



MU News Bureau

Daily Clips Packet

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University of Missouri seeks rapid assessment of administrative costs

By Rudi Keller

The University of Missouri is seeking a consultant who can do a rapid assessment of \$185 million spent annually on system and Columbia campus administration as the cash-strapped school searches for savings.

On Monday the university postponed the deadline for bids, originally Friday, to June 16. The consultant selected must be ready to begin work within 30 days and complete the assessment within 60 days from that date, the request for proposals states.

The study will look at finance, human resources, information technology and operations at the UM System and on the Columbia campus. The study excludes administration of MU Health Care and the Rolla, St. Louis and Kansas City campuses unless the ideas generated show a promise of additional savings.

No budget has been set for the project, UM System spokeswoman Kelly Wiemann said in an email.

“The university will be reviewing the proposals from respondents to determine the budget,” Wiemann said.

Hiring the consultant is one of the big moves for the university as it seeks to go beyond the \$101 million in spending reductions announced Friday by UM System President Mun Choi. The cuts in the system’s \$3.2 billion budget are intended to cover a shortfall in state funding and tuition revenue and free money for academics and research.

Choi delivered his budget decisions in a meeting on the Columbia campus where he said the university will cut 474 jobs by July 1.

“We are going to be more efficient, reduce redundancies, operate like a system, and that’s key,” Choi said. “Because by operating like a system with unique flavors on each campus, we are going to reap the benefit of that efficiency. At the same time, every resource we are able to generate, we are going to invest that back into the campuses to grow research and student success.”

Many of the employees losing their jobs learned they were let go on Monday, MU campus spokesman Christian Basi said. The cuts include several layoffs in the Division of Marketing and Communications, where the alumni magazine, social media accounts, websites and student recruiting and admissions materials are produced.

“We are going to be closely reviewing all the responsibilities of the individuals who were laid off and will be determining what duties are necessary in the future,” Basi said.

The consultant hired, according to specifications for the study, will analyze historic and projected spending on administration and rank ideas for savings or risk mitigation based on magnitude, time to implement and ease of implementation. Each recommendation should also include whether it is practical or advisable to include MU Health or the other campuses in new systems.

The short time frame is intended to provide additional savings in the fiscal year that begins July 1. The project’s steering committee will be system Chief Financial Officer Ryan Rapp, MU Chief Financial Officer Rhonda Gibler, MU Chief Operations Officer Gary Ward, system Chief Human Resources Officer Jill Pollock, MU Chief Human Resources Officer Patty Haberberger and system Chief Information Officer Gary Allen.

The winning bidder must have experience within the past three years evaluating university administrations and a “demonstrated history of delivering recommendations that result in real cost savings for public higher education institutions,” the request for proposals states.

A document issued at the same time the deadline was postponed used a question-and-answer format to explain why.

“Without the experience in public higher education, a respondent would be learning the industry at the same time they are conducting work for the University,” the document stated.

The last time a consultant looked at administrative functions in 2010, the university spent \$400,000 for recommendations from Accenture and The Hackett Group to streamline and digitize financial transactions in an effort to save \$10 million. The result was a centralized procurement process and reduced paperwork for travel expenses, among other recommendations.

A target for savings in the new review has not been set, Wiemann wrote.

“The University is going through this process to understand what administrative savings could be possible,” she wrote. “Through this process and the plans that follow we will use the savings to strategically invest in the academic mission and programs of excellence.”

The request for proposals does not indicate how many people the university employs for the functions to be studied but it did state that about one-third work in the system offices and the remainder are housed in various academic units. The study is also intended to look at the \$17 million spent in the last year on professional and consulting services.

MISSOURIAN

News of MU layoffs begins trickling in

COLUMBIA — The vast majority of MU employees who are being laid off were notified on Monday, MU Provost and Interim Chancellor Garnett Stokes said in an email.

"Today has been a hard day," Stokes wrote. "...Those who are being separated from MU are not at fault in any way. Indeed, we are losing talented and dedicated administrators, faculty and staff, some who have served the university faithfully for many years. This is a painful step that circumstances have required us to take."

More specific information about the layoffs began to trickle in Monday afternoon. The Missourian will update this report as it continues to gather information. (We've set up a form if you'd like to submit a tip about cuts.)

Mizzou Creative

Mizzou Creative, which manages promotional materials for MU such as the alumni magazine, Mizzou, was eliminated Monday.

"We were informed that the department would not continue in its current form," a member of the office who preferred not to be named, said.

The staff was given two weeks' pay, rather than two weeks' notice, when it learned Monday that the department would cease operations. Eleven of the department's 14 employees had been laid off.

