Presidential town hall debate: Clinton, Trump confront lewd 'elephant in the room'

Generated from News Bureau press release: MU Expert Says Viewers Will Receive Greatest Benefit in Presidential Town Hall Debate


Thought those were tripwire moments in the annals of presidential town hall debates? Just imagine the reaction if Republican Donald Trump on Sunday is forced to address his lewd 2005 hot-mic banter about groping women "by the p—sy" to a roomful of undecided voters.

Trump and Democratic nominee Hillary Clinton meet again at 9 p.m. ET on Sunday, without their lecterns, for the second presidential debate at Washington University in St. Louis, MO.

Only this time, there's something else hanging over the proceedings: The impossible-to-ignore recordings about Trump's sexual advances, in which he bragged to Access Hollywood host Billy Bush that he "did try and f—k" an unnamed married woman, later revealed to be Entertainment Tonight host Nancy O'Dell.

Damning as the 2005 tape has become after its release on Friday, how the whole incident plays before a crowd of uncommitted voters could get downright uncomfortable. The town hall format can be thorny enough as it is.

"No pun intended in terms of the Republicans, but this recording is the elephant in the room," says University of Missouri professor Mitchell McKinney, one of the original consultants who worked with the Commission on Presidential Debates when the first town hall format was rolled out 14 years ago.

McKinney expects the moderators to ask Trump to address the controversy early in the debate, rather than to place that burden on voters who will get to question the candidates. (Trump offered
a brief video apology late Friday, but also used the occasion to frame it as an attack on Clinton and her husband Bill Clinton's infidelities.)

Trump's response, "whether it's a contrite, sincere apology," or whether he emerges shame-free and turns it around as an attack on the Clintons, could still lead to red faces in the crowd, McKinney says.

"How that all gets done could be awkward in front of these undecided citizens."

While the first debate offers a window into how the candidates respond to attacks against each other, town halls highlight how they relate to, empathize with, and respond to citizens' often straightforward, pocketbook concerns.

'Attack-oriented' approach unwise

No doubt following the hot mic incident, questions are also being rewritten or slotted in to raise the subject of Trump's response to the leaked recordings, which were first obtained by The Washington Post.

Sunday's 90-minute, commercial-free showdown will be co-moderated by ABC's Martha Raddatz and CNN's Anderson Cooper. Moderators will pose half the questions. Pre-screened audience members will ask the candidates about the most pressing issues affecting their lives.

Controversies aside, town halls can be "very tricky" forums, says McKinney, the director of the Political Communications Institute at the University of Missouri.

"Unlike the podium debates, the candidates in the town hall debate do much more performing. They're on a stage, they're walking about, they're sometimes relating to or interacting with undecided voters."

Retail politics will come into play, perhaps not Trump's forte. The New York businessman tends to feed off the energy from boisterous rallies teeming with thousands of supporters.

In St. Louis, he'll encounter an intimate crowd of fence-sitters and will need to demonstrate a more level-headed disposition.

The uncommitted voters at the town meeting will have been chosen by the Gallup Organization. The candidates will have two minutes to answer the questions, followed by one minute of broader discussion.

"If he's too attack-oriented, if he's easily goaded, if he flies off the handle, that's a very difficult style to pull off in a town hall debate," McKinney says.

After his widely panned performance against Clinton in the first debate, Trump suggested he might "hit her harder" in a future match-up, alluding to the possibility of referencing Bill Clinton's infidelities.
Probably not a smart way to go, McKinney warns.

"It can be seen as unseemly," doing so while standing in front of undecided citizens, and would reinforce a narrative "that he lacks the presidential temperament or persona, or that he's unfit or too hotheaded, too rash, too much of a bully."

That's why Trump is unlikely, unless baited, to return to his criticism of former Miss Universe Alicia Machado, who has emerged as a very public critic of the Republican candidate. (Trump has urged followers to check out her "sex tape" — a night-vision clip from a *Big Brother*-type reality TV series. It shows movement under bedsheets, but no nudity.)

**A warning about canned material**

Clinton has her own challenges, one being her need to overcome perceptions that she's too wooden or cold.

"The likability problem," as McKinney puts its. "As she's trying to relate to these citizens, the challenge is she won't appear comfortable, [she'll be] stilted and won't break out of that to seem warm, friendly, relatable in interacting with these citizens."

Over-preparation, in Clinton's case, could be a liability this time, if it interferes with her ability to connect with the audience and overcome dismal trustworthiness ratings.

Preloaded zingers such as her "Trumped-up, trickle-down economics" line from the first debate could fall flat, says Aaron Kall, the director of debate at the University of Michigan.

"The forum of a town hall is just not the appropriate venue for canned material," he says, noting that undecided voters with the opportunity to personally question a candidate "will demand the entire attention span of the candidate."

That means they'll want thoughtful responses, not answers "filled with things that have been thought about in advance that sound forced and phoney."

The St. Louis crowd, as well as audiences at home, will see right through an overly scripted style, says Alan Schroeder, author of *Presidential Debates: Risky Business on the Campaign Trail*.

Town halls serve a purpose as humanizing stages as well. With real voters present instead of "an abstract audience on the other side of a television camera," Schroeder says. "This is a ready-made opportunity for Trump and Clinton to express a more human side of themselves."

**Trump coached by a master of town halls**

Clinton has not been viewed as a gifted retail politician, though her quarter-century in the public eye, as well as being a former first lady, New York senator and secretary of state could lend her the advantage of experience.
With Trump, the question may be how he has re-strategized.

"Has he practised? Will he come in more with a specific plan than in the first debate? Will he be able to tamp down some of the things that got him into trouble, like taking the bait that Clinton dangled in front of him?" Schroeder asks.

Trump, who reportedly showed little interest in prepping for the first debate, appears serious about rebounding. His last-minute scheduled town hall in New Hampshire on Thursday three days before Sunday's face-off gave him the opportunity to familiarize himself with the format. He has also reportedly had coaching from New Jersey Gov. Chris Christie, a master of town hall campaigning.

"It's an indication his advisers are trying to get him in the right frame of mind," Schroeder says.

Trump has the lower bar but, with a strong performance from his running mate Mike Pence in the vice-presidential debate, there is chance to ride the momentum.

Clinton has a burden, too.

"She's done very well on the first debate, so now people have high expectations for her performance to be of equal or better quality. That's her challenge as well, to deliver another win for the team."

**MISSOURIAN**

**UM curators close annual review without presidential announcement**

RUTH SERVEN, Oct 7, 2016

COLUMBIA — Without a public word on the search for a new president of the University of Missouri System, the UM System Board of Curators wrapped up its routine business in Kansas City on Friday.

