Bill would lift Missouri's tuition cap

By Ashley Jost St. Louis Post-Dispatch 14 min ago (0)

ST. LOUIS • A proposed bill in the Missouri Senate could give the state’s universities some wiggle room to increase tuition by as much as 10 percent.

College leaders are ready to talk about changing Missouri’s tuition cap.

It’s been a decade since the state forged an agreement with public colleges: In exchange for steady revenue — or even increased funding — for higher education, schools would not raise tuition greater than the rate of inflation.

That’s hovered around an average of 1.8 percent, which doesn’t make up for the 9 percent cut in state funding that all campuses saw this past year.

Sen. Caleb Rowden, R-Columbia, filed a bill this week to change the cap.

“All who are following higher education understands that you have to get past the politics of shiny talking points and properly invest resources in our higher education institutions,” Rowden told the Post-Dispatch.

The senator said he expects criticism about putting burdens on the backs of students and families, and assertions that universities are “not efficient enough,” but after hundreds of layoffs at institutions across the state this past year and a series of affordability initiatives on multiple campuses, he’s hopeful for “meaningful policy dialogue.”

While the proposed bill gives schools room to increase tuition by the rate of inflation plus 10 percent, Rowden said there’s some discussion about allowing increases when state funding is cut, because those are schools’ primary sources of revenue. It’s all on the table.

“All universities like the University of Missouri really need to have the flexibility to grow our own revenue in a period where the state is facing fiscal difficulties,” University of Missouri system President Mun Choi said Thursday. State funding cuts are forcing schools to consider cutting student services, including counseling and mental health programs, according to Choi.

Paul Wagner, executive director of the Council on Public Higher Education representing the state’s 13 public universities, said schools have “established a track record of doing more with less” during difficult budget years. Limitations coupled with more cuts could effect the quality of education, he said.
“We can’t move forward every year trying to deal with major decreases,” Missouri State University President Clif Smart told the Post-Dispatch. “We can streamline, we can become ever more efficient … but you can’t simply cut your way to excellence.”

In-state undergraduate tuition in Missouri ranges from about $6,000 at Missouri Southern State University to about $10,000 at the University of Missouri-St. Louis.

The average in-state tuition in Missouri is less than Illinois, Kansas, Kentucky and Tennessee, according to the College Board.

MSU DECREASES REQUIRED CREDIT HOURS TO CUT COSTS FOR STUDENTS

By: Kathryn Palmer

Following the tune of MU’s recent cost-saving initiatives, Missouri State University President Clifton Smart announced Thursday a five-point plan aimed at boosting the university’s affordability. The new initiatives are part of a statewide trend to reduce the costs of higher education amid growing state budget cuts.

Despite a steady uptick in enrollment numbers, MSU, along with MU and the 11 other publicly-funded universities in the state, has seen a consistent decline in state-appropriated funding over the past several years.

Decreasing the number of credit hours required to graduate is the largest change coming to the university. The other cost-saving measures include broadening scholarship offerings, freezing some on-campus housing rates, renegotiating dining contracts and streamlining textbook costs.

Facing budget cuts

This year, MSU’s budget experienced a $6.5 million reduction and Smart said he anticipates a continuation of this trend. While increasing student tuition rates is the obvious answer for colleges and universities trying to make up the difference, Smart said he is “confident that the affordability measures we announced today will soften the impact of any tuition and fee increases.”
Smart further emphasized the university’s goal to maintain its reputation as the most affordable public university in Missouri, touting affordability as the most frequently cited reason students give for their decision to attend.

**Compared to MU, the state’s flagship university, MSU already boasts substantially lower tuition and room and board rates for both in-state and out-of-state students.** For out-of-state students, especially, MSU’s annual cost of attendance is $14,000 less than MU’s $37,404, according to previous Missourian reporting. Both bills fall below the national average of $40,940 for out-of-state students attending public four-year universities, according to the most recent data available from College Board.

Decreasing the number of credit hours required to graduate from 125 to 120 is projected to save MSU students an average of $1,100. In terms of required credits, this change would put MSU on par with MU, which also requires undergraduates to complete no fewer than 120 hours of coursework to graduate. This, Smart emphasized, is the biggest cost-saving tenet of the affordability plan.

"Along with strong advising, this action will help students graduate on time in four years or less," Smart said. This reduction, according to Smart, would affect 78 percent of students because some majors, such as education, require more hours to maintain accreditation.

