What It Will Take for Missouri to Meet Its Faculty-Diversity Goal

The University of Missouri at Columbia this week announced a goal of doubling its percentage of faculty members from underrepresented groups over the next four years, to 13.4 percent.

The university, which was rocked last year by student protests of race relations, has added $600,000 to a fund for the recruitment and retention of a diverse faculty, increasing the budget to nearly $1.4 million. It has also set aside $1 million to recruit more minority postdoctoral fellows, with the hope of hiring them in two years. It’s part of a broader, multimillion-dollar effort to improve diversity and inclusion on the flagship campus.

Diversity experts admire Missouri’s ambition but say a number of challenges lie ahead. They include providing sufficient funds to support the postdocs and new hires, fostering a campus climate that supports diversity, and getting buy-in from the departments that actually do the hiring.

"I don’t think the four-year attraction-and-hiring goal is unrealistic. But if in those four years they are not laying the groundwork in departments to build cultural competency, no matter who they hire, they’re not going to stay," says Cris Clifford Cullinan, co-chair of the National Advisory Council for the National Conference on Race and Ethnicity in American Higher Education, and a consultant to colleges on diversity issues.

Higher education is littered with grand diversity plans and limited successes. Nationally, about 5 percent of full-time faculty members are black, 4 percent are Hispanic, and less than 1 percent are Native American. Those numbers have not changed much in recent years. Last fall Concerned Student 1950, an activist group on the Columbia campus, called for an increase in black faculty members to 10 percent, up from 3.2 percent.

A Complex Challenge

Part of the challenge, experts say, is that hiring for diversity is often viewed as an add-on, not part of a campus’s mission. Meanwhile, administrators who champion ambitious hiring goals move on, or turn their attention to other pressing issues. Yale this year released a scathing internal review describing decades of failed attempts at achieving bold faculty-diversity goals. Other elite institutions, including Brown and Columbia Universities, are pumping millions of dollars into programs designed to improve on past efforts to hire a more diverse faculty.
For Missouri the challenge is particularly complex. It doesn’t have the deep pockets of those wealthier institutions, and it is still recovering from months of campus turmoil, including the departure of the Columbia chancellor and the system president.

The new hiring effort was announced on Tuesday during a news conference with campus and system administrators to discuss progress on diversity and inclusion plans. Kevin G. McDonald, the system’s new chief diversity officer, called the doubling of black, Hispanic, Native American, and other underrepresented faculty members an "aspirational goal." In addition to the hiring plan, Missouri is undertaking surveys of campus climate and diversity, and conducting diversity training for search-committee members and students. It is spending about $4.2 million on those and other efforts to improve diversity and inclusion.

Ben Trachtenberg, an associate professor of law at Missouri and chair of the Faculty Council, says faculty members are already working with the administration to put "flesh on the bones" of the announcement. While it remains to be seen whether the campus can double the percentage of minority faculty members, he says the university is moving in the right direction, by hiring Mr. McDonald and bringing in other experienced leaders on diversity.

"There is a tremendous willingness among people on the faculty here to work on these issues," he says. He hopes the university can find more money to expand the postdoctoral-fellows fund — which right now is a one-time investment — and more resources to mentor underrepresented faculty members. And there needs to be further frank talk, he says, about race on the campus.

*How to Improve the Climate*

Despite the university’s very public challenges, scholars from minority groups won’t necessarily avoid Missouri because of its past turmoil, says Richard J. Reddick, assistant vice president for research and policy in the Division of Diversity and Community Engagement at the University of Texas at Austin. "Most underrepresented faculty understand that we’re talking about an American issue, not necessarily a Missouri-specific issue," he says. "I can go to almost any other predominantly white institution and find campus-climate issues."

Mr. Reddick says he’s been impressed with the holistic approach that Mr. McDonald, who took office this summer, has taken. "Some of the things he’s been doing have been very best-practice," Mr. Reddick says, such as doing a climate assessment and talking to campus groups to find out where the problems may be. Mr. McDonald came from the Rochester Institute of Technology, which has had significant success in diversifying its faculty.

Administrators on campuses with strategic-diversity plans say they require a multifaceted approach. The University of Maryland-Baltimore County, for example, has created a "whole spectrum" of programs, says Philip Rous, the provost. That includes monitoring the faculty-hiring process to measure the diversity of candidate pools, training faculty members on the problems of unconscious bias, and creating postdoctoral fellowships to broaden the pool of applicants from underrepresented groups.
"It has to be embedded across the entire process," says Mr. Rous. Even then, he notes, it’s slow going. About 12 percent of tenured and tenure-track faculty members at UMBC come from underrepresented groups.

Sibby Anderson-Thompkins, director of postdoctoral affairs in the Office of the Vice Chancellor for Research at the University of North Carolina at Chapel Hill, runs one of the oldest programs in the country designed to prepare minority postdocs for faculty careers. The university brings in five or six such scholars annually for a two-year fellowship, and spends about $60,000 per fellow each year to cover stipends, conference travel, and research funds.

