterrupted sitting causes an abrupt and significant decline in blood flow to the legs. This is problematic since, when blood flow drops, friction along the vessel walls also declines. The cells that line these walls, which can sense changes in the friction, begin to pump out proteins that
contribute over time to hardening and narrowing of the arteries. This may make biological sense, because arteries don’t need to be as flexible when there isn’t much blood in them, but when the blood flow increases, the blood vessel remains stiff, increasing blood pressure and raising the risk for atherosclerosis.

We can combat that situation easily by standing up and moving, causing leg muscles to contract and blood flow to remain steady.

“But there are many situations in which people cannot just stand up,” such as during long meetings or car trips, said Jaume Padilla, an assistant professor of nutrition and exercise physiology at the University of Missouri in Columbia, who led the new study.

So Dr. Padilla and his colleagues began to consider other, relatively unobtrusive and practical ways that someone might combat the decline in blood flow associated with sitting.

For the new study, which was published in July in The American Journal of Physiology Heart and Circulatory Physiology, they hit upon fidgeting.

Dr. Padilla and his colleagues thought it was conceivable that lower-body fidgeting might also result in enough muscular activity to elevate blood flow to the legs.

To test that possibility, they recruited 11 healthy college students and, using ultrasound and a blood pressure cuff, first measured the level of normal blood flow through one of the main arteries in their legs and determined how well that artery responded to changes in blood pressure — a marker of arterial health.

Then they asked each subject to sit for three hours in front of a desk. The volunteers could study, work on their computers, talk on the phone or otherwise amuse themselves but, for those three hours, were not allowed to rise.

Most importantly, they asked the volunteers to keep one leg perfectly still, the foot flat against the floor and unmoving. With the other leg, the volunteers were told to fidget — tapping their heels against the ground for one minute and then staying still for four minutes. (A clock chimed to let them know when to start or stop fidgeting.)

Over the course of the three hours, the researchers monitored the blood flow in the volunteers’ leg arteries.

The blood flow in the unmoving leg declined precipitously, but it rose in the fidgeting leg, compared both to baseline levels and to the unmoving leg.

More striking, at the end of the three hours, when the researchers again tested the ability of the volunteers’ arteries to respond to changes in blood pressure, the vessel in the unmoving leg no longer worked as well as it had during baseline testing, which suggests it was already not as healthy as it had been.
But the artery in the volunteers’ fidgeting leg responded as well as or better than it had at baseline to changes in blood pressure.

“To be honest, we were surprised by the magnitude of the difference” between the two legs, Dr. Padilla said.

“We had expected that fidgeting might attenuate” the reduction in blood flow and any subsequent acute changes in vessel health, he said, but the differences in terms of blood flow and subsequent arterial function were much more significant than they had anticipated.

“The muscular contractions associated with fidgeting are really quite small,” he said, “but it appears that they are sufficient” to combat some of the unhealthy consequences of sitting.

Of course, the study was small, short term and involved only healthy young people. It also did not retest the volunteers’ vascular function after they had risen and begun to move around normally. Dr. Padilla said he thought it was likely that any undesirable consequences from this single session of not moving would soon disappear.

But repeated bouts of muscular stillness could over time cause such impacts to become permanent, he said.

So if you can’t rise and walk around during your next lengthy meeting, he said, tap your toes. Bob your feet. Keep your legs in motion somehow, no matter how slight. And if your spouse or aisle mate should frown in annoyance, point out that science now says that fidgeting is good medicine.

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**Man arrested in campus sexual misconduct case**

Watch the story: [http://mms.tveyes.com/PlaybackPortal.aspx?SavedEditID=c3e1ca8d-af64-4c76-b2e2-1f1b1cd83754](http://mms.tveyes.com/PlaybackPortal.aspx?SavedEditID=c3e1ca8d-af64-4c76-b2e2-1f1b1cd83754)

COLUMBIA, Mo. - **UPDATE, 8:59 p.m.: MU Police confirm an arrested was made in connection to Tuesday's sexual misconduct case.**
According to police, the arrest happened before 5:30 p.m. when an officer found James Bennett near the corner of Paquin Street and Hitt Street in a vehicle. ABC 17 News was on the scene when that vehicle was later towed by police.

Police say 43-year-old Bennett is not a University of Missouri student and is being held on a $2,000 bond at the Boone County Jail.

**UPDATE, 5:50 p.m.:** Campus police have found, searched and towed a vehicle that matches the exact description of a car used by a suspect who might have exposed himself twice at MU in the last week.

**ORIGINAL STORY:** The University Police Department is investigating two counts of indecent exposure that happened on Wednesday, September 7 and Monday, September 12.

According to the clery release, the male subject was indecently exposed near the intersection of Hitt Street and University Avenue.

The male subject was in a black Volkswagen Passat with a Missouri license plate number of AJ4H4J. He is described as a white male with tan skin, dark hair, no facial hair and in his mid 20s to early 30s.

If you have any more information, please contact Detective Sam Easley at 573-884-3721 or Crimestoppers at 573-875-TIPS.