The office also publishes the MU visitors guide and news.missouri.edu. It handles the MU home page and MU social media accounts, and it oversees MU Alert.

Science and Ag journalism

Also Monday, students in the MU Science and Agricultural Journalism Program were told it is going away. The students will be able to finish their degrees, program chair Sharon Wood-Turley said in an email.

"I need to share the news with you that due to the severe budget crisis the University is in, they have made the decision to 'phase out' the Science and Ag Journalism Program."

The program is a cooperative effort of the School of Journalism and the College of Agriculture, Food and Natural Resources. One of its top faculty members, Bill Allen, retired in May after 13 years at MU.



University of Missouri releases new job cut details as layoffs begin

Watch story: <http://www.abc17news.com/news/university-of-missouri-release-new-job-cut-details-as-layoffs-begin-1/529553644>

By Sara Maslar-Donar

COLUMBIA, Mo. - University of Missouri officials released additional details on new job cuts hitting Mizzou as employees continued to be notified Monday of the termination of their jobs.

Some 307 administrative, faculty and staff positions are set to be eliminated. Of those, 136 positions currently stand vacant and just won't be refilled.

Through retirement, resignation and layoffs, 171 people will no longer be working at the university.

"We wish it didn't happen but we are also facing some fiscal realities that we have to address," said University system President Mun Choi.

Almost half of the job cuts came out of the colleges of Arts and Science and Agriculture, as well as the School of Journalism.

Many of those eliminated positions were already vacant because of retirements or they were never filled to begin with.

Some staff and faculty employees being laid off are eligible for benefits through the university's transition assistance program. They must have been working at the university for at least one year.

"You receive one week of pay and benefits for each year of service," said Choi. "If the individual has served 10 years, then they'll receive 10 weeks of support."

You can find a link to the university's layoff procedure as well as the assistance program [here](#).

Some other services available to those losing their jobs include resume prep, development of job search strategies and contact information for the appropriate division of Employment Security.

Non-tenured faculty working on annual contracts are not eligible for those benefits, despite many being laid off.

"We are not disposable faculty and we deserve the same kind of protections as staff and tenured faculty," said MU teaching assistant Nicole Monnier.

Choi said he would be working to make sure the layoff policies going forward are fair to non-tenured staff across all four campuses, since they will need to hire more.

The university is set to hire about 160 new faculty that will contribute to the school's strategic vision. There will be about 60 new faculty for the school of medicine, 29 at the college of engineering and 22 in the college of arts and sciences.

Details on the reorganization initiatives will be announced over the next few weeks.

The university is also eliminating 86 positions in Student Affairs and Athletics. These units don't receive funding from state revenue or tuition, and rely on self-generated revenue.



Layoffs, program cuts begin at Mizzou following budget address

By Claire Peralta

Watch the story: <http://mms.tveyes.com/PlaybackPortal.aspx?SavedEditID=dc00841f-fbd2-43ae-b6c2-e3a5002485aa>

COLUMBIA - MU campus officials started implementing program cuts and layoffs following UM System President Mun Choi's budget remarks on Friday.

Due to budget cuts, a total of 307 administrative, faculty and staff positions have been or will be eliminated, according to the MU News Bureau. 136 vacant positions will remain unfilled and 171 positions will be eliminated through attrition, retirement or layoffs.

In addition, 86 positions in auxiliary units of Student Affairs and Athletics will be eliminated, the MU News Bureau announced. Auxiliary units are departments or divisions that receive no state funding.

“Those who are being separated from MU are not at fault in any way,” Interim Chancellor Stokes said in an email to colleagues. “Indeed, we are losing talented and dedicated administrators, faculty and staff, some who have served the university faithfully for many years. This is a painful step that circumstances have required us to take.”

Stokes informed email recipients of the Employee Assistance Program, a resource created to assist those directly affected by budget cuts.

Departments began notifying those affected by the cuts and plans Monday. One example: the College of Agriculture, Food and Natural Resources (CANFR) announced program reductions due to the school’s request for a 12% reduction in general revenue allocation (GRA), which consists of state appropriations and tuition for 2018.

As a result, the B.S. in Science and Agricultural Journalism will be phased out, B.S. in Agricultural Economics will be consolidated with Agriculture Business Management degree, and graduate degrees in the Division of Applied Sciences will be combined into single masters and doctoral degrees with emphasis areas. Additionally, there will be a number of low-enrollment undergraduate emphasis areas either eliminated or consolidated across all graduate and undergraduate CANFR degree programs.