But that pot of money is just one piece of the puzzle, Ms. Anderson-Thompkins says. Departments that want to hire their fellows can apply to a fund run by the provost’s office that pays the first four years’ salary of a new hire. "If we didn’t have that dedicated funding from the provost’s office, it would be a revolving door of people coming in and leaving," she says.

Even with that incentive, UNC has hired only about half of its fellows since 2006, although she says the others go on to good jobs elsewhere. Departments must be ready to recruit scholars whom they can mentor, hire, and help work toward tenure, she adds.

"Oftentimes institutions have this great vision, but it takes a tremendous amount of resources to invest in this initiative," says Ms. Anderson-Thompkins.

A ‘Great Goal’

Missouri could be stretched to find the money to keep offering its postdoctoral-fellows program, which will bring in three to four fellows annually. The university has been challenged by a decline in enrollments this fall, leading to a revenue shortfall. A spokesman for the system says the new money announced this week came from the system’s intellectual-property revenue, which officials hope to eventually institutionalize.

Ms. Anderson-Thompkins echoes something that Ms. Cullinan, the diversity consultant, says is often a problem in diversity hiring: that minority candidates are sometimes expected to "solve your diversity problem." Instead, all faculty members should be thinking about those issues.

Stephanie Shonekan, an associate professor and chair of the black-studies department at Mizzou, says she sees a real effort across the campus to discuss climate issues. "That’s one thing we should all be really grateful to our students for, for raising the level of discourse for contemporary issues of race and racism and implicit bias," she says.

Ms. Shonekan, who has worked with Mr. McDonald’s division on inclusion, diversity, and equity to create a diversity program for incoming freshmen and transfer students, calls the hiring plan a "great goal" and the funding significant. It’s important not only to hire faculty members with different perspectives and research interests, she says, but also to put professors from underrepresented groups at the front of the classroom for all students to learn from.
"You make your goals, and you hope you reach them," she says. Either way, "it’s a clear message that in every search we do, there needs to be some focus on bringing in people of color."

University of Missouri to Spend $1.6 Million to Diversify Faculty


UM health could face stiff penalties if agreement breached

The University of Missouri health system faces stiff penalties, including possible exclusion from Medicare and Medicaid for five years, if it commits a material breach of a June agreement with the U.S. Department of Health and Senior Services.

The Corporate Integrity Agreement, effective June 30, was negotiated in response to billing issues that led to MU Health repaying $5.2 million to the government, $2.2 million for fraudulent bills submitted by two physicians and $3 million for improper billing for tests and treatments and other issues. The agreement outlines what MU must do throughout the next five years, starting with a Sept. 28 deadline to hire an independent organization to audit claims, review past claims for overpayments and initiate training programs.
The agreement covers MU Health Care, the School of Medicine and the Board of Curators and includes the activities of about 8,500 individual employees and vendors, said Peggy Ford, chief compliance officer for MU Health Care, during an UM Board of Curators meeting Thursday.

The accounting firm BKD LLP has been hired as the independent review organization, Ford reported to the board. The review of past claims is complete and identified additional costs to be repaid, she said during a break of the meeting, but she was unable to give the amount.

“We are on track with everything the” agreement “tells us to do,” Ford said.

Ford spoke during a break in a training session for the curators. The board voted to designate its Health Affairs Committee as the supervisory body for compliance issues. Ford must make a quarterly report to the board on issues uncovered by her office, and the board must annually certify that it has done everything required to ensure compliance.

Failing on any issue identified in the agreement can result in fines of $1,000 to $2,500 per day. Filing a false certification of compliance would bring a fine of $50,000. A material breach of the agreement, defined as “repeated violations or a flagrant violation,” failing to respond to a letter imposing fines or failing to have the independent review organization, will result in “exclusion from participation in the federal health care programs.”

The agreement “comes from false claims on the professional side,” Ford told curators.

The $5.2 million settlement announced in June covers $2.2 million in fraud by radiologists Michael Richards and Kenneth Rall, who were fired by the university in 2012, and $3 million in additional problems with past bills. The integrity agreement requires the university to report findings of criminal activity or fraud within 30 days.

Billing errors were found in 24 of 183 claims reviewed for an audit released in December 2014 by the department’s Office of Inspector General. The audit covered 2010 and 2011 and discovered $188,627 in overpayments and noted the university was paid $233 million by Medicare in 2010 and 2011.

Ford, who was hired in 2012, said there were previously five compliance offices that have been combined under her direction.

“That was not efficient or effective,” Ford said.

Because the curators must provide oversight of the agreement, questions arose during the meeting on when members would be informed of a problem. The university has set up a hotline to report compliance issues, Ford told the board.

