



**MU News Bureau**

*Daily Clips Packet*

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# ST. LOUIS POST-DISPATCH

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## UM president hopes to build longevity, trust to bring supporters back

By Ashley Jost • St. Louis Post-Dispatch

COLUMBIA, Mo. • At a university system plagued by recent turnover in leadership, Mun Choi says he is in it for the long haul.

For six months, the 53-year-old has been at the helm of the University of Missouri System, overseeing campuses in St. Louis, Kansas City, Rolla and of course, the state's flagship institution in Columbia — Mizzou.

He's been given the difficult task to rebuild the reputation of the system — and particularly Mizzou — in the eyes of the public.

Already, he has a reputation for moving quickly, such as slashing \$100 million from the system just weeks after arriving. He's also described as a hands-on leader, often showing up early to events, then weighing in on seemingly small details.

During the ribbon-cutting ceremony at the St. Louis campus' new business school building, Choi insisted a student from the crowd come cut the ribbon. He put the student front and center while he stood off to the side during the photos.

That style of management is perhaps more associated with a fast-moving reformer, someone who comes to an institution to right the ship then move on to bigger challenges.

But Choi said he has hopes of leading the system until he retires — perhaps 10 years from now. If he succeeds, he'll be the longest-serving president the system has had in more than 50 years.

“I wish I would retire here in Columbia or Kansas City, where my tenure home is,” he said in a recent interview with the Post-Dispatch. “I’d be really happy with that.”

Choi pauses when asked about what he wants his legacy to be at the university system.

“It’s important for us to regain the trust from the state and our supporters,” he said.

He’s referring to what happened in 2015. It’s a story that’s often retold, much to the anguish of Mizzou supporters. Choi can appreciate why it keeps coming up: How do you grow from an experience you’re unwilling to talk about candidly?

Choi’s predecessor, Timothy M. Wolfe, and Mizzou Chancellor R. Bowen Loftin were both toppled from their jobs amid a series of student-led protests on the Columbia campus centered around matters of race.

Those times are compounded by a former Mizzou assistant professor, Melissa Click, who was infamously filmed denying media access to student campus protesters, and a protest involving the football team.

The school has been plagued since with declining enrollment and donations. The fallout has affected some of the other campuses, too.

“We are now in a profoundly different place as a university, and that affects not just Mizzou but the other three campuses and perhaps even the perception of higher education in the state,” he said. “I say perception, but as you know perception can become reality. That’s very tangible and we have to address it. It’s on the minds of many people, not just in Missouri.”

But the system president feels like it is on the cusp of a rebound. Give it another two or three years.

Permanent leadership at the system and now at Mizzou with Alexander Cartwright as chancellor should help, he said. But Choi also points to his team and the support from his governing board.

**‘Constant balancing act’**

Choi said a lot of what brought him to this powerhouse role at a critical time is happenstance.

Born in South Korea and raised in Chicago, Choi said school didn't come as easy to him as what one might expect of a person with two degrees from Princeton University.

"I was a kid that grew up in Chicago, went to a public high school, went to University of Illinois (in Urbana-Champaign) and really had to study hard to make the grade," he said. "It didn't come naturally... I really came to my position through meeting the right people, through mentors who guided me and by working hard."

The University of Missouri System is his fourth institution. He came from the University of Connecticut, where he was provost. Prior to that he was the engineering school dean at the University of Connecticut, a department chair at Drexel University in Philadelphia and an assistant and later associate professor at the University of Illinois at Chicago.

Academia, may be known for its glacial pace, but Choi doesn't subscribe to that tradition.

"Sometimes I have to watch myself and pull back at times and ask if I'm moving too fast without getting all of the important people that we need to implement it on board," he said. "I don't want to be just giving direction, I want people to buy into that vision. It's a constant balancing act."

A more than \$100 million budget cut is a prime example of Choi's speed. He officially came to the system on March 1. By June, he and his four campus chancellors outlined plans to cut more than \$100 million, the bulk of which came from Mizzou.

He did it because of state budget cuts that fell on the backs of higher education institutions, as well as declining tuition revenue at Mizzou, in particular, as it bounces back from a tough 2015.

But Choi cut more than he needed, freeing up a pot of money for strategic investments that run the gamut from hiring faculty to a financial-aid program to help low-income students.

That effort initially included about 500 positions being eliminated. Half of those were filled posts that required layoffs. It was just the start, though. Scores more people have been laid off since,

primarily on the Columbia campus. The most recent layoffs included an undisclosed number of human resources officials at the system office.