Annual capacity funds from the USDA through the National Institute for Food and Agriculture (NIFA) will not be impacted by this reduction.

Currently-enrolled students will be given the opportunity to finish their degree or transfer to another program.

The cuts will also impede CANFR's ability to refill open or opening vital faculty lines, and extension programs in Community Development and Agriculture and Natural resources will see additional impacts.

"Our guiding principles were to protect the student experience and our important research programs," Marc Linit, interim vice chancellor and dean of CAFNR, said. "Your college leadership worked hard to identify sources of annual expenditures that could be reduced or eliminated without significant impact on our ability to deliver our academic and research programs."



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Why therapists shouldn't approve patients' emotional support animals

By Lisa Rapaport

Generated from News Bureau press release: [Study Reveals Recommendations for Certifying Emotional Support Animals](#)

(Reuters Health) - A growing number of therapists are certifying their patients' pets as emotional support animals, allowing people to bring their cats, pigs and birds on planes and into rental homes even though it may not be medically necessary, a recent study suggests.

Researchers asked 87 mental health professionals to review current laws and policies for determining when animals may qualify as emotional support animals in the U.S., including federal transportation requirements for air travel. Then, researchers questioned these professionals about how support animals should be certified.

Overall, about 31 percent of the survey participants said they had previously recommended emotional support animals for people. However, 36 percent of them said they didn't feel qualified to do make these recommendations, including two practitioners who had done so in the past.

Study co-author Jeffrey Younggren of the University of Missouri explained the difference between service animals and emotional support animals.

“Service animals are formally trained to perform specific healthcare duties/function and their training matches the patients’ needs and they are not considered pets,” he told Reuters Health by email. “This is a formal process.”

“However, emotional support animals do not have any training requirements under the law nor are these certifications limited to dogs,” Younggren said. “Ducks, turkeys and potbelly pigs have all been certified by somebody as emotional support animals.”

Federal and state laws regulating emotional support animals (ESAs) often are convoluted and constantly changing, Younggren and his colleagues note in a report of their study, which is scheduled for publication in the journal *Professional Psychology: Research and Practice*.

For example, landlords who normally prohibit pets must allow ESAs and waive any fees or pet deposits.

Airlines are required to allow ESAs to accompany their owners in the main cabins of aircraft.

The mental health professionals in the survey believed certifying emotional support animals can sometimes be appropriate, the survey found.

But to sidestep potential legal and ethical problems, clinicians should not certify animals for patients they are already treating, the researchers argue. Mental health professionals who work in courts of law and who don’t have a prior relationship with a patient may be better able to make an impartial decision on whether an emotional support animal might actually benefit that person.

These evaluations should be done with the same thoroughness and impartiality that is found in evaluations for any disability, the researchers also argue. This may require the development of professional guidelines for what assessments are done, who conducts them and how they are completed.

Many mental health professionals may not understand that a conflict of interest exists when a patient asks for an animal to be certified because they want to make the patient satisfied and keep the patient engaged in therapy, said Dr. Paul Cherniack, a researcher at the University of Miami Miller School of Medicine who wasn’t involved in the study.

Another issue is that clinicians may rely on subjective reports from patients about how animals help them, especially in the absence of objective ways to measure the therapeutic benefits of these animals, Cherniack said by email.

“I believe there is no evidence yet that emotional support animals benefit people’s health,” Cherniack said. “Other service animals like seeing eye dogs are different.”

While better guidelines and standards for certifying emotional support animals is needed, there is some evidence to suggest that pets do have the potential to comfort people with mental health problems, said Dr. Helen Brooks of the Mental Health Research Group at the University of Manchester in the UK.

“Pets helped their owners manage feelings by distracting them from symptoms and upsetting experiences such as hearing voices and suicidal ideation and provided a form of encouragement for activity,” Brooks said, who wasn’t involved in the current study, said by email. “Pets provided secure relationships and unconditional support which were often not available elsewhere.”



The Omissions That Make So Many Sexual Harassment Policies Ineffective

BY: DEBBIE S. DOUGHERTY

Debbie Dougherty is the associate dean of research in the College of Arts and Science and is serving as interim chair of the Department of Communication.

Generated from News Bureau press release: [Individual Gender Perceptions of Sexual Harassment Can Influence Workplace Policy Effectiveness](#)

Our [research](#) began with a simple question: If 98% of organizations in the United States have a sexual harassment policy, why does sexual harassment continue to be such a persistent and devastating problem in the American workplace? As evidenced by recent headlines regarding ongoing sexual harassment in the [National Park Service](#), [Uber](#), and [Fox News](#), it seems clear that sexual harassment policies have not stopped the problem they were designed to address.