“Within a few days, when we know it is a burning issue, we would notify the general counsel’s office, my office, the Executive Compliance Committee, to do an in-depth investigation,” Ford said. “I would think the process would include that the Health Affairs Committee is alerted as well.”
The curators need to be informed whenever a case gets that far, said Curator John Phillips.

“It seems to me if it is serious enough to go to the general counsel and the Executive Compliance Committee, it is serious enough to come to the board,” Phillips said.

UM curators approve Health Affairs Committee as review board for compliance program

ELIZABETH LOUTFI, 15 hrs ago

COLUMBIA — The MU Health Affairs Committee met Thursday during a special session of the UM System Board of Curators.

The curators unanimously approved the Health Affairs Committee, which is only a few months old, as the UM System’s official mechanism for reviewing the university's Health Integrity and Compliance Program.

The committee is comprised of curators Pam Henrickson, John Phillips and Phillip Snowden, as well as two community members.

Last June, MU Health adopted a corporate integrity agreement with the U.S. Department of Health and Human Services’ Office of Inspector General. The five-year agreement outlines compliance requirements that MU Health must meet.

If MU Health fails to meet the requirements, it could be excluded from federal health care programs such as Medicare or Medicaid, according to the inspector general's website.

MU Health encompasses about 8,500 faculty and staff from the MU School of Medicine, the Sinclair School of Nursing and the School of Health Professions, MU Health Care hospitals and University Physicians.
Last week, the Missourian obtained a 497-page report from the Liaison Committee on Medical Education that detailed the MU School of Medicine’s noncompliance in multiple areas, including diversity programs, student mistreatment, curricular management and affiliation agreements, according to previous Missourian reporting.

MU Chief Compliance Officer Peggy Ford said the corporate integrity agreement will look specifically at how MU Health is performing under the requirements of a federal health care program. It doesn’t focus on the same areas as accrediting bodies such as the Liaison Committee on Medical Education.

“They’re different governing bodies looking at different things, so I don’t know how (the corporate integrity agreement) would necessarily impact (the Liaison Committee on Medical Education’s accreditation),” Ford said.

On Thursday, Ford led committee members in a mandatory two-hour training on the agreement's requirements and the compliance program.

The training had to be completed within 90 days of when MU Health entered the agreement.

Additionally, members will be required to complete an online code of conduct training module on their own, which Ford said mirrors the compliance program’s Code of Conduct Manual.

“Compliance is everyone’s responsibility,” Ford said at the beginning of the training. “The core of making that clear to everyone in our workforce is that the tone is at the top.”

The Office of Inspector General requires the following for an effective compliance program:

- Assign a compliance officer and compliance committees
- Create plans, policies and standards of conduct, including a Code of Conduct Manual
- Monitor and audit at-risk areas
• Provide open lines of communication, which includes use of the UM System-wide Ethics and Compliance Hotline

• Provide training and education for committee members

• Enforce disciplinary standards

• Act on any issues detected

Ford explained that several components of MU Health’s compliance program already met certain obligations in the agreement, such as having a hotline and a compliance program that includes a chief compliance officer and office of corporate compliance. She said MU has begun hitting all of the agreement's new requirements.

From 1998 to 2012, the university had five compliance offices spanning across the medicine, health professions and nursing schools, the hospitals and University Physicians. Ford said that when she was hired in April 2012 as the chief compliance officer, it was her role to consolidate the five offices to one.

“The culture has changed immensely since then,” she said. “People used to run when they heard the word ‘compliance,’ kind of like ‘internal audit.’”

The executive compliance committee’s next quarterly meeting is Sept. 27. There, Ford said they will hear any updates on hotline calls and “anything that’s compliance-related.”
UM Curators discuss new Health Compliance Program


COLUMBIA — The UM Board of Curators met Thursday morning in Columbia for training and discussion regarding the new MU Health Compliance Program.

The training objective was to provide an overview of compliance functions throughout MU Health, the requirements of the Corporate Integrity Agreement and implementation plans to meet the requirements.

The University of Missouri Health System (MU Health) entered into a corporate integrity agreement (CIA) with the U.S. Department of Health and Human Services Office of Inspector general (OIG) in June. The CIA recommends compliance obligations for MU Health.

The Board of Curators must create an annual resolution signed by each member. The resolution must conclude if the compliance program has been effective and meets federal health care program requirements and obligations of the CIA.

The Board has yet to announce a new UM System president.

"Early in the year, the Board of Curators did indicate a timeline of having a new president named by the end of the calendar year. We're right on schedule to do that."Chief Communications Officer for University Relations John Fougere said. "We've been very please by the quality of the candidates who have expressed interest in this position and why wouldn't they?"

Michael Middleton is the current Interim President. He was appointed Interim President on November 12, 2016 after Tim Wolfe resigned following unrest on campus.
Generated from News Bureau press release: “NIH Grants MU $3 Million to Develop New Hepatitis B Treatments”

COLUMBIA — An MU professor and researcher received $3 million Thursday to study Hepatitis B and to ultimately develop more effective treatments for the virus.

