Mizzou journalism school pushes diversity recruitment

COLUMBIA, Mo. (AP) — University of Missouri's journalism school is starting a new program to recruit diverse high school students.

Dean David Kurpius announced recruitment efforts Thursday to reporters and students in a cross-cultural journalism class at the Columbia campus.

Kurpius said the goal is to partner with alumni working at media and strategic communication outlets to mentor high school students in big cities. He said the school will offer summer programs and other recruitment events on campus.

Mizzou set aside $959,000 over three years for the program.

Mizzou Assistant Vice Chancellor for Advancement Ron Kelley will step down to lead the program Sept. 12.

The program’s launch follows campus turmoil last year, when student protests over what some saw as administrators’ indifference to racial issues culminated with the resignations of some university leaders.
University of Missouri launches program to recruit, support minority journalists

By Rudi Keller

The following stories are generated from News Bureau press release:

A new University of Missouri recruiting initiative will seek out promising young journalists from minority communities in an effort to increase the diversity of the talent pool for media companies.

The effort, a joint project of the MU School of Journalism and the Mizzou Advantage initiative, will support students pursuing careers in news and public relations, identifying talent in high school and providing mentors to support them through college and their first years in the workforce. The project was unveiled Thursday during a session of the school’s multicultural journalism class by Dean David Kurpius, Mizzou Advantage Director Jerry Frank and Provost Garnett Stokes.

Ron Kelley, assistant vice chancellor for advancement, will be executive director of the program, beginning his new job Sept. 12. Kelley also will lead the School of Journalism’s diversity initiatives. Kelley received a doctorate in educational leadership and policy analysis from MU in 2000.

Speaking to reporters after the announcement, Kelley said he will develop journalism alumni groups around the country to work with schools in their area to identify potential recruits and introduce them to the university’s program. He also will work to develop partnerships with media companies, he said.

“As part of those partnerships, we are hoping those companies will invest and create internships and scholarships,” Kelley said.

The $959,000 budget for the first three years of the program will be shared by the School of Journalism, the MU Office of Inclusion, Diversity and Equity, the Provost’s Office and the Mizzou Advantage initiative.
“Different perspectives must be presented in our work, from who gets quoted and photographed to the stories that are selected for coverage to sharing the rich and cultural understanding of society,” Kurpius said. “We need representatives from different races, sexual orientations, those with disabilities, veterans and more to tell the stories.”

The project is the latest step by MU to address student demands for a more diverse and inclusive campus that resulted in a leadership crisis last fall. The Board of Curators responded with $921,000 in funding for new campus diversity initiatives and hired Kevin McDonald for a new position, chief diversity, inclusion and equity officer for the UM System.

McDonald, who also is interim vice chancellor for inclusion, diversity and equity for the MU campus, said in a news release that the journalism school project fits the university’s role as an enlightened academic community.

“We recognize the value of boldly pursuing full inclusion as a central component of our values and our approach to each other and the world around us,” McDonald said.

The news release announcing the project included a statement of support from Ramon Escobar, the vice president of talent recruitment and development for CNN Worldwide. It will help bring new voices to journalism, wrote Escobar, who received a bachelor of journalism degree from MU in 1990.

“As someone responsible for recruiting top talent for CNN, I can tell you how valuable and necessary this program is for Mizzou and the industry,” Escobar said.

MISSOURIAN

MU journalism program designed to place more minorities in media jobs

KATIE KULL, 17 hrs ago

COLUMBIA — The MU School of Journalism announced broad plans Thursday for a new recruitment and training initiative to diversify media industries.

The Student Development, Diversity and Recruitment Program will target minority students starting in high school who are interested in journalism and strategic communication.
The school will also partner with major media organizations to provide mentoring and internship opportunities to students and then provide support during the first years of a career, School of Journalism Dean David Kurpius said. A number of specific details are being ironed out, and industry partners have yet to be announced.

The new initiative will cost $959,000 over the first three years from a variety of sources including the sponsors at MU and external funding, MU News Bureau spokesman Nathan Hurst said.

Kurpius said the initiative is a response to lack of minority representation in journalism and strategic communication fields.

In 2015, minorities made up about 13 percent of U.S. newsrooms, according to the American Society of News Editors newsroom census. In the overall population, the U.S. Census Bureau estimates that by 2044, minorities will be the majority in the United States.

"We need representatives from different races, sexual orientations, those with disabilities, veterans and more to tell their stories," he said.

"In short, we need diversity and those who are in an inclusive society involved in journalism and strategic communication."

The three sponsors of the initiative — the School of Journalism, Office of the Provost and Mizzou Advantage — will launch the plan on Sept. 12.

Ron Kelley will leave his current position as the MU assistant vice chancellor for advancement to be executive director of the program. He received his doctorate in educational leadership and policy analysis at MU in 2000.

Kelley said industry partnerships were an essential part of the process.

"One of the unique things about this program is we want to create partnerships with media organizations and strategic communication firms," he said. "And so as a part of those
partnerships, we are hoping that those companies will invest and create internships and scholarships."

Missouri School of Journalism creates diversity program

COLUMBIA - The Missouri School of Journalism announced a new diversity program Thursday.

The plan is called the "Student Development, Diversity and Recruitment Program." It is designed to help increase the enrollment of minority communities in journalism and strategic communications.

Missouri School of Journalism Dean David D. Kurpius said the program has been in the making for the past year.