It's part of an ongoing effort to reduce duplication between the system and campuses. But it's also about changing the standard operating procedures across the board. That process led to Choi laying off his entire lobbying team and all but one spokesperson this summer.

It's been tough on morale.

But Choi's right-hand man, David Russell, said it has forced the system and campuses to put the important people first: students, parents, faculty and staff.

"He reminds us that the university exists for the people it serves rather than to preserve itself," said Russell, who is Choi's acting chief of staff.

Choi is convinced he is still in the honeymoon phase when it comes to his team. He feels good about the people around him but wants them to know they can push back against his ideas. After all of the layoffs and changes, he can appreciate that pushing back against the boss sounds like a bold move. But he encourages it.

"I need people to tell me when I'm making a mistake," he said. "I will value that. It's never comfortable to be criticized or to be told that one is moving in the wrong path, but it's good to know so we don't make a mistake that's detrimental to the university."

### **Making connections**

No task is too small for the president to tackle.

At a board meeting in Columbia this summer, the air conditioning stopped working. A dozen staff members were around, but Choi instead took off his suit jacket and opened up a few sets of doors to help with air flow.

But it's the way he works a room — and seemingly remembers just about everyone — that captures most people's attention.

“When I ask people questions about where they went to school or where they grew up, I’m trying to make a connection,” he said. “I really enjoy that part of the job.”

Russell has seen that in action. The two spend a lot of time together, driving around the state to different meetings, trying to get back into the good graces of every corner of Missouri.

On their way back from southeast Missouri a few weeks ago, Choi realized it was move-in day at the Rolla campus, the Missouri University of Science and Technology. So they detoured.

Russell recalls watching Choi help Missouri S&T students unload their cars, asking them questions about where they’re from and what they’re studying. Then he started introducing students to each other who had commonalities.

Russell said he has warned Choi about not spreading himself too thin, reminding him that it’s OK to turn down scheduling invitations.

“I told him to be very careful not to overcommit himself,” he said. “I can say he paid me no attention.”



## **MU curator: 'I believe the University will seize the day'**

Art Holliday, KSDK 10:31 PM. CDT September 01, 2017

Watch the story: <http://www.ksdk.com/news/local/mu-curator-i-believe-the-university-will-seize-the-day/470215656>

**COLUMBIA, MO. - St. Louis attorney Maurice “Marcy” Graham had been on the University of Missouri Board of Curators less than a year when student protests evolved into a hunger strike, football boycott, and leadership upheaval.**

”I think we all wondered what’s going to happen?” said Graham in his Clayton, MO law office. “As it was unfolding I thought ‘what is this going to lead to?’”

In the two years since the Mizzou protests became a national news story, Graham insists that lessons have been learned and the university is doing its best to regain public trust and rehabilitate Mizzou’s image.

“I cannot imagine a situation like that happening on the Mizzou campus now. I think the culture has changed, the leadership has changed, and that would not happen on campus now,” said Graham. “We are already seeing the results of the efforts to move this university and the four campuses to the next level and it’s working.”

Whether or not University of Missouri officials like Graham are weary of answering questions about the aftermath of the 2015 campus unrest, the questions persist. “I would say in all candor that we have not done a good job in the past telling our story,” said Graham.

In July when the New York Times told Mizzou’s story, the headline read: “Long After Protests, Students Shun the University of Missouri”. The article detailed the circumstances that led to the campus protests, then highlighted a significant drop in freshmen enrollment, lost tuition, and budget cuts. For a university trying to repair its image, the NY Times article was problematic.

The university took the unusual step of publishing an official response claiming key facts were left out of the story, and that on-campus success stories were ignored.

“I thought the article was a bit unfair and I’m not the only one who feels that way,” said Graham, “but sometimes articles like that get your attention and reinvigorate your efforts to make sure it’s not true. Nobody came to the university and said what have you done to address some of these issues that we’re going to write about and they would have learned a lot had they done that. They would have learned things that would’ve changed the tone of that article. There is a high degree of transparency in our leadership right now. We are publicizing what we’re doing. We’re talking about the issues we are dealing with.”

Graham thought the NY Times article should have given more weight to what he describes as a high retention rate of students already enrolled. “What has not been talked about is the retention. Retention rates are exceptional, as good as they’ve ever been.”