The money was awarded by the National Institutes of Health to fund the research over a five-year period.

Stefan Sarafianos, who teaches molecular microbiology and immunology, will lead the research. Sarafianos studies antivirals and viral replication and entry.

The goal of the Hepatitis B research will be to create drugs that target the virus throughout its different life cycles, Sarafianos said. This would occur by destabilizing the protein shell around the virus' DNA. The treatment might help eradicate the virus, according to an MU news release.

Hepatitis B is a viral liver infection that, in the United States, is responsible for 1,800 deaths per year, according to the Centers for Disease Control and Prevention. Hepatitis B can be contracted through body fluids, including sharing needles and childbirth. It can also be transmitted sexually.

Throughout the project, Sarafianos will work with the University of Minnesota in Minneapolis, which will receive a portion of the funding. Researchers from the University of Pittsburgh will also help as consultants.
"We are very excited at the prospect of developing a drug that could lead to help the efforts towards eradication," Sarafianos said.

Nixon cuts $59 million after lawmakers enact tax breaks

BY DAVID A. LIEB/ ASSOCIATED PRESS, 16 hrs ago

JEFFERSON CITY — Missouri Gov. Jay Nixon has cut $59 million of spending for schools, roads and other programs to counteract new tax breaks enacted when lawmakers overrode his vetoes.

Nixon announced the budget cuts Thursday, a day after lawmakers overrode the vetoes.

The cuts include more than $24 million for K-12 schools, $20 million for highway projects, more than $8 million for higher education and more than $4 million for agricultural programs.

Nixon said the cuts were necessary to offset two newly enacted tax breaks — an income tax deduction for agricultural disaster aid payments and a sales tax exemption for instructional classes such as dance lessons.

Lawmakers have disputed Nixon's cost estimates for the tax breaks.
On Wednesday, the Legislature overrode vetoes of bills that provide an income tax deduction for federal agricultural disaster aid payments, a sales tax exemption for "instructional classes," such as dance lessons, and an income tax deduction for corporations that switch to employee ownership. The tax breaks were backed by the Legislature's Republican supermajorities, but some bills also drew support from Democratic lawmakers.

The new budget cuts will be on top of $115 million of spending that Nixon blocked shortly after the state's roughly $27 billion operating budget took effect in July. Those previous cuts affected 131 budget items, including increases for tourism promotion, the public defender system, school busing and various new programs at public universities.

Nixon said the original cuts were necessary in part because revenue grew only 0.9 percent in the 2016 fiscal year. Through the first two months of new budget year, net general revenues were up 2 percent, again short of projections.

The largest cost associated with the new tax breaks comes from a measure allowing cattle ranchers and other agricultural producers to deduct federal disaster aid payments from their state income taxes. The new law is retroactive to 2014, when Missouri farmers received an unusually high amount of federal aid stemming from a 2012 drought. That means people can file amended tax returns seeking refunds.

**Nixon's budget office estimates the tax break could cost the state nearly $52 million. But an analysis by an agricultural economist at the University of Missouri puts the cost closer to $12 million.**

Another measure, which takes effect in 2017, will allow an income tax deduction of half the net capital gain earned when companies convert to at least 30 percent employee stock ownership. Legislative researchers estimated it could result in a loss of up to $10 million annually in state tax revenues, though some lawmakers argue it will help boost local economies.

The third tax break at issue adds "instructional classes" to a list of items exempt from sales taxes. Nixon's budget office has said it could cost the state $8 million in lost taxes this year and an
equal amount for local governments. An analysis by legislative research staff said the cost was unknown but could exceed $100,000 for both state and local governments.

Sales tax already is charged at places of amusement and recreation. The new law seeks to reverse the effects of a 2008 state Supreme Court ruling, which said a fitness center needed to pay taxes on fees for personal training services.

Nixon’s Budget Cuts Include $4.5 Million Dollar Cut to the University of Missouri’s Applied Learning Center

Watch the story: http://mms.tveys.com/PlaybackPortal.aspx?SavedEditID=06c5d270-c183-4cd6-a69f-fe2597d11ec8

Perception of Mizzou after last fall’s unrest still an issue for football recruiting

COLUMBIA - Missouri’s new athletic director, Jim Sterk, watched from afar as racial tension and protests at the school, including a boycott by the football team, made national headlines last fall.
When he arrived in Columbia, however, Sterk didn’t find a university overrun with dysfunction.
“You get a perception of something, especially from the national press, but what I’ve learned is that’s not us,” he said during his introductory news conference. “We’re not a campus of turmoil. This is a very great place to go to school and work and live in.”

But selling that vision — especially to prospective student-athletes who aren’t familiar with the town or school outside of its athletic programs and those news reports — remains a challenge.