At the two-day meeting, curators discussed the system's future finances, renovations and employment. Curators approved a plan for maintenance and repairs to MU’s Memorial Student Union. Those will begin in late 2016 or early 2017, MU spokesman Christian Basi said Friday.
Closing remarks from University of Missouri-Kansas City Chancellor Leo Morton and system Interim President Mike Middleton focused on expansion and increasing diversity.

"We can say that we're achieving our goals, but that only matters when our goals are relevant," said Morton, before outlining UMKC's plans to expand its health sciences program and arts campus.

Middleton rose to praise the four chancellors and restate progress the system has made since he became interim president on Nov. 12, three days after former president Tim Wolfe resigned. A search committee has been holding interviews with candidates recently as part of a closed and secretive process.

"Time really does fly when you're having fun," Middleton joked dryly.

Middleton's three main goals from the past year, he said, have been to repair trust with stakeholders, to work with the board and faculty and to make the UM System a national leader in diversity.

"As a two-time alumni and employee of this institution, I take seriously the need to restore trust and confidence in this institution," Middleton said. "The University of Missouri has become a laboratory on boldly addressing our challenges with sensitivity and with collaboration."

Middleton said he's been encouraged by the system and campus' recent initiatives to increase diversity.

During his time in office, the curators have created the position of a systemwide chief diversity officer — now held by Kevin McDonald — asked each campus to name its own chief diversity officer (McDonald is interim for MU) and created initiatives for diversity task forces and mandatory diversity training.
On Sept. 13, MU announced it would add about $2 million to its efforts to recruit and retain diverse faculty members. UMKC already has a strategic plan in place with the aim of adding 14 faculty of color by 2018.

Panel reviewing University of Missouri takes a look at diversity programs, Title IX compliance

By Celeste Bott St. Louis Post-Dispatch, Oct 7, 2016

JEFFERSON CITY • Efforts to improve inclusion in the University of Missouri system have included a plan to double the number of minority faculty members and an audit to assess the university’s diversity practices and procedures.

But also looking at the issue is a panel tasked with evaluating the university and making recommendations to state lawmakers.

That panel – and the university’s own efforts – came together after racial unrest at Mizzou last year eventually led to the resignations of two top administrators and the firing of Melissa Click, a communications professor involved in a dispute with police and reporters covering the protests.

Last week, another racial incident led to the suspension of Delta Upsilon, a fraternity on campus, after members were accused of shouting slurs at black students. The university is investigating.
After the incident, some students expressed concern that not enough was being done to make Mizzou and its satellite campuses more inclusive for students of color.

Members of the review commission lawmakers appointed say that it's too early to say definitively what works and what doesn't. Still, they'll have to make recommendations to the legislature in December.

The eight-member commission broke off into work groups to tackle four categories of issues: workforce readiness, including an overview of programs and faculty; governance and accountability, looking into administrative leadership and rules; the university's extensions and research; and diversity and Title IX compliance.

Title IX is the federal law that prohibits sex-based discrimination in federally funded education programs and activities.

Pamela Washington, an adjunct professor at the University of Maryville in St. Louis, is one of the members tasked with evaluating the university’s diversity and inclusion.

She said that has entailed visits to each campus to see how diversity and title IX initiatives are practiced at each campus, as well as what percentage of students are represented in certain programs.

“What we’d also like to do is get more information, not just data and demographics, but more information from the students themselves as to what the tone is like on their campus and what programs they think are effective, or need to be revamped,” Washington said.

Timing is a factor, however. With a hard deadline in the new year, Washington said they were also looking at successful inclusion efforts and diversity audits at other universities, like Vanderbilt, so as not to “reinvent the wheel.”

Then it’ll be a matter of seeing what works for Mizzou, she said.
“We want to see what efforts are already working well, and which ones need to maybe be
tweaked or discontinued,” Washington said. “Or maybe some programs need more time.”

Renee Hulshof, a conservative radio host, is partnered with Washington. Together, they’ve also
worked with Kevin McDonald, the UM System’s chief diversity officer, to try to get a snapshot of
the university over time, including admission and graduation rates broken down by race and
gender.

“Where do we fall short as an institution in providing education to the people who come here?”
Hulshof said.

But that data has been hard to get, and isn’t entirely organized, she said. One likely
recommendation will be for the university to improve data collection and availability, which can
hopefully provide better information about students of color and their experiences on campus.

As far as the commission goes, it still has its limitations, she said.

“We can condemn the behavior, and say this will not be tolerated. I don’t know that there’s
anything beyond those things we can do,” Hulshof said.

Washington said she thought the audit was at least a step in the right direction.

“(It shows) they’re at least taking action and not just having conversation,” she said.
University of Missouri fraternity no longer investigating its members for racial slurs

COLUMBIA, Mo. - Delta Upsilon officials let their members know this week that the fraternity is no longer investigating reports of racial slurs used by members last month.

According to a letter obtained by ABC17 News, the chapter has received a Title IX hearing request from the University of Missouri for the incident.

The letter also mentioned fraternity officials were made aware of other incidents involving the chapter as well and are still investigating them. They happened in late August and early September, and the Office of Student Conduct at the university has also requested a hearing.

Officials said in the letter that the fraternity was already on disciplinary probation on Monday, Sept. 25, for the incidents that happened in August and early September.

The suspension occurred after allegations that members of the fraternity had used racial slurs against members of the Legion of Black Collegians. That remains in place for now, but officials stress it's because of the new incidents and not the racial slurs.

The university's actions will limit chapter activities through spring 2017.

"The Missouri Chapter has had a strong track record of success and alumni support throughout its 92 years. However, the alleged incidents being investigated are deeply concerning. We are committed to ensuring the chapter is a positive contributor to the Missouri campus community," wrote Delta Upsilon Executive Director Justin Kirk.
Slurs, blackface, and gorilla masks: The academic year opened with racial ugliness


After police shot a black man in Charlotte, Jeremiah Pearson was so upset by yet another senseless death that he went to a friend at Eastern Tennessee State University and asked if he would help him organize a peaceful Black Lives Matter protest. They prepared for some backlash.

They did not prepare for this: On the second day, a white student walked out of the library barefoot, wearing overalls, a gorilla mask, and carrying a burlap sack with a Confederate flag on it. He was making monkey noises, and he offered protesters bananas. He used a racial slur. He tied a rope around a banana and dangled it in sophomore Jaylen Grimes' face.

It was a powerful symbol of both the challenges and the possibilities that face universities -- and the nation -- in what many believe is an increasingly volatile racial climate.