Two bodies of research provided us with a possible direction as we explored the relationship between sexual harassment policies and outcomes. First, scholars convincingly argue that sexual harassment is embedded in organizational culture. In other words, sexual harassment serves an important cultural function for some organizations. And as any executive who has tried to lead cultural change knows, organizational culture can be immutable.

Second, organizational cultures are embedded in a larger national culture in which men have traditionally been granted privileges over women. It does not take a deep analysis to recognize this truth. Women are typically paid less, regardless of education, qualifications, or years of service. There are more CEOs named John leading big companies than there are female CEOs. The male-centric nature of our national culture is so pervasive that even many women are male-centered, aligning themselves with men and masculinity to tap into male privilege while attempting (usually unsuccessfully) to avoid the disadvantaged space that women occupy in the workplace.

All of this means that both men and women can react to sexual harassment by blaming other women for “making trouble” or “putting up with bad behavior,” or by suggesting that the sexually harassed women should quit, without considering that perhaps the perpetrators instead of their targets should leave the organization. These attitudes have real consequences. Consider: In the Fox News harassment case, the alleged perpetrators [received larger settlements than the](#)

[targets](#). Cultures of sexual harassment are thus legitimized by drawing on the larger cultural imperative that privileges men over women.

Into this fraught cultural morass enters a well-intentioned document: the sexual harassment policy. To see how employees interpreted these policies, my colleague Marlo Goldstein Hode and I gave 24 employees of a large government organization a copy of the organization's sexual harassment policy, asking them to read it and then tell us about the policy. We asked them to talk about the policy in groups, and then we interviewed them individually.

We found that the actual words of the sexual harassment policy bore little resemblance to the employees' interpretations of the policy. Although the policy clearly focused on *behaviors* of sexual harassment, the participants almost universally claimed that the policy focused on *perceptions* of behaviors. Moreover, although the policy itself made clear that harassing behaviors were harassment regardless of either the gender or sexual orientation of the perpetrator or target, the employees focused almost exclusively on male-female heterosexual harassment. This shift is subtle but significant. For the participants, the policy was perceived as threatening, because any behavior could be sexual harassment if an irrational (typically female) employee perceived it as such. In this somewhat paranoid scenario, a simple touch on the arm or a nonsexual comment on appearance ("I like your hairstyle") could subject "innocent" employees (usually heterosexual males) to persecution as stipulated by the policy. As a result, the organization's sexual harassment policy was perceived as both highly irrational and as targeting heterosexual male employees. The employees shifted the meaning of the policy such that female targets of sexual harassment were framed as the perpetrators and male perpetrators were framed as innocent victims.

To accomplish this shift in meaning, the employees drew on assumptions of women being irrational and highly emotional and on assumptions of men being rational and competent. Through this intertwining of organizational policy, organizational culture, and national culture, the employees inverted the meaning of the sexual harassment policy, making it an ineffective tool in the fight against predatory sexual behavior in the workplace.

How can organizations combat the reinterpretation of sexual harassment policies? This question takes on urgency when we recognize that sexual harassment policies are table stakes in successfully managing the damaging behavior.

Remember that sexual harassment policies are not just legal documents. They are also culturally important, *meaning-making* documents that should play a role in defining, preventing, and stopping sexual harassment in an organization. The findings from our study suggest very specific language that may be useful in sexual harassment policies:

- **Include culturally appropriate, emotion-laden language in sexual harassment policies.** Our findings suggest that if you don't add this language, organizational members will include their own. For example, adding language such as "Sexual harassment is a form of predatory sexual behavior in which a person targets other employees" frames the behavior such that alternative interpretations may be more difficult to make. Using terms such as "predatory" instead of "perpetrator" and "target" instead of "victim" can shape how organizational members

interpret the policy. Although policies tend to be stripped of emotions, it is essential for policy creators to recognize that policy creation is one of the most emotion-laden activities that organizational leaders are asked to accomplish. Because sexual harassment is such an emotionally laden topic, the creation of sexual harassment policies becomes even more emotionally challenging.

- **Sexual harassment policies should include bystander interventions as a required response to predatory sexual behavior.** Most policies place responsibility for reporting harassment exclusively on the target, which puts them in a vulnerable position. If they report the behavior, then they are likely to be viewed with suspicion by their colleagues, often becoming socially isolated from their coworkers. On the other hand, if they do not report the sexual harassment, then it is likely to continue unabated, creating harm for the targeted employee, and wider organizational ills, too. Mandating bystander intervention can relieve the target of their sole responsibility for reporting and stopping predatory sexual behavior, and rightly puts the responsibility of creating a healthier organizational culture on *all* members of the organization.

