Documents reveal repeated violations at MU fraternities and inconsistent sanctions

RUTH SERVEN, Dec 16, 2016

COLUMBIA — Nearly half of MU’s fraternities have been placed on probation within the past two years, and at least three fraternities have been suspended.

In October, Sigma Pi was banned for hazing. In November, Kappa Alpha Order was suspended for five years for alcohol-related hazing, and in December, Delta Upsilon was suspended until fall 2018 for violating university policy and state law.

Hundreds of pages of documents obtained by the Missourian this week reveal repeated violations of campus and fraternity policy from April 2015 to October 2016.

The documents largely refer to members of the Interfraternity Council, which oversees 30 Greek chapters at MU.

The pages record investigations of incidents and complaints over the 18-month period and show varying and often inconsistent punishment.

Kappa Sigma was fined for providing alcohol to minors, for example, but Sigma Chi was placed on disciplinary probation in February for the same violation.

Sigma Chi was also ordered to revise its guest policy and create and submit a "3 Strikes" policy to the Office of Student Life.

The documents show policy violations and allegations related to alcohol, sexual assault, spiked drinks and hazing.
Hazing incidents

MU revoked recognition of Sigma Pi fraternity in May after a student was sent to the emergency room in March with bruises on his buttocks and a blood alcohol level of 0.34.

Testimony and interviews catalogued in 246 pages describe the events of the night the Sigma Pi pledge was hospitalized.

After a scavenger hunt, pledges' cellphones were confiscated, and they were blindfolded and taken to the basement. Throughout the evening, the pledges were "tapped" with a paddle and given "gifts" of alcohol by their fraternity "dads" that they were told to finish by the end of the night.

Each pledge was also told to hide a paddle, and active members who found them could paddle a pledge as many times as they wanted. According to the report, most pledges "took at least one good hit."

MU administrators determined that the hospitalized student had been hazed and found the fraternity guilty of paddling new members and coercing them to drink, among other violations.

According to the university handbook, hazing is an act that endangers the health or safety of a student, or that destroys or removes public or private property, for the purpose of initiation, admission into, affiliation with or as a condition for continued membership in an organization.

University policy, state law, and individual fraternity and sorority policies prohibit hazing. Sigma Pi's own anti-hazing policy specifically bans paddling.

Despite the suspension, Sigma Pi moved forward this fall with recruitment and Homecoming events. Members continue to live in the fraternity house at 808 S. Providence Road because it is owned by the national organization and MU cannot order students to vacate it.

"It makes me wonder why we spend so much time on the committee if, when we do something... it makes no difference," wrote Charles Wiedmeyer, chair of the Chancellor's Committee of Student Conduct, which found Sigma Pi guilty of violating university policy.
In October, MU decided to ban the group for good.

In a statement, Jason Walker, executive director of Sigma Pi's national organization, disputed MU's decision to ban the fraternity from campus.

He said Sigma Pi had imposed comprehensive and corrective sanctions on the chapter. He also said the organization would not require current chapter members to leave the house.

Two other fraternities also faced citations within the past 18 months after complaints of injury and hazing.

In August 2015, a member of Alpha Tau Omega was severely injured after falling out of a two-story window. The same day, MU and its national organization suspended the fraternity through December 2015.

Delta Sigma Phi was cited in April 2015 after a member reportedly made pledges run while he led them on a scooter. The following fall, the father of one pledge called and said his son was required to kneel in the basement for hours with a pillow case over his head.

When asked how often the university withdraws recognition and what kind of misconduct warrants an expulsion, MU spokesman Christian Basi said: "This varies on a case-by-case basis. Student safety is our top priority. Any organization that jeopardizes safety of our students, faculty, staff and/or guests will face significant disciplinary sanctions."

**Alcohol violations**

About 20 organizations were investigated repeatedly over 18 months for violations ranging from abuse of alcohol policies to hazing, according to the documents.

Most violations involved alcohol. Last year the Interfraternity Council introduced a policy that banned hard alcohol on fraternity grounds and was intended to clarify punishments for infractions.

In September 2015, Phi Gamma Delta threw a "huge party" and a student was hospitalized. The organization was fined $350 and ordered to attend a "Raising the Bar for Greek Students" program.
One month later, even though the fraternity had been ordered to suspend its activities, parents brought alcohol to a tailgate party, according to the documents.

"IFC needs to toughen up their rules," one investigator noted.

In August 2015, a female student expressed fears that her drink had been spiked at a Phi Gamma Delta party, and the fraternity was found responsible for providing alcohol to minors.

In September 2015, a woman reported that she had been sexually assaulted after her drink was spiked at a Phi Delta Theta party.

After multiple reports of people getting sick after having the same "glowing orange drink," the university placed the fraternity on probation and restricted it to holding no more than two events with alcohol until May 2016.

No alcohol is allowed in sorority houses. While two sororities were investigated for alcohol violations, no sororities were on probation as of October 2016.

**Mixed responses**

Records show that violations over the past two years have drawn mixed reactions as university and fraternity administrators struggled to address complaints, respond to violations and support change.

After Sigma Phi Epsilon faced repeated sanctions for alcohol and drugs, the national organization's CEO, Brian Warren, emailed Mark Lucas, MU's director of the Office of Student Life.

"I've already shared with both the undergraduates and the alumni that the regular sanctions involving alcohol fueled parties must stop," Warren wrote in February 2016.

"Unfortunately, my staff is at the point of trying to determine if the chapter can even add value to the campus community," he wrote. "Given the chapter's history on top of this incident, we may need to seriously consider charter revocation and engage in discussions about how to return Missouri to the ideal fraternity experience."
Warren said he "would not push back" if MU decided to punish the fraternity. MU placed the fraternity on disciplinary probation in March after a party in February where alcohol was served to minors.

But Sigma Phi Epsilon's infractions continued. After a similar violation in August, Lucas extended the fraternity's probation through May 2017 and said it could not host activities or have any alcohol in the house.

Other fraternities have not been as cooperative.

In 2015, multiple complaints of hazing were filed against Delta Sigma Phi, and administrators worried that the fraternity would not complete the requirements.

In September 2015, the university suspended the fraternity, but the fraternity was allowed to resume activities a month later, though it remained on disciplinary probation after holding a party with an inflatable pool full of beer.

When fines and warnings fail, Lucas can place fraternities on probation or cease-and-desist orders. Probation imposes a variety of restrictions and requirements on fraternity activities, including the type of events they can hold and programs they must complete.

In the past two years, at least 14 fraternities have been placed on probation. Five of them were expected to be removed from probation at the end of the fall 2016 semester.

University of Missouri records show 16 hospitalized for alcohol poisoning after frat parties
Since the opening of classes in August 2015, 16 students who drank too much at University of Missouri fraternities have been hospitalized for alcohol poisoning, according to records obtained by the Tribune through a Sunshine Law request.

The number includes cases reported to the MU Police Department or the Department of Student Life that became part of official investigations. The records also document six incidents involving emergency medical response without hospitalization.

The most common punishment meted out for violations of university and fraternity rules is probation, with one house, Sigma Phi Epsilon, hit with that sanction four times since February. The house is on probation through May 17, the latest extension for an incident in which an underage female student awoke in the hospital after spending two hours at an Aug. 31 Sigma Phi party with an open bar.

Under the probation, Sigma Phi Epsilon members were banned from having alcohol in the fraternity house until after the semester, which ended Friday.

Two fraternities, Kappa Alpha and Sigma Pi, have seen their recognition as student organizations withdrawn. Another fraternity, Delta Upsilon, has been suspended for two years by its national organization after several incidents, including one where a woman fell and hit her head at her dorm after leaving the Delta Upsilon house.

The Tribune requested disciplinary records for MU fraternities and sororities with chapter houses after a Sept. 27 incident at Kappa Alpha house in which a student almost died before being taken to Boone Hospital Center for treatment. The university initially suspended Kappa Alpha but increased those sanctions to a five-year ban as a recognized student organization after finding students were hazed, threatened and physically endangered.

Probation, which often allows the fraternities to continue holding events with alcohol, is inadequate to protect students, said Mike and Lynn Zingale, parents of the student hospitalized from Kappa Alpha. They have withdrawn their son from MU. The records for the investigation of their son’s hospitalization were not included in the documents sent to the Tribune.

Kappa Alpha was already on probation for an Aug. 27 incident in which a student was hospitalized after drinking too much at the fraternity house. If they had known about that incident, the Zingales said, they would not have allowed their son to join the fraternity.