**MU police make arrest after report of man exposing himself on campus**

University of Missouri police on Tuesday arrested a man accused of exposing himself in public.

Officers arrested James D. Bennett, 43, of Columbia, at 5:25 p.m., a few hours after the University of Missouri Police Department sent out a public release about a man who had exposed himself in a black Volkswagen Passat at Hitt Street and University Avenue. Police included a description of the car, its license plate number and details about the man witnesses had seen — a tan white man with dark hair, no facial hair and in his mid-20s or early 30s. He was wearing a red bandana, plain black shirt and baseball cap.
Bennett had facial hair in his mugshot photo. The Tribune generally does not publish mugshots in misdemeanor arrests.

MUPD said it received additional reports about the man after the news release was published.

Bennett was jailed on suspicion of first-degree sexual misconduct and unlawful use of drug paraphernalia. Bond had not been set late Tuesday.

Police took reports of the man exposing himself at about 12:45 p.m. Wednesday and 5:30 p.m. Monday. Both incidents were reported to MU police at about 6 p.m. Monday, Maj. Brian Weimer said in the first news release.

**MISSOURIAN**

**Man arrested following reports of indecent exposure**

NATALIA ALAMDARI, 10 hrs ago

COLUMBIA — **A man was arrested for three counts of sexual misconduct Tuesday evening, after MU Police issued a Clery release reporting a man indecently exposing himself earlier that afternoon.**

Police arrested James D. Bennett, 43, near the intersection of Hitt Street and Paquin Street after recognizing his vehicle, a black 2016 Volkswagen Passat, and his license plate number.

Police had received two reports of a man committing indecent exposure. The first incident occurred at 12:45 p.m. Sept. 7, and the second at 5:30 p.m. Monday. Both occurred near the intersection of Hitt Street and University Avenue.

According to police, after the initial Clery release, the department received additional reports about the suspect.

Bennett is not an MU student and is being held at the Boone County Jail. He was also arrested on one count of unlawful use of drug paraphernalia.
The investigation is ongoing.

MUPD arrest man accused of exposing himself on campus

COLUMBIA — The University of Missouri Police Department has arrested a Columbia man in connection to a reported sexual misconduct case.

Officers opened investigations of two reports of a man exposing himself in an indecent manner on campus.

According to Maj. Brain Weimer with MUPD, both incidents took place near the intersection of Hitt Street and University Avenue.

The first happened around 12:30 p.m. Wednesday, Sept. 7, and the second around 5:30 p.m. on Monday.

According to the witnesses, the male exposed himself in a sexual manner.

Officers arrested James D. Bennett for three counts of sexual misconduct and one count of unlawful use of drug paraphernalia.

A statement from MUPD says Bennett is not a student at the University of Missouri.

He was taken to the Boone County Jail and left there on a $2,000 bond.
UPDATE: James D. Bennett arrested in indecent exposure case

COLUMBIA - MUPD arrested James D. Bennett, age 43, Columbia, at approximately 5:25 p.m. Tuesday near the intersection of Hitt Street and Paquin Street. Bennett was found in a black 2016 VW Passat, with a license plate of AJ4H4J, matching the description and plate number police had been given.

The first indecent exposure occurred of Sept. 7, and the second on Sept. 12.

Bennett was charged with three counts of RSMO 566.093 sexual misconduct in the first degree and one count of RSMO 195.233 unlawful use of drug paraphernalia.

Bennett is not an MU student and was transported to Boone County Jail, where he declined to post bail.

UPDATED: MUPD arrests 43-year-old for indecent exposure

James Bennett was arrested at approximately 5:25 p.m. on Tuesday after MUPD found him in a vehicle matching the initial report.

MU Police arrested James Bennett on suspicion of three counts of first degree sexual misconduct and one count of unlawful use of drug paraphernalia at approximately 5:25 p.m. on Tuesday.
Bennett is 43 years old and is not an MU student. He was transported to Boone County Jail; his bond was set for $2,000 as of Tuesday evening.

Bennett’s arrest occurred near the intersection of Hitt Street and Paquin Street after an officer discovered Bennett in a vehicle that matched the description provided in the initial report.

MUPD was investigating a report of two incidents of indecent exposure within the past week, according to a Clery release sent out Tuesday afternoon.

The incidents allegedly occurred in Bennett’s vehicle at Hitt Street and University Avenue. The first incident happened at 12:45 p.m. on Sept. 7 and the second happened five days later at 5:30 p.m. on Sept. 12, according to the release. Both were reported on Sept. 12 at around 6 p.m.

According to the initial report, Bennett was driving a black Volkswagen Passat with Missouri plates and the license number AJ4H4J. He was described as a tan, dark-haired, white male in his mid 20s to early 30s and was wearing a red bandana, plain black shirt and a baseball hat.

US News and World Report Releases List of Top Colleges

Watch the story: http://mms.tveyses.com/PlaybackPortal.aspx?SavedEditID=0532a01f-5877-48b7-a328-128a46ce4d60
COLUMBIA — Beginning Monday, a new system being used by the Boone County's Office of Emergency Management will allow first responders to give special assistance to residents with certain medical conditions during times of emergency or disaster.