Interim MU chancellor Hank Foley and two other leaders spoke Tuesday about the progress the university has made since the protests, which called for more diversity in the school’s leadership and faculty and a stronger response to reports of racism on campus. Foley said he visited 18 cities across the state in 18 weeks beginning in January “to talk about the issues, to face the criticism and to try to get people beyond where they were and back into the fold.”

“We didn’t get everybody, but we’re still working on it,” Foley said. “For some people, the boycott was a very big issue. It was a real embarrassment for them. I can’t pretend it wasn’t.”

Missouri football coach Barry Odom says he discusses the topic when speaking to recruits or their parents, and even “if they don’t bring it up, I’m bringing it up.”

“I want to address it and I have embraced the opportunity to do that,” he said, “to sell my vision on where Mizzou is now and where we’re going.”

Days after the boycott, one Missouri football recruit reopened his commitment to the Tigers. But he said reports of racism at Mizzou, not the boycott, led to his decision to sign with Louisville instead of Missouri.

Another football recruit and the mother of a men’s basketball recruit said the boycott and how it was supported by then-football coach Gary Pinkel was a positive factor in choosing to play at Missouri.

Pinkel retired because of health reasons and was replaced in December by Odom, and school administration has talked extensively about avoiding another boycott.

“I think it was a pretty unique situation last year,” Foley said of the boycott, “one that we’re unlikely to ever see again.”

Much of the vitriol among Mizzou sports fans centered on the boycott, which could have cost the university $1 million if the Tigers’ game against BYU had been cancelled. Days before that game, a
group of Tigers football players joined in solidarity with a hunger striker and vowed not to practice or play again until former University of Missouri System president Tim Wolfe was fired or resigned. He did, and the Tigers returned to practice before the game.

But examples of racism at Mizzou — including black students being subjected to racial epithets, threats of violence on social media and erroneous reports that the Ku Klux Klan was patrolling Mizzou’s campus — may hurt recruiting more than the boycott or protests.

Linebacker Tobias Little of Atlanta committed to the Tigers on July 30, 2015, and planned to take an official visit after his senior season ended. But he never made it to Columbia.

Instead, Little reopened his commitment Nov. 17 after Pinkel’s retirement announcement.

“The racism going on up there bothered me,” said Little, who signed in February with Louisville. “We were having conversations about it almost every night. The boycott itself didn’t have an impact on my decision, but it was the other things going on. I planned on going (for a visit), but after everything that happened, I changed my mind. Maybe if I had been there before, that might’ve made a difference.”

Little said he “wouldn’t tell people not to consider Missouri.”

“I felt uncomfortable with it,” he said, “but I’m not going to tell anybody they don’t have a good school or a good program. That wouldn’t be true.”

Other football prospects — including Lee’s Summit North senior Da’Ron Davis, who was a junior at Hogan Prep when he committed to the Tigers two days before the boycott began last November — felt better about their decision because of the football team’s stand.

“I thought it was cool that they stood up,” Davis said. “Most players wouldn’t do that, because they’d be scared. It made me think the team was pretty strong.”

But Little believes questions about the environment in Columbia as it relates to minority students could prompt some recruits to look elsewhere.

“It’s hard to come back from that being nationally televised,” he said. “Most teams are made of predominantly black males, so it could be a problem trying to recruit because of the situation.”

Odom said he’s fielding fewer protest-related questions from recruits but remains mindful of the potential shadow cast on the school.

“I don’t want anybody to think, ‘Well, he doesn’t want to address it,’” Odom said. “That’s not it.”
Odom also says he speaks with his team about race and other important topics unrelated to football.

“I want to talk about the things that are going on in the world, and make sure I have the comfort level in myself and our program that we’re able to sit down and I can have a conversation about anything going on,” Odom said. “I think that’s the way family should work and the way my football program’s going to be.”

Two freshman men’s basketball players who committed to Missouri last fall said they were mindful of the events on campus.

Mitchell Smith, a freshman center for the Mizzou men’s basketball team, committed to the Tigers last September and signed four days after the boycott was announced. After numerous conversations with family and friends, he maintained his commitment.

“That could happen anywhere you go,” Smith said during the spring. “It wasn’t just at Missouri, so I didn’t pay a lot of attention to it or make a big deal about it.”

Willie Jackson, a forward from Cleveland, committed to Missouri six weeks before the protests erupted. His mother, Tamika Robinson, said she paid close attention to the situation.

Conversations with Mizzou men’s basketball coach Kim Anderson and assistant coach Rob Fulford, who was Jackson’s primary recruiter, helped ease Robinson’s mind. Then she visited the campus.

“When we came down for a visit, it was just like being at home,” said Robinson, who has family in the St. Louis area. “That was what was important to us, as well as his curriculum and how the program worked. I never felt like Missouri wasn’t safe and I didn’t feel like Willie was in any danger, so I wasn’t uncomfortable.”

She especially thought it was important Mizzou wasn’t indifferent to the protests.