**Compared to MU**

MU, which faced $55 million in budget cuts in 2017, has already set in motion many similar cost-saving initiatives that MSU announced.

"**We want to be a great partner with the University of Missouri and we believe you can get as good or a better undergraduate education here as there ... They would likely say the same thing.**" Smart said.

Last spring, MU Chancellor Alexander Cartwright made a big move to make the university more affordable for lower-income in-state students when he signed the $5 million Missouri Land Grant Compact, set to go into effect during the fall semester of 2018. The compact will erase out-of-pocket costs for the 11.5 percent of MU students that have been awarded the federal Pell Grant. It will also waive room and board costs for those students who qualify for the compact's honors program, according to previous Missourian reporting.

UM System President Mun Choi has also jumped on issue of textbook affordability. Last fall, Choi unrolled an initiative to cut textbook costs by creating a grant program that incentivizes professors at the system’s four campuses to use open educational resources in their courses instead of more expensive, traditional textbooks.

And while MU's declining enrollment numbers have made national headlines, MSU is facing a surge in its student population. Although MSU’s enrollment figures still trail MU’s, MSU’s numbers have seen steady growth over the past six years. The school reported 21,351 students enrolled at the Springfield campus at the start of the 2017-18 school year — a 1.2 percent
increase from record-setting 2016 figures. In contrast, MU reported an estimated 30,400 total enrollment in the 2017-18 year, down 14 percent since its 2015 peak, according to previous Missourian reporting.

As the legislature continues to slash the state's budget, Smart says MSU will continue to "advocate for more equitable funding" not only for MSU, but for higher education throughout Missouri.

Smart cautioned, however, that although MSU continues to make affordability a priority, "we are running out of options."

Cuts to funding and a likely tuition increase prompt new affordability push at Missouri State

By Ashley Jost St. Louis Post-Dispatch 14 min ago (0)

Missouri State University leaders are preparing for another year of probable budget cuts by offering enhanced scholarships for students and a host of other efforts to make college more affordable.

While it may seem counterintuitive to give away money when the school is getting less, school leaders have a strategy.

When Gov. Eric Greitens releases his budget next week, college leaders across Missouri are expecting to hear higher education is getting cut again. Last year’s cuts led to hundreds of layoffs at two- and four-year institutions statewide.

Outside of donations and tuition revenue, state funding is the main financial artery for Missouri higher education.

Missouri State University President Clif Smart is realistic: Tuition will need to rise next year to compensate for some of the cuts. His school's strategy is to ease that pain for students.
A fifth of Missouri State’s students now come from the St. Louis area.

On Thursday, Smart highlighted a series of new affordability initiatives that Missouri’s second-largest university is rolling out, including bolstering scholarships based on merit and need, freezing some housing costs and reducing the number of credits required to graduate.

The latter is the biggest cost saver that affects the most students, and it’s effective immediately.

Most Missouri universities require 120 credit hours to graduate. Smart said his campus has historically required 125. That put them “out of line” with initiatives the state leads to encourage students to graduate on time.

At around $200 per credit hour, cutting five hours amounts to a widespread saving.

Missouri State is also boosting the amount of need-based and merit-based scholarships that incoming freshmen can receive starting this fall by about $1.5 million. The hope is that an increase in students will cover that cost, Smart said.

The university expects that 750 additional incoming students could benefit from changes made to its merit-based scholarship options. Freshmen who receive the $1,000 need-based Missouri Promise grant are expected to get an extra $500.

The grant is for those students coming from families earning too much to qualify for federal aid, but who still need help paying for college. Students who receive the need-based federal Pell grant and the Access Missouri grant end up having the school's tuition and fees covered.

“There have been groups of students we were essentially offering no scholarship money to,” Smart told the Post-Dispatch. Those students enrolled elsewhere, he said. He hopes this helps attract them.

The college president also announced the school is freezing housing costs at three of its dormitories, and large decreases in textbook costs for some introductory classes.

“We had to look at the things we can do to offset increasing costs — the things that are in our control,” Smart told the Post-Dispatch. “No question these efforts are connected with unfortunately what’s going to happen across the state where college is going to cost more.”
JEFFERSON CITY
Senate approves Greitens’ department directors

Several department directors for Missouri Gov. Eric Greitens have finally won Senate confirmation for their jobs.