“I am really upset and disturbed by how little MU is doing and they are just not taking this seriously enough,” Lynn Zingale said. “It sounds to me like this is an epidemic.”

In an email response to questions from the Tribune, Vice Chancellor for Student Affairs Cathy Scroggs defended the disciplinary process and the sanctions imposed for violations.

“Safety is our No. 1 priority, and we have a rigorous set of standards that students are expected to follow,” she wrote.
Each case is different and while the fraternities remain, the members change and must be given a chance to show they are responsible, Scroggs wrote.

“So many of these violations, while occurring at the same organization, are not occurring by the same individuals,” she wrote.

Of the 27 fraternities examined, 25 have been investigated since the opening of classes in 2015 and probation was imposed on 20 occasions. As of the end of the semester, six fraternities will be on probation until May 17. Only three of 16 sororities covered by the request had been investigated, and none was placed on probation.

One other fraternity, Sigma Pi, was banned from campus. The records show Sigma Pi was given a 10-year ban, later reduced to five years, for a March 18 hazing incident that sent an unconscious student to the hospital with severely bruised buttocks. Officer Ryan Lawzano wrote in an incident report that the buttocks were deep purple in color and the student was so intoxicated, without an alcohol odor, that he suspected an alcohol enema had been administered. On Oct. 3, Scroggs threatened to reimpose the 10-year ban because students are living in the Sigma Pi house at 808 S. Providence Road and being initiated as members of the fraternity.

The Interfraternity Council, the governing body for traditionally white fraternities on campus, issued a statement defending the organizations and their place on campus. Fraternities are expected to abide by the rules and accept responsibility for their actions, but they also expect due process, said the release signed by the executive board.

“Recent media reports are deeply troubling to our fraternity community, which is united in its strong stance against sexual assault, hazing, alcohol abuse and intolerance,” the release said. “These behaviors stand in direct contradiction to every one of our fraternal values, the University Code of Conduct, the law and basic human decency.”
Documents show alcohol issues at University of Missouri

COLUMBIA, Mo. (AP) - Documents obtained by the St. Louis Post-Dispatch show that almost half of the 30 fraternities on the University of Missouri-Columbia campus area currently on probation, mostly stemming from incidents involving alcohol.

Fourteen of them are currently on probation, and five of them will be removed from probation effective Friday.

The St. Louis Post-Dispatch reports that some of the violations led to suspensions. The Sigma Pi fraternity is no longer recognized by the university after documents say a new member had a blood alcohol level of 0.34 percent and bruising from what was said to be a hazing incident that involved being hit with a paddle.

Sigma Pi national executive director says the organization had imposed corrective sanctions on the university's chapter.
MU medical students' complaints describe humiliation, discrimination

TAYLOR BLATCHFORD, Dec 17, 2016

COLUMBIA — Matt Darrough didn’t take a traditional path to the MU School of Medicine.

When he applied in November 2013, he was 43 and working full time as a lawyer. He was also preparing to have his legs amputated below the knee and get prosthetics. An accident years earlier had left him paralyzed from the knees down.

Darrough was worried that his age and disability would make medical school more difficult, but in his interview, the chief of surgery said he was exactly the type of student the school was seeking. The admissions committee wanted greater diversity, including students like Darrough with no background in science.

Three years later, Darrough dropped out, frustrated with what he described as constant bullying, a lack of accommodation of his disability and an overall hostile environment.

He filed a complaint — one of 15 filed by students against the medical school in the past two years, according to documents requested by the Missourian in September and obtained Dec. 8 through a Sunshine Law request. Most of the complaints involved public humiliation, and others described experiences of gender discrimination.

The Missourian obtained medical students' reports of mistreatment from September 2014 to present through a Sunshine Law request. The following are selections of students' narratives.


"I was called 'lazy fucker,' 'dumb ass' and told to 'stop suggesting' certain management of my patients by my attending while working with (a clerkship faculty member, name redacted). These instances occurred
during walking rounds or in patient rooms in front of people such as the residents, fellow student, nursing, pharmacist and dietitian.

When there was a clinical decision made about my patient by this attending that I thought was inappropriate, I did not speak up and agreed with him for fear of being reprimanded. There was harm done to the patient because of this clinical decision, and, though I understand it is a team effort, I felt personally responsible for not advocating for the patient."

Report filed Sept. 24, 2015

"During the rotation, one of the residents made comments to me about how had thought the previous two students (females) were both 'really cute.' I decided to let this go as well, figuring it's human nature. This was made worse when the two female students had commented on the fact that they hadn't worked hard at all, not having to come as early and stay late, not having to type notes, and getting ample study time. Even THIS, we decided to let it go. But this was made even worse during when another one of our colleague was starting the clerkship and SHE had received a playful/flirty email, which she took a screenshot of and sent to my colleague who had rotated with me on the clerkship."

Report filed March 22, 2016

"The senior resident was having me look up primary research articles about a condition that one of our patients had. I emailed him 2 papers and he printed them off for us to read. About a minute into reading the paper, he stopped and stated 'I'm bored, read this too me (sic).’ I clarified with him that he wanted me to read the article out loud to him. He said yes and I started to read the entire 8 page primary research article to him (including methods, results, etc).

He corrected my reading when I accidentally stated a word with the -ed ending vs -ing ending, he corrected me when I read acronyms and had me state the full term (many of which I was unfamiliar with and would have to reference the previous text for their wording).

I'm not entirely sure if this is considered a reportable mistreatment, but I felt completely humiliated reading out loud to him (and the 2 other residents in the room working on the computer) simply because he was 'bored' of reading himself. There was no educational benefit of me reading the article out loud."
Report filed July 30, 2015

"This bullying occurred throughout the beginning of the 2013–2014 school year.

- asked student 'don't you know anything?'
- singled her out in small group and either corrected everything she said to the nth degree
- or verbally and publicly dismissed her ideas as worthless, then in later evaluations threatened to fail her for not participating as much as she did initially in the year
- accused the student of being hypervigilant and defensive
- raised her voice at the student in front of her IPC group
- I received a terrible evaluation from her despite working my tail off to meet her impossible expectations, which were only expected of me. I solicited and followed her midblock feedback, begged her to not fail me during a meeting that I set up, and I am now having to explain her terrible inaccurate comments away in residency applications.

I am not the only person she has isolated to belittle and harass. They're always female, and they're always confident, successful students."

Report filed Sept. 18, 2015

"Dr. (name redacted) tapped on my shoulder and on an observer foreign student's shoulder with a reflex hammer when we could not answer a question. I understand the importance of humbling the students during teaching them but not to the point of physical contact even if it is unintentional or meant as a joke. I found it to be unprofessional.

Dr. (name) was disrespectful to me that day when I was presenting my patient. He got very irritated, kept hitting his fist against his leg and made blowing/ sighing noises while I was talking then interrupted me in the middle and told me to skip to the assessment plan. I would have appreciated if he told me directly to make it short and taught me what information he wanted to hear."

"As a medical student I was assisting in an operation under the supervision of attending Dr. (name redacted). During the operation, I was responsible for holding the camera and was standing by the end of the table. The table was malfunctioned as it was not able to go up in position. Despite this, the procedure continued.

Later in the procedure, the surgeon asked anesthesia nurse to put the bed in reverse trendelenberg position. As she did so, the bed crushed my right toe and I informed the staff and asked her to fix the bed immediately as I was hurting and in pain. After the procedure was over, I spoke to my course coordinator and she informed me to fill work injury form. I went ahead and visited the OR manager and she gave me the form without learning about what happened and with no interest in the injury or the safety concerns that led to the injury. She quickly brushed me off, signed the form and asked me to take it to the worker's injury office.

I went immediately to the office and the first question I was asked is whether I was a medical student or an employee and when I said I was a medical student, the staff member told me that she couldn't help me and that since I didn't get stuck by a needle that there is nothing she can do for me. She said that if I was hurting, I can go to the ER. My foot remains to be swollen and in pain and I feel that the way the situation was handled was very careless, unfair and insensitive. This raises safety concerns for workers including medical students and raises ethical issues of mistreatment."

Report filed Jan. 28, 2015

"I'd like to bring to the attention of the Office of Medical Education some widespread and disturbing rumors pertaining to one of the OME staff, (name redacted). (Name) has reportedly:

- Commented to students that he is on the (redacted), and that if were up to him, he'd dismiss a third of students on their first appearance.