This academic year opened with an onslaught of racially charged incidents at colleges across the country. A professor at Eastern Michigan University found a racial slur spray-painted on the side of a building on campus along with "KKK" in large letters. A former Kansas State University student shared a photo of herself and a friend with their faces painted black, and a racial slur. Students at the University of Michigan found posters on campus warning white women not to date black men. On a wall at Ohio University, someone painted a person hanging from a noose.

And again, the University of Missouri campus was thrust into the discussion of the racial divide when this year began with black students hearing the n-word yelled at them. It was almost exactly a year after a racial slur in fall 2015 prompted a student leader at Missouri to force a public debate about race that erupted into protests so intense -- including a threatened boycott from members of the school's football team -- that they forced out the
The battery of ugly incidents this fall is a reflection of our times, said Benjamin Reese, vice president of institutional equity and chief diversity officer for Duke University and Duke University Health System. National protests over police violence and race have changed the climate on many campuses, he said, and so has political rhetoric. And as racial tensions and polarization ramp up, things that had been muted are now increasingly likely to be expressed intensely and directly.

In 45 years of working with race and diversity issues, Reese, the immediate past president of the National Association of Diversity Officers in Higher Education, has seen dramatic cultural change. But in the past year or so, "I certainly do see a backward step," he said. "There is a kind of increase, or culture of permissiveness when it comes to saying things and expressing hostile intent and in some cases engaging in violence."

"The racial ugliness we see on campus and on social media isn't new," said Shaun Harper, executive director of the Center for the Study of Race and Equity in Education at the University of Pennsylvania.

Some experts said there's no proof that there are more racist incidents on college campuses than in the past -- they say such things have long been happening -- and they're not aware of anyone who tracks such incidents in a systematic way. But they're far more visible now, in part because phones so easily capture the moment -- before it's painted over, deleted, washed away or denied -- and social media so easily spreads it instantly to the world.

"It is quite possible that there is growing resistance to the conversations about the need for greater diversity and inclusion efforts in higher education, but there's no concrete evidence to say whether or not that's the case," said Sam Museus, director of the Culturally Engaging Campus Environments Project and an associate professor of higher education and student affairs at Indiana University Bloomington. "Any time you have pressure to change, there are people who resist that pressure."
At scores of schools last year, students demanded change -- pushing for more faculty of color, cultural centers, and new names for things on campus that honored people whose legacies included slaveholding and advocacy for white supremacy.

This year, as some football players take a knee or raise a fist during the national anthem and Black Lives Matter protests continue, at some schools, real changes are happening.

The University of Oregon removed the name of a former KKK leader from a building. Georgetown University promised to give an admissions preference to descendants of people who Jesuits sold as slaves in the 1800s, a sale that brought considerable financial benefit to the university. Seventy-five universities hired chief and senior diversity officers in the past year alone, a more than 40 percent increase. At Mount Vernon, Va., this weekend, a panel is discussing universities and the legacy of slavery, something a growing number of college presidents are willing to explore. Next spring, Harvard will host a conference on the topic.

Last week, Harvard's president announced a university-wide commission on inclusion and belonging.

"Harvard has come to understand that the promise of diversity requires attention beyond our hiring and admissions decisions," Drew Faust told the campus community in a statement. "It is no less important for us to create an environment on campus that is open and inclusive and that inspires a sense of belonging for all members of our community."

At a forum in Washington, D.C., on universities and the legacy of slavery last week, Faust, a historian, said the issue is far more than about the past: "It's so embedded in us and who we are."

At Eastern Tennessee State University, the small group of friends planning a protest knew they were taking a risk. For Jeremiah Pearson and Jaylen Grimes, it was the first time they had been involved in any kind of activism.

They just wanted to make the point that black lives are lives too, Grimes said.
"We do love all lives -- white lives, black lives, brown lives, yellow lives," Grimes said. "If there were people that were purple with polka dots, we would love them just the same."

Pearson knew, from social media, that some people were angry about the protest.

"We are in the south, a fairly conservative, religious area," that is predominantly white, said Nathaniel Farnor, vice president of the ETSU student government association, one of the small group of friends who organized the protest. "In our region it's usually frowned on. Black Lives Matter -- I've heard people call it a terrorist group, a hate group, a racist organization."

When the person with the gorilla mask walked toward them, Grimes said he was in shock, his heart shaking in his chest.

But he steeled himself and, for more than 20 minutes, as a white person taunted them with a noose and bananas, they did something remarkable: They stayed calm.

Grimes told them they needed to make it clear to everyone that it was a peaceful protest, a counterpoint to the anger and rioting that had emerged elsewhere in the country.

"They want to start an argument with you, let the fire flame up," Pearson said. "We want to extinguish the fire."

Grimes was thinking, "You can exercise your First Amendment rights, but don't touch anyone."

When Tristan Rettke, who had been a freshman at ETSU, took out the rope and held a noose in their faces, Grimes said, police stepped in.

Rettke was arrested and charged with civil rights intimidation, a felony in Tennessee. The arrest was controversial.

Rettke, who is no longer enrolled at ETSU, did not respond to requests for comment. Police said he told them he went to buy rope and bananas when he learned of the protest, saw the gorilla mask and bought that as well, intending to provoke the demonstrators.
Rettke’s lawyer, Patrick Denton, said in a written statement that Rettke deeply regrets the events leading up to his arrest "and understands the negative perception of his speech and actions."

"He respects the rights of those in the 'Black Lives Matter' movement to peacefully demonstrate in furtherance of their message in the spirit of the First Amendment. That being said, despite what many may feel was objectionable behavior, Mr. Rettke has the same Free Speech protections as those in the 'Black Lives Matter' movement," Denton said in the statement. "Above all, he did not intimidate or attempt to intimidate anyone during this incident. Accordingly, we look forward to defending his rights in a court of law."

On ETSU’s Facebook page, people engaged in heated debate over whether the punishment was too harsh, with some horrified by what he had done and others saying, "White lives matter." "Kid did the right thing," one person wrote. "Glad someone stood up to the hate group BLM."

The Foundation for Individual Rights in Education questioned the arrest on First Amendment grounds. So did the ACLU of Tennessee. Hedy Weinberg, the executive director, said in a statement that they were disturbed by the event, and commended the protesters for their measured response despite the legacy of lynchings in the south.

"However, while the student in this instance clearly intended to mock and provoke people, from video of the incident he did not appear to be making a targeted threat or to be creating a real fear of bodily harm. Particularly in a public forum space where First Amendment protections are at their height, even this kind of contemptible racist speech is protected by the First Amendment," Weinberg said.

Universities, Weinberg added, don't have to be passive in such situations: "The best answer to hateful speech is always more speech."