Sexual harassment is complicated. If it were a simple problem involving just two people, we would have resolved the issue decades ago. But sexual harassment is a complicated, entrenched problem. Systems theory tells us that solutions need to match the complexity of the problem. Writing a policy is complicated, as our study showed. But it's also just a start. No policy, no matter how well crafted, will prevent sexual harassment on its own, nor will it change a culture of sexual harassment. A policy is a first step that needs to be followed by persistent training, a willingness to listen to targets, and a readiness to fire employees who prey sexually on other employees — regardless of how important the predator may be in the organization.

The Washington Post

New British election forecast: Conservatives gain 31 seats and have 77% chance of controlling a majority

By Mary Stegmaier, Andreas Murr and Michael S. Lewis-Beck

Mary Stegmaier is an assistant professor in the Truman School of Public Affairs at the University of Missouri. Her research focuses on voting behavior, elections, forecasting, and political representation in the United States and abroad.

In April, when Prime Minister Theresa May announced that Britain would hold a snap election on June 8, it looked like her Conservative Party would claim a landslide victory. However, recent voter intention polls suggest that the race is tightening — and that the Conservatives could lose seats.

Our forecasting model, based on voter expectations of who will win, predicts that the Conservative Party actually will increase its majority, winning about 361 of the 650 seats in Parliament.

British pollsters have two big misses. They were off target on the 2015 parliamentary elections and the 2016 Brexit referendum. This demonstrates the challenges of voter intention polls: identifying who will turn out to vote, how “undecided voters” will vote and what constitutes a representative survey sample. When predictive models rely on inaccurate voter intention polls, inevitably, the projections will be wrong, sometimes dramatically so.

Can citizens forecast the outcome? We think so.

Our seat share model takes a different approach — we use a survey question that asks respondents who they *think* will win the election. With such “citizen forecasting,” it does not matter whether the respondents turn out on Election Day or if they change their vote choice. Instead, this approach aggregates information on what citizens expect will happen. In essence, we draw on the “wisdom of crowds” — the idea that large groups make better decisions than any single individual.

In a current paper, we test the accuracy of our voter expectations model vs. the leading models based on British voter intentions from 1950 to 2015. The citizen forecasting model has a higher chance of correctly predicting which party will win — and higher accuracy, on average, in estimating parties’ share of seats in Parliament.

To predict Thursday’s election result, we estimate models for Conservative and Labour seat shares from monthly voter expectations data (1950-2015) compiled from Gallup, the British Election Study and the Essex Continuous Monitoring Survey. Our model also includes a control on previous seat shares. Thus, to make the prediction, we use current voter expectations, along with previous seat shares, to forecast what the next Parliament will look like. More details on our methodology are here.

The YouGov survey suggests the Conservative Party is going strong.

We use the May 30-31 survey by YouGov/the Times. The voter expectation question asks, “Regardless of what you would like to see happen at the general election, what do you think WILL be the result of a general election on 8th June?”

The survey results show that the British public is quite confident that May will continue to lead the government, with 62 percent of respondents expecting the Conservatives to win a majority and an additional 7 percent believing that the Conservatives will lead a hung Parliament — when no party claims a majority. Just 12 percent of respondents say Labour will garner a majority or

lead a hung Parliament. The remaining respondents either “don’t know” or think another party will win.

In total, 69 percent of Britons say the Conservatives will be the largest party in Parliament. When we enter this into our statistical model, the prediction is that the Conservatives will obtain 361 seats (55.6 percent of the seats) — see the figure below. This would be a gain of 31 seats — a result that would validate May’s decision to call a snap election so early in the parliamentary term.

What does this mean for the Labour Party, with just 12 percent of the public expecting it to lead Parliament? Our prediction is that it will secure 236 seats (36.3 percent of the total). This would increase Labour’s seats by seven but still represents its fourth–worst election performance in postwar history.

The figure depicts the estimated seat share probability distributions for the Labour Party (red) and Conservative Party (blue) based on our citizen forecasting models. The centers of the two distributions represent our estimates of the parties’ seat shares — our best guesses — that correspond to the Conservative and Labour seat share percentages above. However, as with any statistical model, other lower probability outcomes are also possible

These two seat share distributions are virtually separate from each other — they overlap only slightly in the center. Based on this, we are 97 percent confident that the Conservative Party will win more seats than Labour. There’s a 77 percent chance that the Conservatives will win an outright majority of seats and an additional 20 percent chance that they will lead a hung Parliament.