- Mentioned that if he could change the admissions standards, he'd accept 150 students and dismiss a third of them after the first two blocks to 'keep things competitive.'

- Bragged about being a (redacted) for second year students and awarding scores 'lower than any other grader.'
I understand that rumors are often exaggerated or misrepresented, and no doubt there are mistruths in the above statements, however if even half of these comments show any sort of truth, I think it should be concerning to the OME staff and deans that one of their staff is so supportive of such cutthroat tactics. It's not an exaggeration when I say that almost all students are aware of (redacted) and his views, and this explains why some students jokingly tell each other (redacted).

(Redacted) has also described to students how he wanted to be a surgeon when he was in medical school, however his grades were not good enough to allow it. Many students, such as myself, wonder if his cutthroat views may have been perpetuated by this failure, and if in fact his actions are actually an arbitrary manifestation of his own frustrations.

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**Report filed on Dec. 9, 2014**

"On Monday December 8, 2014, as I was taking my CRE, I saw Dr. (name redacted) at the Office of Medical Education on multiple occasions look at student's clinical reasoning exams after they turned them in and read through them and laugh. This is a violation of the honor code and unprofessional. The faculty is not allowed to associate exam's answer to the student. This may lead to grading bias and discrimination."

Levels of student mistreatment much higher than the national average caused the Liaison Committee on Medical Education, which accredits medical schools, to deem the school noncompliant in that area in its June accreditation report.

When committee members visited the school in January and met with administrators, faculty and students, they found that School of Medicine students reported experiencing gender discrimination, public humiliation and offensive remarks at much higher rates than the national average:

- About 14 percent of MU medical students said they had been denied opportunities based on gender at least once, according to data from the Association of American Medical Colleges. The national average is about 6 percent.
• About 43 percent of students said they had experienced public humiliation at least once. The national average is about 19 percent.

• About 22 percent of students said they had been subjected to offensive or sexist remarks at least once. The national average is about 14 percent.

The school submitted an action plan to the committee on Nov. 30, detailing the steps it will take to improve in the noncompliant areas, another of which is diversity. They’ve taken steps to address mistreatment, including creating a committee to review student reports and drafting a code of professional conduct.

Administrators and students agree that the problem is concerning, but the boundaries of mistreatment are hard to define. They hope a new, streamlined reporting system will increase student reports of mistreatment so they can better understand the problem.

'A nonstop horrible environment'

Darrough was accepted and started medical school in a wheelchair in July 2014, still recovering from surgery.

“Immediately, I had a lot of problems,” Darrough said. “Not just living life in a wheelchair, which is really difficult. But the school isn’t very accessible.”

The orientation in Memorial Student Union wasn’t wheelchair accessible, and the school’s bathrooms weren’t large enough for him to use in the chair.

Accessibility wasn’t the only problem. When he talked to his small group facilitator in the first week of school because he was concerned about the time commitment, his facilitator and an administrator at the Office of Medical Education suggested he take a leave of absence from the school or leave entirely.

"That wasn't an option," Darrough said. "I'd given up my law practice to start medical school. I couldn't just jump back in and pick that up."
So he stayed, and the problems continued. The Anatomy Department volunteered extra time to Darrough during anatomy lab exams because the tables were too tall to be viewed from a wheelchair. However, the Office of Medical Education refused to grant any accommodation unless it was pre-approved through the Office of Disability Services. The same small group facilitator who’d suggested he drop out criticized him daily in front of the rest of his lab group, he said.

“It was a nonstop horrible environment,” Darrough said. “I was very, very unhappy, and I was struggling.”

Darrough eventually filed a complaint with the Office of Medical Education. Administrators dismissed his complaint, saying he had filed it in the wrong place. After meeting with the MU Disability Center, he filed another complaint with the Office for Civil Rights and Title IX.

School of Medicine spokeswoman Mary Jenkins declined to comment on Darrough’s report, citing the Family Educational Rights and Privacy Act.

After an investigation, Senior Associate Provost Ken Dean wrote that he was concerned about the issues Darrough’s complaint raised. He said he planned to recommend that Dean Patrice Delafontaine review “the manner in which students are handled” in the medical school.

However, Dean found that the evidence didn’t prove that Darrough was discriminated against because of his disabilities, and the complaint was closed, according to an email from Dean. Darrough left the school in January and doesn't plan on returning.

**Centralizing reporting**

Darrough said a large part of his problem was that he wasn’t sure where to report his experiences. There wasn’t a place designed specifically for medical students to report incidents until fall 2015, when administrators created a streamlined system in students’ online portfolios, Senior Associate Dean for Education Linda Headrick said. Darrough made his first report
through the portfolio system, but the Office of Medical Education told him it wasn't designed for disability complaints.

The new reporting system allows students to choose the level of confidentiality and when they want the report to be reviewed. Headrick said more students have made reports since the new system was adapted, and that’s what she wants. An increase in reports might look like more incidents are happening, but it really shows that students feel safe sharing their experiences, she said.

“We’ve focused on trying to understand what the problem is and therefore being able to address it, both in terms of if there’s a particular area or particular group of people that’s a problem, or if it’s a general thing that’s happening,” Headrick said. “The only way you can find that out is to get students to tell their stories.”

Students’ reports are sent to Associate Dean for Student Programs Laine Young-Walker, who replaced Rachel Brown on Nov. 1. Young-Walker works with the students making reports and investigates the incidents.

The school also created a committee of administrators, faculty, staff and students in summer 2015 to review student reports. The Committee on Civility and Respect in the Learning Environment met eight times in the 2015–16 school year and reviewed six reports that were made during that time, according to a report obtained by the Missourian through a Sunshine Law request.

Second-year medical student Benjamin Vega presented on the committee at the Association of American Medical Colleges meeting in July. The presentation was well-received, he said, and seen as a new approach to a problem that schools across the nation are facing.

“The idea is that having students on that committee is going to make students more comfortable making those reports, knowing they have advocates from the student side and it’s not just a random group of faculty who aren’t invested in it,” Vega said. “We hope we’re not more poorly treated than students in other institutions but that MU students feel more comfortable reporting.”
The root of the problem

The source of the high mistreatment numbers isn’t clear, and it concerns Dean Patrice Delafontaine, he said in an October interview.

“That issue is perplexing in spite of all the explanations,” Delafontaine said. “There’s still the reality that we’re proportionally outside the mean, and it’s a little mystifying. It may well reflect that students feel comfortable reporting, which would be a nice thing, but we don’t yet know that for sure.”

The boundaries of mistreatment are hard to define, especially public humiliation, Headrick said. If a student is in a surgical clerkship and can’t identify a structure when they’re asked to, that’s not mistreatment, it’s just part of learning, she said.

“One would expect that to be done in a civil fashion and a professional way, but being shown to not know something is part of learning,” Headrick said. “We’re having conversations to help everyone agree on and understand those boundaries.”

Students’ treatment in medical schools has been studied since the 1980s, and although MU’s numbers are higher than average, the problem is a national one. Medical school is a high-stress environment simply because no one is ever happy to be in a hospital, Vega said.

“There are a lot of theories, and none of them are very good,” Vega said. “A lot of it comes from surgical fields, which is always the go-to example. It’s a very high-stress environment, and it’s fraught with anger and frustration and fear.

"Part of being in a learning environment is making mistakes, and when you make a mistake in a surgical clerkship, things can go very badly for patients," he said. "Physicians often take action in a way students find humiliating.”

Gender discrimination issues affect both men and women in the medical field. Surgical clerkships are often dominated by men and intimidating to women, Vega said. On the other hand,
men studying women’s reproductive health care often face an uphill battle because some women aren’t comfortable with a male obstetrician-gynecologist.

When specific faculty members or residents are the cause of mistreatment, Delafontaine wants students to feel like they can respond to them directly.

“I’ve publicly told the students that I’m completely behind them and I’d like them to feel like they can do that,” Delafontaine said. “You’re going to meet unprofessional people during your career. I want our students to feel comfortable dealing with that openly and without fear of retribution. That’s hard to do when you’re a student.”

But Darrough said he believes the source of the problem is deeper than a lack of reporting — it’s the hostile environment that faculty members create.

“Getting people to report doesn’t fix it,” Darrough said. “What fixes it is teaching these people who are educators that you don’t say these things or do these things or treat people this way.”