“The fact that Missouri addressed it and it wasn’t swept under the rug was actually comforting,” Robinson said. “It was a peaceful way that they dealt with it. There’s no violence to it, and I thought that was great. The protesting was peaceful. To watch the athletic department step up and stand behind those students was big.”

Pinkel and former athletic director Mack Rhoades, who resigned July 13 to become Baylor’s athletic director, publicly supported the striking football players, holding a joint news conference after Wolfe and then-MU chancellor R. Bowen Loftin stepped down.
Not everyone on the team or within the athletic administration agreed with the players’ decision to boycott, but Pinkel presented the team as unified.

As Foley conducted interviews earlier this year to replace Rhoades, he quizzed candidates about how they’d handle a similar situation. After a national search led by Foley, Mizzou hired Sterk, who had been San Diego State’s athletic director since 2010, as Rhoades’ replacement on Aug. 9.

“I can’t say what I’d do, but I’d tell you most of my efforts would be preventative, if you will, and not getting to that point where they felt they had to (boycott),” Sterk said Aug. 11 during his introductory news conference.

Language in Odom’s contract, which was officially executed last week and obtained by The Star, contains a unique clause that differs significantly from Pinkel’s contract.

Odom must “keep public statements complimentary to the athletic program and to the University,” which is standard, but he’s also required to avoid public comments and settings “likely to bring undue criticism or discredit to the University, its curators, officers, employees or students,” according to his contract.

There also is new language about ensuring a “fair, safe and responsible treatment of student-athletes on the football team, and avoiding behavior that could in any way jeopardize a student-athlete’s health, safety or welfare, or that could otherwise cause harm or risk causing harm to a student-athlete.”

Violating either clause is grounds for Mizzou to fire Odom “for cause with no further monetary obligation by the University.”
Swallow Hall Reopens After Two Years of Renovations

By LILY CUSAK - 16 HOURS AGO

MU’s Swallow Hall will host a grand reopening on Thursday after being closed since May 2014 for renovations. The renovations cost $16.9 million. The hall is located on Francis Quadrangle, and it was originally built in 1893. It will be home to the Department of Anthropology and the Department of Art History and Archaeology.

The exterior of the hall was preserved but the interior was refurbished and a supplementary 8,349 square feet of space was added. Much of the new space comes from the expansion of the eastern side of the hall facing Ninth Street and the addition of a functional attic and basement.

Campus Facilities, Planning, Design and Construction director Heiddi Davis said one of the largest renovations in the hall was the replacement of the original flooring.

“The wood was from 1893. It was very creaky, which has its charm, but it doesn’t have the longevity that we could continue to keep it,” Davis said.

Campus Facilities maintained aspects of the original flooring and walls, but added stronger materials to preserve them. They also implemented a central air conditioning system and added a lecture hall.
The chair of the Department of Anthropology Lisa Spattenspiel said she appreciates how the hall is now a mixture of old and new.

“I really like the way they retained elements of the old building to satisfy the yearnings of those of us who were here before, and, yet, it’s new,” Spattenspiel said. “It’s clearly 21st century, but it retains the old.”

Swallow Hall is now home to some of the Department of Art History and Archaeology’s many collections of artwork, which are worked into the design of the building. Greek, Roman, medieval and Renaissance sculptures and art are displayed on each level of the hall. Mizzou North, however, will retain the Museum of Anthropology.

The chair of the Department of Art History and Archaeology Sue Langdon said she hopes these art collections will encourage students to visit the building.

“We’re just thrilled to have them in the building with us and hope it is something that will bring more people in here and also makes them think about going out to Mizzou North and finding more of these,” Langdon said. “It’s a great way of seeing things that they normally won’t see in their everyday lives.”

The Department of Art History and Archaeology and the Department of Anthropology are also adjusting to their new shared space. This is the first time the two departments are in a common building.

Langdon said that so far the process has been smooth, and she notices the two departments frequently interacting with each other.

“I know that departments can sometimes be a little territorial about their buildings, but anthropology has been the most wonderful and welcoming group,” Langdon said. “I think this is going to be a great experience for everybody to hear about their work and meet new people.”
University of Missouri to rename engineering building

COLUMBIA — The University of Missouri announced it would rename Engineering Building West (EBW).

Interim chancellor Hank Foley, engineering school dean Elizabeth Loboa and professor Curt Davis will be featured as speakers at the ceremony.

EBW is one of the primary academic and research engineering buildings on the MU campus, according to a release from the university.

The ceremony has been scheduled for Friday at 10:15 a.m. on the east side of the building.

In case of rain, it will take place at the Columns Room, inside the Reynolds Alumni Center.