Social Services Director Steve Corsi, Economic Development Director Rob Dixon and Labor and Industrial Relations Director Anna Hui all had originally been announced by Greitens last spring.

They had been serving on an acting or interim basis until Senate confirmation Thursday.

The directors are among 56 Greitens’ appointees to receive confirmation this week.

The confirmation vote also approved the nomination of Julia Brnic, associate general counsel at Express Scripts, to a seat on the University of Missouri Board of Curators.

The Senate has until early February to act on dozens of additional appointments that had been announced by Greitens while the Legislature was not in session.

The Associated Press
Provost search forum set for Monday

By Columbia Daily Tribune

The University of Missouri Provost Search Committee will hold a forum Monday to hear comment on the characteristics and qualifications needed in the next provost.

The forum, open to all MU faculty, staff and students, will be from 10 a.m. to 11:30 a.m. in the Great Room of the Reynolds Alumni Center.

The 21-member search committee, led by Joi Moore, professor and director of the School of Information Science and Learning Technologies, and Marshall Stewart, vice chancellor for Extension and Engagement, was named Dec. 20. Isaacson Miller, the search firm that assisted in the selection of UM System President Mun Choi and MU Chancellor Alexander Cartwright, is also helping with the provost selection.

Garnett Stokes will depart Feb. 1 to become the president of the University of New Mexico. Vice Provost Jim Spain will be acting provost until a permanent replacement is selected.

Program teaching students with autism job skills holds open house

By OLIVIA GERLING
COLUMBIA – Some students were “striving” for a new learning experience Thursday night.

Parents of students with autism gathered at the Thompson Center for Autism and Neurodevelopment Disorders on January 10 to learn about a program called “STRIVE.” It stands for “Self-Determined Readiness Through Individual Vocational Experiences.”

STRIVE is a program designed for 18-to-25-year-olds with autism. It is a post-secondary program that offers two semesters of non-credit classes to help with the development of skills for seeking employment.

“The first semester is based on direct instruction, work experience and peer mentorship,” said the STRIVE program coordinator Cortney Fish. “The second semester we offer competitive paid employment for individuals based at one of the sites that they've worked at.”

2018 is only the second year the program has been around. Last year the program had five participants, and all of them are currently employed.

Participants job shadow while in the program, which may later lead to jobs.

John Frangenberg was one of the past participants of the program. He came to visit some of the workers at the open house.

After doing STRIVE last year, he now has a job at MU Accounting.

“I was a job shadow, kind of an internship type thing,” he said. “After the program ended, they liked me enough that they decided to keep me.”

Participants rate the jobs they shadow from highest to lowest, then they get to shadow one of the workers. Frangenberg said he now has his own STRIVE participants shadowing him.

“I was in a dark place around the time that I stumbled upon this program,” Frangenberg said. “It’s been something of a godsend.”

He said the program taught him things like goal-setting techniques and how to be interviewed.

According to the center’s website, STRIVE has three pillars to prepare participants for employment:

- Direct skill instruction led by staff from the Thompson Center for Autism and Neurodevelopmental Disorders
- Job experience and coached feedback
- Peer mentoring for participants; parent liaison for caregivers
MUPD warns students of potential IRS scams

By ELIZABETH DUESENBERG

COLUMBIA, Mo. - University of Missouri police reported on Thursday that officers took two reports about attempted scams.

Police said the students were contacted by a person claiming to be a member of the IRS and the FBI. The suspects attempted to get birth dates and social security numbers.

The suspects were also accused of attempting to get the students to purchase gift cards to pay a bill or face criminal charges.

Officers said they wanted to remind the student body and other residents that the government will never call and solicit personal information or money over the phone.

Em battled Greitens puts out his tax cut plan via news release

By Kurt Erickson St. Louis Post-Dispatch

JEFFERSON CITY • Embattled Gov. Eric Greitens stayed out of the public eye again Thursday, releasing the broad outlines of a tax cut plan in the style of President Donald Trump by news release instead of the statewide tour he had planned before he became embroiled in scandal.
The tax cut plan had been the most ambitious initiative in a State of the State speech last week, but the tour was canceled after Greitens admitted he had an extramarital affair in 2015.

The Republican chief executive denied allegations that he had threatened to release an intimate photo of the woman if she talked about their relationship.