The new system is called SmartPrepare and will be integrated with the Smart911 system the county has been using for the past five years.

Smart911 allows residents to create a profile containing their personal and household information, such as addresses, phone numbers, emergency contacts, pets and other information to make access more efficient during an emergency.

Joe Piper, assistant director of Boone County Joint Communications, said the information provided through Smart911 is available to dispatchers only when a resident of the county makes a 911 call. The information becomes inaccessible after 10 minutes unless the person dials 911 again.

SmartPrepare enables emergency responders and dispatchers to seek out residents with specific medical needs and provide relief during emergencies. Those who rely on dialysis, for example, might need swift assistance if their power goes out.

Emergency Management Director Terry Cassil said the SmartPrepare system cost about $24,000 to install.

Registering for both systems is entirely optional, Cassil said, and the information will only be used in emergencies. Residents can sign up for both Smart911 and SmartPrepare through the Office of Emergency Management website.
Boone County has also formed a partnership with MU to use Rave Alert as an emergency notification system, replacing Nixle, the system that now delivers messages to individual accounts. Christian Basi of the MU News Bureau said campus and county notifications will be separate.

Rave Alert allows residents to choose what sorts of notices they want to receive — weather alerts, traffic notices or emergency notifications, for example — and whether they want to get them by email, text or voicemail. The system is already online.

MU students can register for both the campus and county systems. Residents can register for Smart911 on the county's emergency management website, then check a box to consent to SmartPrepare. The emergency management site also allows residents to register for Rave Alert.

**the maneater**

**Recovery-focused sober housing remains empty, still “work in progress”**

Wellness Resource Center director Kim Dude: “[Sober housing] would've just been another additional service, but it's not the most important service we can provide.”

**This year, the Wellness Resource Center along with Residential Life and the Sober in College student group provided MU students recovering from drug and alcohol addiction the option to reside in sober housing on campus.** However, these double suite-style rooms in Discovery Hall currently sit vacant.

“As of now, no one is living on the recovery floor,” Wellness Resource Center director Kim Dude said. “This effort is a work in progress and we will continue to work toward finding a supportive housing arrangement that will attract students in recovery in the future.”

Dude said the idea for recovery-focused sober housing came after conversations with students in recovery who wanted a place where they could feel supported by others in similar situations.

“We became aware that a few other campuses in the country had tried recovery houses,” she said. “We also knew that our students in recovery gained from being around other students in recovery for support.”
MU spokesman Christian Basi said that despite significant interest from five students, the rooms remain empty and available for any future students.

Four of the five students made the decision not to enroll at MU, and the other student decided to live elsewhere on campus, Basi said.

“We are currently holding those spaces for now,” Basi said. “So if we have students who want to move in, they will be available going into the spring semester.”

Although she is disappointed, Dude said the program is roughly a year or two away from being successful.

“There are some successful recovery housing programs around the country, but it took many years for them to become successful,” she said. “We are in our first year of this effort.”

On-campus sober housing is on the rise with roughly 150 universities in 49 states offering housing for students in recovery. Dude cited several universities including Texas Tech, Texas A&M, Ohio State and Rutgers University, home of one of the nation’s oldest sober housing programs, as some of the campuses on which she based the new program, according to the National Association for College Admission Counseling.

Recovery-focused sober housing is provided on a case-by-case basis, prioritizing students with three or more months of continuous sobriety. According to the online housing agreement, this option gives up to eight students who are committed to their own sobriety or abstinence, recovery and well-being the opportunity to live together in double suite-style rooms.

To be eligible for recovery-focused sober housing, a student must self-identify as a student in recovery from alcohol or other drug addiction and their need must be confirmed after signing the agreement.

Students who sign must agree to attend the first meeting of the semester with Sober in College, a recovery support student organization based in the Wellness Resource Center. Once confirmed, the student will pay the regular $8,155 for double suite-style living in Discovery Hall.

Although the Department of Residential Life and the Wellness Resource Center encourage students to have conversations about their housing with family, sponsors and loved ones, the anonymity of students in recovery is protected.

Dude said the recovery housing is no different than any other housing when it comes to access to information for parents or other students.

According to the online agreement, this option provides students in recovery the “opportunity to meet and reside with other students in recovery, thereby establishing the foundation of a supportive and inclusive living-learning environment.”
“I still like the idea, but I have found by talking to our students that finding a place for students to meet and hang out is most important and we have that in our office,” Dude said. “[Sober housing] would’ve just been another additional service, but it’s not the most important service we can provide.”

After the five students decided against living in recovery housing, Dude said her next goal is looking at different ways to market the program to transfer students and upperclassmen.

“We’re still very committed to doing everything we can to help students in recovery thrive,” she said.