University leaders were quick to respond. They offered support to students. They hosted an open forum that day. Rettke is no longer enrolled. Farnor said administrators met with students
to talk about things they wanted to see change on campus. "I believe it will have a lasting impact," he said.

And the next day, which Pearson and his friends had planned as the third and final day for their protest, the same group of 20 or so students were out there -- along with a couple hundred more, holding signs, arms locked.

"Black people, white people, Hispanic people, Asians," Grimes said. "It was a beautiful day."

**Foley optimistic after late gain in University of Missouri enrollment**

The bump in enrollment since opening day and higher-than-expected sophomore retention make it possible to consider forgoing general budget cuts planned for future years, interim University of Missouri Chancellor Hank Foley said Thursday.

When applications and other data in the spring pointed to a significant drop in enrollment, Foley ordered a 5 percent cut in general fund budgets for this year and 2 percent cuts in each of the next two years. The enrollment estimates proved correct, with 32,777 students enrolling Aug. 22, the first day of classes, down from 35,050 on opening day 2015.

An additional 489 students enrolled by Sept. 20, up from 398 after opening day 2015. Sophomore retention, at 85.7 percent, is the third-highest in school history. While the figures, in total, are the lowest enrollment since 2010, the large number of late arrivals might mean MU is rebounding, Foley said.

“They do give us hope; they give us a lot of hope,” he said. “And, as I said, we are doing everything we can to bring those numbers back.”

Whether the cuts can be avoided also will depend on state lawmakers, he said.
“The legislature has to decide, obviously, how much they can afford to give us in appropriation,” Foley said. “We are thrilled that they gave us 4 percent increase this past year, so if they could continue on a path like that, it would help us tremendously.”

Total enrollment was up at two of the other three University of Missouri campuses, including a surprising increase in St. Louis. UMSL planned for a 3 percent drop and instead recorded a 1.5 percent increase, Bob Samples, associate vice chancellor for communication, wrote in an email. The campus cut 85 jobs to prepare for lower tuition revenue.

“We usually have a good handle projecting on campus numbers based on first day enrollment,” Samples wrote. “We have less certainty projecting off campus enrollment — which turned out very strong this fall. We typically project conservatively — because we’d rather answer the question ‘why up?’ as opposed to ‘why down?’ ”

Enrollment at UMKC is 16,944, also up 1.5 percent over fall 2015. Increased undergraduate enrollment offset a decline in graduate school enrollment, John Martellaro, director of media relations, wrote in an email.

At the Missouri University of Science and Technology in Rolla, enrollment declined by 51 to 8,838. Enrollment in Ph.D. programs increased to 624, the university said in a news release.

The enrollment decline on the Columbia campus was caused in part by the hit MU’s reputation took as it was enveloped in campus protests and administrative turmoil that led to the resignation of President Tim Wolfe and a lengthy public thrashing by state lawmakers. There also are fewer students in Missouri high schools, and past enrollment growth meant MU did not engage in aggressive recruiting outside the state.

“We know demographics are going to be difficult in the state for the next five years,” Foley said. “But it is hard to predict what will happen with out-of-state enrollments. They went down this year, more than in-state enrollments did, so that’s why we’re working pretty hard to be sure we do everything well in-state, and, of course, we will continue to work very hard and even harder on out-of-state recruiting.”

Finding the right size to the campus “is a little tricky,” Foley said. Until this year’s decline, the campus grew 50 percent in five years and doubled in numbers over 20 years, Foley said. The growth was driven by a need for tuition revenue to keep up with rising costs. At the same time, higher enrollment added costs of its own, he said.

“The second thing is the sociological aspect to that much growth,” Foley said. “I’ve said it before, and, I think, because we are not as small, we are not as warm, maybe, as we once were as a campus, and I want to look at that, too.”
COLUMBIA, Mo. (AP) — The University of Missouri says fall enrollment at its Columbia campus has slid 6.2 percent to its lowest level in six years.

The university announced Thursday its student body totals 33,266, down nearly 2,200 from the fall of 2015.

A spokesman for that campus attributes that campus’ decline to its months of racial unrest, a drop-off in the region's high school graduates and more intense competition for recruits in St. Louis and Chicago.

University officials had anticipated the enrollment decline but say it's not as sharp as initially estimated when fall classes began in August.

The number of black students at the Columbia campus fell by 242, to 2,302.

The Daily Star-Journal of Warrensburg (http://bit.ly/2dRQkrW ) reports that enrollment statewide at Missouri’s public universities is down 2 percent.
Steady Jump in Enrollment Numbers at MU Since Opening Day

Watch the story: http://mms.tveys.com/PlaybackPortal.aspx?SavedEditID=62f8df29-4372-4c1c-bc77-02e1ee500932

Enrollment at MU Lowest in Six Years

Watch the story: http://mms.tveys.com/PlaybackPortal.aspx?SavedEditID=25b328c2-6e04-40fb-9315-dd762f1a0cf9

UM System’s financial report shows a lower increase of wealth

The system is still financially stronger than most universities, Chief Financial Officer Brian Burnett said.

The UM System made more than or met expectations for most aspects of fiscal year 2016, though some aspects of the financial report show a decrease, UM System Chief Financial Officer Brian Burnett said during the Board of Curators’ Oct. 6 meeting.

During a presentation, Burnett said that the institutional wealth of the UM System increased by 2.5 percent. Despite the growth, most of the increase came from noncurrent assets, such as long-
term investments and not yet received gifts. Current assets, which are assets expected to be used within a year, went down 9.9 percent, or $10.9 million.

While the total institutional wealth has increased, the return on the institution’s assets decreased from 2.6 percent to 2.4 percent.

Burnett said even though there were decreases in gains, the UM System is still above average for most universities. According to the Composite Financial Index, the UM System is still financially healthy. However, the index also indicates the system has low financial flexibility.

Other negative signs include a yearly increase in pension and other post-employment benefits liability, which is the total amount of money due to retirees that the institution does not currently have. These have greatly increased each year since 2009’s $24 million of liability. The current liability is $890 million.

Curator John Phillips asked if the board has done enough to help reduce the pension liability, and Burnett responded by saying that he was considering the possibility for a new pay structure for new hires.

Burnett said since the system’s debt did not increase this year, the liability would begin steadying out this year and decrease. Burnett said that for pensions, “difficult decisions are still going to be made,” despite the relative financial strength of the institution.

Due to the low amount of flexible spending, there are some key risks going into the next fiscal year. Burnett said good investment returns are needed but not totally predictable, and the payment for deferred maintenance needs an estimated $1.6 billion.