The scandal is under investigation by St. Louis Circuit Attorney Kim Gardner and has triggered calls by Republican lawmakers for the first-term governor to resign.

Under the tax plan, Greitens offered few specifics other than he wants to cut taxes for “working families” and corporations. He also said he wants the plan to be revenue-neutral, and that it would “end loopholes that primarily benefit big businesses and high earners,” but the governor offered no financial details to support the outline.

“It’s the boldest state tax reform in America because it’s tax reform for working families — not lobbyists and special interests,” said Greitens, a former Navy SEAL who ran for office as an outsider.

The news release says the scuttled tour may be resurrected in the coming weeks.

Any attempt at tax cuts, however, faces an uncertain fate in the GOP-controlled Legislature.

Speaking to reporters Thursday, Senate President Pro Tem Ron Richard, R-Joplin, raised red flags about cutting taxes at a time when the state is having to cut spending on other programs.

“I’m skeptical about tax cuts when we are cutting higher education and we’re having a conversation about transportation,” Richard said. “We’ve got to be able to provide for that safety net and the things that we’re required to do.”

One Democratic leader mocked the proposal, saying it was a desperation play by a scandal-plagued governor.

“Until Eric Greitens stops hiding and, in his own words, offers a full and detailed public denial of the allegations that he threatened his former mistress, Missourians won’t hear anything else he says,” said House Minority Leader Gail McCann Beatty, D-Kansas City.

At least two other tax cut proposals are moving through the Legislature this session.

But the proposals being floated by Republican Sens. Andrew Koenig of Manchester and Bill Eigel of Weldon Spring carry big price tags that could force the state to cut programs to pay for them.

Richard said unlike other states, if Missouri reduces taxes, but then faces an emergency and needs to boost revenue, a tax increase must be approved by voters.

“Do you think the taxpayers would say, ‘Oh, you guys made a mistake, I think we’ll back you up’? No way,” Richard said. “My goal in my last year is to be very cautious, be prudent. I’m very cautious about tax increases, tax decreases.”
Amid the calls for Greitens to resign, Richard said his main focus is on guiding the Republican agenda through the Senate.

“Rest assured I’ve been through troubled waters before,” Richard said. “Have no fear.”

The No. 2 Republican in the Senate said he disagrees with the calls for resignation unless “more severe” information emerges.

“I’m not the judge or the jury,” Senate Majority Leader Mike Kehoe said. “We’re human. People make mistakes, and certainly there are several families involved in the current activity we’ve been hearing about. I feel for those families. I think they need to work it out. Certainly, if there is something that comes forward that is more severe or that changes the story line, I will have a different answer. But as we know the facts right now, I think it’s a situation that families need to work through.”

On Thursday, Greitens spokesman Parker Briden said the first lady was not in Missouri.

“She is on a vacation that has been planned since last fall,” Briden said.

It was unclear how long the vacation will last.

Sheena Greitens is a political science professor at the University of Missouri, but is not scheduled to teach a class this semester, a university spokeswoman said Thursday.

She’s expected to return in the fall, but she’s in the middle of a one-year postdoctoral fellowship that has been planned since she joined MU in January 2015, the spokeswoman said.

COLUMBIA DAILY TRIBUNE

**Missourian objects to court order barring access to records**

By Caitlin Campbell

The Columbia Missourian newspaper is demanding a circuit court judge throw out a protective order which bars the media from obtaining documents from an open records request related to a Howard County Coroner’s inquest.

“With all of the people who attended this public meeting and with all of the media attention and stories, the attempt to place a protective order on information concerning the inquest is arguably akin to shutting the barn door after the horse has bolted,” wrote Sandy
Davidson, attorney for the Missourian and communications law professor at the Missouri School of Journalism at the University of Missouri.

Davidson filed a motion Jan. 4 intervening in the records lawsuit on behalf of the Missourian’s publisher, the Missourian Publishing Association. The motion seeks to modify the order issued during a legal battle over inquest records related to the suicide death of teenager Kenneth Suttner.

Fourteenth Judicial Circuit Judge Scott Hayes on Dec. 19 ordered Special Prosecuting Attorney April Wilson to provide the Glasgow School District with some documents and exhibits from the inquest. The order notes that Wilson “could not or would not” provide Hayes with any facts upon which he could determine if sharing the records would cause some sort of harm.

