One down, two to go,” an exuberant Hillary Clinton told a cheering crowd in Raleigh, N.C., Tuesday afternoon.

That remark may be more prescient than the former secretary of state meant it to be. Sure, most of the early reviews of Monday’s first presidential debate were socko, touting Clinton for a thumping victory in both style and substance over Donald Trump, her GOP opponent.

But there still are two debates left, on Oct. 9 in St. Louis and Oct. 19 in Las Vegas, and a political face-plant in one or both of them could leave any advantages from Clinton’s performance at Hofstra University little more than a fast-fading memory.

“You often see the results of any debate a day or two later in the tracking polls,” said Mitchell McKinney, professor of communication at the University of Missouri.

“If one candidate gets a bump, the assignment then is to maintain a steady performance through the next debate and then the one after.”

You don’t have to peer too deep into the past to see how that works. Four years ago, Republican Mitt Romney trounced a strangely lethargic President Obama in their opening debate, sparking excited speculation that it was going to be the GOP’s year.
But Romney and Obama met for two more debates after that. Obama improved his performance, and look who’s still in the White House.

While Clinton was in a swing state Tuesday, slamming Trump as someone who is “dangerously incoherent,” the New York developer and reality TV star was in Miami for a fundraiser and a long-planned visit to Little Havana.

“We did very well” at the debate, Trump said. “It was an interesting evening, certainly, and big league. Definitely big league.”

Despite Trump’s contention that he was the real winner of Monday night’s debate, it’s a guarantee that his campaign team — although maybe not the candidate himself — saw plenty of things they would like him to do — or not do — in the Oct. 9 rematch.

Here are some things the candidates might want to keep in mind before they step back on the debate stage:

**It’s not about you. Even when it is:** Trump needs to remember that it’s not what a person says about you that counts, but what you say about them. Responding to jibes is a loser’s game.

Clinton scored many of her points when she needled Trump, suggesting casually that he might not be as rich, charitable, successful or knowledgeable as he likes to portray himself.

That’s one reason why Trump, who started the evening in a thoughtful, low-key, “presidential” mode, quickly reverted to his angry GOP primary self, shouting down Clinton and the moderator, interrupting her answers and glaring at her as if waiting for a chance to hit back.

Trump let Clinton get under his skin and it showed. And he can’t let it happen again.

**Know your crowd:** When trying to appeal to blue-collar voters, it doesn’t help to remind them that you made nearly $700 million in income last year or to chime in that “that’s called business” when you look to make big bucks off a financial collapse that cost 9 million people their jobs and 5 million people their homes.
The figure of an angry populist who’s more than willing to show his middle finger to the political establishment may be a winner at a campaign rally, but doesn’t do much to attract undecided voters already worried that Trump might not have the temperament or knowledge to be president.

“He needs to be a little less pugnacious,” said Barbara O’Connor, an emeritus professor of political communication at California State University Sacramento.

But a harsh, reasoned focus on the economic woes still plaguing much of the country, along with a reminder that neither mainstream Democrats nor Republicans have been able to fix things, could turn some of those undecided voters. Especially if Trump keeps reminding them why they don’t much like Clinton.

“Typical politician,” he said in one crowd-friendly response to Clinton’s economic plan. “All talk, no action. Sounds good, doesn’t work. Not going to happen.”

**Just say no to sex:** Trump said he purposely backed away from attacking Clinton on Monday for the sexual escapades of her husband, former President Bill Clinton, but suggested that could change.

But a discussion of the former president’s sex life, while guaranteed to bring headlines, isn’t where a man who has been married three times and has boasted often of his sexual conquests and extramarital affairs needs to go.

**Mama don’t preach:** Clinton too often comes across as an “eat your vegetables” politician, telling voters what she believes they need to know, rather than what they want to know. And then she’s surprised when they don’t much like it.

Instead of presenting her political pronouncements as though they were wisdom from on high, Clinton needs to let voters know she wants to put together real plans to help real people and that she is willing to work and negotiate with any and all groups and politicians to turn them into reality.
“I want us to invest in you. I want us to invest in your future,” Clinton said Monday in a turn of phrase she needs to hang on to.

**Less is more:** Some of Clinton’s best moments Monday were when she just sat back and let Trump ramble on, tying himself into verbal knots as he struggled to answer questions or respond to attacks.

In many cases, the more a politician says, the more trouble she can get into. That’s why Clinton’s response to the inevitable question about her emails and the private server she used as secretary of state — a simple “I made a mistake” — worked so well.