“We need to go talk to students in high schools and get them interested in working in strategic communications and journalism and offer them opportunities through summer programs and campus programs to get a taste of what we do and the importance of the gold standard of training, which is the Missouri Method,” Kurpius said.

The program will provide guidance for students before and after college with recruitment and mentorships. Students can become connected with alumni in the field to help guide them early on in their careers.

Kurpius said the program will also help to support better media coverage.
“One of the issues we see nationally is people don’t see themselves reflected in media or in advertising or in public relations, so by doing a program like this, we help ensure there are more people who can provide diverse perspectives and then more people in our country see themselves represented in media,” he said.

Executive Director Ron Kelley said he's excited for the journalism school to start getting into classrooms and talking with diverse students across the country about the journalism profession.

“It gives us different voices to provide different perspectives when we do our news coverage and the opinions on strategic communication areas so I think it’s important to have those different voices and perspectives,” Kelley said.

He said getting diverse students is more important than ever for the University. According to the Census Bureau, minorities will become the majority in the United States by 2044.

“This is something the dean has been working on for a while. What happened last fall just made us realize how important we do have a program like this,” Kelley said.

Kurpius said he hopes the program will become popular with other colleges across the country as well.

“We need to build it here first and to share and learn from that and help others build it from there,” he said.
Mizzou School of Journalism implements first of its kind diversity program

COLUMBIA — The University of Missouri announced a new diversity program on Thursday morning.

Mizzou is calling their new diversity plan "student development, diversity and recruitment program". It's designed to increase enrollment of under-represented communities in journalism and strategic communication. It will also provide mentorship to students starting in high school, through college and the first years of their careers.

“We’re proud to be a national pioneer and leader in tackling issues related to diversity and inclusion,” said School of Journalism Dean David Kurpius.

Along with guidance from media professionals, the program includes recruitment, partnerships and research.

“My office has chosen to fund the Student Development, Diversity and Recruitment Program to ensure diverse students’ success not just through their college years, but also through the beginning stages of their careers,” said MU Provost Garnett Stokes. “Once this program is successful, it will provide a model that could be duplicated in other schools and colleges.”

Journalism School officials believe diversity in the newsroom has been a key goal but is also a strenuous process nation-wide.

According to the Census Bureau, minorities will become the majority in the United States by 2044, meaning tackling industry diversity levels will become even more important.

Starting on September 12, MU assistant Vice Chancellor Ron Kelly will leave his current position to become the executive director of the program. Kelley will also develop external funding and other channels of support, as well as lead the School of Journalism’s diversity initiatives.
The University approved a one-million dollar budget for the new initiative.

This program is a joint effort between School of Journalism, Office of the Provost and the Mizzou Advantage initiative.

MU School of Journalism to Increase Diversity

Watch story: http://mms.tveys.com/PlaybackPortal.aspx?SavedEditID=15abe8e6-c513-46c2-88c8-e379102d4ac1

MU School of Journalism to Increase Diversity

MU names Pelema Morrice as new enrollment administrator

COLUMBIA — Pelema Morrice, chief enrollment officer at Bryn Mawr College in Pennsylvania, will take over as the new vice provost for enrollment management at MU, the MU News Bureau announced Thursday.

He will oversee undergraduate admissions, international admissions, financial aid, the Missouri College Advisory Corp., Student Information Systems, the university registrar and the Veterans Center as a part of his new position.

Morrice's hire comes at a time of declining enrollment for the university. As of Monday, enrollment at MU was down 2,273 students from the previous fall. University administrators predicted an even larger decline of 2,600 earlier in the spring.

But the new enrollment administrator is confident he can give MU the chance to move forward after a year of protests, resignations and administrative turnover. The key will be to understand the campus community, he said.

"I think the first step would be to get a sense of what has taken place historically and in recent months, and then we’d move forward with engaging the system to develop short, mid and long-term plans," Morrice said.

Before working at Bryn Mawr College, he worked at the University of Nebraska-Omaha as the associate vice chancellor of enrollment management, was the assistant dean at the University of San Diego, an assistant director at California State University and a financial aid counselor and doctoral program coordinator at Stanford University.
At MU, Morrice said he hopes to use his background in and passion for public education to recruit a diverse student body that will thrive and graduate from MUuniversity.

"No matter what we end up doing as a community, it’s going to be important that we take a balanced, holistic approach to enrollment," he said. "It’s not just about bringing students in; it’s about retention and persistence."
Candidate pool narrows for UM System president search

TARYN PARKER, 13 hrs ago

COLUMBIA — Associate professor Stephanie Shonekan, who represents MU on the search committee for a new president of the University of Missouri System, updated the MU Faculty Council on Thursday.

Applicants have been narrowed to a pool of candidates. The committee expects to start interviews in early September. Shonekan would not say how many are in the pool.

A second round of interviews will have a smaller group of applicants. Finalists will meet with chancellors and key players at all four system campuses, Shonekan said.

She said she is satisfied with the wide range of experience among the candidates. She is looking for two characteristics in particular: an understanding of academic life; and experience with multiculturalism and diversity.

Shonekan said she is excited about the "quality group."

At her request, council members offered questions to pose during interviews, including how they solve problems, their view of failure and how they handle it, and how they deal with criticism.

Mike Middleton has been the interim system president since November, after Tim Wolfe resigned under pressure from student protesters and others.
UM Review Commission trudges forward despite lack of funding

By Caitlin Campbell

Thursday, August 25, 2016 at 2:00 pm

While chowing down on Shakespeare’s Pizza paid for out of their own pockets, members of the University of Missouri Review Commission met for the second time Wednesday to discuss how they can conduct a review of system operations despite having no funding to even pay for lunch.