Revenue growth still a concern for Nixon administration

By Kurt Erickson St. Louis Post-Dispatch, 15 hrs ago

JEFFERSON CITY • Missouri’s budget chief cast serious doubt Tuesday whether any of the $115 million in state spending withheld by Gov. Jay Nixon in July will be released this fiscal year.

In comments to a House budget panel, budget director Dan Haug said he’s optimistic about the current level of tax revenue flowing into state coffers, but he doesn’t foresee a big enough increase over the course of the next 10 months to allow agencies to spend the money.

“We’d have to have pretty significant growth to start releasing. I think we will be pretty conservative,” Haug said.

His comments in the packed hearing room signaled that groups and agencies waiting on that cash may have to sit tight until the next governor crafts a budget for the fiscal year beginning next July.
Among them is the Missouri Public Defender System, which saw a $4.5 million budget increase whittled to $1 million by the governor, sparking a high-profile squabble between its director, Michael Barrett, and Nixon.

That fight continues to fester. In a separate hearing Tuesday, lawmakers heard from Barrett, who earlier attempted to draft a reluctant Nixon into serving as a public defender — a move that drew national attention.

“To be candid, I should not have to lobby for these funds,” Barrett said. “The state has made it impossible for me to do my job.”

Attorney Doug Copeland of Clayton, a former chairman of the public defender commission, said the system simply needs more money.

“We’ve got to be able to handle all of the cases. That’s what the constitution requires us to do,” Copeland said.

**All told, the governor cut or removed funding for 131 programs out of the state’s $27 billion spending blueprint, including a GOP-led effort to study the University of Missouri’s operations.**

Haug also cautioned lawmakers that more money could be withheld if the House and Senate override a trio of tax breaks worth an estimated $60 million that Nixon vetoed. The Legislature returns to action Wednesday at noon to act on the governor’s vetoes.

“The governor takes seriously his responsibility to balance the budget,” Haug said.

Despite his caution, Haug said revenues appear to be coming in at a healthy pace after growing less than 1 percent during the fiscal year ending June 30.

As of Tuesday, revenue growth for the year was at 4.8 percent, buoyed largely by increases in income and sales taxes.
“That gives me reason for optimism going forward,” Haug said.

Editorial: When a compliment offends someone

On the scale of politically incorrect things to say, it certainly falls short of what Donald Trump tweets on an average evening.

But a University of Florida law student calling the college’s dean “young and vivacious” has caused quite a stir, thanks to the dean recounting the incident in a law review article.

UF Levin College of Law Dean Laura Rosenbury mentioned the incident at the end of a 4,000-word article for the New England Law Review. Rosenbury wrote about her introduction at a banquet last fall by the male president of UF’s Florida Law Review.

The 46-year-old Rosenbury wrote that she has regularly heard that she looks “too young to be dean” since taking the job in July 2015, with the law review president saying at the banquet, “We feel so lucky to have such a young and vivacious dean.”

Rosenbury wrote, “The law review faculty advisor subsequently came to my office to explain I shouldn’t hold those words against the student because he, the advisor, had described me in that way and he didn’t mean it to be sexist; he sincerely believes a law school dean needs to be ‘energetic.’”
An alumnus and former law review executive director subsequently wrote a Facebook post chastising Rosenbury for publicly criticizing an easily identifiable student and faculty member. Rosenbury told The Sun that she “will certainly apologize if they think I was calling them sexist,” but said that was not her intent.

The incident comes as colleges and universities are facing criticism for the way they handle subtle “microaggressions,” or insults that communicate derogatory messages but might not be intended to do so. Schools are similarly being challenged for using “trigger warnings” on possibly upsetting material and creating “safe spaces” where marginalized students can discuss their experiences.

Rosenbury, an expert in feminist legal theory, seems eager to avoid such controversies. She told The Sun she stays away from the terms microaggression or sexism, preferring to describe the student’s comment as unconscious gender bias.

"The word 'sexist' is easy to fall into a binary track," she said. "Either you're bad and sexist, or good and not sexist, and, in fact, these issues are much more complex than that."

Indeed debates about these issues are too easily reduced to Fox News-friendly sound bites bashing colleges for coddling students. While Rosenbury deserves criticism for the public way she called out the student and advisor, her raising of the issue allows for exactly the kind of debate that should be happening in a college setting.

Whether you think “vivacious” is an insulting term, it clearly wouldn’t be used to describe a male dean. Women in academia and the legal field face biases both subtle and more pronounced, and making students aware of these problems is how change happens.

A 2015 study through the Young Lawyers Division of the Florida Bar found 43 percent of female respondents had experienced some sort of gender bias. The biases ranged from simple insensitivity to a lack of advancement opportunities to outright harassment.
Some universities have gone too far in restricting speech, as best illustrated by the former University of Missouri assistant professor fired last year after she blocked a student journalist from covering a campus protest. Schools should be places for rigorous debate where students have their views challenged by provocative classes and speakers.

But that also includes having one's view challenged on how comments meant to be complimentary can be viewed as sexist or racist. We need to use these incidents as learning experiences rather than contests about who can act the most offended.