When Trump takes his anticipated shots at Clinton’s response to the Benghazi attack, her work with the Clinton Foundation or war in the Middle East, she can’t drop into the mud and start wrestling. She needs to make a succinct point and leave it there.

**Feel their pain:** The Oct. 9 debate is a town hall with undecided voters, which is a very different animal from Monday’s debate. People in the hall will be looking for a candidate they can connect with.

“The dynamics are very different,” said McKinney of the University of Missouri. “In Monday’s debate, the candidates interacted with each other. In a town hall, they need to interact with the crowd.”

That’s not easy for Clinton, who often comes off as cold, over-rehearsed and scripted when she speaks, making her a politician more respected than liked, even among her supporters.

In the St. Louis debate, she needs to walk a narrow line, maintaining her composure, but showing the crowd some passion for what she believes in.

“She needs to be less lawyerly ... to pitch herself to undecided voters,” O’Connor said. “And it would help if she could stir up some enthusiasm among her supporters.”
CU students participate in Presidential debate study

Tuesday, September 27th 2016, 3:25 pm CDT

By Rhiannon Poolaw, Producer

Generated from News Bureau press release: “College-Aged Survey Participants Indicate Last Night’s Presidential Debate Changed Minds and Influenced Their Support”

LAWTON, OK (KSWO)- Fifty Cameron University students participated in a presidential debate study conducted by the University of Missouri, joining other college students from locations throughout the country. Nearly 400 college students viewed the debate and completed questionnaires before and after the debate.

CU’s Dr. Justin Walton, Professor of Communication Studies, hosted the Cameron students at the invitation of Dr. Mitchell McKinney, Professor of Communication and Director of the Political Communication Institute at the University of Missouri.

Among participants in the multi-campus study, Hillary Clinton’s performance in the first debate increased students' likelihood of voting for her from 43 percent before the debate to 54 percent after the debate. For Donald Trump, the likelihood to vote decreased from 28 percent before to 27 percent after the debate. The number of undecided voters shifted from 29 percent before the debate to 19 percent afterward. Among participants in this study, 46 percent self-identified as Democrat, 38 percent as Republican, and 16 percent as Independent. Sixty-two percent were female and 38 percent were male.

According to McKinney, these results indicate that Trump was unable to use the first debate to convince undecided young voters to vote for him while Clinton did improve her overall support.

“It’s clear from this sample of college students that the undecided voters moved toward Clinton after the debate while Trump was unable to attract any additional support,” he says.

Debate viewers’ overall evaluations of Clinton also rose, while evaluations of Trump decreased slightly following the debate. Using a “feeling thermometer” scale from 0-100, evaluations of Clinton rose from 38 before the debate to 48 afterward, while evaluations of Trump declined from 28 before the debate to 27 afterward.

“It’s striking how low evaluations were for both candidates going into the debate,” says Dr. Benjamin Warner, Assistant Professor of Communication at the University of Missouri.
The changes in candidate evaluations drew a contrast to previous debate viewing studies the researchers have conducted.

“In the four previous cycles from 2000 to 2012, the average candidate increase during the first debate was only one point,” Warner reports. “Clinton’s 10-point swing is the biggest increase of any candidate we’ve seen in our presidential debate research.”

In previous cycles, changes in candidate evaluations after the first debate ranged from zero to five points, with the highest changes being a five-point increase for John Kerry in 2004 and a five-and-a-half point increase for Mitt Romney in 2012.

The Cameron students participated in the study along with students from Indiana University, Emerson College in Boston, Marquette University, Missouri State University, Rhodes College in Tennessee and the University of Wyoming.

“Our research of college students’ reactions to the debates could not be conducted without the cooperation of our colleagues across the country,” McKinney says. “The research consortium plans to conduct similar debate viewing studies of college students for the two remaining presidential debates and the vice-presidential debate.”

“The Cameron students were very enthusiastic about participating in this election project,” Walton says. “For many, this was the first time they had ever watched a political debate. Many of them took notes or posted perceptions of the debate on social media. Several commented that they planned on watching the rest of the debates in October. I was thrilled to see so many of our students interested and engaged in this political event.”

MU debate expert sees Clinton lead, challenges

September 28, 2016 By Jason Taylor

Generated from News Bureau press release: “College-Aged Survey Participants Indicate Last Night’s Presidential Debate Changed Minds and Influenced Their Support”

A University of Missouri professor thinks Monday night’s presidential debate sets up anticipation for the next two face-offs.