What's the truth about animal testing at MU?
Let's unravel the myths about animal research at the university

The University of Missouri came under national scrutiny in August after it euthanized seven beagles that had been used to study the effects of a topical acid on corneal ulcers. Opponents of animal testing were upset the dogs were not put up for adoption instead. The experiment also did not use enough animals for it to be statistically significant, meaning it would need a follow-up experiment for results.
Suffice it to say, MU’s College of Veterinary Medicine has taken a lot of heat — including an ongoing lawsuit from the Beagle Freedom Project, which was not available for comment. The Los Angeles-based program tries to find new homes for animals used in research. The group sued MU in May for allegedly violating the Sunshine Law on more than 200 occasions over records requests for animals being tested. MU did not comment on the lawsuit or study. On a complex issue, Vox sought out answers to some common questions.

**ALL NEW DRUGS REQUIRE ANIMAL TESTING**

**False:** But it's complicated. The FDA doesn’t require cosmetic products to be tested on animals. But, it does require animal testing for any candidate drug that uses a device not previously proven to be compatible with the human body. The FDA states that animal testing is used to measure “how much of a drug or biologic is absorbed into the blood; how a medical product is broken down chemically in the body; the toxicity of the product and its breakdown components; and how quickly the product and its metabolites are excreted from the body.”

Yet, the vast majority of drugs tested on animals don’t make it to market. In 2004, FDA Commissioner Lester Crawford said that 92 percent of candidate drugs entering human trials (which were previously tested either on animals or in a test tube) never survived the four-phase clinical trial process needed for approval.

**SCIENTISTS WHO CONDUCT ANIMAL RESEARCH OPERATE WITH OVERSIGHT AND REGULATION**

**True:** All research institutions are subject to a litany of state and federal guidelines, the most prominent being The Animal Welfare Act. The AWA was signed into law in 1966 and sets the minimum standards of care that must be provided to animals with regard to housing, handling, sanitation, food, water, veterinary care and protection from weather extremes. Warm-blooded species are covered, except for birds, some rats and certain mice.

The most powerful regulatory entity is the Institutional Animal Care and Use Committee. Dr. Jeff Henegar heads MU’s IACUC, and this role gives him the final say on every experiment. Federal guidelines dictate the IACUC must have five members, but the committee that oversees MU actually has 14. It is made up of six scientists with different areas of expertise. “If you’re going to work on a certain species, we have experts there who can review that properly,” Henegar says. It also has two non-scientists, two community members and alternating veterinarians.

**AN EXPERIMENT MUST PROVE A HYPOTHESIS IN ORDER TO BE RULED A SUCCESS**

**False:** This, Henegar says, is one of the biggest misconceptions about any sort of research. When a study fails to prove a hypothesis, scientists still walk away with concrete results as long as the study was statistically significant. In order for a study to be statistically significant, McIntosh says it needs to have at least 12 test subjects.
Henegar says a study can only be ruled a failure if the researcher didn’t use enough test subjects. The now infamous MU study only used seven beagles, which the study author says was due to the impracticality of using the two groups of 12 dogs needed for the study to be statistically significant.

ANY ANIMAL COULD BE SUBJECT TO MULTIPLE STUDIES

False: No animal can be used in more than one study, says Henegar. MU’s College of Veterinary Medicine currently has 448 animal-use studies going on, but within each protocol, there are multiple experiments. So within one study, an animal would likely be subjected to several tests, but it all has to be for the same study. In all, there are 21 species currently being tested on MU’s campus including mice, rats, guinea pigs, cats, dogs, pigs, cows, horses, sheep and chickens.

ANIMAL RESEARCH ON MU’S CAMPUS HAS SCIENTIFIC APPLICATIONS

True: McIntosh says drug studies on MU’s campus are close to beginning human treatment trials for diseases such as muscular dystrophy, cancer and diabetes. Treatments against viral infections such as HIV, Hepatitis B and Zika are also being tested on animals.

MU is also working toward developing pigs that are immune to certain diseases that are easily spread while they are shipped around the country for the pork industry.

THERE WILL NEVER BE AN ALTERNATIVE TO ANIMAL RESEARCH

False: Advancements in stem cell research could create a real and effective alternative to animal testing in the near future. Right now, McIntosh says researchers can use stem cell research to accurately test human tissues and organs. But in terms of how the human physiology would react to a new food, drug or disease, McIntosh says the current stem cell research is not a viable alternative to animal testing. “You cannot reproduce in a laboratory what happens inside an animal,” he says.

However, if advancements continue with stem cell research, it might take over animal testing.
MU honorees tell graduates to work for diversity and community service

Generated from News Bureau press release: More Than 2,500 Degrees to Be Granted at MU Commencement Ceremonies

Glaucoma has dimmed her eyesight but on Saturday, long-time civil rights attorney Frankie Muse Freeman told honors graduates of the University of Missouri she knew they could see her.

“You have made outstanding contributions to the university, throughout this state and throughout this country,” Freeman said to about 350 honors graduates gathered with their family and faculty in Jesse Auditorium. “I also have to tell you, you still have work that must be done because there are too few, too few people in this community, in these universities, that look like me.”

Freeman, who marked her 100th birthday on Nov. 24, made civil rights history with her 1954 lawsuit that desegregated public housing and spent 16 years on the U.S. Commission on Civil Rights. The honorary law degree conferred Saturday is in addition to membership in the National Bar Association Hall of Fame and a place on the International Civil Rights Walk of Fame. Born in Danville, Ill., Freeman opened a law office in 1949 in St. Louis. In an interview after her brief remarks, she said she wants more diversity at the University of Missouri and other state universities.

“I was told from someone who heard me today that they recognize there is little being done, but they are going to do more,” Freeman said. “Everybody needs to do more. It is not just white people who need to do more. We, black people, need to do more.”

Interim UM President Mike Middleton and his wife, Julie Middleton, said they both have been inspired by Freeman. Middleton said he first became aware of her when she brought the Commission on Civil Rights in 1965 to Jackson, Miss., where he was a teenager. He also worked with her on the lawsuit over desegregating St. Louis schools.

“She has just been an inspiration to everyone who has been involved in any kind of social justice issue, not only in Missouri but across the country,” he said.

The university conferred two other honorary degrees Saturday, to Kansas City lawyer and former Curator Bert Bates and to civil rights activist Robert Moses. The Honors Convocation was part of three days of ceremonies capping the fall semester at MU. Overall, MU awarded 2,563 degrees to about 2,400 students, including 1,911 undergraduate degrees.
The message from the other honorary degree recipients pointed graduates toward an active life of service. Bates, who was a curator from 1982 to 1988, earned an undergraduate degree from MU after serving in World War II. A former president of the Missouri Chamber of Commerce, the Missouri Bar and a board member for 25 businesses, 15 charities and seven professional organizations over his lifetime, Bates said students should take their inspiration from President John F. Kennedy’s inaugural address.

“When he said we need to figure out something that we can do for our country, all of us, that’s not old-fashioned,” Bates said. “That’s the basis we need to operate with. And while you are at it, think of something you can do for your community and this university.”

Moses became involved in the civil rights struggle in 1960, working with Martin Luther King Jr. and the Southern Christian Leadership Conference, where he became the strategic coordinator and director of the Council of Federated Organizations. Later, he studied the philosophy of mathematics at Harvard University and founded the Algebra Project to teach math to low-income students.

He called on students to understand the preamble to the Constitution. The phrase “We, the people of the United States,” has grown from including white men with property to cover all citizens. The nation is at a moment when it must decide if it also includes the undocumented immigrants living here, he said.

“There is nothing stopping you, when you leave here, from thinking about and organizing and talking in public about the reach of the ‘we’ in ‘we the people,’” he said.

**MISSOURIAN**

**Honorary degree recipients hand down advice to MU community**

EMMA BEYER, Dec 17, 2016

Generated from News Bureau press release: **More Than 2,500 Degrees to Be Granted at MU Commencement Ceremonies**

COLUMBIA — **At 100 years old, Frankie Muse Freeman, the first woman appointed to the U.S. Commission on Civil Rights, called on MU to increase diversity as she received an honorary degree Saturday during a ceremony held in Jesse Hall Auditorium.**
"You have made outstanding contributions as a university throughout this state, throughout this country," she said, and thanked the university for the honor.

"But I also have to tell you that you still have work that must be done," Freeman said. "There are too few people in this community and these universities who look like me."