Treasurer Thomas Richards explained that it has been difficult to predict financial returns due to the volatile market created from the 2008 recession. In the 2016 fiscal year, there were four significant changes in monthly returns ranging from -6 percent to 8.4 percent.

To adapt to the new financial environment, the UM System created a new equity structure that gave more emphasis on less traditional investment programs. Richards called this a “success” so far, and said the program made $12.5 million dollars more than expected this year.

Other aspects of the equity structure are not making their expected results, especially with the more traditional investment programs. As a result, the retirement plan lost .4 percent on its investments.

“Everyone’s got be saving more,” Richards said in regard to preparing for retirement.

One of the larger investments the UM System is making is the Intercollegiate Athletics Master Plan. This plan includes renovations in Faurot Field’s south end zone and the creation of a new 100-yard indoor facility and football operations building.
The renovations will provide more premium seating for the stadium and increase the space athletes have to train. The additions are being funded by gifts of $31 million, and more seven- to eight-figure gifts are incoming.

Phillips said while it seems like a bad financial decision to invest in athletics, it brings in revenue and gets people who watch Southeastern Conference games to be interested in MU’s campus.

Mizzou softball coach Ehren Earleywine said he was told to ‘start looking for another job’

BY TOD PALMER
tpalmer@kcstar.com

Missouri softball coach Ehren Earleywine essentially was given his walking papers by then-athletic director Mack Rhoades early into an investigation of alleged verbal abuse of players.

“It was probably mid-March and Mack called a meeting with me,” Earleywine said. “No pleasantries, he basically looked at me and said, ‘You need to start looking for another job.’ That was pretty much the end of the conversation.”

Two months later, the investigation went public after a group of players announced they were playing in protest of the investigation. The Star learned in late May that he was under a Title IX investigation as well.

Earleywine spoke with reporters for the first time since the end of last season after the first game of the fall slate Friday at University Field in Columbia.

“The rest of the second half of the season was extremely difficult, knowing that I wasn’t going to be the coach here and trying to be invested while at the same time knowing I was being booted,” he said. “It was a difficult thing, but I managed.”
The investigation continued into August before Missouri announced Earleywine had been cleared of wrongdoing in the Office for Civil Rights and Title IX’s investigation. Two weeks later, Mizzou announced Earleywine would be retained for the 2016-17 season after a meeting with executive associate athletic directors Tim Hickman, who is the administrator in charge of softball, and Sarah Reesman, who was the department’s interim athletic director.

New athletic director Jim Sterk signed off on the decision and “has been in my corner since he got here,” Earleywine said.

Still, the months-long investigation had an impact on Earleywine.

“It makes me cautious of what I say and what I do,” he said of the fallout from the investigation. “... The days of coaching on instinct and passion may be a thing of the past. I’m a little bit more cautious, and you have to pick your words a little more carefully, because we’re in a place in our country that I don’t like.

“I think everybody’s so politically correct now that people get their feelings hurt and kids have more power than they should have. The inmates run the prison a lot of times. It’s a shame, but it’s where we’re at and I either need to adapt to it or ring a bell at Walmart of something, because those are my two options right now.”

Sterk said last month that Earleywine wasn’t placed on a social contract that outlined expected behavior moving forward, but Earleywine said Friday he’s agreed to a “list of conditions” that he must adhere to or risk discipline, up to and including dismissal, in the wake of the investigation.

“Quite honestly, I feel 110 percent confident that I’ll be able to meet all those expectations,” Earleywine said. “... I think I’m just being watched a little bit closer on those things, and that’s fine. I’ve proved people wrong my entire life. I think there’s a lot of people that don’t think I could adhere to something like that, but I will and those people motivate me to do that.”

Part of Earleywine’s confidence also stems from a better rapport with Sterk.

“I’m super-excited about his leadership and the direction that he’s taking our athletic department,” Earleywine said. “I think he’s headed us in a different direction than we were in and I think it was important that we got that. I’m really excited about his leadership, his temperament, his experience. Everything I’ve seen so far, I’m a fan.”

When Rhoades resigned in mid-July to accept a job as Baylor’s athletic director, Earleywine — a native of Jefferson City and lifelong Mizzou fan — had renewed hope he might keep his job.
“I knew from the minute I heard that he was leaving for Baylor that things were going to be different and I was just hoping and praying for a great guy, a great leader and I couldn’t be more happy than I am with Jim,” Earleywine said.

Does he think the investigation became personal with Rhoades?

“Maybe, I can’t say for certain, because I’m not in Mack’s head, but I think that behind closed doors I’m probably not his favorite person in the world,” Earleywine said. “But I don’t know how much of that weighed into his decision to analyze whether or not I should be coming back or not. You’d have to ask him that.”

Asked if he felt he was treated fairly, Earleywine — after a pause — said, “I probably shouldn’t answer that.”

He believes the investigation should have been dropped “the first day and moved along with things, but that’s just me,” Earleywine said.

If he has a regret about the situation, it’s that it prolonged an already tumultuous and difficult year for Mizzou, which also endured a football boycott in November amid protests sparked by a series of racist episodes.

Earleywine said his “educated guess” as to why he wasn’t fired in midseason — after that meeting with Rhoades — was an effort to avoid disrupting the season for the team “and probably was hoping that I would fade calmly into the sunset.”

That, of course, didn’t happen.

“Obviously, it didn’t turn out like that, and it ended up being quite a black eye for all of us,” Earleywine said. “That’s the thing I regret more than anything. Before being a softball coach at Missouri, I’m a Missouri fan, and it’s bothered me what’s happened — not just with that incident, but, over the last year or two, some of the things that have gone down. None of us like it, and I didn’t want to be a contributor to that. I felt like that situation was just another nick and, to be a part of that, made me sick. I wish it wouldn’t have gone down like that, but I’m not the one who started it.”

Earleywine is 453-154 in 10 seasons at Mizzou, including an NCAA regional appearance each season and eight trips to the super regionals. The Tigers reached the Women’s College World Series three straight years during 2009-11.
“I’ve had days that were really hard, that equaled the pain that we felt last year, but nothing over that amount of time,” Earleywine said. “It just wore on me. It wore on our team. It wore on our fans. It was a burden for all of us to bear.”

Earleywine sought counseling to address some of the issues central to the investigation, including adjustments to the language he uses with the team, and has a new mentality after the ordeal.

“It gave me a new appreciation for the reason that I got into this in the first place was to teach softball,” he said. “I love this game. Last year, when I was carrying this burden around, I couldn’t really think about that, because there was the weight of everything else.”

More from Earleywine:

▪ There has been substantial turnover during the last season.

That’s in terms of players — with pitchers Paige Lowary transferring to Oklahoma and Tori Finucane leaving for Minnesota among seven defections since the start of the 2016 season — and staff.