MU Communications Professor Mitchell McKinney’s been tracking presidential debates since the late 1980’s. He also did extensive research on every candidate’s performance in during this year’s primaries.
McKinney notes Hillary Clinton came out ahead in snap polling, focus groups and in a survey he did with college students following Monday’s debate. But he thinks it’s not known if Clinton can sustain a lead over Donald Trump. “It could be that this first debate performance to a very large audience could start some momentum in her favor” said McKinney. “And then the question is, can she maintain it as we go through the next couple of debates.”

In research McKinney conducted on college age voters with assistant M.U. Communications Professor Benjamin Warner, Hillary Clinton’s performance in the debate increased the likelihood students would vote for her from 43 percent before the debate, to 54 percent afterward. “In the four previous cycles from 2000 to 2012, the average candidate increase during the first debate was only one point” said Warner. “Clinton’s 10-point swing is the largest increase of any candidate we’ve seen in our presidential debate research.” Donald Trump’s support remained relatively the same, decreasing slightly from 28 percent prior to the debate, to 27 percent following it.

College students from seven campuses throughout the nation participated in last night’s study. Part of Clinton’s rise in the survey could possibly be explained by the party affiliation of those participating. 46 percent self-identified as Democrats while 38 percent were Republicans. Students taking part in the research were from Indiana University, Emerson College in Boston, Marquette University, Missouri State University, Rhodes College in Tennessee, Cameron University in Oklahoma, and the University of Wyoming.

The next debate takes place in about a week-and-a-half at Washington University in St. Louis. It’ll be conducted in the “town hall” format, which McKinney helped develop as an advisor to the Commission on Presidential Debates in the early 1990’s.

McKinney says both Clinton and Trump will be judged on how they relate to everyday citizens, who play an important role in town hall events. He contends the candidates will likely still tangle with each other, but must react to other people. “(It’ll be) somewhat different than what we saw (Monday) night. It’s less formal. The candidates are there roaming about the stage, interacting with the citizens who are asking questions.” The Gallop research company recruits a range of American citizens to take part in the town hall debates.
UM, South African university officials celebrate 30-year partnership

University of Missouri student protests in the mid-1980s calling attention to South African apartheid led the Board of Curators to establish a partnership with a South African college serving students disadvantaged by their country’s segregation laws.

The board created the partnership with the University of the Western Cape in 1986, the first agreement between a U.S. university and nonwhite South African university.

MU and UWC officials celebrated the 30-year anniversary of that partnership Tuesday morning inside the Reynolds Alumni Center. The UM System will hold other activities throughout the week.

Speakers included interim UM System President Mike Middleton, who was an MU law professor during the student protests, and Tyrone Pretorius, UWC rector and vice chancellor. Former UM System Vice President Ron Turner gave a historical view of the partnership. At the time, he created a task force to analyze the university’s options in response to the student protests that pushed the UM system to stop investing in American companies doing business in South Africa during apartheid. Similar protests were happening on college campuses across the country.

The board phased out investments in those companies and established the partnership with UWC.

Middleton called the endeavor a trailblazing adventure established when UM President C. Peter Magrath and UWC Rector Jakes Gerwel signed an agreement in June 1986.

Reflecting on the student movement 30 years ago, Middleton likened those protests to the Concerned Student 1950 protests last fall that drew attention to racism on campus.

“I think it’s important to understand students are on the front edge of change and I think our response then, establishing this partnership at the height of the apartheid in South Africa and partnering with a non-white university there, which wasn’t easy at the time, just shows how prescient Dr. Magrath was,” Middleton said.

More than 600 faculty members from the universities have completed exchange visits and numerous research initiatives have been completed.
The National Center for Complementary and Alternative Medicines awarded a $4.4 million grant to Bill Folk, senior associate dean for the MU School of Medicine, to research the use of South African indigenous plants to treat illnesses ranging from the common cold to AIDS. The research project brought together MU, UWC and University of Missouri-Kansas City.

Alan Christoffels, with the UWC Bioinformatics Institute, said he has been working with the MU Informatics Institute to better analyze a large amount of health data. He said he wants to use the data to link genetics to certain diseases and better predict health outcomes.

Mary Grace Bruntrager, a second-year law student, spent her summer studying abroad at UWC. She interned at the Equal Education Law Centre in Cape Town and worked with attorneys on educational law.