As the first woman to practice law in Missouri, Freeman is known for her commitment to civil and human rights and racial justice. Freeman was included into the National Bar Association's Hall of Fame, the International Civil Rights Walk of Fame and the St. Louis Walk of Fame. She also received the Spingarn Award, the NAACP's highest honor.

Freeman was one of three people who were given honorary degrees during MU's honors convocation ceremony. Also recognized were W. H “Bert” Bates and Robert Parris Moses. These honorees join the ranks of 402 others awarded at MU since 1892.

The graduation ceremony was one of several held at MU over the weekend. A total of 347 seniors were eligible to graduate with honors. By the end of the weekend, 2,400 MU students will have celebrated the culmination of their academic achievements.

Honors certification varies by division. In order to qualify for an honors certificate, students must take at least 20 credit hours of honors credits and maintain a 3.3 GPA. For other honors recognition, requirements include special coursework and/or the completion of an honors senior thesis or research project.

Michael Middleton, who has led the UM System as interim president since November 2015, encouraged seniors at the ceremony to thank parents, family and friends for their academic accomplishments in his last commencement ceremony before retirement. He praised MU for producing many successful graduates over the years, and he said seniors graduating today are entering into a strong network of alumni.

“I know what it means to be Mizzou made,” Middleton said.
Mizzou Alumni Association President Ted Ayers welcomed graduates to the alumni network by encouraging them to "be a world traveler, be a critical thinker, a reader, a listener and a doer."

Bates had a similar message. He referenced former president John F. Kennedy's famous inaugural speech as he asked students to consider what they can do for their country and the world.

"Universities were not built solely to make its graduates wealthy," Bates said. "(They were) meant to prepare you to make mankind better."

Bates is best known for his longstanding record of civic, philanthropic and legal services. He attended MU in 1949 before receiving a juris doctorate from the University of Michigan Law School. Bates served on the governing bodies for 25 entities, two banks, 15 charitable organizations, seven professional organizations and three government offices. In 1999, Bates was honored as one of 24 "Living Legends" in Kansas City by Ingram's Magazine.

The final honorary degree recipient, Moses, is known for his impact in the civil rights movement and for his work educating low-income students. Moses was involved in the Students Nonviolent Coordinating Council, the Council of Federated Organizations and the Freedom Summer Project. He later founded the Algebra Project in 1982 to help students achieve mathematical literacy. He was won numerous awards including the 1997 Essence award and a 1997 Peace Award from the War Resisters League.

In his speech, Moses asked the graduating seniors to think about the meaning of the preamble of the Constitution in relation to current U.S. immigration issues. He argued that the founding fathers could have said, "we the citizens of the United States," but the more inclusive language has a purpose.

"Think of the constitution as a tool to invite all the undocumented immigrants into the constitutional conversation," Moses said. "There is nothing stopping you when you leave here from thinking about organizing and talking in public about the reach of the ‘we’ in ‘we the people.’"
December grads face advantages and disadvantages over May grads


COLUMBIA - December graduates face a different hiring climate than May graduates, but that can be seen as both a good and bad thing.

There is not data to prove whether or not December graduates find jobs easier than students who graduate in May.

More than 2,300 MU students will receive degrees this weekend, and for some, that means waiting until "hiring season" to find a job. For others, it means less competition.

Jason Blincow is a business major who will have to wait six months before he can start training for his job because his company anticipates hiring more May graduates. He is graduating after nine semesters with a handful of minors.

"Taking 6 months off isn't ideal, but it's the job I wanted," Blincow said. "You have to kind of adjust, I guess, if you're gonna graduate in December and understand the circumstances."

Orvil Savery handles recruiting and retention as a human resources generalist with Veterans United. He said most companies have hiring cycles or patterns.

"Our full time employees, depending on the position, we hire in classes or blocks," Savery said.

He said Veterans United hires interns periodically throughout the year and sometimes, but not often, in the spring.

He said a person should keep in mind their wants, needs and values when applying for jobs and accepting job offers, even if the timing is a big sell.

Savery also said he has seen a rise in the amount of recent graduates who already have extensive job experience, meaning they are sometimes ready to start in full time paid positions right away.
Mizzou revises football facility plan in Memorial Stadium’s south end zone

BY TOD PALMER
tpalmer@kcestar.com

COLUMBIA - The price tag for Missouri’s proposed football facility in the south end zone at Memorial Stadium is going up 33 percent.

Tigers athletic director Jim Sterk announced revised plans for the project on Friday during a news conference with football coach Barry Odom at the stadium.

Based on the recommendation from architects, Mizzou will not try to retrofit the new facility and instead will demolish the south end zone structure and completely rebuilt it.

“After a lengthy discussion with our architects and our consultants, we believe it’s a better option to take down the existing south bowl rather than leaving the structure (and) trying to retrofit around it,” Sterk said. “We’re going to start from scratch and build it up and build something very special.”

Practical concerns for construction — including issues with the existing infrastructure and its foundation on the site of a former landfill — played a role in the decision along with practical concerns about the impact the new facility could have for the athletic department.

“If we go this route, there will be more opportunities for premium seating,” Sterk said. “... Our stadium is low in the percentage of premium seating areas, and there is a demand.”

Sterk said it also “will give us the ability to create more space for the football program and its operations” to build a new structure.

Unfortunately, it also significantly adds to construction costs, bumping estimates up from $75 million into “the neighborhood of $95-100 million,” Sterk said.
The elements of the facility, which will be up for approval from the University of Missouri System Board of Curators in February, remain largely unchanged.

That football operations center will house coaches’ offices and meeting space, an equipment room, locker room, team lounge, virtual reality simulation meeting rooms, a training room with hydrotherapy and a new weight room.

Sterk said plans call for 20 to 24 suites plus a field-level club area and private club seating. There also will be a new concourse, restrooms and concession area, new scoreboard and as many as 5,000 general seats closer to the field.

“This project for us is a game-changer,” Odom said. “It’s something that will have everything that our kids need. ... The impact that it will have on them (is) on providing them everything we can at a championship-level to go be our best.”

It’s unclear how Memorial Stadium’s capacity — currently 71,168 — will be impacted, but Sterk said there will be an overall reduction. The south end zone currently has 10,000 seats.

Sterk said the goal is for construction to be completed by the 2019 season, but the timeline won’t come into clear focus until the project is formally approved.

However, the process of selecting an architect and construction firm for the two-year construction project already is underway.

The hope is that the project can help propel the Tigers’ football program to new heights.

“Gary Pinkel said it well,” Sterk said. “When the MATC was renovated 10 or 12 years ago, that really helped him springboard and helped him compete for championships. I think this can do the same thing for Barry.”

Sterk said revenue bonds based on new premium-seating income will be used to pay for the project’s increased price.

Sterk said Mizzou has raised roughly $45 million for the project and hopes to secure at least $50 million in funding, which would reduce the bond obligations.

Sterk isn’t certain how capacity will be affected for upcoming seasons as the south end zone could be demolished before the 2017 season, including Mizzou’s game-day locker room.

“We use that six times a year for our home games, and if we need to make adjustments to get this going as urgently and fastly as we can, I’m willing to make that change,” Odom said. “We may have to dress across the street and find a way to get here, but it’s a small price for us to be able to get this going.”
The new facility — which will create as many as 1,200 jobs and generate $44 million in new salaries in the region, according to estimate from MU’s consulting firm Convention, Sports and Leisure — would alleviate stress on the Mizzou Athletics Training Complex by moving football out and creating additional space for the non-revenue sports currently housed alongside football in that facility.

“There’s probably a land grab as we’re speaking as far as our sports in there,” Sterk said. “They’re wondering when Barry’s going to leave his office and they’ll be looking. Seriously, though, we have a couple years to analyze how best to use that space and we’ll be looking at that.”

Among the major contributions to the project, Mizzou announced a $10 million gift Sept. 8 from the Kansas City Sports Trust and an $8 million gift a few weeks later as well as a series of additional seven-figure donations.

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**St. Louis civil rights leader receives honorary degree from Mizzou**

By Ashley Jost St. Louis Post-Dispatch, Dec 17, 2016

**ST. LOUIS** • Celebrated civil rights leader Frankie Muse Freeman received a honorary degree Saturday from the University of Missouri-Columbia.

Freeman was the first African American woman to practice law in Missouri and a lead attorney in the 1954 NAACP lawsuit against the St. Louis Housing Authority.