MU to Host Free Speech Symposium

Watch the story: http://mms.tveyes.com/PlaybackPortal.aspx?SavedEditID=46d47c42-d2d5-43b6-b007-5f24256a4d81
Missouri voters will now get a say in voter ID, but law could still be challenged in court

By Celeste Bott St. Louis Post-Dispatch, 1 hr ago

JEFFERSON CITY • Missouri Republicans may have muscled through a voter ID law on Wednesday, but their veto session victory could be relatively short-lived, if court rulings in other states are any indication.

Before any court challenges can be filed, however, voters will have their say. The vetoed law overridden by lawmakers this week is tied to a referendum on Nov. 8, when Missouri voters will be asked whether to amend the state constitution to require voter identification. If they approve, the law would go into effect in 2017.

At issue is whether requiring Missouri residents to present a photo identification before voting disenfranchises certain groups, including people of color, the elderly, the poor and students. Missouri Republicans, like their GOP counterparts in other states, argue that showing a photo ID is a common-sense way to prevent voter fraud.

Democrats say voter fraud isn’t a pervasive problem, and that voter ID legislation is merely a way to suppress minority voters who tend to support more liberal candidates. Recently, courts throughout the country have agreed.

A federal appeals court struck down North Carolina’s voter identification law in July, ruling that the measure targeted “African-Americans with almost surgical precision.” The U.S. Supreme Court ruled against reinstating it the following month.
A U.S. district judge threw out part of Wisconsin’s 2011 voter ID law, ruling that “a preoccupation with mostly phantom election fraud leads to real incidents of disenfranchisement which undermine rather than enhance confidence in elections.”

On similar grounds, a federal appeals court tossed Texas’ voter ID law on July 20.

With these rulings and others, the future of voter ID in Missouri remains murky.

Sponsoring state Sen. Will Kraus, R-Lee’s Summit, said Missouri’s law is more palatable than other states’ because of a provision that allows voters without a photo ID to sign a statement at the polls, swearing that they are who they say they are under penalty of perjury. Their vote then still counts so long as their signature matches the one on file.

“The statement makes sure no one is disenfranchised at all,” Kraus said.

Still, Republicans are bracing themselves for a fight in court.

“Based on what’s going on around the country, I assume there’ll be some court action,” said Senate President Ron Richard, R-Joplin, on Wednesday. Republicans hoped that putting an amendment before voters would be “sufficient enough to make the courts happy,” he added. “That’s why we went the extra mile.”

David Mitchell, a University of Missouri law professor who is an expert on voter identification laws and policies, said he expects lawsuits to be filed against the legislation because it deprives people of a fundamental right to vote.

But he acknowledged the constitutional amendment was a strategic move.

“It’s for the same reason they pushed Missouri’s own constitutional amendment for the right to bear arms,” Mitchell said. “It’s a harder burden to overcome once it’s part of the state constitution.”
Still, Mitchell said, it's ironic in part that it will be going before voters who already know they are eligible.

“If there are folks who think with yesterday’s actions they cannot vote already, they won’t show up,” Mitchell said. “People have to read the fine print to find out this is going to be on the ballot.”

The Maneater

MU DUIs at lowest since 2001 as STRIPES nears 200,000 rides

Nearly 40 percent of college students said they had ridden in a car with a drunk driver, according to the National Highway Traffic Safety Administration.

The number of DUI arrests of MU students in Columbia since the student-run safe ride program STRIPES was founded in 2001 has decreased, according to data put out by the Missouri State Highway Patrol.

With the exceptions of 2005, 2010 and 2012, the number of DUI arrests by the highway patrol has dropped each year since a spike in DUIs in 2003. In 2015, MU saw the lowest number of DUIs in at least 14 years, with only 118 arrests made.

While the number of arrests have gone down, STRIPES has had a consistent number of rides given each year. STRIPES Marketing Coordinator Maris Smith said “with downtown housing options increasing every year,” their annual numbers have remained consistent.

STRIPES has given a total of over 190,000 rides since 2001, and they hope to reach 200,000 this year. Any MU student can use the program, which promises to drive students home in a “safe, nonjudgmental” environment.

Though STRIPES is a student-run organization, it does play a role in how MU addresses alcohol abuse and works to prevent DUIs. "STRIPES is a critical part of our alcohol prevention program," said Major Brian Weimer, MU Police Department's public information officer.

As one of the major health issues facing college students, drunk driving continues to plague many campuses across the country.

In a study done by the National Highway Traffic Safety Administration, roughly one out of every five college students admitted to driving drunk, while nearly 40 percent said they had gotten in a car with a drunk driver behind the wheel.
Roughly 1,825 college students die each year from alcohol-related circumstances, many of which involve vehicle crashes, according to the National Institute on Alcohol Abuse and Alcoholism.

Colleges try to lower the amount of alcohol abuse by students by creating programs aimed at preventing drug and alcohol consumption on campus. For example, MU’s Wellness Resource Center offers various alcohol and drug abuse prevention programs, according to MU’s website.

This year, STRIPES received recognition for its 11 years of work when they won the Southeastern Conference Auxiliary of the Year award.