The eight-member commission was established by the General Assembly and appointed by Republican members of the Senate and House to draft a review of system operations. Gov. Jay Nixon witheld a $750,000 appropriation to support the commission’s work, which members say has made performing even the most basic of operations difficult, such as fulfilling requirements for meeting and agenda postings as outlined by the Missouri Sunshine Law.

The agenda for the Wednesday morning meeting was not released until Tuesday afternoon, nor was it posted at the meeting location, an error commission Chairwoman Jeanne Sinquefield attributed to a busy schedule and spotty staff support caused by a lack of funding. The implications go beyond paying for lunch and meeting transparency requirements, Sinquefield said, and members of the commission discussed how to narrow the scope of their review to accommodate time and financial constraints.

The appropriation withheld by Nixon was intended to reimburse meeting expenditures, pay staff expenses and give the commission the ability to hire consultants. The group’s report is due in December.

Vice Chairman Gary Forsee compared the group’s charge to the well-funded 1986 Knight Report, which provided recommendations on the university’s organizational structure, support services and the role of the president. The 1986 report suggested separation among leadership of the system’s universities, a specific delineation of system president and chancellor responsibilities, reallocation of resources and a Board of Curators free from “rushing into controversies on campus … and adhering to the role of policy-making.”
Some recommendations were implemented, while others need to be “dusted off” or reconsidered, Forsee said. If the Knight Report “is the standard, how can we produce that without resources?” said Forsee. “It’s a pretty high bar, and if my name is associated with it, I want it to be good.”

Commission members discussed a few goals for their review, including the development of recommendations based on facts, recruiting good curators and administrators and ensuring good practices are in place system-wide. The group also discussed establishing a website to share information.

The commission was created amid heavy legislative criticism of the university after campus protests over racial issues, the resignations of UM System President Tim Wolfe and Columbia campus Chancellor R. Bowen Loftin and drawn-out decisions about the employment of former Assistant Professor Melissa Click. Because of the environment under which state lawmakers established it, the commission split its work among four areas, one of which is an analysis of diversity and Title IX programs system-wide.

Pamela Washington, a teacher for gifted students in Webster Groves School District, and Renee Hulshof, a Columbia radio host, are spearheading the diversity and Title IX review and said they are waiting for the university to deliver a large amount of data about the makeup of the staff, faculty and student body. The women said they plan to analyze the effectiveness of newly implemented mandatory diversity training and Title IX efforts.

Washington said she plans to find ways to measure how effective training and programs have been beyond the numbers.

“We will probably need to have conversations with faculty and students in a comfortable setting,” she said.

The group’s next meeting is scheduled for Sept. 27 at the Missouri University of Science and Technology in Rolla.

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**Study: Fracking chemicals in water raise fertility risks**

Jim Waymer, FLORIDA TODAY 9:16 p.m. EDT August 25, 2016
New research released Thursday suggests chemicals used in fracking and other gas and oil operations increase risk of miscarriages, reduced male fertility, prostate cancer, birth defects and preterm birth by disrupting hormones.

The study by researchers at Duke, the University of Missouri and several other universities is the first to report that prenatal exposure to the chemical mix used in oil and gas development, including fracking, may lead to adverse reproductive and developmental issues in female mice.

And that could bode ill for those who live or work near oil and gas wells.

"When it comes to endocrine-mediated effects, such as we've examined here, there is good evidence to suggest that animal studies accurately predict health effects that might be expected in humans," Chris Kassotis, the Duke University, lead researcher on the mice study, said via email.

Kassotis said that not all of the effects might be seen in humans living near fracking operations, but that increased levels of some of them, especially heart developmental defects, have already been noted in such areas.

Industry advocates challenge the findings.

"In this study, the researchers concocted the most unlikely scenario – continuous exposure to chemicals at high concentrations – and then tried to pass it off as plausible," said Katie Brown, a spokeswoman for Energy In Depth, a program of the Independent Petroleum Association of America. "They did exactly the same thing in their previous study, which led one researcher to admit, it is 'unlikely people would ever be exposed to doses quite as high.'"

The mice study, published in the journal Endocrinology, also included researchers from the University of Florida, John Hopkins, University of Massachusetts Amherst and the U.S. Geological Survey.

The researchers exposed mice to 23 chemicals — including benzene, xylenes and others associated with oil and gas operations — at levels comparable to what humans might get exposed to in drinking water near wastewater spill sites.

They found possible threats to fertility and reproduction in the exposed mice, including altered pituitary hormone levels, reproductive organ and body weights, and heart
and ovarian egg development. Taken together, the authors say their results suggest potential threats to fertility and reproductive success.

The second paper the researchers released Thursday is a systematic review of the literature that examined 45 original research articles related to oil and gas and reproduction, including residential and occupational exposures.

They say the evidence from those studies suggests increased risk of negative reproductive effects from exposure to fracking and other oil and gas extraction activities, especially for miscarriages, reduced semen quality, prostate cancer, birth defects and preterm birth.

Some scientists liken such hormonal disruption to a player piano gone haywire. Chemicals such as those used in oil and gas extraction can poke new holes into the music roll or plug existing ones, changing the timing and order of the tune, or in this case, the sequence by which hormones — the chemical messengers of growth and reproduction — govern cells.