President Lyndon Johnson later appointed her to the United States Commission on Civil Rights.

The honor is one of many that Freeman, 100, earned during the last few years, including a star on St. Louis’ Walk of Fame in 2015.
Frankie Muse Freeman, who turns 100 years old on November 24, was celebrated with a dinner and dance Saturday, Oct. 22, hosted by the St. Louis NAACP at the St. Louis Marriott Grand Hotel. Freeman was the first woman appointed to the U.S. Commission on Civil Rights, and the lead attorney for the landmark case "Davis et al. v. the St. Louis Housing Authority," which resulted in the end of legal racial discrimination in the city's public housing.

“I pray each day to be able to make a difference,” Freeman said during her Walk of Fame ceremony. “I love doing whatever I can.”

Other honorary Mizzou degree awardees included W.H. "Bert" Bates, a philanthropist and lawyer with Lathrop & Gage LLP in Kansas City, and civil rights activist Robert Parris Moses.

**Mizzou tweaks football stadium renovation plans**

By Dave Matter St. Louis Post-Dispatch, Dec 16, 2016

COLUMBIA, MO. • Missouri called an audible for its new football facility planned for Memorial Stadium. Mizzou decided it will take down the current south bowl of the stadium rather than build around it, part of what MU hopes is a two-year construction process.

The project, originally estimated to cost around $75 million, will cost closer to $100 million, athletics director Jim Sterk said Friday.

“We’re going to start from scratch and build something very special,” said Sterk, who met with reporters Friday along with MU football coach Barry Odom. Missouri also released new artist renderings of the project. In February, Sterk will present the project to the UM System Board of
Curators to approve funding. The board meets Feb. 9-10 in Columbia. Missouri wants to complete the project for the 2019 season, Sterk said.

“This project for us is a game-changer,” Odom said. “It will have everything our kids need.”

Mizzou could decide to tear down the south bowl of the stadium before the 2017 season, Sterk said. Soon-to-be hired architects will help make that decision, Sterk said. The school will begin selecting an architectural firm next week. Even if Mizzou keeps the south bowl in place for the 2017 season, construction crews can begin work on the project next year, executive associate AD Tim Hickman said.

The south bowl of the stadium currently holds seats for up to 10,000 fans. The revised structure in the south end zone will include up to 5,000 general seats plus private suites, a field-level club area and a private club section with seating. MU is unsure how the new structure will impact the stadium’s capacity during the construction phases and once the project is complete. Official capacity is currently 71,168.

A unique addition will offer fans the chance to watch the game from a club area on Faurot Field just behind the south end zone.

Fans “want a social atmosphere where they can watch a game, be a part of the experience, high five the team as they go out through the tunnel and probably a few balls might end up in their lap in the club,” Sterk said. “That’s something you can’t get at home when you’re sitting in your house watching it on a good quality HD TV.”

A major part of the project is a new football operations center that will include coaches offices, meeting rooms, equipment room, locker room, team lounge, weight room and other amenities, including a virtual reality simulation room and space for hydrotherapy treatment. The football team’s offices and meeting rooms are currently housed across Providence Road at the Mizzou Athletics Training Complex. Moving the team’s operations center to the stadium will free up space for other teams to use the current football office space.
Former football coach Gary Pinkel first expressed interest in building a south end zone facility several years ago, but former AD Mack Rhoades didn’t want to separate the football team from the rest of the student-athlete population and instead favored renovations to the MATC. When Sterk replaced Rhoades in August, he discussed facility plans with Pinkel and Odom and re-ignited the south end zone concept. The athletics department has since raised more than $40 million for the project with a goal of $50 million. The difference will be funded by revenue bonds.

“Every dollar we go over ($50 million) helps us reduce the amount we’re going to bond on this project,” Sterk said.

Missouri will move forward with the construction plans despite a massive plunge in home attendance figures this season. Mizzou’s average announced attendance for seven home games was 52,236, which ranked No. 38 in the country. That’s a decrease by 19.8 percent from 2015, down from 65,120, which ranked No. 23 nationally. According to figures reported by CBSSports.com, Missouri had the biggest drop in average attendance across the five power conferences.

“It’s something we’re very attentive to,” Sterk said.

Missouri is in the process of signing an agreement with an outbound ticket sales team managed by IMG Learfield, which will employ 11-13 people to sell Mizzou tickets.

“Historically here we haven’t had to worry about (ticket sales) too much,” Sterk said. “But we’ve signed up with them and we’re going to be aggressively going after (customers). That will help us tell our story as well. There will be 11 or 13 individuals calling not only new people but our current people and helping with renewals as well. It will give us a new level of service to our customers that we haven’t had and branching out to where we can expand.”

Several factors could explain Mizzou’s attendance drop, from last year’s team boycott, a bland 2016 home schedule and the team’s struggles in Odom’s rookie season. The Tigers finished 4-8.
“I don’t think it was one thing necessarily,” Sterk said. “I do know we have a great opportunity in talking to people and really getting confidence back. We’ve gone from people saying no — there was a little bit of apathy — but we’re saying, ‘All right, let’s get you back. We’ve got some great things going on.’”

MISSOURIAN

Missouri athletics announces plans for Memorial Stadium south end zone renovation

RON DAVIS, Dec 16, 2016

COLUMBIA — Southeastern Conference commissioner Greg Sankey told Missouri Athletic Director Jim Sterk that Missouri's facilities were behind the other teams in the conference when Sterk was hired in August.

Immediately after his welcome to Columbia, Sterk and head football coach Barry Odom exchanged ideas on how to improve the facilities. After roughly four months on the job and frequent meetings with Odom, Sterk formally announced a two-year plan to renovate Memorial Stadium's south end zone at a Friday news conference.

The renovation, which will include new football amenities, increased premium seating and a new concourse, is expected to cost between $90 million and $100 million and will be up for approval by the UM System Board of Curators in February. Sterk said Friday that the process of selecting an architect and construction manager for the project is underway. If it is approved, a timeline for its completion will be further defined.

The original estimate for the project was $75 million, and MU reported contributions totaling over $70 million as of Dec. 7. But Sterk said Friday that donors had given over $40 million, and that any remaining expenses would be funded by bonds.
With the revenue expected to be brought in from the renovations, Memorial Stadium has the ability to further expand, but Sterk is unsure if that will happen immediately. According to the Tiger Scholarship Fund, premium seating currently at Memorial Stadium is at 97 percent, and there is a waiting list of people who want to claim one. The public area offers more general admission seating, a new concourse and addition restrooms.

Consulting firm Convention, Sports and Leisure projects 1,200 jobs will be created as a result of the project. The potential regional economic impact could be as much as $700 million, according to a news release.

When the renovation is completed, the football team is going to move out of the Mizzou Athletics Training Complex and into its new facility, which will feature a training room that offers hydrotherapy, team meeting rooms with virtual reality simulation, a weight room and a new locker room.

The current Missouri locker rooms for game day are in the south end zone. Because it’s only used six times a year, he’s not worried about where his team dresses during the fall.

“We may have to dress across the street,” Odom said. “It’s a small price for us to get this going.”

On the field, Odom believes that the renovations would speak to the effort he puts in to provide everything a football player needs at MU. In addition to benefitting current members of the team that will be around in 2019, the project can also help recruiting.

“We’re pushing to give them the best,” Odom said. "That’s a huge advantage for our program.

“You never want to be in a position where you don’t have an opportunity to recruit a kid because of something like a facility that you’re either lacking or not as on-par.”

Sterk said he and Odom frequently share conference and national championship aspirations and believe the facility can get Missouri football started down that path.

“This facility, as we bring it to you today, gets us closer to that,” Sterk said.
Separate and Unequal

Why do our most progressive institutions have lousy race relations? Because diversity policies have often walled off minorities from the centers of university life, argues Robert Maranto. With each new academic year come new racial incidents on campuses, watched closely by university administrators seeking to master the rules of response in order to cling to their jobs.

The fall 2015 unrest at the University of Missouri, which led to the resignation of the system president and one campus’s chancellor, and at Yale University, where protestors chastised an instructor about her comments on Halloween costumes, probably assisted Donald Trump’s improbable rise as a champion of the politically incorrect. Many Americans find it odd that privileged students express outrage at risqué Halloween costumes, not at terrorist attacks on their nation by notably intolerant jihadists.