Graham said the university knows it has work to do to regain public trust. “Making sure that the message is credible and you’re not trying to fool people, and making sure that you take the effort to do the right things for the right reasons and that you are 100% transparent,” said Graham.

Stakeholders have the right to hold the university accountable according to Graham.

“I believe the university will seize the day. I believe we’ve got the right people in place and the commitment,” said Graham. “It is not unfair for anyone to say to the university ‘we expect you to do the job that you’re there to do’. They have the absolute right to say ‘show me’”.

# ST. LOUIS POST-DISPATCH

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## [Editorial: Mizzou's focus on helping low-income students should help boost enrollment](#)

By the Editorial Board Sep 3, 2017

After fretting since 2015 that the University of Missouri-Columbia’s enrollment was declining along with its reputation, the university has taken a positive step to boost its numbers and polish its image. The university is offering to cover all tuition costs for first-

**time freshmen, transfer and existing students who qualify for federal Pell grants, making the campus more available to diverse and low-income students.**

School officials have been struggling with recruitment since student-led protests and incidents of racial insensitivity caused turmoil on campus and among student athletes. The university system's president was forced out amid complaints that he had done too little to curb racism and bigotry on campus, the chancellor resigned and the Legislature cut the school's budget.

Trying to bounce back, Mizzou is offering to pay full tuition for about 3,500 Pell-eligible students. The initiative will help demonstrate to minority and low-income students that their presence is valued to expand the multicultural experience on campus. That wasn't clear after Mizzou was swamped with undesirable publicity from the protests and accusations that it was slow to react to tensions that had been openly simmering for years.

A great state university should be a welcoming place for high school graduates who have earned their place in higher education. Perception matters, as has been reflected by the university's sharp decline in enrollment at a time when other universities, such as Missouri State, have seen steady increases. Mizzou's leadership correctly recognized the need for action to turn its image around.

Most Pell grants are awarded to students from families making less than \$30,000 a year, but many with higher income qualify based on individual circumstances. Still, the grants only make a dent in the cost of attending college. The maximum grant was \$5,920 this year, while in-state tuition at Mizzou is \$11,008. Housing and food costs are about \$10,808, and books, transportation and personal expenses are an estimated \$6,148.

Even the most frugal student couldn't stretch a Pell grant far enough to stay out of crippling debt on a roughly \$28,000 annual expense. The university is doing even more for students in the MU Honors College, beyond covering tuition after those grant dollars.

Mizzou will pay tuition and fees for Pell Grant-eligible students in the college, and will pick up the cost of their housing, food and books. To be eligible for the Honors College, incoming

freshmen must have an ACT score of 31 or higher, be in the top 15 percent of their class, or have a core grade point average of 3.58.

The offer is for in-state and transfer students, and does not include other schools in the MU system.

Parents and eligible students should take advantage of the university's generosity and effort to extend a more welcoming hand.



## **Mizzou signs pact to cover tuition for low-income students**

By CLAUDETTE RILEY

For Rachel Slings, the news came with an immediate sigh of relief.

**The 2017 graduate of Branson High School saved paychecks from part-time jobs and made top grades in the toughest classes to help pay for her first year of college at the University of Missouri-Columbia.**

Slings was notified recently that Mizzou signed the Missouri Land Grant Compact, a promise to cover tuition and fees for the lowest-income students.

"When I first read it, I was just floored," said Slings, 18, speaking by phone on her way to class Friday. "... I thought about how many lives it's going to change. I was really happy they were going to do it."

The Missouri Land Grants will be awarded annually starting in fall 2018 to new, transfer and continuing students.

"The landmark decision by the University of Missouri allows me to pursue the broad undergraduate education that will prepare me for my career without fear of crippling debt," she said.

Mizzou announced that based on current enrollment, more than 3,500 undergraduate, in-state students — including 51 from Springfield and Branson — will qualify for the grants annually.

“As the founders of this university did nearly 180 years ago, today we are reaffirming our pledge to provide access to higher education with the belief that an educated citizenry is the key to advancing the state of Missouri, our nation and world,” said new University of Missouri Chancellor Alexander Cartwright, in a release. “It is a tremendous honor as chancellor to sign this historic compact and invest in attracting the state’s best and brightest.”

The announcement was made at a time when Mizzou is trying to regain enrollment after a series of racially-charged protests in fall 2015, which prompted leadership changes. A two-year slump in the number of incoming freshmen and back-to-back state budget cuts this year spurred the university to eliminate positions and close dorms.