Longtime pitching coach and ace recruiter Pete D’Amour also left, becoming head coach at Kennesaw State. He took MU volunteer assistant Doug Gillis with him as the Owls’ new pitching coach.

“I’m going to miss Pete as a friend more than anything,” Earleywine said. “We’ve been through a lot together. He’s a great friend and he’s a great person.”

Earleywine said he has identified D’Amour’s replacement, but some paperwork still needs to be signed before a formal announcement.

▪ Earleywine said the investigation hasn’t impacted recruiting. Of the 25 players in eighth through 12th grades who were committed to the Tigers, none de-committed — a fact he attributes to personal relationships.

According to Earleywine, the 2017 recruiting class is the third-ranked collection of prospects in the country.

“I don’t think this is going to be the best team I’ve ever had, but we’re going to be competitive once again and we’re going to be competitive at the national level,” Earleywine said. “That’s saying something after the year we’ve been through.”

▪ There’s ample reason for excitement for Earleywine and his team, which should move into a new stadium in March.
“Our first home game will be Oregon on a Friday night on March 3, and they’re saying that the timeline is March 1 for the completion of the stadium,” Earleywine said. “I would think that would be awesome night to start against a great team like that on a Friday night and that place would be full.”

The Chronicle of Higher Education

How Presidents Try to Stay Ahead of the Social-Media Outrage Machine

By Lee Gardner October 09, 2016

No MU Mention

Students parade in blackface one day. A faculty member tweets inflammatory rhetoric the next. An activist group mounts a protest over campus climate, or sexual assault. The incidents come so fast that it’s difficult to keep up. This new normal has transformed the college presidency, intensifying its demands. Fueled by the breakneck pace of social media and its broad reach, controversies and protests build quickly, and campus leaders are scrambling to adapt their policies, practices, and teams to get ahead of it all.

Presidents like John C. Hitt of the University of Central Florida — who began his career as a faculty member in 1966 — remember the era of phone calls and typewritten memos, when responding to urgent issues within a week was considered quick action. Now students — and, often, the traditional media — demand immediate reaction. Before Twitter and Facebook and Snapchat, the messaging of many a
campus protest, with a few students and handmade signs, rarely made it beyond the quad. Now individuals can garner national media attention in an instant.

Leaders are struggling to be more than reactive in an environment that offers little time to mull and no margin for error. They are learning to take more care with more communications, adding extra eyes to their messages and choosing their words more carefully. With those changes, they are shifting the nature of their work and the focus of the top campus job.

For Nicholas B. Dirks, departing chancellor of the University of California at Berkeley, the new climate of protest came as a surprise and changed the way he does his job. The name "Berkeley" has been synonymous with campus activism for more than 50 years, and protests are "regular, even routine," says Mr. Dirks, who took office in 2013. But he adds that he has been struck by the growth in the number of issues he is asked — or forced — to respond to. "There’s almost always something that seems to be either on a boil or soon to get there," he says.

Mr. Dirks, who announced in August his intention to resign, has faced criticism and controversy on a number of fronts, including questions over how he handled accusations of sexual harassment against faculty members and administrators, criticism of a sweeping cost-cutting plan, and allegations of misuse of public funds.

He singles out one incident that exemplifies how things have changed for presidents.

In the fall of 2014, Mr. Dirks sent an email to the campus marking the 50th anniversary of the founding of the Free Speech Movement at Berkeley. In the message, he wrote that the meaningful exercise of free speech required treating each other with "civility." The notion, he notes, came directly from the institution’s Principles of Community, adopted in 2004, which call for "civility and respect in our personal interactions."

Within hours, Mr. Dirks found his choice of terms being picked apart on Twitter, after some took his call for civility as tacit discouragement against speaking out at all. "Honor the IDEAL of free speech GRACIOUSLY, people. Don’t tell Dad Dirks to shut up, for instance," @brokenhegenomy tweeted. "Letter from Dirks is chilling," said @durgaakv Within days, his words were being parsed by university faculty members and by others all over the internet. Traditional media outlets including the Los Angeles Times, The Washington Post, and The Wall Street Journal weighed in. He was compelled to release another statement affirming the university’s support for both academic freedom and civility. The public discussion continued for weeks.
Mr. Dirks says the incident changed the way he and his staff handle communications: "The first thing I learned is that you never sign off on a message when you’re late getting to the airport." In short, he says, haste in preparing any public statement increases the chances that the statement may be misread.

Getting more eyes, and more perspectives, on a message may help decrease the chances of a misunderstanding or an unconsidered reaction. Mr. Dirks says three people saw his "civility" message before it went out. "When we sent out our follow-up, it probably had been seen by 10 to 15 people," he says. "Now, for most messages, we usually have anywhere between six and 10 take a look."

There’s no formal group of reviewers, although staff in the president’s office often share draft messages with people who might be inclined to see another side. For example, Berkeley’s athletics programs polarize its campus between boosters and those who consider sports superfluous to the university’s mission. Dan Mogulof, executive director of communications and public affairs, says any message about athletics is shared with representatives of both camps.

"That doesn’t mean the chancellor’s led around by the nose by any particular group of people, but it does give you an assessment of what may be missing," Mr. Mogulof says. "Are there are additional things that we take to be self-evident that others don’t?"

Mr. Dirks spends more time scrutinizing his own words, too. During his first year as chancellor, he says, he sweated over a couple of big speeches, spending weekends polishing the texts. Now he spends "an inordinate amount" of weekend time working on ordinary external messages, "bringing the same degree of care, research, and consultation into play to make sure we are being at least as mindful as we can be about how people would read and understand and respond."

Even with a large and complex university to run, "it’s become the case that a strategic approach of messaging out of my office has become one of our most critical concerns," Mr. Dirks says.

When a protest begins or a racial incident is reported, a clock starts ticking. A president and his or her team must evaluate how to respond, and quickly. If they delay, the competing voices of social media can quickly take over the narrative, or it can appear that the president is insensitive or oblivious to the situation.

Hate incidents, especially, require alacrity from leadership, says Margaret Dunning, a managing partner at Widmeyer Communications, a public-relations firm that advises colleges. Normally she tells leaders not to make public statements without knowing
all the facts, but if a college doesn’t act quickly, "you’ve lost part of the war." A statement that acknowledges the unknowns and emphasizes that hate is not acceptable can reassure the campus and "set the moral high ground that is needed," she says.

Texas A&M University got to test its crisis-response capability in February, when a group of students visiting from a Dallas high school, most of them African-American and Latino, informed the coordinators of their visit that they had been met with racial slurs and insults from a handful of Texas A&M students.