**Susan C. Nagel, associate professor of obstetrics, gynecology and women's health at the University of Missouri, likens the healthy function of those hormones to a locks and keys.**

"Sometimes you can get too much opening of that lock at the wrong time," Nagel said. "And sometimes you can get a key in a lock stuck."

The new mice study had its limits, the researchers say. Knowledge is incomplete for most of the 1,000 chemicals used in unconventional oil and gas operations such as fracking, and industry does not have to disclose all the chemicals they use.

"One of the striking things is just the lack of studies on this," Nagel said.

There's no fracking in Florida, yet, but conservationist fear it's only a matter of time.

About 50 Florida cities and more than 30 counties, including Brevard, have banned the practice.

But many fracking opponents fear Florida lawmakers will overturn local bans on fracking.

In July, by a 3-2 vote, the state Environmental Regulation Commission signed off on the new water quality standards for more than 100 toxic chemicals, including benzene, a cancer-causing petroleum byproduct used in hydraulic fracking, during its regular meeting in Tallahassee. The Seminole Indian Tribe and the city of Miami have challenged the rule before the Florida Division of Administrative Hearings.
The new criteria also would have to be approved by the U.S. Environmental Protection Agency, which has indicated it intends to OK the new criteria.

The new water criteria would affect the types of chemicals released during fracking, oil and gas drilling, by sewer plants, paper and pulp plants, dry cleaning businesses and other industries. Those chemicals can wind up in drinking water, fish, shrimp and other seafood.

MU Libraries are searching for more funding and have raised $6 million so far.

This semester, due to reduced funding, Ellis Library will have fewer hours and reduced resources.

Last year, Ellis was open 24 hours for five days per week. This semester, during finals week and the week before, Ellis Library will be open 24 hours a day. Regularly, on Monday through Thursday, the library will close at midnight, and on Saturday and Sunday, the library will close at 7 p.m.

Changes at campus libraries are a result of a failed library fee proposal, as well as a 5 percent cut in MU’s general operating funds. The proposal would have implemented a fee per credit hour that would have begun at $5 per credit hour and slowly increased to $15 per credit hour by 2022. Last year, 54 percent of MU students who voted on the fee voted against the proposal.

At its peak, the proposed fee would have provided the libraries with 13 million dollars in funding each year. Without this funding, campus libraries are reducing staff members and eliminating resources, according to previous Maneater reporting. So far, the libraries have removed eight positions.

Multiple fundraisers have taken place to make up for the loss in revenue. Matt Gaunt, director of advancement for MU Libraries, explained that a comprehensive campaign for the campus has raised over $6 million for MU Libraries so far. The libraries have received help from individual donors as well.

MU Libraries spokeswoman Shannon Cary said the libraries are still searching for funding.
“We will continue to talk to the administration about better funding, we will continue to fundraise, and we will continue to look for possible sources,” Cary said.

However, funding is being provided for some repairs and upgrades at library facilities.

The Student Fee Capital Improvement Committee has approved $50,000 to refurbish Bookmark Cafe.

Other improvements students can expect include a refurbished West Wing reading room. Gaunt said it will have new blinds that automatically adjust depending on the time of day so students can be comfortable when reading.

Along with shorter hours, academic journals are another resource being reduced at the libraries. However, even if Ellis Library doesn’t have a certain journal, Cary said the library should be able to access it if given enough time.

“We should still be able to get any journals you may need, but it may take a little longer,” Cary said. “Students should know to plan ahead.”

To compensate for reduced hours, online chat times with librarians will expand.

“If a student needs assistance in the middle of the night, they should be able to get help with their research,” Cary said.

Gaunt said the new hours will be the biggest change.

“Students will need to remember that if they have a project to work on at three or four in the morning, they won’t be able to do it at the library,” Gaunt said.

Black Lives Matter Has Officially Cost Mizzou 2,100 Students

The University of Missouri’s (MU) flagship Columbia campus has officially lost a staggering 23 percent of its freshman class this year, an even worse figure than administrators initially predicted in the wake of major racial strife.
The big enrollment drop at MU has been brewing for months, but finally became a reality this week with the start of fall term on campus. MU’s freshman class this year has some 4,799 students, a drop of over 1,400 from last year, when freshmen numbered 6,211. Overall enrollment is down by over 2,200, a drop of about 7 percent, according to preliminary numbers released by the school.

The drop is even worse than officials at the school were predicting last spring. In March, interim chancellor Hank Foley warned the school was facing a drop of 1,500 students.

The decline is wreaking havoc on the school’s budget, which has a hole of about $30 million. To contain costs and reflect its shrinking population, the school has already shuttered several dormitories.

It’s not hard to find the cause of the school’s woes. Last year, the black activist group Concerned Student 1950 launched a major protest effort, claiming the school was a hotbed of racism and demanding the ouster of MU president Thomas Wolfe. After black members of the football team went on strike, their demands were swiftly met. At the same time, professor Melissa Click was caught on camera attacking a student journalist trying to cover the protests, and calling for “muscle” to carry him off if he refused to leave. Though Click was eventually fired, campus officials otherwise focused on trying to placate protesters and meet their demands, but this only spurred follow-up protests.

As imitation protests sprung up all over the country, MU rapidly became identified with a new, more vigorous brand of disruptive campus activism bolstered by the Black Lives Matter movement. Evidently, that reputation is causing thousands of students to stay far away.