According to Mizzou, in-state undergraduates can expect to pay \$10,716 in tuition and fees, \$1,344 in books and supplies, and \$10,558 in room and board annually.

Students who are eligible for federal Pell grants, which pay up to \$6,000 a year for the children from low-income families — will be able to apply for the grants to cover tuition and fees.

Pelema Morrice, vice provost for enrollment management, said the grants are "intended to build on the Pell program and create competitive financial awards" for students who qualify for the extra help.

If a student is eligible to enroll in the Honors College, the grants will also cover "100 percent of unmet financial need" including tuition, fees, books, room and board.

Slings, who is part of the Honors College, said the financial help will be a game-changer for bright students who come from families struggling to make ends meet.

She is studying bio-engineering and contemplating a career in medicine.

"It's being able to have the knowledge that if they work hard and go for it, they can make it," she said. "I am so proud to be a Tiger right now."

# MISSOURIAN

## **Enrollment the prize for MU, Missouri State**

BY EDWARD MCKINLEY

**Until Saturday, the only time the Missouri Tigers and the Missouri State Bears faced off in football was 1923, when the latter was known as Southwest Missouri State Teachers College.**

**Off the field, the two schools compete all year grappling for new students from Missouri's high schools. For both public universities, less state funding and a smaller pool of in-state college-age students — the primary source of freshmen for each — means enrollment is more important than ever.**

The schools took to the gridiron at a time when Missouri State's enrollment has grown each of the past five years to the highest it has ever been — 24,116 last year on its Springfield campus — while MU's overall enrollment has dipped by an estimated 14 percent since its 2015 peak, from 35,448 students in 2015 to an estimated 30,400 this year.

“As a university, we have two primary sources of revenue: One is state appropriations, and the other is tuition and fees,” said Ryan DeBoef, chief of staff for Missouri State's president, Clif Smart. “So, as we continue to see reductions in state appropriations, then every university in the state has to turn toward tuition and fees. They have done that — there's been this shift where revenue has come from. It used to come predominantly from state appropriations, and now it comes predominantly from tuition and fees.

“And it certainly increases the focus that has to be placed on tuition and fees ... either grow the number of students or grow the amount of tuition and fees,” DeBoef said. “Those are two components that all universities in the state, I believe, will continue to aggressively manage going forward.”

A majority of students at both schools are Missouri residents: 84.4 percent at Missouri State and 61.1 percent at MU, as of last year's data.

"Certainly it's true that there are students that the University of Missouri is recruiting and Missouri State is recruiting, and they're choosing one school or another," DeBoef said.

Although Missouri State has historically had a higher percentage of Missouri students than MU, it appears MU is looking to shop more strategically for homegrown talent.

Marshall Stewart, MU's vice chancellor for extension and engagement, has said the University of Missouri System is pursuing a "Missouri First" attitude. This idea has been echoed repeatedly by UM System President Mun Choi, who has called for improved affordability and access for Missouri residents. Spokesman Christian Basi described the Missouri First mantra as MU "getting back to our roots and getting back to serving the state of Missouri as the University of Missouri."

The college-age population of Missouri is also not as high as it once was, Pelema Morrice, MU vice provost for enrollment management, said at a July retreat of the UM System Board of Curators. That means if Missouri colleges want growth, they will need to do it through aggressive recruiting or retention of current students, he said.

Basi said "with certain changes in the population and with certain changes in the financial aspects, this means we have to change as well. And this means we have to change our recruiting efforts."

Both schools say they offer a high-quality education at an affordable price. MU has its standing as a Research I university and a member of the invitation-only Association of American Universities. Missouri State takes pride in being a comprehensive graduate institution with particular strengths in agriculture, business and education. MU offers 176 majors, and Missouri State offers 114.

No matter what programs students want to pursue or what institution they want to do it at, they must be able to pay for it.

“We have worked to be the value option, we always say, in the state of Missouri,” DeBoef said. “That means providing a high-quality education at an affordable cost.”

Although MU’s tuition is higher than Missouri State’s, Basi touted MU’s status as a “best buy” college in the Fiske Guide to Colleges, which weighs the education students receive for the price they pay to determine what U.S. private and public universities provide the best value.

“That guide is saying not only are we affordable, but we’re affordable and we’re providing an extremely high quality education, an education that’s going to put you on par with and make you competitive in the global marketplace,” Basi said. “You’ll be able to go out and have success in your chosen field if you come to study here.”