But then the judge went on to write that “in the interests of justice” he would grant Wilson a protective order barring disclosure of some of those records. The additional protective order allows for those documents to have information redacted and prohibits the district from disclosing the records to anyone else, specifically news media.

That order is an attempt to usurp the Missouri legislature’s power to establish laws that allow the public access to records and meetings of public governmental bodies, wrote Davidson. Allowing for the order and the precedent it sets to go unchallenged would ignore the media’s “obligation to oppose any impediment to the free flow of information on how our” government functions “or any form of judicial action that runs counter to” the Missouri Sunshine Law, she wrote.

“In this case what we’re talking about is information from a public hearing,” Davidson said in an interview. “So any restraint on that ... needs to be challenged.”

The records sought by the Glasgow School District relate to a Jan. 31 inquest into the causes behind the death of 17-year-old Kenneth Suttner. A Howard County coroner’s jury ruled his suicide was caused by involuntary manslaughter — the result of harassment at school and by his former manager at Dairy Queen in Fayette.

Witnesses at the inquest described widespread bullying at the school district and pointed fingers at administrators they said were reluctant to address the problem. District officials objected to the jury’s findings, and through the Missouri Sunshine Law sought the transcript from and exhibits presented at the inquest, such as a notebook and phone records.

The county coroner initially refused to fulfill the district’s request, arguing that inquest documentation should be exempt from public disclosure because the coroner’s office is a “law enforcement agency.” Several provisions in the Sunshine Law and other Missouri statutes exempt records from disclosure, including records related to ongoing investigations conducted by law enforcement agencies.
On Oct. 9, Hayes rejected the coroner’s arguments and ruled the office “wrongfully denied access to the hearing transcript ... and exhibits offered” during the inquest in violation of the Sunshine Law. The newspaper’s motion states that while that judgment conforms to the demands of the Sunshine Law, portions of the Dec. 19 order do not.

There are 23 categories in the Sunshine Law authorizing the government to close records from the public, and “in the interests of justice” as “determined by a judge is simply not one of those categories,” Davidson wrote. “The interests of justice” include following the law as adopted by the Missouri legislature, she wrote, and preclude slapping a protective order on information from a public hearing.

It is unclear exactly what information for which the judge granted redaction, as it is referred to strictly as “the Dairy Queen information.” Davidson additionally requested clarification on what information was granted redaction and why.

**SPECIAL REPORT: President Trump's first year in office, a look at the economy**

By TOMMY SLADEK


MID MISSOURI — In President Donald Trump's first year in office, the stock market has seen a steady rise and unemployment is the lowest it has been in 17 years.

According to data analytics company FactSet, the stock market on average grows 10 percent in the first year of a new president's term.

Since President Trump entered the oval office, the stock market has climbed 27 percent. Only three other presidents saw a higher climb in their first year.
"Each percentage point is 2.5 trillion dollars," Trump said to reporters earlier this month.

"We are back. We are really going to start to rock."

Trump has taken credit for the success, but there are several other factors that go into how the economy performs.

Economists say other markets will benefit from job growth.

"A strong labor market means consumer confidence goes up," said University of Missouri economist Dr. Aaron Hedlund. "And as confidence goes up people are spending and firms are willing to invest more."

Hedlund added that he thinks third and fourth quarter growth can be pointed partially to improvements in consumer spending.

Particularly on cars, business investment and buying houses.

"Mortgage rates are still low so it's still a good time to take on a mortgage before rates go up higher."

Hope Gerdes, a veteran financial advisor with Edward Jones in Jefferson City said 2018 is the right time to invest. But she warns investors not to keep all their eggs in one basket.

"If you have a long-term goal now would be a good time to invest," noted Gerdes.

"Keeping in mind with how much risk you're willing to take with your portfolio."

Gerdes offers classes to help guide first-time investors as well as classes to help investors save for long-term goals.

The direct impact a president has on the economy has been a widely debated topic.

President Trump called his tax cuts a "Christmas present" for middle-class Americans because of the expected trigger on job opportunities.

"I think times look good but I think its always prudent to prepare for when things will inevitably take a turn for the worse," Hedlund added. "That always happens eventually but luckily there aren't any signs of that right now."

In 2018 President Trump said he will look to make massive improvements to America's infrastructure.