Pretorius, who was a UWC student and studied at MU in 1989, said the South African university was in a weak state when the partnership was created because of poor funding from the apartheid government. The partnership helped UWC conduct research it otherwise could not have, he said.

The future of the partnership will be about a more equal relationship in research development, Pretorius said.

UM System celebrates a 30-year partnership with South African university

MEGHAN LALLY, 14 hrs ago

COLUMBIA — Jol is a South African term for celebration. It is also the word Tyrone Pretorius, rector and vice-chancellor of the University of the Western Cape, used to describe the 30th anniversary of the school's partnership with the University of Missouri System.
Faculty and staff from the UM System and Western Cape came together this week in Columbia to commemorate the anniversary of the partnership between the two institutions.

Celebrations began Tuesday with presentations from students and faculty about the partnership, and anniversary celebrations will continue through the week and include meetings about continued collaboration with the four campuses.

On Wednesday, a South African musical, "Mama Africa," will be performed in Jesse Auditorium to honor the milestone.

In 1986, the UM System Board of Curators established the University of Missouri South African Education Program. The study abroad and research program was developed as "an educational initiative to aid South Africans disadvantaged by their government's apartheid policies," according the the UM System website.

Michael Middleton, interim UM System president, said the 30th anniversary of this partnership falling the year after protests at MU is noteworthy.

“It’s ironic. This partnership grew out of protests similar to what we experienced last year," Middleton said. "I think it shows good can come out of students expressing themselves and pushing for change."

Since the partnership was founded — the first of its kind between a U.S. university and a non-white South African university — thousands of students and hundreds of faculty members have been involved with the program, said Rodney Uphoff, director of the program.

“We’ve now reached the stage of a certain level of maturity at the University of the Western Cape, and we see the next 30 years as a more equal partnership where there are reciprocal relationships,” Pretorius said.
Mary Grace Bruntrager, a second-year law student, studied at Western Cape last summer, then accepted an internship at a non-profit law firm in South Africa focusing on education law. Bruntrager said her experience through this program will help her in her future.

“I think having diversity experience and experiences abroad is invaluable, not only to the legal career, but any career,” Bruntrager said. “It broadens your experience, and talking to people of different backgrounds just helps you see the world in a different light.”

While this week is focused on celebrating the past, the future is still in focus.

“By celebrating the past successes, we are paving the way for future opportunities that are still to be discovered,” Middleton said.

UM System and South African university celebrate 30-year partnership

COLUMBIA -- The University of Missouri System kicked off a week-long commemoration Tuesday of its now-30-year-old partnership with the University of the Western Cape in South Africa.

The academic cooperation agreement, started in 1986, was the first between an American university and a non-white South African university.

Travis Pringle, an MU law student who got to work in Cape Town over the summer, said the program motivated him to help kids from areas most people assume are dangerous.
"Just walking into a township isn't a death sentence. There are people who live there and who are trying to get by and trying to move up and Equal Education let me actually work in a community like that and actually give these students, who are taking a proactive role, making sure they get the education the Constitution guarantees them," Pringle said.

Vuyiswa Tulelo, South Africa's Consul General, said it is the students from Missouri and South Africa who benefit the most from the program.

"[Missouri students] come back and they can never be the same person again, because they find people who have nothing. They live in a little shack, and once they find out you are from the United States, they offer the last that they have. People from the United States are very inward-looking, so when students have gone to South Africa, they come back a completely different person," Tulelo said.

"[South African students] think everybody from the United States is a superstar, but they come here and they meet real people and they find real problems that they face in South Africa and they realize the grass is not always greener. So, they work hard so they can empower themselves and go back home to empower and change the lives of their people," she said.

According to the UM System, the aim of the partnership has been to promote teaching, research, and service between the two universities. UM Interim President Mike Middleton said it has done a great job giving those in the UM System a global perspective.

"It provides us the opportunity to give our students and faculty some exposure to views of the world from a different perspective. I think that's extremely important as our globe continues to shrink," Middleton said.

The program began, in part, to benefit the victims of the South African apartheid. It has spanned past the fall of that apartheid into South Africa's new democracy.

UWC's Rector and Vice Chancellor Tyrone Pretorius, who is a product of the program himself, said the program has benefited both the people involved and the institutions.

"Partnerships like this one are both very much a private good, which is a good for the individual, a benefit for the individual, but it's also an institutional benefit," Pretorius said.