MISSOURIAN

Columbia police learn victim-centered interviewing techniques to launch new program

TAYLOR BLATCHFORD AND MARILYN HAIGH, 1 hr ago

COLUMBIA — Sexual assault victims often don't remember an incident in a way that seems logical. Small sensory details can stand out — the color of a poster, the design of a belt buckle — while the chronology of events or personal characteristics of the assailant might be hard to retrieve.

That poses a challenge for law enforcement officials trying to gather concrete evidence and reconstruct an incident from beginning to end. The disconnect can be frustrating for both victims and police, and decrease sexual assault reports.

The Columbia Police Department wants to change that by altering the relationship between police and sexual assault victims through a new program called You Have Options. It uses trauma-informed interviewing and other approaches to give victims control of the incident reporting process. The goal is to help increase sexual assault reports and identify serial offenders.
Lt. Barbara Buck, who works in the department's Criminal Investigations Division, believes the program reduces barriers that prevent victims from reporting assaults.

"I like that it gives them control over the reporting and sexual assault investigation," Buck said. "A sexual assault is very traumatic for the victim who had no control over what was happening to them. It’s empowering to get at least some control back over your life."

The department will spend the next year finishing the work of implementing You Have Options and officially launch it in the beginning of 2018.

**You Have Options**

Carrie Hull, a detective with the Ashland, Oregon, Police Department, created You Have Options in 2010 after a string of sexual assaults, said the program's training specialist Christia Currie.

Ashland police officers realized they weren't getting accurate information from victims during interviews, so Hull reached out to advocates, survivors and community members to understand the problem.

From these conversations, Hull developed the "20 Elements" that You Have Options law enforcement agencies must offer to victims during each sexual assault report and investigations. These elements give the victim as much control as possible during the reporting process.

When victims report to a You Have Options agency, they have three options: information only, partial investigation or complete investigation. They can also report anonymously or through a third party.

Other elements include helping victims locate advocacy resources and allowing victims to end an interview with law enforcement at any time without providing a reason.

The You Have Options program launched in Ashland in 2013, and a second police department became certified in January 2015. To date, four departments in the nation are certified in You
Have Options, Currie said. Eight more departments are in the process of becoming certified, including Columbia's.

Buck attended a three-day You Have Options training in Medford, Oregon, in August, where instructors taught 25 participants from departments across the country about the elements and how to train their departments.

Buck is in charge of the administrative side of the program and communicating with You Have Options staff in Oregon. Police Trainer Andre Cook will gradually train the department's entire staff of 166 sworn officers and additional civilian staff so anyone who comes into contact with victims, from dispatchers to front desk workers, know the program's basics.

They'll be able to explain the reporting process to victims and that the crime won't be prosecuted unless the victim chooses to proceed.

The final day of the training focuses on the neuroscience behind the brain's fractured memories of traumatic events. Participants learn about trauma-focused interviewing methods designed to cause less harm to the victim than traditional police interviewing and investigative techniques.

"A person traumatized is going to remember bits and pieces and have blacked out spots and the story's just not going to make sense," Buck said. "Traditional law enforcement says OK, try to make sense of that story, find corroboration and evidence, but for the victim that information or memory of the event is not necessarily there when using the traditional law enforcement interview techniques.

"The trauma-focused interviewing provides a much more positive experience for the victim, which results in more information obtained about the sexual assault."

**A new way to interview**

The Columbia Police Department also sent an officer to Fort Leonard Wood this summer to take a deep dive into trauma-informed interviewing.
The technique was born out of the problem military police had trying to understand exactly what had happened after U.S. Army Maj. Nidal Hasan killed 13 people and injured 33 others in the November 2009 mass shooting at Fort Hood, Texas. Even after interviewing the victims, many questions remained unanswered.

They turned to Russell Strand, a retired U.S. Army Criminal Investigation Command special agent stationed at Fort Leonard Wood who had decades of experience interviewing trauma victims.

Currently the chief of the Military Police School Behavioral Sciences Education and Training Division, Strand has developed and delivered training on techniques for domestic violence, child assault and sexual assault investigations.

Criminal investigators asked him to re-interview some of the people hurt in the shooting, and Strand wondered what he would do differently. After debriefing emergency responders, he went to interview a man whom Hasan had shot four times.

Standing by the man's hospital bed, Strand didn't begin by interviewing him. Instead, he apologized to the victim for what he'd gone through before asking him a series of open-ended questions.

The technique he used has since become known as Forensic Experiential Trauma Interview, or FETI, a trauma-informed method that gives a victim more control over an interview. Its goal is to extract accurate information while minimizing the harm police can cause.

Strand recalled that his first goal during the Fort Hood interview was to show "genuine empathy." Police, he said, often are taught to build rapport with victims, using niceties such as asking where they're from or what hobbies they enjoy.

"But for a trauma victim, that can be really irritating," Strand said. "It would be like if the emergency room gatekeeper started to engage you in a conversation about what sports you like."
To build genuine empathy, Strand acknowledges the victim's pain and difficult situation. When the Fort Hood shooting victim teared up after Strand apologized, Strand knew he would be allowed into what he calls his "trauma bubble." Victims' views of the world and the people they trust change after traumatic events, Strand noted. The trauma bubble can be a lonely, scary place.