Agreeing on a plan to improve infrastructure might take some time.
Democrats have said they hope to spend a trillion dollars on infrastructure, while Republicans said they're willing to spend 200 billion for the project.

THE CHRONICLE OF HIGHER EDUCATION

Colleges Are Key Players in Cities’ Bids to Host Amazon’s 2nd Headquarters

NO MU MENTION

By EMMA KERR

Since Amazon narrowed its list of potential locations for a second headquarters on Thursday from over 200 qualifying regions to just 20 finalists, colleges in those lucky cities have become more hopeful that they might reap the benefits if the huge company comes to town.

The new headquarters, to join Amazon’s first, in Seattle, will create an estimated 50,000 high-paying jobs in the city it selects, according to the online retailer.

While higher-education institutions see the opportunities a nearby headquarters could bring their students and alumni, the prospective deal may be mutually beneficial to Amazon and the city’s nearby institutions. The universities and colleges near each finalist may sway Amazon’s headquarters selection. And Amazon said in a statement it is looking for a place with “the potential to attract and retain strong technical talent.” Among the finalists with multiple large, highly ranked institutions are Boston, Chicago, Los Angeles, and New York.

Colleges hoping to draw the retail giant to their town are quick to highlight their technological achievements. Southern Methodist University’s president, R. Gerald Turner, cited his institution’s work on an academic supercomputer in Dallas, a finalist. At Purdue University, Suresh V. Garimella, executive vice president for research and partnerships, emphasized its record in producing STEM degrees as one draw of an Indianapolis headquarters.

“Perhaps somewhat unnoticed — although apparently not by Amazon — NYC has been becoming a major player in science and tech. NYU, along with our sister institutions, have been drivers of that transformation,” said New York University’s spokesman, John Beckman.

Many colleges, alongside local officials and other regional institutions, contributed to bids sent to Amazon. Tony Armstrong, president and chief executive of the Indiana University Research and Technology Corporation, which helps build IU partnerships with businesses and other universities, said the case for Indianapolis was strengthened by the number of higher-education institutions it houses.
“We have three Tier 1 institutions, two Big Ten schools, a number of students, a technical community college. We are a feeder for talent,” Mr. Armstrong said. “It’s not just talent, but a diverse pool of talent in the commuting space and in business.”

**Powerhouse Colleges**

Experts see a range of possible winners of the competition, but Jeffrey D. Shulman, a professor of marketing at the University of Washington, said his best guess is Chicago — in large part because of the talent at nearby colleges and universities.

“Chicago is a strong contender,” he said, “because Amazon needs the best talent to thrive,” and the region includes local powerhouses like the University of Chicago and Northwestern University as well as more distant institutions like Indiana and the University of Michigan at Ann Arbor. “It’s a regional hub for a lot of high-powered universities,” he continued. “Boston is obviously another place where universities could play a role in being attractive.”

Mr. Shulman said the new headquarters would have a positive impact on surrounding colleges and universities, probably increasing their job-placement rates, offering opportunities to recent M.B.A. recipients, and attracting more high-quality applicants for advanced degrees. Professors in the city with the golden ticket may be in for good news as well. *The Chronicle* reported in October that Amazon had already hired more than 500 Ph.D.s in 2017, many of them former professors.

The list of finalists includes only one West Coast city, Los Angeles, and only one city outside the United States, Toronto.

Richard Florida, a professor of business at the University of Toronto and director of its Martin Prosperity Institute, said while universities stand to benefit from having an Amazon headquarters in their city, their students and faculty members will probably face major changes and some drawbacks.

“The only place that could accommodate Amazon straightaway is the New York metro area, or maybe L.A.,” he said. “Any other metropolitan area Amazon goes to is going to feel a shock. Certainly if it goes to a smaller metro like Pittsburgh or Columbus, they are going to feel massive effects.” Mr. Florida singled out rent costs and transportation as among the most likely to be affected.

Mr. Florida said his best guess at a winner was either New York or Washington, D.C., because they serve as the nation’s economic and power centers and because they offer so much talent. He said colleges will be a major determinant of where the Amazon headquarters ends up, and those institutions are right to be excited about the prospect.

“One of the key criteria is a great university,” he said. “Every one of those cities has one or two great universities. Talented people want to be there, they are more open-minded, they treat talented people fairly. It’s going to be a combination of university and city that works.”