The partnership has resulted in a handful of medical research projects including:

- Research on the safety of indigenous South African plant species to treat problems ranging from the common cold to AIDS, which was funded by a $4.4 million grant from the National Center for Complimentary and Alternative Medicines
- Award to UMSL Director of Behavioral Neuroscience Rob Paul to study the impact of a specific protein defect in the genetic form of HIV

As part of the program, over 600 students have been able to participate in exchange visits between Cape Town and the UM System and collaborate on research.
Based on the program’s three-decade-long success, he sees it going far into the future.

"By celebrating the past successes of the program, we are paving the way for future opportunities that are still to be discovered, which I know will certainly be celebrated in another 30 years," Middleton said.

UM leaders celebrate partnership with South African university

COLUMBIA — University of Missouri leaders have celebrated their 30th anniversary of a partnership with the University of the Western Cape in South Africa.

The affiliation was the first academic partnership between an American university and a non-white South African college.

A visiting delegation from the University of the Western Cape has planned to be in Columbia for a week-long celebration.

Interim University President Michael Middleton said the historic partnership began in 1986 as part of the University of Missouri System’s South African divestment policy. At that time, University of the Western Cape was a disadvantaged school in a suburb of Cape Town. Middleton said the past success of the 30 year partnership paves the way for a bright future.

“There is any number of exciting research projects that are going on and there are more to come,” Middleton said.

University of the Western Cape Vice Chancellor Tyrone Pretorius said his school specializes in the research of physics and astronomy.

“We have certain areas of strength. For example, we are quite strong in astrophysics and space science and we bring that to the table,” Pretorius said.
The partnership’s exchange student program allows University of Missouri students to travel to South Africa. MU Law School student Travis Pringle spent this past summer in Cape Town.

“They know they are going to do law at 18; they are usually done with law school at 21," he said. "When we are done with undergraduate studies they are finishing their law degree.”

More than 600 people made exchange visits during the 30 year agreement between the 2 schools. Middleton said the international partnership will continue to expand research opportunities for faculty and students.

The University of the Western Cape is a public university with a history of struggling against oppression and discrimination.

**MISSOURIAN**

**Food, flags pay tribute to MU international students**

BRIANNA STUBLER, 10 hrs ago

COLUMBIA — **MU International Day, a tradition dating back to 2008, is usually paired with an international bazaar to provide a real taste of other cultures. The bazaar has been a tradition since 1974.**

In addition to a ceremony where students carry flags from around the globe, a number of groups serve traditional foods and field questions about their countries.

Each year on the fourth Tuesday in September, the Missouri International Student Council and the Missouri Students Association mark International Day with a bazaar. It is one of several ways for MU students to learn about other cultures, as well as an invitation to welcome the international students on campus.
After the flag ceremony Tuesday, international students served food under tents on Lowry Mall. Although students represented 110 countries, only Thai, Japanese, Chinese, Indonesian and Indian foods were served because of space limitations.

Grace Bommel, director of MSA's Department of Student Activities, said at least 1,200 students were expected this year for the two-hour event. Some are drawn by the free food, she said, but everyone learns something.

"Everyone enjoys the idea," Bommel said. "Many students try food they have never had before and wouldn't normally try."

Giving American and international students a way to meet each other is another goal, MSA student representative Abbie Bliss said. She said it brings a diverse group together under the four pillars of MU: respect, responsibility, discovery and excellence.

International student Wendy You cited discovery as important. You, a second-year graduate student studying journalism at MU through a visiting scholar program, and her two roommates are from China. On Tuesday, all three happily served food to other students, You's face lighted up when asked a question.

"Most people don't know a lot about Chinese food. They just have surface knowledge," You said. "I want them to know what real Chinese food is like."

She likes a meal called dong po, a pork dish named after a poet and statesman of the Song Dynasty. You also likes la zi ji, which she described as a spicy, crisp chicken from southwest China.

Both dishes are popular throughout her country but are uncommon here, she said. No restaurant in Columbia serves this kind of traditional Chinese food.
Two graduate students from Indonesia — Ainun Seruni and Novianus Efrat — agreed that no restaurants here serve their traditional dishes. Seruni, from East Java, said she is able to cook the typical food from her country.

Efrat studies renewable energy at MU, and even if he had time, he said he would not be able to cook dishes as they are prepared at home. His favorite dish is anything with sweet and sour sauce, especially fish and vegetables.

"It is hard to get all the spices and everything you need," Efrat said. "I don't know where to go in Columbia to get real Indonesian food."