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MU graduate student program improves health care in rural Missouri

Health psychology professor Laura Schopp: “We can treat the whole person. We don’t have care fractured off into silos.”

Generated from News Bureau press release: Program Will Train Mental Health Providers, Improve Health Care in Rural Missouri

Many rural counties with populations less than 10,000 often only have one or two health facilities and may not include mental health care, according a medical facilities map published by the Missouri Department of Health & Senior Services. But with a federal grant, a new graduate psychology program aims to change that.

MU professors of health psychology Brick Johnstone and Laura Schopp launched a new program in July that pairs graduate-level psychologists with rural clinicians to establish more comprehensive health care.

The goal of the program is to train general clinicians who typically do not specialize in behavioral health services.

The program received a $700,000 grant from the Health Resources and Services Administration and supports five students’ internships for three years.

“Our department provided services to almost 1,500 people, and over three-quarters of them were from medically underserved areas,” Schopp said of last year. “So that tells
us that there’s a need for comprehensive health care services among the patients we serve and that these services are very rarely available in rural areas."

The program focuses on partnering with state agencies such as the Missouri Division of Vocational Rehabilitation, Harry S. Truman Memorial Veterans’ Hospital and Missouri Department of Mental Health.

Schopp said that psychological or behavioral issues often interfere with general health care.

“If [a rural clinician] has a patient that has diabetes and the patient is depressed, we are treating the depression so that they can take care of their diabetes,” Schopp said.

Some of the factors that commonly inhibit the care for physical issues in rural areas are anxiety, depression, chronic pain and adjusting to new disability.

The Missouri Department of Mental Health has also prioritized Community Mental Health Centers, which enable patients with severe mental illnesses such as bipolar disorder or schizophrenia to receive their full health care in the same place.

“We can treat the whole person,” Schopp said. “We don’t have care fractured off into silos.”

This type of integration also saves money on Medicaid significantly. According to a Missouri Coalition for Community Behavioral Healthcare study from 2012, integrated care could save over $30 million. As a result, HRSA has been especially interested in programs that combine mental and physical health care.

Clinical psychology student Isaac Hunt became one of the interns to participate in the program after transferring from Brigham Young University in order to finish his doctorate.

Hunt said his work so far has primarily been with patients who have head injuries, strokes, Alzheimer’s and other issues with the brain. He chose this program because it also gave him the opportunity to sit in on autopsies and brain cuttings.

He said that the program “has a pretty good focus on rehab psychology and working with individuals in an inpatient setting.”
The interns will rotate among partnered locations.

“Right now I am doing an adult neuropsychology rotation,” Hunt said. “Later on I will do a geropsychology rotation; that’s working with the elderly. At the VA, I’m going over there for didactic training where they will bring a speaker to present different topics once a week.”

The program currently does not have an official name yet and is being called the HRSA Rural Psychology Program. The program is receiving additional assistance from MU faculty members Eric Hart, Renee Stucky and Nikole Cronk.

“The program has been really good for me,” Hunt said. “It has been a good training experience so far, and I’m looking forward to the rest of the year.”

New Missouri parenting law may cause more conflict than it resolves

JEFFERSON CITY - A new Missouri law that promotes shared parenting after divorce or separation will take effect August 28, but it could have some consequences.


Much research, such as from The Journal of the American Psychological Association, suggests that shared parenting after divorce or separation best benefits a child.

“The evidence supports shared residential arrangements for children under 4 years of age whose parents live apart from each other,” the journal says.
According to the U.S Department of Justice, fatherless homes account for 63 percent of teen suicides, 85 percent of children with behavioral disorders and 90 percent of homeless and runaway children.

**While much research supports shared parenting, Dr. Lawrence Ganong, Human Development and Family Science and Nursing professor at the University of Missouri who does research on co-parenting, thinks it is not for everyone.**

“Shared parenting sounds great on paper. The research indicates that if divorced parents can get along in rearing their children, that’s the best situation for their children,” Dr. Ganong said. “However, mandating that parents have to work together does not always work very well.”

The current custody laws require separated parents to create a parenting plan that works for them. The new law will cause the time parents spend with their children to be split as evenly as possible.

Dr. Ganong called this a “one size fits all solution,” which he said is a problem because all families are different. He is afraid there will be consequences of the law, saying “parents who do not get along will be forced to interact in ways that will take them back to courts more often, may cause more conflict, and kids get caught in the middle.”

Dr. Ganong said supporters of the law include fathers’ rights groups because fathers often do not get sole or primary custody.

He also said there is a contradiction in views of parenting in the U.S.

“The really interesting thing in our country is the legal system does not tell married parents how much time mom and dad should spend with their kids,” he said, “but as soon as you are divorced the State of Missouri tells you ‘oh, here is what you do.’”

Dr. Ganong thinks that shared parenting is in the best interest of the child when the parents get along, but that the research indicates that parents should figure out what works for them on an individual basis, and there are many variations that work. He said he supports parents working cooperatively together and anything they could go through to help them do this because parental conflict is always bad for children. Dr. Ganong will follow this law with interest and looks forward to seeing the outcomes of it.
African-American Women's Equal Pay Day highlights wage gap

COLUMBIA — Kimberly Perry, owner of Ms. Kim’s Fish & Chicken Shack, creates her own salary — but it wasn't always that way. When she worked for a factory, she was never sure whether she was paid the same as her white peers.