Our forecast of a 20 percent chance of a hung Parliament led by the Conservatives stands in contrast to the recent YouGov projection of a hung Parliament. That model uses voter intention polls and other factors to predict the results in each constituency. The Times reported May 31 that “YouGov acknowledged that the predictions were controversial and pointed to significant ‘churn’ in voting intentions.”

While the media likes to focus on the “horse race” aspect of campaigns by tracking voter intention polls, this type of poll relies on assumptions that can negatively affect its predictive power. This was what we saw in the 2015 general election and again with the 2016 Brexit vote. Based on our research, we think citizen forecasts have more to say about what happens this week.

Andreas Murr is an assistant professor of quantitative political science in the department of politics and international studies at the University of Warwick. His research focuses on election forecasting, the voting behavior of immigrants and the selection of party leaders.

Michael S. Lewis-Beck is the F. Wendell Miller distinguished professor of political science at the University of Iowa. He has written or co-written more than 270 articles and books, including “Economics & Elections,” “The American Voter,” “French Presidential Elections,” “Forecasting Elections,” “The Austrian Voter” and “Applied Regression.”



[Columbia sets solar eclipse budget](#)

By: Samantha Kummerer

Watch the story: <http://www.komu.com/news/columbia-sets-solar-eclipse-budget>

COLUMBIA - The budget for August's solar eclipse events is set and awaiting the transfer and appropriation of the funds by the Columbia City Council.

The Columbia Convention and Visitors Bureau obtained \$25,500 through business sponsorships. Sponsorships from businesses like Columbia Water & Light and University of Missouri Health Care will cover expenses like tent and sound system rental and signage.

CVB Strategic Communication Manager Megan McConachie said the bureau began talking to local business in late 2016.

McConachie said [solar eclipse events](#) will help the city and the community.

“That influx of tourist over the weekend and then on Monday, that is absolutely beneficial to our community, and we really think its great that the community is sponsoring this and supporting this. So we definitely want to give them something they can be proud of,” McConachie said.

The events planned from Aug. 19 through Aug. 21 will take place throughout Columbia, but the main events will be at Cosmo Park and Gans Creek Recreation Center.

This will be the first event of its scale the CVB has planned.

“For us this is definitely a unique experience both in planning and as far as the eclipse, this is never going to happen again while any of us are alive,” McConachie said.

McConachie said the bureau has reached out to other cities in the path of totality and worked with Columbia Parks and Recreation to plan the event.

“The main event and attraction is the eclipse, but we want to make sure that everything that is surrounding that has a really fun Columbia-feeling atmosphere as well,” McConachie said.

The funds were first heard at Monday night's city council.

Between now and August, the city still has logistics to work out now that it knows the scale it can work with. Along with final planning, the city also wants to continue to promote the events.

“There is still a lot of people just in our city who don’t know that the eclipse is going to be happening, so we want to get the word out of course. A, that it’s happening and also how to view it safely,” McConachie said.

Programming note: KOMU 8 has a summer series, **Show Me Eclipse**, which will detail all the ways the total solar eclipse will affect mid-Missouri. Watch every Wednesday on KOMU 8 News at Six.

T COLUMBIA DAILY TRIBUNE

Protecting Speech (and Protest) at MU

By Robert H. Jerry, II / Isidor Loeb Professor of Law, University of Missouri

The impact of the fall 2015 events that occurred on MU’s Carnahan Quad and then rippled outward in earthquake-like fashion is still being calculated, but the final tally will rank this episode among the most wrenching ever experienced by a major public university. Yet with every crisis comes opportunity — if we have the courage and wisdom to seize it — to change and to build something better, healthier and stronger. In affirming the importance of free expression on the MU campus and articulating a framework that protects and promotes speech, expression, assembly, protest and dissent, this is exactly what MU has done.

Five new policies went into effect on June 1. A policy titled “Use of Facilities” is the centerpiece of the package, and the others elaborate on details. The premise of the package is that members of the university community — and the general public, too — have a right to assemble in Mizzou’s outdoor areas for purposes of expressive activities, including speech, protest, dissent, vigil, celebration or rally.