But as much as he misses his traditional food, he said more important aspects of culture were not represented at the bazaar.

"There is more to culture than just food ... we have lots of tribes that have special dances and outfits," Efrat said. "It is very traditional and different from modern culture in America."

At the same time, learning about other people is an educational experience, he said.

"Wherever I am, I have to adapt but remember my background and where I am from," Efrat said.

When he arrived in Missouri and began meeting people, he noticed many had misconceptions about Indonesia. The most frequently asked question, he said, was whether it is safe to travel there.

Crime can happen anywhere, he answers, but is not prevalent where he is from.

"I just want people to learn about other countries and their cultures," Efrat said. "I am glad people ask me questions and want to learn, because Indonesia is a wonderful and beautiful country."
Campus registration booths strive to increase millennial voter turnout

DYLAN JACKSON, 14 hrs ago

COLUMBIA — Tables stacked with voter registration forms and pizza boxes were set up across the MU campus on Tuesday.

A bipartisan effort organized by the Associated Students of the University of Missouri and Tigers Advancing Political Participation aimed to increase registration numbers in Columbia by taking students step by step through the process, ensuring that students are fully registered on the spot.

Evan Chiarelli ran one of the booths in the MU Student Center. The volunteers were rarely idle, as students frequently took the time to stop by between classes to fill out the paperwork.

"The 18 to 24 demographic, which includes most college students, has historically the lowest voter turnout," Chiarelli said. "Our goal is to try to change that by registering 7,000 students by Oct. 12, the last day to register."

Chris Dade, the president of Associated Students of the University of Missouri, pointed out that registration is very simple and the few minutes it takes to register can make a huge impact.

"All you need to register is a driver's license or state-issued ID, the last four digits of your social security number and a Columbia address," Dade said.

The organization has already registered over 1,000 people, Dade said, and will continue to host a booth every day in Speakers Circle until the final day of registration.
MU student Sarah Twomey took a few minutes to update the address on her registration at the student center booth. She was previously unaware of any registration efforts on campus.

"I just saw the booth as I was walking by and took the opportunity to make sure I can vote," Twomey said. "I think it's especially important to vote this election as I believe one candidate is extremely dangerous to our country. It's your civic duty to vote."

In addition to efforts on campus, Missouri Secretary of State Jason Kander took to social media to promote National Voter Registration Day, in addition to filing a news release underlining the importance of registration.

"Registering to vote is the first step in making sure you're ready for Election Day," Kander said. "I encourage all Missourians to take time today to check their voter registration status or register to vote if they're a first time voter."

---

**ST. LOUIS POST-DISPATCH**

**Some UMSL faculty seek to unionize**

BELL-NOR • A few dozen faculty, students and union organizers gathered at the University of Missouri-St. Louis campus Tuesday to send a message to administrators and their peers: they want a union election for faculty.

Unlike the well-known discussion for union representation for adjunct faculty, the proposal from UMSL faculty is for all faculty to unionize, including those who have tenure.

**It’s unclear when or if the University of Missouri System will issue rules for an election for faculty. UM System spokesman John Fougere said the issue is not on the Board of Curators’ agenda for their meeting next week in Kansas City.**
Regardless, the group has not reached 30 percent support among faculty, a guideline laid out in federal labor laws. Organizers with the Service Employees International Union Local 1 couldn’t say how close the faculty are to amassing that percentage goal. UMSL has around 500 full-time faculty.

During the rally Tuesday, organizers and attendees encouraged onlookers to support the effort by sending a form letter-style email to members of the University of Missouri Board of Curators and UMSL Chancellor Tom George. A letter to organizers from UM System human resources at the system last week said that of 601 identical emails sent at the time, 34 were signed by faculty.

Wally Siewert, director of UMSL’s Center for Ethics in Public Life and an assistant professor, said he has heard from “many” faculty members who support the effort.

“Of course, they’re a little scared to come out publicly, which is why we think it’s important that vote be done in the right way,” he said. “Everybody has got something to lose by standing up. Everyone is a little nervous. Everyone has their own reason to feel fear or feel intimidated.”

Siewert said some people think a union contract would prevent faculty from being able to talk to their supervisors, that there couldn’t be an elected faculty senate or that administration couldn’t be as transparent as they want to be. He rebuked those claims.

“It just means when the faculty member comes to a point when they’re having an issue and hitting a stonewall, they have someone to turn to,” he said.