It wasn't something that bothered Perry then; her goal was to make enough to leave. "It's better to be self-owned," she said. "You're not working for someone — you're working for yourself."

However, now that Perry does payroll, she makes sure to take a fair approach when it comes to wage equality.
“With my employees, they all start out (at) the same amount,” Perry said. “When they come in, they’re all equal. It doesn’t matter if they’re white or black.”

Pay equity isn’t the norm in this country, however. On average, black women have to work 600 days to earn what white men make in 365 days.

Tuesday, Aug. 23, is recognized by some as African-American Women’s Equal Pay Day, a day on which the disparity in pay for African-American women is recognized.

To earn the average one-year salary of a white man, an African-American woman works a full calendar year plus 235 days, according to a blog post by Jasmine Tucker, research director of the National Women’s Law Center.

According to the women's law center, this gap means an African-American woman in certain states would earn more than $1 million less over a 40-year career.

On Tuesday, people took to Twitter with the hashtag #BlackWomensEqualPay to make statements of support for women of color, express their views on the state of income inequality and shed light on the pay gap.

Missouri Sen. Claire McCaskill joined the trending hashtag, tweeting:

“Claire: #StudentDebt doesn’t affect everyone equally—#paygap means it especially hurts #WOC. #BlackWomensEqualPay.”

Democratic presidential candidate Hillary Clinton’s Twitter account also shared an article about the wage gap, along with the comment: “The gender wage gap is even wider for women of color. It’s time to ensure equal pay.”

Nationally, women were paid 79 cents for every dollar paid to men in 2014, according to data from the National Partnership for Women and Families. African-American women were paid 60 cents on every dollar paid to white, non-Hispanic men, on average.
Although attempts have been made to close pay gaps with legislation, progress has been slow — between 1967 and 2014, it had narrowed by only 17 cents for African-American women, according to a report by the women's law center.

**Part of the problem is that much of the legislation has put the responsibility on employees to prove that they are being discriminated against, which in many cases is very difficult to prove,** said Sonja Erickson, senior policy analyst at the Institute for Public Policy at the MU Truman School of Public Affairs.

Erickson said part of the solution could lie in employers making their pay structures more transparent.

"Many people don't have the information they need to ask for more money," she said.

"It is important to understand that it’s a complex problem with a lot of root causes that can be solved but need to be understood."

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**The Palm Beach Post**

**University tells frosh: No ‘safe spaces’ or ‘trigger warnings’ here. Good for them.**
Kudos to the University of Chicago for standing up for free speech and the open exchange of ideas.

In a letter to incoming freshmen, the esteemed university warns the Class of 2020 not to expect to be protected from ideas they may not want to hear. Dean of Students John Ellison said, in part:

Our commitment to academic freedom means that we do not support so-called “trigger warnings,” we do not cancel invited speakers because their topics might prove controversial, and we do not condone the creation of intellectual “safe spaces” where individuals can retreat from ideas and perspectives at odds with their own.

This is a welcome blow against a movement that has swept many campuses in which students have demanded that they be shielded against what they perceive as hate speech.

For example, at Yale University last fall, controversy raged after the university offered guidance on how to avoid causing offense with Halloween costumes and a letter criticized that guidance. As Inside Higher Ed writes: “A professor defending the author of the letter (who was also his wife) was shouted down and had expletives yelled at him when he tried to talk to students about the issues.”

**At the University of Missouri, a student journalist was blocked from taking pictures of other students protesting the school’s response to a series of incidents of racial harassment, a movement that led to the resignation of the university’s president.**

A Twitter account associated with the activists later declared: “We ask for no media in the parameters so the place where people live, fellowship, and sleep can be protected
from twisted insincere narratives,” adding that “it’s typically white media who don’t understand the importance of respecting black spaces.”

As it happened, the student photographer was an Asian American. He had every legal right to document the protests. And while it’s understandable that students conducting a protest wouldn’t want their story to be “twisted” — well, that’s a risk everyone takes in a country where the First Amendment protects the freedom of speech.

The same freedom which guarantees the right to protest also guarantees the right to report on a protest.

The concept of “safe spaces” emerged from a worthy motive. It’s “a place where anyone can relax and be fully self-expressed, without fear of being made to feel uncomfortable, unwelcome or challenged on account of biological sex, race/ethnicity, sexual orientation, gender identity or expression, cultural background, age, or physical or mental ability; a place where the rules guard each person’s self-respect, dignity and feelings and strongly encourage everyone to respect others,” according to Advocates for Youth, a sex-education group.

But as author Ken White has written, this concept has been turned upside down:

I support people creating ‘safe spaces’ as a shield by exercising their freedom of association to organize themselves into mutually supporting communities. But not everyone imagines ‘safe spaces’ like that. Some use the concept of ‘safe spaces’ as a sword, wielded to annex public spaces and demand that people within those spaces conform to their private norms.

That’s exactly what happened in the Missouri banning of the photographer.