No doubt some of the grassroots support for Trump reflects the alienation of rural white voters who, as J. D. Vance explains in Hillbilly Elegy, feel pitied and patronized by their nation’s political elites. Ironically, a similar alienation may explain why privileged college students of color at places like Yale seize any opportunity to express outrage. They feel patronized by their universities -- and for good reason. While institutions like the U.S. Army seem effective at bringing diverse young Americans together, higher education seems to spin them apart. So how did America’s most progressive institutions get race relations so very wrong?

I write as a right-leaning white man, but one with African-American friends and collaborators met while growing up in a blue-collar neighborhood and then spending 40-odd years in academe, teaching at a range of small and large, public and private institutions. In that time, I’ve read much and seen even more, including sensitive matters that few academics of any color address with clarity for fear of attacks.

Underlying the controversies at Yale, Missouri and, in a quieter way, at most of the 10 institutions of higher learning where I have taught, are real issues of privilege and alienation. When African-Americans complain that they are not taken seriously at colleges and universities, my fellow conservatives need to acknowledge the key reason why: African-Americans are not taken seriously at
colleges and universities. Meanwhile, for their part, liberals need to acknowledge that diversity policies -- at least as actually practiced at most colleges and universities rather than in theory or public proclamation -- have walled off minorities from the centers of university life, making racial hierarchies all the steeper and inherently challenging situations still more challenging.

Way back in 1972, in *Black Education: Myths and Tragedies*, African-American economist Thomas Sowell wrote about the challenges facing African-American professors, who must teach and publish like everyone else but who also are drafted to serve as recruiters of and gurus to black students, as preventers of open racial conflict, as the authentic “black voices” on innumerable committees (a pretty awesome responsibility when you think about it), and in pervasive public relations roles as living proof that institutions of higher learning are diverse. As Stephen L. Carter pondered in *Reflections of an Affirmative Action Baby*, the omnipresent racial consciousness in academe makes minority professors and students continually unsure of whether white-dominated institutions value their skills or their skin color. That insecurity results from white privilege in the purest sense, making HBCUs all the more appealing.

**In the University but Not of It**

My first knowledge of this came some 30 years back, while studying in a high-octane Ph.D. program. I was the only openly Republican student in the program, my best friend for a time was the only African-American student, and our basically decent colleagues never quite knew how to react to either of us. I was young and insecure (now middle-aged and crotchety), but then, so were my peers. Possibly, the prospect of my tattling to conservative state legislators, or worse still, my friend accusing someone of racism (the latter a real career killer), put some on their guard. Such insecurities are immeasurably more pronounced in today’s time of conservative bloggers, libertarian think tanks, politically correct trigger warnings and Orwellian microaggressions.

Of course, unlike my friend, I was never called out of class to have my picture taken for a university brochure or asked to represent “the black point of view.” My friend could not just be a doctoral student in a top 10 program -- which is hard enough. He was supposed to be the *minority student*, a token, not a person, someone to be handled with care. He ended up leaving academe.

I, too, experienced the feeling of being in the university but not of it. On the verge of flunking out, I was exiled off the 12th floor of the social sciences tower to the second floor to share an office with the graduate students in Africana studies, a department that apparently had extra space or insufficient clout to protest. The Africana students were bright but bitter, lamenting our status of occupying the only office in the building that did not even have a phone -- that was how much the university trusted us! Everyone knew no one from there would make dean
any time soon. We were the ghetto of the university, although for me it was only temporary.

Unfortunately, some 30 years later, remarkably few presidents of colleges and universities are African-American -- only about 6 percent, according to the American Council on Education, even counting community colleges and HBCUs. I know fine scholars and teachers who might receive serious consideration for serious leadership posts at Research 1 universities -- were they white. As African-Americans, they get stuck on the black track Sowell lamented back in 1972.

Fast-forward a few decades, and I heard a chancellor casually suggesting that to support ethnic diversity, the university needed to enlarge majors like education, sociology and African-American studies -- not engineering, linguistics or Arabic. Nor did this chancellor (or any I university leader I have known) talk seriously about how to push K-12 schools to reduce the racial achievement gaps that hinder the efforts of higher education (and society generally) to desegregate.

Rather, his meaning was clear: you can’t expect those black folks to have the brains to handle regular majors, so to make the diversity numbers we would create refuges (ghettos?) within the university. This particular chancellor was a decent human being and a member of the left in good standing, someone who probably never voted Republican. (Republican chancellors may well be rarer than African-American chancellors.) Yet his views of the capabilities of minorities were indistinguishable from those of the most noxious segments of the Trump movement. Those views were on public display, but far more common are quiet references in hiring committees to the effect that you just can’t expect minorities, or rather certain minorities, to cut it in academic settings.

So while I am not a person of color, from lived experience in the academy I got it when, in the Schuette case, U.S. Supreme Court Justice Sonia Sotomayor opined that “race matters because of the slights, the snickers, the silent judgments that reinforce that most crippling of thoughts: ‘I do not belong here.”’

But here is what Justice Sotomayor and many others on the left do not get. True integration in any workplace, but particularly in hypercompetitive academe, only works when people have roughly equivalent skills. Most faculty members know this, and some make largely unsupported attempts to do something about the skills gaps across groups.

But, unfortunately, that is simply not how many administrators view the issue. They practice affirmative action by admitting African-American and occasionally Hispanic students with academic skills well below those of their white and (especially) Asian peers and then exiling those students (and sometimes faculty members) to the margins of the university -- to “special” majors, programs and even dorms. In other words, they set up expectations of white and Asian
privilege, and African-American disadvantage, in ways that guarantee alienation and division, however much we deny or avoid it.

**What Should be Done?**

As Benjamin Ginsberg argues in *The Fall of the Faculty*, some of our collective failure to manage diversity (and a host of other issues) reflects the fact that administrators, not professors, now dominate our universities. Higher education administrators often view diversity issues through the prisms of politics and public relations. Even though each group leans well to the left politically, approaches to diversity can divide college administrators and faculty members. In *The Still Divided Academy*, Stanley Rothman, April Kelly-Woessner, and Matthew Woessner offer extensive survey data showing that while college and university administrators see no downside to affirmative action, their faculty members, who actually work with students and value academics, perceive trade-offs between diversity and student success.

This is a divide between those working directly with students and those focused on “the big picture,” for whom individual students are abstractions. For most faculty members, whatever their ideology, issues of diversity offer educational challenges: How do we serve all our students, including minorities, and use diversity to enhance rather than constrict intellectual exchange? In contrast, college and university administrators by and large care little if black students (or any students) learn. For the administrators who run colleges and universities, diversity offers *political* challenges: How do we keep minorities quiet and have sufficient numbers of them to look good to external funders? This means that minority activists at places like Yale, the University of Missouri and wherever the next racial incident occurs in a deep sense have it right: university leaders do not care about them save as public relations objects. That’s a recipe for alienation, and rebellion.

Perhaps universities don’t have to be this way. Some of the better work on managing diversity comes out of the military, such as Charles Moskos and John Sibley Butler’s 1996 classic *All That We Can Be: Black Leadership and Racial Integration the Army Way*. This nuanced sociology suggests integration works best when those of different identities have roughly equal skills, face common challenges, get to know each other as individuals rather than as group representatives and cannot retreat to separate “safe spaces.” Grown-ups could structure the academic and social challenges of college in such ways. Putting more focus on academics would be a good start, unifying students around the common demands of course work. Going a step farther might mean de-emphasizing institutions of progressive privilege, like diversity programs, and even more powerful institutions of traditional privilege, like fraternities and sororities.
Unfortunately, however, the prospects for such bold, individual student foci on the part of large, bureaucratic institutions are not good. Perhaps those running colleges and universities deserve what they are getting.

Robert Maranto is the 21st Century Chair in Leadership in the Department of Education Reform at the University of Arkansas.

The Chronicle of Higher Education

NO MU MENTION

How Politics Shapes the Making of Higher-Education Regulations

By Beckie Supiano DECEMBER 19, 2016

The Education Department has been criticized for its heavy use of rule making to advance the Obama administration’s policy priorities — in particular, holding for-profit colleges accountable. But now many observers expect at least some of those efforts to be curtailed or ended under the incoming Trump administration. To help make sense of this evolving landscape, The Chronicle spoke with Rebecca S. Natow, whose book, Higher Education Rulemaking: The Politics of Creating Regulatory Policy (Johns Hopkins University Press, 2016) was released last week. The conversation with Ms. Natow, a senior research associate with the Community College Research Center, at Columbia University’s Teachers College, has been edited and condensed.
Q. One of the main examples you follow in your book is the controversial gainful-employment rule. What lessons do you draw from this very contested, drawn-out rule-making process?