UMSL faculty senate chairwoman and associate professor Pamela Stuerke said right now, this doesn’t seem to be a divisive issue on campus. She declined to share her personal views on the issue.
“I really truly believe in shared governance,” she said. “We have a really fabulous system of shared governance here. We’ve been told by people at other institutions that what we have here is how shared governance is supposed to work.”

A possible outcome of a union contract is that shared governance and faculty council — along with its almost two dozen committees — could end, Stuerke said. Another outcome is that that doesn’t happen.

“A school where I previously worked was a union school,” she said, declining to specify the school. “My experience there with respect to the issues that tie into shared governance was very negative. The relationship broadly between faculty covered under the union agreement and the administration was at best adversarial on both sides. I have nothing good to say about my experience at that school, other than my colleagues.”

It is unclear what the timeline is on next steps from the University of Missouri System, as well as the SEIU organization effort. This particular union is working with tenured faculty at the Southern Illinois University in Edwardsville, as well as adjunct professors at St. Louis University and Washington University, among others.
Amid Concerns About Stifling Speech, Colleges Take a New Look at Bias-Response Teams

By Nadia Dreid SEPTEMBER 28, 2016

The University of West Florida realized it had a problem.

It wasn’t the two nooses found hanging on campus within the span of a week in the spring of 2012, although that certainly was a problem. It was at the forum held to discuss those incidents where Kevin Bailey, now the vice president for student affairs, heard students recount other events that administrators knew nothing about.

"We heard from students that they had things happen in the residence halls or in class and didn’t know who to tell," Mr. Bailey said. "So we created the bias-response team as a mechanism to funnel those complaints to a central source and then to disseminate them out to the appropriate parties."

At their best, this is what bias-response teams aim to do, says Kevin Kruger, president of the student-affairs group Naspa. "The intent behind a bias-response team on campus," he said, "is to create a pathway or an avenue for students who have experienced some kind of act on campus related to race or identity and to have a way to report that."
But at their worst, critics say, these teams stifle the free exchange of ideas necessary for a flourishing learning environment. That concern has become more prominent in recent months, and was exemplified by a flap at the University of Northern Colorado, where a complaint to a bias-response team resulted in an instructor being asked not to discuss transgender issues in his classroom. That revelation prompted a swirl of criticism, and the university decided to disband the team earlier this month. Elsewhere, the University of Iowa in August announced it was ditching the idea of a bias-response team.

It’s a fine line to tread, said Samantha Harris, but not an impossible one. Ms. Harris is the director of policy research at the Foundation for Individual Rights in Education, an advocacy group that defends free speech on college campuses.

"Our concern from a free-speech standpoint," she said, "is that if you’re being dragged in for a meeting with college administrators because another student has said that he or she found your speech to be subjectively biased, you’re less likely to speak freely the next time around."

The organization, known as FIRE, maintains a database that rates more than 400 colleges by their speech policies: a green light means the institution holds no policies that restrict free speech, yellow means that policies restrict a limited amount of free speech or have overly broad wording, and red means that at least one university policy substantially restricts speech.

There are universities with bias teams that earn a green-light rating, Ms. Harris says, "because they make it absolutely clear that protected speech is not going to form the basis, either for disciplinary action or official university investigation."

Last December, in the wave of race-related protests that swept through college campuses, the Black Students of Emory issued a list of demands for policy changes they wanted to see at the university. Emory decided to address those demands one by one.

One of the grievances was that the bias-response team was failing to respond to student concerns swiftly and sufficiently, and a plea that complaints submitted to it "not be regarded for the sole purpose of data collection." Instead, the students wrote, the team should work quickly to punish the person responsible for the bias incident.

Michael Shutt, the community director for Emory’s campus-life division, was put in charge of overhauling the team’s operation in order to help meet the students’
demands. He and members of the team began by improving the team’s response time, visibility on campus, and transparency about who exactly handles bias reports.

Freedom of speech is a serious concern at Emory, Mr. Shutt says. He is also charged with overseeing the university’s open-expression policy. "As a private institution, we don’t need to have that commitment," he said. "But we believe because of how we conceive higher education and the fact that we need to engage in contested conversation, open expression is critical for us to achieve our mission and our vision."

Conflict is inevitable, he said, but that’s what the bias-response team is for. When it receives bias reports that are cases of open expression, team members discuss that openly with the reporting students.

Mr. Shutt and Mr. Bailey, of West Florida, both agreed that their institutions’ bias teams don’t discipline students; they just filter reports and offer support to students and faculty.