STRIPES is one of many student-run safe driving programs across the country. Founded in 2001, STRIPES was inspired by the first safe-driving program, Texas A&M University’s CARPOOL, according to the STRIPES website.

CARPOOL was founded in 1999, after a Texas A&M student received a DWI and was inspired to create a “free, nonjudgmental” safe-drive-home program for students to use after a night of drinking, according to CARPOOL’s website.

There are currently 15 universities associated with CARPOOL’s safe driving program, according to their website.

Going forward, the organization’s goal is simple: they want to “continue to serve Columbia and Mizzou. We hope to continue to provide Mizzou students with a safe ride home for many years to come,” Smith said.

MU Research Center Turns 50

Watch the story: [http://mms.tveys.com/PlaybackPortal.aspx?SavedEditID=0ea94274-ec43-4671-9a96-eec0c843dd9b](http://mms.tveys.com/PlaybackPortal.aspx?SavedEditID=0ea94274-ec43-4671-9a96-eec0c843dd9b)
COLUMBIA — The pressures of social norms and expectations can stand in the way of the truth, Bennet Omalu said Wednesday night to a crowd at MU's Jesse Auditorium.

Nigerian-American physician Bennet Omalu spoke at MU on Wednesday. The story of the doctor who examined juried American football players story is chronicled in the movie “Concussion.”

Omalu, the pathologist portrayed by Will Smith in the 2015 movie "Concussion," said the same forces that stifled his research into the relationship between football and brain injuries still surround the issue, particularly among those who ignore evidence the sport can be dangerous.


"Your intelligence is controlled by the norms and expectations of society without you even being aware of it."

Omalu noted his work was not the first to demonstrate the dangers of football. Past studies had shown kids who play football have a higher chance of stunting their skeletal development, he said.

He became interested in the issue after watching a CNN report on the death of Mike Webster, a member of the Pro Football Hall of Fame who had played for the Pittsburgh Steelers and Kansas City Chiefs.
"I saw this total, woeful failure. With 17 years in a helmet playing football, couldn't he have been exposed to repeated brain trauma?" Omalu told the audience.

"I saw myself in Mike Webster, who suffered depression. We are one people bounded together by the bond of peace."

Omalu performed an autopsy on Webster and discovered indications of chronic traumatic encephalopathy. Omalu said he had trouble finding funding to continue studying the link between the disease and professional football, so he used his own money.

He said he didn't blame the NFL for trying to minimize the issue.

"It's a corporation which has every right to make money. It's you and I who stop this," he said. "One football player has greater value than the entire NFL put together."

Whitney Kwamin, an MU student who attended the speech, said Omalu's speech inspired her.

"He has the moral code himself. He is not easily swayed by others. " said Kwamin, who is majoring in public health and sports management.

"He has motivated me to research on concussion."
Lost for 64 years, fraternity lighter finds way back to MU alum

JESSICA RENDALL, 12 hrs ago

COLUMBIA — The silver cigarette lighter from 1952 was smothered in bubble wrap and tucked in a small box postmarked Gilford, New Hampshire, when it arrived at Mike Lawler’s door last week.

The lighter was in mint condition, displaying the Sigma Alpha Epsilon coat of arms. The name “Mike Lawler” and “U. of Missouri ‘54” are engraved on the other side.

After losing it 64 years ago, Lawler has his lighter back.

In the quirkiest of coincidences, the lighter Lawler lost as a student at MU in 1952 found its way back to him after Rick Ribeiro discovered it while cleaning out a cigar box he inherited from his father.

Ribeiro, 80, decided to contact the Mizzou Alumni Association, which tracked down Lawler and forwarded Ribeiro’s message: the lighter had been found.

“We were gonna put it out in a yard sale,” Ribeiro said. “I saw his name on it, so I said, ‘Let me see if this gentleman is still alive.’”

Eighty-three years old and very much alive, Lawler was perplexed about how the lighter ended up out east.

Born in Chicago and raised in Kansas City, Lawler spent much of his adult life in California as an insurance executive. After raising four children and retiring, he returned to MU for homecoming, and his love for his old college town got the best of him.
“I saw all these little kids with the MU shirts on, and they started playing that Missouri fight song,” Lawler said. It was an experience that sent him packing, and in 1998 Lawler moved back to Columbia.

The lighter, as it turns out, was a part of the campus tradition that drew Lawler back. Smoking was commonplace when he attended MU, and his fraternity lighter was used mostly for his duties as a pledge member of Sigma Alpha Epsilon: If a brother needed a light, Lawler would come running, lighter in hand.

Lawler doesn't have much need for the lighter these days.

"I quit smoking 55 years ago," Lawler said. "But I'll put it in a memory box."

To express gratitude for the return of his memento, Lawler sent Ribeiro a thank-you note. He also enclosed money to reimburse Ribeiro for what he spent on postage: two $2 bills to "send him something special."