The coordinators quickly informed the university’s administration. Christine A. Stanley, vice president and associate provost for diversity, left a meeting, found the high-school students at their last stop on campus, and spoke to them about the incident in person.

Back at the administration building, Michael K. Young, the president, grabbed quick conversations with senior administrators by phone and in the hallway, trying to find out what had actually happened and weighing how to handle the situation.

"Knee-jerk responses have to be avoided at all costs," he says. "That becomes a challenge, too, because your first instinct is to side with the people who are outraged about this or that." But a hasty condemnation — especially one based on an incomplete understanding of the incident — could seem to others like a rush to judgment.

Mr. Young says he tried to "go back to first principles a little bit, about what we stand for, about what is acceptable and unacceptable." If you base your response on the university’s core values, "even if it doesn’t play out the way the Twitter world initially thinks it should, you never have to back away or apologize for that."

That afternoon and evening, Mr. Young and his staff drafted a statement that was released the next day, as news stories about the incident were starting to circulate. In his initial statement, he condemned the reported incident, promised an investigation, and called for "a deeper discussion about freedom of speech and inclusion" on the campus.

He ignored demands from state legislators and others to summarily expel the students believed to be the culprits. "This wasn’t going to make us lose our minds," he says. "We had appropriate channels for dealing with things, even things quite inappropriate like this, and we intended to do that."

Mr. Young traveled to Dallas the next week to meet with the high-school students and apologize in person. The Texas A&M students behind the incident have since left the university. (A spokeswoman says Texas A&M does not publicly discuss the outcome
of student-conduct hearings.) Mr. Young says he was able to use the situation to foster a campuswide conversation on issues of race and inclusion that "put them on everyone's radar screen."

The university's response was appropriate for that situation, says Teresa Valerio Parrot, principal of TVP Communications, a company that counsels colleges. She praises Mr. Young for not getting mired in a discussion of free speech and First Amendment rights. Instead, his immediate apology and welcoming reassurance to prospective students and their families "set an expectation for behavior and respect for all Aggies," she says in an email.

One of the most challenging things about today’s environment is the difficulty of predicting what will blow up into an issue demanding the president’s attention. Some colleges have created structures to try to anticipate as much as they can. At the University of Central Florida, as on other campuses, administrators meet regularly to discuss issues that may arise in the months to come and how to respond. At American University, the communications office compiles a list of issues that may need to be addressed each year and creates a document with talking points and internal resources related to each one. Copies are distributed to senior administrators throughout the university, just in case.

But talking points can help only so much when everyone is talking. The multitude of voices that social media has unleashed in the public sphere has led not to a public conversation as much as a public cacophony. Marvin Krislov, president of Oberlin College, worries about the level of public discourse, he says, "and our ability to say, ‘Actually, this may not be accurate,’ or ‘This also needs to be contextualized.’ Those are the ways that powerful analysis can really take place."

Oberlin found itself in the cacophony last year as a result of a student’s journalism assignment to write about an issue on the campus that needed fixing. The story, which was published in The Oberlin Review, criticized Bon Appétit, the company that handles the college’s dining services, for serving inauthentic imitations of ethnic dishes such as sushi and banh mi. The article reported that many students considered the dining-hall dishes a form of cultural appropriation.

Mr. Krislov, who is stepping down at the end of this academic year after a decade in office, says the article inspired swift action. The dining-services staff met with the vendor and students to try to respond to concerns and improve the meals. "This is exactly what you want to see in an institution — responsiveness to a concern that’s raised," he says. "It was dealt with."
But the story, which was posted on the Review’s website, circulated on social media. More than a month after the initial article was published, the New York Post and other publications seized on the incident as an example of entitled and overly sensitive millennials run amok. Other news outlets picked up the topic to echo the Post’s point, to attack its mockery, or to mention the controversy over a relative noncontroversy. It was soon a national story.

"It was quite a shocker to us," Mr. Krislov says. "They took this student-news story and just sort of reprinted it, and they didn’t really do the digging to find out the aftermath." When it broke big, Mr. Krislov was on a family vacation in Peru. He contacted his staff back in Ohio, but there was little he could do. "How do you tell people, ‘This is not a story?’ " he says.

After he returned to campus, Mr. Krislov fielded phone calls from reporters. He discussed the incident in his annual State of the College speech, lamenting that it ultimately provided "fodder for people who want to portray college students in negative ways." He met with alumni who were upset over the bad press. Eventually the hubbub over Oberlin’s sushi bar died down. But it didn’t go away.

"The negative things do travel," he says. "They’re not analyzed, and they’re not contextualized, and in fact sometimes they’re pretty inaccurate, but once they’re out there, they’re there."

During meetings with alumni this past summer, he says, he still heard, "What’s going on with the food thing?"

Colleges that find a way to better distribute the most important responsibilities may better weather the new normal, says Ms. Parrot, the consultant. Presidents often feel trapped between wanting to honor their roles as problem-solvers-in-chief, she adds, and wanting to delegate problems to the administrators with the expertise to solve them. Institutions where the president, and his or her cabinet, have been able to define their individual roles and responsibilities to the campus so that it’s clear who is best suited to address a particular concern, she says, "are the campuses where I don’t see the same kind of turmoil and consternation."

As the president of a campus with more than 54,000 undergraduates, Mr. Hitt, of Central Florida, must hand off some situations that might gain the president’s attention at a smaller institution. "If you have that really caring person who’s ready to step in, and the message is, ‘The president’s office asked me to call you,’ it seems to work for us pretty well," he says.
As colleges struggle to adapt to the new normal, activists are adapting as well. The current wave of campus protests began almost a decade ago, according to Angus Johnston, a historian of student activism who teaches at the City University of New York’s Hostos Community College. At the time, there were a number of building occupations for which the occupiers had no specific demands. That has changed.

"Students are turning their attention to the interior workings of the university," Mr. Johnston says. "They’re becoming much more interested in really holding the university’s feet to the fire, in terms of making actual structural changes." The recent protests that compelled some colleges to change the names of buildings because of associations with slavery may be only the beginning of a wave of more targeted actions, he says.

Today's activists also want change now. Many see the committees and deliberate tempo through which higher education tends to transform itself as stalling tactics rather than an effective process. Some colleges are picking up the pace. Demands from students to change the seal of Harvard Law School because of its association with a slaveholding family led to a committee, but it was a committee that delivered recommendations within a year, Mr. Johnston says, rather than "being set up as a place where controversy goes to die."