For his second question, Strand asked the Fort Hood victim what he was able to remember from the experience. The words "able" and "experience" were key to relieving the pressure and frustration that can come when victims don't have answers to direct factual questions. That can cause stress to build and the victim to shut down.

The better strategy, Strand said, is to invite victims to share their thoughts, emotions and sensory memories in addition to other central details of the experience. Simply asking someone what happened is a "one-dimensional question," he said. "Experience" is three-dimensional, which fits better with how the brain operates during trauma.

**The science behind trauma**

During a traumatic event, the brain releases stress chemicals that impair the functions of the prefrontal cortex, said Portland, Oregon-based psychologist Christopher Wilson. He's a contracted instructor for FETI training and trauma-informed interviewing for You Have Options.

The prefrontal cortex makes decisions and uses logic to regulate behavior, Wilson said. It controls the brain's ability to focus our attention and weaves together information to create a narrative about a past event.

When the brain experiences trauma, stress hormones impair the prefrontal cortex, which loses its ability to control the brain's focus. A more primitive part of the brain, the limbic system, gets the upper hand in survival mode, Wilson said.

That's why some sexual assault survivors don't remember how their attacker looked but might have detailed memories of a rug on the floor or a poster hanging on the wall, Wilson said. The brain focuses on something that will help it cope with trauma.
But for law enforcement who don't understand neuroscience, those memories can seem irrelevant or fictitious. FETI training helps officers understand how a victim might react, so officers don't misinterpret the victim's account of the sexual assault, Wilson said.

Victims often struggle with sequencing, which the prefrontal cortex plays a role in, Wilson said. They remember fragments of memories and sensory details but can't form a timeline. Sometimes, details that seem important to law enforcement can be blocked entirely. That can cause officers to ask leading questions or unintentionally pressure a trauma victim.

Strand used traditional interviewing techniques for much of his career, but he thought there must be a better way that was friendlier to victims. About 20 years ago, he started developing his own style of interviewing that eventually turned into FETI.

For law enforcement, the most challenging part of learning the FETI technique is feeling as if they're not asking the right questions, Strand said. He's been criticized for his open-ended questions being too similar to therapy or counseling, but he said law enforcement officials have been open to adapting the new techniques and have had great successes with them.

FETI training lasts two weeks, and students get 80 hours of instruction in neuroscience, evidence collection and self-care. During the first week of training, the students use FETI to interview each other about a traumatic experience of their own. They record the interviews, and instructors review them.

The exercise lets students practice using FETI and experience the interview from a victim's perspective, said instructor Lori Heitman. Law enforcement shouldn't use a tool without knowing what it feels like, she said.

**Columbia's future**

Research shows many sexual assault victims opt out of the criminal justice system due to the stress of working with law enforcement, Strand said. Just 344 of 1,000 sexual assaults are reported to police, according to the Rape, Abuse and Incest National Network.
The gap between sexual assaults and police reports is also prevalent at MU. In 2013, the Relationship and Sexual Violence Prevention Center, a confidential campus resource office for sexual assault victims, received 92 incident reports, according to previous Missourian reporting. The MU Police Department received 14.

Buck wants to shrink that gap in Columbia through You Have Options and FETI. She acknowledged that an increase in reports could alarm the public, but said the police department will work with City Council and local colleges to explain that more reports means a more accurate picture of sexual assault in the community.

"An increase in reporting is a sign that victims of sexual violence feel more comfortable and see that reporting to law enforcement is a viable option," Buck said. "Just because they report it doesn't mean it's going to trial."

Investigations using You Have Options can take longer because the victim sets the pace, but Buck believes it's worth it. If a victim does decide to prosecute, the case and the victim are in a better place to go ahead with a successful prosecution, she said.

"In the end, I think we get better investigations and help the victim get through the traumatic incident and get back to their lives," Buck said. "The worst part shouldn't be the reporting process."

MISSOURIAN

Protest against Dakota Access Pipeline mobilizes crowd in downtown Columbia

DYLAN JACKSON, 12 hrs ago

COLUMBIA — A protest against the Dakota Access Pipeline drew a diverse crowd of nearly 40 to the Daniel Boone City Building Tuesday.
Protestors gathered at city hall before marching down Seventh Street, carrying signs declaring, "We can't drink oil, leave it in the soil," and "People over pipeline."

The pipeline would not only affect those in the Dakotas, but would run through Illinois and Missouri as well, said Laura Wacker, sustainability education coordinator for Mid-Missouri Peaceworks, an organization affiliated with the local nonprofit Peace Nook.

Stretching across 1,172 miles, the $3.8 million pipeline would transport crude oil from North Dakota to Illinois.

The proposed pipeline has received national attention, drawing protests from members of the Standing Rock Sioux Tribe, along with environmental groups and other supporters around the country.