Missouri State’s tuition is cheaper than MU’s for both in-state and out-of-state students, but that changed for some low-income Missouri residents on Aug. 24, when MU Chancellor Alexander Cartwright and enrollment administrator Morrice signed the Missouri Land Grant Compact. Starting next fall, Pell Grant-eligible Missouri residents who are accepted to MU will not pay tuition or fees.

Thousands of students across the state “now have a chance to come to the state’s flagship institution to have what is now considered a national ‘best buy’ educational experience and do that without paying a dime on tuition,” Basi said.

DeBoef said a significant portion of Missouri State’s student body is made up of students eligible for the federal Pell Grants — 26 percent of the student body last year versus 14 percent for MU. MU had almost 10,000 more students, but Missouri State had about 750 more Pell Grant recipients.

“We’ve done a lot to try to recruit those students and to try to be an affordable option for those students,” DeBoef said.

The compact has potential to undercut Missouri State's efforts to attract those high-achieving, Pell-eligible students, but DeBoef isn't so sure: "I don't know what impact it will have," he said. "It may have an impact, it may not. I guess time will tell.

# **T** COLUMBIA DAILY TRIBUNE

## **Hank's view: Is Missouri State a threat to MU?**

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Well, yes. All institutions of higher education are potential competitors, but Missouri State University has the goal of becoming "the undergraduate choice for Missouri," according to MSU President Clif Smart.

In a story reprinted here last week Ashley Jost, former Tribune higher education reporter now working for the St. Louis Post-Dispatch, explained enrollments at the Springfield school from the St. Louis area have steadily increased, mainly from St. Charles County. What gives?

**Smart cites two turning points, the renaming of his school to Missouri State University from Southwest Missouri State University and, more recently, the racial turmoil on the MU campus that sent additional students his way. Granting these likely effects, a deeper factor surely is the evolving regional political climate in our part of the world.**

Southwest Missouri and St. Charles County are among the most conservative enclaves in a state gone politically red. Columbia and the University of Missouri flagship campus remain characteristically more liberal. Public reaction to the 2015 MU campus protest was most negative among conservatives. Many had found a palpable way to express an abiding antipathy toward perceived liberalism.

A survey of the residents of St. Charles County would have reflected this attitude, as would similar areas likely to produce lucrative recruiting areas for Missouri State. The renaming of MSU and MU campus protests no doubt came at opportune times, but I daresay the trend already was percolating in favor of Missouri State just because of where and what it is.

Here at MU we care about the future of our favorite campus, but we should not regard competition from Missouri State as a deciding factor. The world is large enough for both places to thrive. Indeed, as Missourians, we should want both to thrive.

MU has unmatched advantages which must be exploited, regardless. The Columbia campus is bound to be home to premier graduate and specialty programs. As a member of the Southeast Conference, Mizzou athletic teams will be competing in the top tier. MU's lot is as promising as our leaders and constituents make it.

We are bound to be more diverse and advanced academically and, in fact, this prior development had become a drag. MU had fallen into the trap of over-expectation, trying to be everything for everyone. In this regard an arriving place like MSU has an atmospheric advantage over a more mature institution like MU. The excitement of newfound growth is more palpable than anything possible at a campus seeking to refine itself.

So let's notice the pleasures felt by promoters of the Springfield campus without rancor, recognizing the potential for MU remains intact.

As a member of the Association of American Universities, MU is in a different league. Despite a temporary sag in enrollments private funding and research grant potential remain high. Newly installed leaders under the direction of UM President Mun Choi understand the opportunities presented by current challenges and the institutional constituency seems ready to agree.

MU will not be favored by every prospective student, nor will MSU. We will deserve our share if we earn it. So will MSU. It's not a zero-sum game. Let's hope the two institutions collectively attract more students to our state than ever before.

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## **T** COLUMBIA DAILY **TRIBUNE**

### **Intellectual rights lawsuit between MU, ex-professor likely to end this week**

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**By Rudi Keller**

**A lawsuit initiated by the University of Missouri over intellectual property rights will conclude this week with testimony from the fired engineering professor who is the target of the case.**

Galen Suppes will take the stand Tuesday to tell the jury that he invented a process for making a valuable chemical used for antifreeze and de-icing airplanes before accepting a faculty position at MU in 2001. Russell Jones, the attorney representing MU, will seek to shake that claim.

As the court adjourned Friday for the long weekend, Judge Gary Lynch told the attorneys they must conclude testimony and closing arguments by noon Wednesday. Lynch, sitting as a visiting judge, is a judge of the Southern District Court of Appeals and on Thursday must be in Springfield to hear oral arguments.