A. The for-profit higher-education sector, in particular, was very interested in opposing the gainful-employment rules, and so they spent a lot of money, a lot of energy, a lot of time, trying to influence that process. They participated in negotiated rule making, they sent comments during the notice-and-comment period, they made their voices heard about this.

We also saw some Republican lawmakers speaking out about the gainful-employment rules, in some cases calling them an example of overreach of the Department of Education’s authority.

Negotiated rule making did not result in consensus, and so the department was permitted to come up with the language of the proposed rule on its own. But you could definitely see where there was some influence from the for-profit sector, because the final language wasn’t as strong of a regulation as was initially being talked about.

Q. The Education Department’s considerable use of rule making under President Obama has received a lot of criticism. Do you think that’s fair?

A. You would need to look at every rule on its own, determining whether it’s something that is fairly implementing the statute. Depending on the ideology of whatever administration is in power at the time, you’ll see very different rules coming out, so that illustrates the political nature of rule making.

The regulations of the for-profit sector are a good example of that. We saw some regulations during the Bush administration that were somewhat favorable to the for-profit higher-education sector, for example regulations concerning incentive compensation for college recruiters. Then, when the Obama administration took over, there was a rollback of some of those rules.

Now we’re going to have a Republican administration coming in. Obviously the Trump administration has some deep ties to the business community. And the incoming designate for secretary of education [Betsy DeVos, a school-choice advocate] has embraced some market-based education policies at the K-12 level. I would expect to see some more favorable regulations for the for-profit sector.
Q. How effective is rule making as a form of policy making if it can be made and unmade so easily, depending on which party’s in power?

A. It’s very effective, as evidenced by the fact that some of these institutions are seeing their very existence being threatened by these regulations. It’s true that you do see some back and forth in terms of what the regulations say, but there is a whole process that the department needs to go through in order to get the regulations passed. It’s an involved process, and it does take a bit of resources. It will have input from the public, and from interest groups and associations; they’ll participate in negotiated rule making, and Congress will weigh in.

So at the end of the day, it’s not as easy as it seems, even though the content does sometimes go back and forth depending on who’s in power. To a certain extent, we see that with legislation as well, so I don’t think it’s very different from that.

Q. How much of the Obama administration’s reliance on rule making was the result of being in a situation where getting legislation through just seemed impossible?

A. When you have a situation in recent administrations of divided party control — so during the Bush administration, at the very end when Congress was controlled by Democrats, and then during the Obama administration, when Congress was largely controlled by Republicans — divided party control and polarization can prevent legislation from going through.

But interestingly, in those two instances, I did notice a slight uptick of higher-education rules that were coming through. That could be an indication that policy is being made through the rule-making process during times when it’s particularly difficult to get legislation through Congress.

Q. Do you see evidence that Democrats tend to be more in favor of regulation in general?

A. One of the things I looked at in higher-education rule making over the past 25 years was how often you would see new rules issued depending on which party is in power. So I looked at presidential administrations, but I also looked at party control of Congress.

There were more initial rule makings on an average annual basis when you had Democrats under united party control, and there was the least amount of new rule making when you had Republicans with united party control. So that’s an indication that at least as far as new regulations are concerned, the Democratic Party, when
they’re in control, would be inclined to create more rule makings than the Republican Party.

I do, however, have reason to believe that that will be different during the forthcoming era of united Republican Party control. One of those reasons is because there are some regulations on the books that are not favorable to the for-profit higher-education sector. I think that the new administration would be interested in doing some new rule making to change that.

The other reason is because there is going to likely be a reauthorization of the Higher Education Act coming up pretty soon — it’s overdue to be reauthorized — and my research found that after there is a reauthorization, there does tend to be a big spike in the number of new higher-education rules.

A Lack of Yakking

Students appear to have moved on from Yik Yak, once a prime app for anonymous gossip and racist comments -- a relief for administrators struggling to curb online bullying.

No MU Mention

Remember Yik Yak?

The app was the scourge of the college campus just last year, with anonymous harassment posted to its local discussion boards causing arrests, demonstrations, sit-ins and more. Administrators grappled with how to respond -- some moved to ban the app or restrict students’ access to it, but those actions drew criticism from civil liberties and free speech groups.

Now the app appears to be going the way of Google+, MySpace and Vine. Once a staple on smartphone app store top downloads charts, Yik Yak has this year fallen out of the top several hundred most popular. Students appear to have moved to other platforms -- Snapchat, for example, which is showing impressive reach among 18- to 34-year-olds (as well as all-important appeal to advertisers).
As a business, Yik Yak’s momentum is also slowing down. *The Verge* reported last week that the company, which has raised $73.5 million and was once valued at between $300-400 million, has fired about 60 percent of its employees, shrinking its office from about 50 to 20 people.

Some social media experts point to Yik Yak’s shift away from anonymity as one reason why the app is no longer as popular as it once was. Last year, Yik Yak introduced user names -- first optional, later mandatory -- and began highlighting nearby users. The changes were controversial among users, and by that November, the company reversed its course. But more recent changes to the app, such as phone number verification, have continued to trend away from anonymity.

"When Yik Yak moved away from anonymity, they took away the most important feature of the app," said Eric Stoller, a higher education consultant (and *Inside Higher Ed* blogger) who frequently writes about social media. “Why use Yik Yak when you can use other platforms that have user profiles? Yik Yak was always about user location and anonymity.”

Yik Yak did not immediately respond to a request for comment. The company frequently points to its guidelines for law enforcement, terms of service and rules as examples that it takes a tough stand on harassment, and its website includes resources for requesting a takedown of posts that violate requirements.

At the peak of the Yik Yak’s popularity, activity in the app was organized into communities based on users’ location. A college campus, in other words, would have its own community with a board of anonymous messages ranked by users who voted posts up or down. That structure proved to be a recipe for trouble on many college campuses.

At Colgate University in Hamilton, N.Y., about 300 students in September 2014 participated in a sit-in to protest the institution’s lack of diversity and treatment of minority students. Racist posts on Yik Yak had at least a part in fueling that sit-in -- some posts came from users who said they picked Colgate for its lack of diversity; others made fun of slavery.

Two years later, Yik Yak’s shift away from total anonymity has had a noticeable impact on its popularity among Colgate students, said Matt Hames, a communication strategist at the university.

“Since Yik Yak starting asking for a phone number, it died on our campus,” Hames said in an email. Yik Yak began verifying users’ phone numbers in August.

Mary Keister, director of news media relations at Kenyon College, said the liberal arts college has seen a similar development. Students at Kenyon in 2014 launched the campaign “#Respectful Difference” to promote respectful
dialogue online after a year during which anonymous commenters made fun of sexual assault.

“I wouldn't say the challenges we faced with the app in 2014 are still a problem here at Kenyon,” Keister said in an email.

Other colleges hastened decline by cutting off access to the app. After several students at the College of Idaho reported that they felt threatened by posts on Yik Yak, the student government there in 2015 passed a resolution essentially stating that anonymous posts violated the college’s Honor Code, said Jordan Rodriguez, director of marketing and communications.

The college’s administration took the resolution as an endorsement to block Yik Yak on campus. It initially asked the company to set up a geofence -- effectively blocking use of the app within a certain area -- but the company only approves those requests for middle and high schools. Instead, the college blocked the app on its network, Rodriguez said.

“The approach that was taken here on campus was ‘We’re not going to use it,’” Rodriguez said. “I’m sure that there was probably a handful of people who still did, but by and large, the student body, the campus community said, ‘We’re not going to be part of this.’”

While students could still access Yik Yak by turning off Wi-Fi and using mobile data on their devices, the inconvenience of doing so was enough to make many users stop using the app, according to a student enrolled at the college who was there when the resolution passed.

“This app is dead,” one recent post on the College of Idaho’s board reads.

Online harassment, however, is not. But while this fall's presidential election has highlighted internet trolls on social networks such as Reddit and Twitter, no single app has replaced Yik Yak as the one causing administrative headaches on campus.

“At present, there isn't an alternative, truly anonymous platform to students,” Hames wrote. “Of all the social platforms, only Twitter offers anonymity, and that's even tenuous.”