Trigger warnings have become a thing in classrooms, with professors alerting students to forthcoming material that might be upsetting in some way.
Writers Ben Lukianoff and Jonathan Haidt addressed this in an article in The Atlantic last fall called “The Coddling of the American Mind”:

Something strange is happening at America’s colleges and universities. A movement is arising, undirected and driven largely by students, to scrub campuses clean of words, ideas, and subjects that might cause discomfort or give offense. Last December, Jeannie Suk wrote in an online article for The New Yorker about law students asking her fellow professors at Harvard not to teach rape law—or, in one case, even use the word violate (as in “that violates the law”) lest it cause students distress. In February, Laura Kipnis, a professor at Northwestern University, wrote an essay in The Chronicle of Higher Education describing a new campus politics of sexual paranoia—and was then subjected to a long investigation after students who were offended by the article and by a tweet she’d sent filed Title IX complaints against her. In June, a professor protecting himself with a pseudonym wrote an essay for Vox describing how gingerly he now has to teach. “I’m a Liberal Professor, and My Liberal Students Terrify Me,” the headline said. A number of popular comedians, including Chris Rock, have stopped performing on college campuses. Jerry Seinfeld and Bill Maher have publicly condemned the oversensitivity of college students, saying too many of them can’t take a joke.

So, props to the University of Chicago for doing what it can to stem the lowering of higher education.

The dean’s letter to the incoming students puts it well:

One of the University of Chicago’s defining characteristics is our commitment to freedom of inquiry and expression...Members of our community are encouraged to speak, listen, challenge and learn, without fear of censorship. Civility and mutual respect are vital to all of us, and freedom of expression does not mean the freedom to harass or threaten others. You will find that we expect members of our community to be
engaged in rigorous debate, discussion, and even disagreement. At times this may challenge you and even cause discomfort.

Free speech, but civility. Ideas that challenge and even cause discomfort.

That sounds just right for a college campus. And for our democracy in general.

What do you think?

THE CHRONICLE OF HIGHER EDUCATION

A New Era for Grad-Student Organizing

The air around graduate-student activism feels different this time.

In a general sense, Tuesday’s sweeping decision by the National Labor Relations Board sets the clock back to 2000. That year, the labor board had also declared that graduate assistants at private colleges were employees with the right to unionize. Four years later, a George W. Bush-era board reversed that right.

The academic ground, however, has shifted since that 2000 ruling, by a board largely appointed by President Bill Clinton. Universities have become more corporatized, activists and labor observers say, and doctoral students increasingly see their teaching as work. Diminishing academic job prospects mean many graduate students don’t want to, or won’t be able to, become professors, which makes the argument that teaching is part of their training less compelling.

The changing realities of the modern research university and the broad scope of Tuesday’s ruling feed what has been a growing appetite among graduate students to fight for better working conditions at both private and public colleges, where dozens of graduate unions exist under state laws.
Colleges have opposed the ruling on the ground that it would harm mentor-mentee relationships, among other reasons, but it remains to be seen whether they will challenge the right of graduate assistants to form unions like they did the last time, or accept the new legal landscape and turn their attention to winning union elections instead.

"At some point, the tide turns," says Julie Kushner, a United Auto Workers director who helped organize the New York University graduate assistants whose petition led to the 2000 ruling. "It happened at NYU, which made a decision that it was no longer in their interest to continue to fight the union."

She was referring to the fact that the NYU administration, in 2013, voluntarily recognized the UAW-affiliated graduate union after several years of bitter political fights that galvanized the city. In exchange, the union withdrew a case pending before the labor board. NYU is the only graduate union at a private college.

That may change soon. Graduate students at several campuses this week announced organizing drives. While graduate unionization at private colleges has been dominated by conversations about working conditions at elite institutions like NYU, Columbia University, and Yale University, organizing is also planned at places like St. Louis University, Syracuse University, and the University of Rochester.

**A Changing View of Training**

At Syracuse, like at many campuses, graduate students discussed forming a union last year after the university announced it would transition students from an employee health insurance plan to a student plan without seeking their input. While the university reversed course, the episode clarified for students the precariousness of their relationship with the university, says Samuel Leitermann, a master’s student in mathematics education at Syracuse.

Sixteen years ago, Mr. Leitermann says, graduate assistants were far more likely than they are now to view themselves as students training to be professors. With tenure-track jobs drying up in
many fields and doctoral students finding employment outside academe, that view of their training has grown less persuasive, Mr. Leitermann says.

"Being an employee is being an employee," he says. "It’s not about training to be a professor. It’s about doing work for tuition credit and pay. I don’t know if that’s how people viewed that relationship even five years ago, but that’s changing."

In its ruling Tuesday, the labor board affirmed, unequivocally, that graduate assistants can have both an academic and an economic relationship with their university. "A graduate student," the ruling states, "may be both a student and an employee; a university may be both the student’s educator and employer."

The broad scope of the labor board’s definition about who constitutes an employee will give more graduate students the chance to be part of collective-bargaining units, says Bennett Carpenter, a fourth-year doctoral student in literature at Duke University and a graduate-union organizer there. The labor board included teaching assistants and also research assistants with external grants, so Duke graduate activists envision all 2,500 or so of the university’s Ph.D. students becoming part of the bargaining unit.

"In my mind," Mr. Carpenter says, "all Ph.D. students who are performing labor in exchange for compensation, at the end of the day, regardless of whether they are partially grant-funded, are workers."

The same sweep of the ruling that Mr. Carpenter welcomed, however, is forcing colleges’ hand to take the decision to court, says Joseph Ambash, a lawyer with Fisher & Phillips who filed a brief before the labor board on behalf of elite private colleges opposed to graduate unions.

He wonders, for example, how colleges are supposed to separate the work research assistants do for their dissertation — an educational pursuit — and work that they do as labor.
"Because this decision takes a hammer and basically smashes decades and decades of case law," Mr. Ambash says, "I'm sure there will be appeals from Columbia or another institution. This is going to go to court."