This premise has long been the rule for “traditional public forums,” a term created by the U.S. Supreme Court to refer to streets, sidewalks, and parks in free speech cases. Under the Court’s

First Amendment decisions, these spaces are places where government can restrict expression only for narrowly tailored, content-neutral reasons that further important government goals, and then only if ample alternative means of communication exist. In August 2015, the Missouri legislature declared that the outdoor areas of all Missouri public universities are “traditional public forums,” which has the effect of making every square foot of outdoor space the equivalent of a street, sidewalk, or park for purposes of free speech law. This means that speech, protest and dissent cannot be confined (although Mizzou never actually did this) to designated, narrowly bounded “free speech zones.” The new Mizzou policies implement the legislature’s mandate that speech, expression and assembly on our campuses be protected to the fullest extent of our nation’s constitutional law. Far from limiting free speech, the policies are an extraordinarily expansive blessing of speech, assembly and protest.

The Mizzou policies begin by recognizing the right to speak and protest in outdoor spaces on an impromptu, spontaneous, unscheduled basis. Except for a very few outdoor areas where no event of any kind can occur or be scheduled (for example, the lawn of the nuclear reactor or the lawns outside recovering patients’ windows at the hospitals) and a very few areas where only a scheduled activity can be held (for example, an event might be scheduled on the student rec center’s athletic field, but, absent a reservation, the field is otherwise available for student recreation), outdoor areas are available for speech, assembly and protest — period. The Mizzou policies allow outdoor spaces to be reserved in advance; this content-neutral procedure offers an event organizer a reliable basis for planning a future event. Organizers of a protest, rally, vigil, etc. are welcome to use this scheduling mechanism, too, thus securing priority for their event over someone who later decides to have an impromptu activity at the same location at the same time.

An old policy prohibited chalking on campus. A new policy expands free expression by allowing chalking, subject to a few precise, narrow and content-neutral restrictions.

Another old policy had an odd prohibition on all amplified sound devices. A new policy expands free expression by creating a system under which the protester can use an amplification device when the volume is not unreasonably disruptive (as defined by decibel levels measured at specific distances) and can seek a permit for louder devices, which will be granted on a content-neutral basis, if the use will not unreasonably disrupt classes, exams or the business of the university.

Although our MU history causes us to associate overnight camping with free speech activities, courts, including the Supreme Court, have consistently upheld governmental prohibitions on camping in public parks and plazas, even when the camping is claimed to be the equivalent of speech. In fact, this has been the rule at Mizzou for decades. Thus, the new policy on camping neither expands nor constricts free expression. Instead, it clarifies the prohibition and articulates a few narrowly crafted exceptions. Not surprisingly, these are situations where the University’s ability to manage the “campground” eliminates health and safety concerns.

Because the no-camping policy was ignored in 2015, its reaffirmation in the new policies does have the feel of a restriction on free expression. It is important to understand, however, that enforcement of the no-camping policy on a going-forward basis does not mean that overnight

speech and expression are prohibited. Nor does it mean that tents, canopies, tables and other structures are prohibited, during either the day or night. On the contrary, the new Mizzou policies place no constraints on overnight protests and demonstrations, and tents, etc. can be set up assuming the University's conduct-based, content-neutral requirements that protect health, safety, and the property of the university are met. In addition, the new policies leave undisturbed an enormous array of methods of communication that can be deployed in almost every outdoor area of the campus.

Two consistent themes are found in the First Amendment, the case law interpreting it, the Missouri legislature's 2015 statute and the new Mizzou policies. First, free speech, expression and assembly are fundamental rights, and we must protect and promote them on our university campuses. If we fail in that effort, we risk our broader society failing to understand — and then abandoning — these foundations of our democracy. Second, we should not view peaceful protest and dissent in our public spaces as problems; rather, we should celebrate the exercise of these rights, realizing that much of the good in our nation began with protests by citizens with grievances. Thus we should be proud of Mizzou's leadership in protecting and expanding those rights, instead of restricting them.

Prof. Jerry chaired MU's Ad Hoc Committee on Protests, Public Spaces, Free Speech, and the Press.



33 Mizzou students studying in London are safe after Saturday's attack

Watch story: <http://www.abc17news.com/news/33-mizzou-students-studying-in-london-are-safe-after-saturdays-attack-1/529737404>

By Deborah Kendrick

COLUMBIA, Mo. - Thirty-three Mizzou students studying in London are safe after Saturday's terror attack on London Bridge.

ABC 17 News spoke with one Mizzou student who is studying abroad in London.

Andrew Thomas, a Mizzou student studying abroad in London said everyone is starting to go back to their regular routines.

"A lot of people are projecting messages on social media and around like, we will rise above," Thomas said, "And that honestly, has really helped everyone out."

Thomas wasn't near the London Bridge Saturday night, but was there on Friday visiting with a friend.

"It's a scary realization that we were out with people that night," Thomas said. "That could have happened to us."