The tribe sued the U.S. Army Corps of Engineers in July to stop the pipeline, but a federal judge ruled against the tribe last week. On Saturday, the Obama administration ordered a partial halt to construction in order to review the approval process.

Perry Bigsoldier, a lifetime Missouri resident and full-blooded Native American, spoke to fellow protestors over a megaphone Tuesday. Bigsoldier's mother belonged to the Sac and Fox tribe, while his father was a member of the Otoe tribe. Both tribes are indigenous to the Missouri region.

"Our people's rights have been trampled since 1492," Bigsoldier said. "Our tribes are in close relation to the Sioux, and the children depend on us to fight for their futures. Not only will the Missouri River be in danger, but there are several water aquifers that are at risk."

Husband and wife Roy and Elaine Hartley also took their turns on the microphone, addressing the fossil fuel industry.

"The fossil fuel corporations will stop at nothing to keep increasing their profits," Roy Hartley said.
Several MU students attended, including Frankie Hawkins, president of the Mizzou Energy Action Coalition, an MU group dedicated to promoting 100 percent clean energy.

The organization regularly works with groups such as Mid-Missouri Peaceworks, Sustain Mizzou and the Environmental Leadership Office.

"I went to a protest in Kansas City for this pipeline and I'm here to help on the homefront as well," Hawkins said.

Columbia residents protested the Dakota Access Pipeline at the Daniel Boone City Building. Protesters said the project is a threat to millions of Missouri residents who get their drinking water from the Missouri River.

Cali Luna

A half hour after the demonstration began, the protestors marched down Seventh Street, coming to a halt in front of the Bank of America, one of several financial institutions funding the project.

The protestors chanted "Bank of America, bad for America" for several minutes before streaming back down the street to city hall.

Though construction of the pipeline has been momentarily halted, Wacker warned the crowd that it doesn't mean the opposition is in the clear.

"Don't think that this pipeline is going away just because construction has halted," said Wacker. "There's no guarantee that it won't be resumed."
Lawmakers Eye Endowment Tax Status

A House Ways and Means subcommittee examines endowments, but lawmakers focus on college affordability.

No MU Mention

WASHINGTON -- The House Ways and Means Oversight subcommittee hearing Tuesday was nominally about the tax-exempt status of college endowments. But much of the discussion focused on college affordability -- a broader issue clearly on the minds of both Republicans and Democrats on the panel.

It’s was unclear what that might mean in terms of a legislative response from the Ways and Means Committee, which deals with taxation issues. But the subcommittee’s Republican members said they were interested in greater transparency from higher ed institutions -- on endowment spending as well as on what they consider wasteful spending on campus amenities, athletic salaries, administrative costs and other noneducation uses. Endowments in particular have come under scrutiny because lawmakers want to know whether colleges are using enough of those funds to defray the cost of students' education.

“When I go home to Illinois, parents tell me all the time about how they are struggling to put their kids through college and how they worry about their children’s future,” said Representative Peter Roskam, chairman of the oversight subcommittee.

Although the universities with the largest endowments were not represented among the hearing’s witnesses, those institutions were clearly on the minds of subcommittee members. Roskam said tax policy benefits those institutions, which can receive tax-free donations from alumni and other supporters, who themselves get a tax break from the contributions. Ways and Means isn’t typically one of the congressional committees that dominates higher ed policy, but as the chief tax-writing committee in the House, it could shape policy on university endowments. (It has also played a role in the past in creating college tax credits and other tax breaks.)

A small number of institutions are highly visible for the massive endowments they’ve accumulated, said Sandy Baum, a senior fellow at the Urban Institute and an expert on higher education finance.
“When we talk about endowments, there are a few institutions that have a lot of resources,” she said. “The vast majority of higher education institutions do not have those resources.”

Mark Schneider, vice president at American Institutes for Research, told the committee members that tax exemptions for endowment donations are fueling inequality in the sector.

“The size of the public subsidy increases with the size of the endowment,” he said. The organization has proposed greater transparency through changes to IRS 990 forms. More transparency about colleges' income through those forms could lead state and local governments to revisit taxation of private colleges' endowments. And the group argues for taxing the largest endowments at elite universities.

The latter proposals would receive stringent objections from organizations that represent private nonprofit universities, including elite Ivy League universities such Harvard and Princeton Universities. And the suggestion that Congress should tax the largest university endowments received few endorsements from subcommittee members.

Berea College, in Eastern Kentucky, boasts an endowment of more than $1 billion, which it uses to help keep the price paid by students at zero. Its vice president for finance, Jeff Aburgey, said that the college focuses on living within its means to manage administrative costs, but that its highly unusual financial model is a fragile one. Instead of using tuition as a funding source, the college uses a mix of endowment income, federal and state aid, and donor contributions. Students are also expected to work at least 10 hours a week on campus.

Where Berea, one of a handful of work colleges in the country, has kept tuition low by cutting costs, Ways and Means members took issue with what they see as lavish spending at larger public universities. Representative Tom Reed, a New York Republican, cited expensive buyouts for fired football coaches. In May, he sponsored the most recent legislation to require colleges with the largest endowments to spend more on student aid or risk penalties.