**More Interest in Collective Bargaining**

Labor relations on campuses over the past two decades have simultaneously deteriorated and attracted more attention, increasing the appetite for collective-bargaining, says Sean Collins, an organizer for Service Employees International Union Local 200 United, which is working with graduate students at Rochester and Syracuse.

"The number of adjuncts at colleges and universities has grown dramatically," Mr. Collins says. "Colleges and universities have embraced a more corporate model instead of historically how they’ve been run, with a lot more faculty input."

The struggles of contingent faculty members are linked with those of graduate assistants, Mr. Collins says. Both groups feel the brunt of colleges’ increased reliance on cheap labor to teach undergraduates, and both face the same battles over working conditions, including uncertainty over health insurance.

**Activists say the labor board’s ruling has created renewed hope for graduate students everywhere, at both public and private colleges. It gives graduate-union movements at public colleges moral authority and momentum, says Alex Howe, a doctoral student in philosophy at the University of Missouri, where graduate assistants voted to form a union and are now suing the Missouri system for union recognition.**

"There have been a lot of myths perpetuated that graduate unions would damage academic relationships, mentor-mentee relationships, academic freedom," Mr. Howe says. "They’re all completely baseless, but they have dominated the discussion. The NLRB decision just thoroughly eviscerates those myths, and that in itself is a great contribution for everybody."
KCU, MU medical students practice suturing skills at Mercy Hospital Joplin

Nearly a dozen third-year medical students from Kansas City and Columbia practiced their stitching skills Thursday night during a lab at Mercy Hospital Joplin.

The suture lab, for students from Kansas City University of Medicine and Biosciences and the University of Missouri, was conducted by Mercy physicians Stephen Meyer, Heeral Shah and Tyrone Adcock, and physician assistant Cara Drennan. The pigs' feet upon which the students practiced were donated by Cloud's Meats, of Carthage.

Drennan said the objective of the lab was to give students enough one-on-one instruction and time to practice so that they could complete "well-approximated, tension-free closures." In layman's terms, she said, the stitching should look "pretty."

"I think any time we can help people minimize the amount of scarring, then that's a good thing," said Drennan, an emergency room physician assistant for whom suturing is a daily task.

She said the lab was scheduled in response to the students, who had asked for more direct attention from those who are already practicing medicine.

"I think this is a unique environment," she said of Mercy. "We're a smaller hospital than they might find in Kansas City. Here, it's one-on-one time with the surgeon, one-on-one time with the physician. I think that's great."

Matt Kelling, a third-year KCU student from Kansas City, said he appreciated the opportunity to practice suturing in a comfortable atmosphere.

"If you've never had anyone show you how they want things done (in surgery), it's an intimidating environment," he said. "Because this is so hands-on, it doesn't feel as academic; it feels more enjoyable than a lecture."

The students arrived in Joplin on Aug. 1 and will spend six months to a full academic year at the hospital undergoing the clinical rotations required in their third year of medical school, said Katie Harden, manager of medical education programs for Mercy Hospital Joplin.
Harden said it's a sign of things to come. With the opening of a new KCU campus in Joplin next fall, more med students will be appearing in the Joplin hospital for rotations, job shadowing and other learning opportunities, she said.

Mercy's goal, once the first cohort of KCU students enters its third year of school in 2019, is to host 30 students from the campus each year, Harden said.

"We are doing everything we can to get ready for the KCU campus," she said.

KCU support

The new Joplin campus of the Kansas City University of Medicine and Biosciences also has drawn support from the city's other major hospital, Freeman Health System. Both Freeman and Mercy have pledged to offer opportunities for KCU students to learn inside their campuses.

MISSOURIAN

After pedestrian death, state plans traffic study on South Providence Road

ETHAN MAY, 16 hrs ago

COLUMBIA — A year and a half after an MU visiting scholar was killed by a car crossing Providence Road, the Missouri Department of Transportation will conduct a traffic study on a section of the state highway.

MoDOT will examine three details about a stretch of South Providence Road, also known as Highway 163: the average speed cars drive, the accident history and the number of access points to the road.
Trent Brooks, central district traffic engineer for MoDOT, said the agency could also take pedestrians into account.

"Whenever there are pedestrian facilities along the route, then that's something that's taken into consideration," Brooks said.

Kui Zou, 24, was struck and killed on Jan. 22, 2015, when crossing Providence Road near Carter Lane, according to previous Missourian reporting.

Carter Lane is situated within the stretch of Providence Road to be reviewed, from Stadium Boulevard to the intersection of Old Plank Road and Route K.

The traffic study will take place within the next two weeks on a date yet to be determined.

Jason Patrie of the city Bicycle and Pedestrian Commission recommended that MoDOT study this stretch of South Providence Road.

"We wanted to do this study because the circumstances for when this road was originally planned, zoned and constructed are vastly different than they are now," Patrie said.

While Patrie was pessimistic that reducing speed limits will dramatically change the way motorists drive on that stretch, he said the commission will work to find ways to continue to improve safety after MoDOT delivers its results.

"If they did rezone the speed, we would look to find ways to try and encourage, through recommendations of the commission, stepped up enforcement to try and create behavior change." Patrie said.

To judge the speed of passing cars during the study, Brooks said, MoDOT may use radar devices like those police use or mechanical devices that are installed on the road.

He also said MoDOT usually avoids releasing the exact date of a study due to concerns that driver knowledge of the study could influence the way they drive on that particular day.