Thomas said his initial reaction to hearing the news was "shocking" and caused him to have a little bit of anxiety, and "wonder if he could go anywhere," he said.

ABC 17 News made several phone calls and sent emails to the University in regards to what they are doing to keep students safe and what policies they have in place when it comes to having study abroad programs remain if there are safety concerns, we are still waiting to hear back.

Monday, British police named two of the three attackers from Saturday's attack. Khuram Shazad Butt and Rachid Redouane, both from Barking, east London, were involved in the attacks.

All three attackers were shot dead by armed officers within eight minutes of being called.

MISSOURIAN

[MU Health Care offers big gift for naming rights at farmers market pavilion](#)

MCKENNA BLAIR, 15 hrs ago

COLUMBIA — The Department of Parks and Recreation has asked the Columbia City Council to approve MU Health Care's \$495,000 naming sponsorship of the permanent pavilion for the Columbia Farmers' Market.

"We're excited to collaborate with MUHC in educating the community about accessing healthy food and learning how to grow food at home," said Adam Saunders, the capital campaign director for [the Agriculture Park](#) that will be anchored by the pavilion. [Saunders](#) is also co-founder of the Columbia Center for Urban Agriculture.

Under the proposed agreement, the pavilion would be named "MU Health Care Pavilion" or something similar. In ten years, MU Health Care would have the option to renew the agreement for a mutually agreed amount.

With the nearly half-million-dollar gift from MU Health Care, Friends of the Farm — a consortium of the Columbia Farmers' Market, Columbia Center for Urban Agriculture, Sustainable Farms & Communities, and the Columbia Parks and Recreation Department — has raised \$1.5 million for the Agriculture Park.

[Clary-Shy Park: Farmers Market and urban agriculture park design](#)

The pavilion will be the permanent shelter for the Columbia Farmers Market and will also be used for other events, according to the project's website. MU Health Care would be allowed to use the structure up to five times each year for its own outreach events, sometimes during farmers market hours, according to the proposed agreement.

The naming sponsorship is the latest development in the long progression of the pavilion project, an idea first brought to the council's attention in 1999, according to [previous Missourian reporting](#).

According to the master plan, the pavilion and surrounding area will encompass gathering areas, an outdoor classroom, community gardens and play structures.



UPDATE: Details released in lawsuit settlement of firefighter's family and UM System Curators

By Marie Bowman

Watch the story: <http://mms.tveyes.com/PlaybackPortal.aspx?SavedEditID=6f3fb332-ad87-4883-80e0-db3d0b1dacb7>

COLUMBIA, Mo. - The UM System will pay \$756,151 to Leigh Britt, as well as provide a "tuition and fee waiver" for Stormy Britt, Leigh and Bruce's daughter.

Judge Jodie Asel approved the settlement in the wrongful death case between Leigh Britt and the UM System Curators on Monday.

Lt. Bruce Britt was working on behalf of the Columbia Fire Department and died while responding to a walkway collapse at University Village, a university-owned complex, back in February 2014.

Court documents say the "City of Columbia has paid workers' compensation benefits including ongoing weekly workers' compensation death benefits to Bruce Britt's dependents beginning from the date of his fatal injury to the present."

In Feb., both sides had reached a settlement, provided a few things happen, such as setting up a "conservatorship" for the child of Bruce and Leigh, Stormy Leigh, and getting a disclosure of interest from Wanda Britt McDonald. Those things have happened, and Judge Asel made the settlement official on Monday.



Lunch at Douglass Park starts up for the summer

By: Kyras Davis

Watch the story: <http://www.komu.com/news/lunch-at-douglass-park-starts-up-for-the-summer>

COLUMBIA – “Lunch at the Park” started Monday for the 17th summer in a row with a new addition this year. Nutrition Supervisor Erin Harris said a new partner will join the program.

“We’re partnering with the MU Dietetics School, and they’re coming to give out food samples and teach the kids about good nutrition,” she said.

USDA funds the summer food program. The Missouri Dept. of Health applies for funds, and when it’s granted the organization gets reimbursed.

Columbia Parks and Recreation secures the park for this program, and Columbia Public schools supply the lunches. Volunteers from the Voluntary Action Center pass out around 35 free lunches per day. Last summer, volunteers passed out almost 5,000 lunches in total.

Harris said this takes the burden off of other food services like SNAP or WIC.

“They would be trying to find food sources elsewhere, so what an impact that would have to our food banks,” she said.

The program will serve lunch Monday through Friday from 11:30 a.m. until 1 p.m. until August 4.