Four years on from the forum that spurred the University of West Florida to form a bias-response team, Mr. Bailey said administrators are now reconsidering the team’s place at the university. Particularly, whether the team is necessary at all.

That isn’t a response to the recent backlash against such teams, Mr. Bailey said. But West Florida’s team was created so students would know where to go when they were a victim of bias, he said, and now they do.

"There are other mechanisms in place now over the last four years that we didn’t have back in 2012," Mr. Bailey said. The university now has a Title IX office and chief diversity officer. "We as a community have been much more intentional about getting the word out about how you report these sort of things," he said, "and so that is a current conversation that we’re having on our campus."
When administrators at the University of Central Missouri received the 2011 "Dear Colleague" letter from the Education Department’s Office for Civil Rights, they sensed an opportunity. The letter — a landmark document signaling a new era of federal involvement in colleges’ handling of sexual assault — laid out a new series of mandates on how colleges should be handling investigations into sexual-violence allegations. Follow these guidelines, the office said, or risk running afoul of the gender-discrimination law known as Title IX.

Many colleges have reformed their policies in response to high-profile allegations that they botched sexual-assault investigations. Others have made changes in order to resolve federal Title IX investigations. But Central Missouri wanted to change on its own terms, said Corey Bowman, the university’s associate vice provost for student services and Title IX coordinator.

Mr. Bowman said he and his team used the "Dear Colleague" letter as motivation to go beyond the department’s standards for compliance and better help students who had experienced some type of trauma to finish their degrees. That involved novel steps like hiring a case manager to help sexual-assault victims.
"This is our opportunity to really make sure we have a system that’s really true to the spirit of Title IX, " Mr. Bowman said. "Back in 2011 we recognized the interpretation of compliance was going to change over time, but the interpretation of the spirit of Title IX was steadfast and consistent."

The university made some immediate changes in 2011, like ensuring it had a clearly designated Title IX coordinator, Mr. Bowman said. After that, Mr. Bowman wanted to make changes that would reverberate across the campus, so administrators turned to a consultant: Peter F. Lake, director of the Center for Excellence in Higher Education Law and Policy at Stetson University.

Mr. Lake said Central Missouri wanted to prevent harassment and assaults, not just react to them. With his help, administrators devised a plan to help students stay in classes during and after a sexual-assault investigation. "One of the real tragedies of sexual violence is victims often just leave higher education and never return," Mr. Lake said. "It’s an enrollment-management issue along with everything else."

In the wake of the "Dear Colleague" letter, most universities weren’t thinking about how student safety and enrollment management were linked, Mr. Lake said, putting Central Missouri ahead of the curve. The university has also managed to reshape its Title IX office without spending too much money, Mr. Lake said, adding that many existing positions were just reassigned or better defined.

**An Eye on Student Success**

The university, like many others, has a devoted investigator for sexual-violence reports. But it also has a case manager whose duties are completely separate: to help complainants throughout a sexual-harassment or sexual-violence investigation, and keep up with them until they graduate. (The case manager, Heather Lawson, did not respond to requests for an interview.)

It’s the case manager’s job to help a student transition back into regular campus life during and after an investigation, Mr. Bowman said. For example, sometimes the case manager will help a student with requesting a housing or class-schedule change.

"When that student does have a trusted contact person, someone who they develop that lasting rapport with, they are much more likely to be successful and they are much more likely ask for help," Mr. Bowman said.

Getting Charles M. Ambrose, the university’s president, on board to reform the office and hire someone to manage cases full-time wasn’t difficult, Mr. Bowman said,
because university leaders recognized early on that the long-term impacts of trauma would also pose enrollment perils.

"The ‘Dear Colleague’ letter gave us permission to allocate resources," said Amy Kiger, direction of the office of violence and substance-abuse prevention. "There’s always competing priorities at a university, and whenever we had the ‘Dear Colleague’ letter, that gave us the external justification for allocating resources in ways that we knew were already important."

Central Missouri received a grant from the state office of women’s health to fund training through Green Dot, a popular bystander-intervention program meant to reduce sexual assault and domestic violence in a community. The training has been taking place for about three years, Ms. Kiger said.

Despite the many changes, Mr. Bowman says the Title IX office has a ways to go. He wants to change the climate on campus and, hopefully, hire another case manager. "Compliance is the floor that all of us should already be on," Mr. Bowman said. He’d rather focus on "the aspiration of where we should be."