Activists have helped prompt important changes on campuses by pressing administrators to do their jobs better. Student protests have compelled institutions to face their lack of action on issues like campus climate, for example. And, ideally, students should be thinking about critical societal issues, says Mr. Young, of Texas A&M: "If that thinking sometimes manifests itself in a particularly vigorous way, that’s not the world’s worst thing."

One of the paradoxes of the new normal is that face-to-face communication between college leaders and their constituencies has never been more valuable or more difficult. A meeting with the president can humanize both sides and their positions, but the volume of instances in which a sit-down could help is too great to meet at many institutions.

"I haven’t seen anybody at large campuses who’s cracked the code on this," says Mr. Mogulof, the Berkeley communications director. But it’s clear that "assuming that it’s going to be sufficient to simply kick out an email with expressions of concern and regret, and reiterations of institutional values about a particular area, and that’s going to be good enough — those days are over."

The president is still the voice of the university, but Mr. Dirks, of Berkeley, says his experiences over the past three years have changed his understanding of how that
voice works. Before, the president made a statement to a group and that was that. "We now think more and more about beginning a dialogue," he says in a telephone interview, "and understanding that dialogue has to take multiple forms and sometimes be expressed across multiple media."

At one point, Mr. Mogulof interrupts the call. "Can you just hold on a second?" he asks.

After a few seconds he and the chancellor return. Mr. Mogulof apologizes. A new issue had popped up. He couldn’t divulge what it was. But, he adds, "it was something the chancellor may have to comment on."

**Tips for Managing in a Volatile Campus Climate**

**Listen, and think.** Knowing what students are concerned about, and taking those concerns seriously, can help keep a leader from seeming clueless when they come to a head.

Responding to a crisis is tougher, says Michael K. Young, president of Texas A&M University, if "you end up approaching something that you’ve never thought about before."

**Anything you say can, and will, be held against you.** In the current environment, campus executives have no room for personal opinion or an intemperate remark.

"Presidents and chancellors are going to have to be aware that virtually everything that they do, and certainly everything they say, will be scrutinized," says Nicholas B. Dirks, departing chancellor of the University of California at Berkeley.

**Have a plan.** College leaders and their staffs must make contingency plans for dealing with different types of crises, including compiling lists of people and resources to call on.

"My constant drumbeat is preparation, preparation, preparation," says Margaret Dunning, managing partner at Widmeyer Communications, a company that advises colleges. "You need to be ready for whatever might befall your institution."

**Open up lines of communication.** Presidents should try make clear to students and other constituencies which people in their administrations can best solve particular problems.

"Members of the cabinet and senior leaders aren’t always roadblocks" for activists or stakeholders, says Teresa Parrot Valerio, principal of TVP Communications, which advises colleges. "They can be those who can facilitate change and can facilitate getting the attention of the president in ways other than ways that may be felt as intimidating or threatening or less productive."

When Professors Say the Wrong Thing on Race

Comments about NFL player who started national anthem protest cost a Concordia (Mich.) instructor her job; Virginia professor keeps his job but plans a leave amid criticism of Facebook post about Black Lives Matter.

No MU Mention

As tensions over race in higher education continue to surface on campus after campus, two faculty members have been criticized over comments they made questioning -- in ways many found offensive -- movements to draw attention to injustice against black people. One lost her job and the other is planning a leave.

At Concordia University, in Ann Arbor, Mich., an adjunct teaching social psychology was fired after she answered a question in class about her views on Colin Kaepernick, the National Football League quarterback who started the protest movement in which football players and others are kneeling during the national anthem to draw attention to police violence against black people. The adjunct, Susan Quade, said that she would kill him.

Quade has not commented on the incident and could not be reached, but students recorded her discussion of the issue when she spoke to her class about the issue again a few days later. In that recording, the accuracy of which was confirmed by Concordia officials, Quade repeated the statement in describing what she had said.

In the video of her comments, Quade says that she did not mean the comment literally, and she suggests that students should have known that. "I'm not going to kill him. I'm not going to kill anybody. It was a figure of speech," she says. The video may be found here.

Gretchen M. Jameson, senior vice president of strategy and university affairs at Concordia (which includes Michigan and Wisconsin campuses), said in an interview that students reported the comments shortly after they were made. The comments were originally reported by white students, she said.
Concordia officials told Quade that she could try to regain confidence of students and the administration in the next class session (the one that was recorded) but said that she made things worse. "Not only did she not apologize, but she doubled down and made things worse," Jameson said. Quade was fired within an hour, she said.

Curt Gielow, director of the Ann Arbor campus, sent all students and faculty members this message: "Earlier this week, we were made aware of comments made by an adjunct instructor that do not align with Concordia’s values as a Christian university. After investigating this issue, the instructor will not be returning to the classroom. It is our goal to build a diverse and welcoming learning community, where all people feel accepted, valued and safe."

Concordia, as a private institution, is not covered by the First Amendment. The University of Virginia, where the other incident took place, is public and its officials cited the First Amendment in their responses.

The university’s business and engineering schools both issued statements criticizing a Facebook post about the Black Lives Matter movement by Douglas Muir, who teaches in both schools. One of the statements said that Muir would be taking a leave and issuing a statement.

![Douglas Muir](image)

While the Facebook post is no longer visible, it was copied and circulated by others who said the university should respond. (The post illustrates this article.)

The business school statement said, in part: "As a school within a public university, we respect and recognize people’s rights, including their First Amendment right to free speech. As an institution of learning, we also recognize that diversity of opinion is foundational. However, the personal statements made by Doug Muir regarding Black Lives Matter do not represent the views of this school."

The engineering school’s statement said, in part: "While free speech and open discussion are fundamental principles of our nation and the university, Mr. Muir’s comment was entirely inappropriate. UVA Engineering does not condone actions that undermine our values, dedication to diversity and educational mission. Our faculty and staff are responsible for upholding our values and demonstrating them to students and the community. Mr. Muir has agreed to take leave and is preparing his own statement to the community."
Muir did not respond to an email seeking his comment.

**MU to offer free ZOUFIT class on Faurot Field**


COLUMBIA — **The University of Missouri will offer its largest free zumba class all year Saturday, October 8 at 11 a.m. on Faurot Field.**

Gates open at 10:30 a.m. and the first 500 participants will be rewarded with a free ZOUFIT shirt.

To register for this event, text “ZOUFIT” to 41444. Registration is required for participation.

**MU Teaming Up With American Red Cross to Host Blood Drive**

Watch the story: [http://mms.tveys.com/PlaybackPortal.aspx?SavedEditID=c416df75-ac6a-4ded-87bf-64cfc55b894d](http://mms.tveys.com/PlaybackPortal.aspx?SavedEditID=c416df75-ac6a-4ded-87bf-64cfc55b894d)