Representative Jim Renacci, an Ohio Republican, said universities need to do more to make sure students aren’t saddled with debt they can’t pay back upon graduation. “I’d love to figure out a way to shine a bright line on noneducation uses” of colleges' money, he said.
While such spending is a frequent target for congressional criticism, the hearing also highlighted facts about student debt not always understood by elected officials. Baum told members that those with low student debt loads have the highest default rates on student loans.

“If you’re working at minimum wage and you went to college for a few months, paying back any student loan can be difficult,” she said.

Sheila Bair, president of Washington College and the former chair of the Federal Deposit Insurance Corporation, said most of the college’s major gifts last year went to scholarships. She said funding from gifts goes to both student aid and brick-and-mortar purposes, "but we always need more for scholarships."

She warned members that she sees parallels between student loan debt and the subprime mortgage crisis, which she played a prominent role in tackling as FDIC chair. "I see some things going on in servicing of student loans that makes the hair stand up on my neck," Bair said.

She urged the development of a pilot program for student loan borrowers to opt into income-sharing agreements -- a vehicle resembling federal income-based repayment plans that would not require borrowers to pay back loans if they don't make adequate earnings after graduating.

Steven Bloom, director of government relations at the American Council on Education, said he thought the subcommittee came away with a greater appreciation of the complexity of higher ed policy.

“The government has an enormous investment in the higher ed sector, and we can understand why they would want to know more about how it works,” he said.

Chicago Professors Fire Back
More than 150 faculty members offer new students a different view on safe spaces, trigger warnings and diversity.

No MU Mention
More than 150 faculty members at the University of Chicago on Tuesday published an open letter to freshmen in which they take a strikingly different approach from the official communication sent by a Chicago dean. Safe spaces and trigger warnings, the letter said, are legitimate topics for discussion and reflect the real needs of many students.

The earlier letter -- much debated in recent weeks -- was from John Ellison, dean of students. He told incoming students not to expect what many of their peers elsewhere may have. "Our commitment to academic freedom means that we do not support so-called trigger warnings, we do not cancel invited speakers because their topics might prove controversial and we do not condone the creation of intellectual safe spaces where individuals can retreat from ideas and perspectives at odds with their own," wrote Ellison. He has since been hailed as a hero for free expression and denounced as out of touch and insensitive -- with his letter becoming a Rorschach test for how one views higher education.

The faculty letter was published in the student newspaper, The Chicago Maroon. The letter doesn't say that trigger warnings or safe spaces are inherently good or bad. But it says that students have every right to request these things -- and that discouraging students from doing so represents a squelching of freedom of expression.

"Those of us who have signed this letter have a variety of opinions about requests for trigger warnings and safe spaces," the letter says. "We may also disagree as to whether free speech is ever legitimately interrupted by concrete pressures of the political. That is as it should be. But let there be no mistake: such requests often touch on substantive, ongoing issues of bias, intolerance and trauma that affect our intellectual exchanges. To start a conversation by declaring that such requests are not worth making is an affront to the basic principles of liberal education and participatory democracy."

The faculty letter also takes issue with the dean's characterization of safe spaces (a characterization that has been embraced by many critics of academic life as somehow assuring that you will encounter only ideas and people with whom you agree).

"The history of 'safe spaces' goes back to gay, civil rights and feminist efforts of the mid-20th century to create places protected from quite real forces of violence and intimidation," the letter says. "They also served as incubators of new ideas away from the censure of the very authorities threatened by these movements. It would be naïve to think that the University of Chicago is immune from social problems. Yet the administration confusingly disconnects 'safe spaces' it supports (see the list of mentoring services on the college's own website) from 'intellectual safe spaces' that it does not, as if issues of power and vulnerability stop at the classroom door."

The letter does not mention Ellison by name (although the headline does). The letter also says that "mutual respect is indeed indispensable" for the difficult discussions students can expect at Chicago.
In closing, the letter urges students not to hold back: "The right to speak up and to make demands is at the very heart of academic freedom and freedom of expression generally. We deplore any atmosphere of harassment and threat. For just that reason, we encourage the Class of 2020 to speak up loudly and fearlessly."

Ellison, who has not been speaking out since his letter circulated and attracted so much attention, did not respond to a request for comment.

Many Chicago professors have weighed in on Ellison's letter since it became public, and some of them have expressed support for it.

One of the professors who signed the letter released Tuesday said via email that the statement was important in part because of who had and hadn't played a role in the dean's letter.

"The letter from the administration was composed and sent without any prior notice to the faculty as a body. No doubt some individual members of the faculty were in the loop, but the broader faculty, in the shape of the Senate, for example, was neither informed nor consulted," said A. Holly Shissler, associate professor of Middle Eastern history. "Yet, such a statement touches fundamentally on our role as teachers and mentors. We were -- or at least I was -- taken aback to have such a public statement made about teaching and intellectual life generally at the university without any consideration of the actual views and experience of the faculty."