“We have got to give the jury some time to do their thing,” Lynch said.

The 14 jurors and alternates — 11 women and three men — were chosen Aug. 25 to hear testimony and evidence in the case that began in 2009 when MU sued Suppes after the collapse of a licensing deal for a manufacturing process. Suppes and MU disputed patent rights to a process for making high-value propylene glycol from low-value glycerol that was a byproduct of soy diesel production.

Both Suppes and MU contracted for deals to license the process. Jones said in his opening statement last Monday that Suppes regularly ignored university policies for assigning ownership of inventions and patents. The university has documented 31 occasions from 2001 to 2008 where Suppes altered forms reporting his inventions or patents to remove language giving MU the rights to those innovations, Jones told the jury. The language removed is standard language about the rules governing ownership of intellectual property.

Suppes completely bypassed the university in a deal to market the propylene glycol process. When MU’s deal fell through, Jones said, the university lost about \$1.5 million in royalties.

Jones had not finished presenting his case to the jury by adjournment Friday. He declined to comment on how he thinks the case is going as he left the courtroom.

After Jones rests his case Tuesday morning, Suppes’ attorneys, George Smith and James Kernell, said they will present one or two witnesses in addition to Suppes before concluding. They said they expect to be able to meet the timetable set by Lynch.

Suppes was hired by MU in 2001 as a tenured faculty member of the College of Engineering. He was fired by MU over charges that included intimidating and harassing students, fellow faculty and department chairs, neglect of duties and intentional violation of university rules.

He lost a lawsuit challenging the university’s rules for removing tenured faculty, a ruling [upheld in June](#) by the Western District Court of Appeals. That ruling is under appeal to the Missouri Supreme Court.

# MISSOURIAN

## **MU campus climate survey results to be shared in public meetings**

BY YUTONG YUAN, Sep 1, 2017

**Meetings for MU staff, faculty and students will be held this month to share the results of a 2016 campus climate survey.**

**The first will be held from 3:30 to 5 p.m. Sept. 12 and the second from 12:30 to 2 p.m. Sept. 13, both in Jesse Hall.**

The sessions will also be livestreamed, with locations yet to be announced.

Students, faculty and staff were asked to take the survey in fall 2016. The number of participants has not yet been released.

They were asked about MU's climate. That's defined by Rankin & Associates, the outside consultant on the survey, as "the current attitudes, behaviors, standards and practices of employees and students of an institution," according to information on MU's website.

Rankin has administered climate assessments to more than 150 institutions across the nation, according to the website.

Actions based on the survey results will start in 2018, the website stated.

MU has conducted several campus climate surveys since 2001. The 2016 survey expanded to include all four University of Missouri System campuses and system administration offices.

The campus climate survey is different from one done several months earlier. The Collaborative on Academic Careers in Higher Education conducted a survey in February 2016, the results of which were turned over to MU in August 2016 to be reviewed.

According to the COACHE survey report and recommendations released in May of this year, 56 percent of MU faculty participants said they would choose to work at MU again. Leadership and governance were their major areas of concern.

The survey was conducted shortly after the campus unrest around racism and graduate student rights that dominated the fall 2015 semester.

Faculty reported negatively on compensation, saying it hasn't kept up with peer institutions nor has it been equitable across departments and gender, ethnic and racial lines.

The results showed problems with workplace climate, facilities and inequity regarding women and faculty of color. Tension with the role of full-time, ranked non-tenure track faculty need to be addressed, the COACHE survey found.

## University of Missouri professor studies tick-borne diseases

The Associated Press

SEPTEMBER 04, 2017 12:00 PM

Generated from News Bureau press release: [USDA Grants MU \\$460,000 to Develop Immunizations for Tick-Borne Disease](#)

COLUMBIA, MO. - A professor at the University of Missouri has received nearly half a million dollars in federal grant money to develop new ways to combat tick-borne disease affecting cattle.

The Columbia Missourian reports that the U.S. Department of Agriculture has granted Roger Stich \$460,000 for his research of ticks and tick-borne pathogens.

Stich and his team are working on developing a sustainable method to root out anaplasmosis, which is an infectious blood disease in cattle spread through bacteria transmitted by ticks.

Stich said he's trying to replace the current method used to control the disease, which uses pesticides and antibiotics that are believed to harm the environment.

Because ticks are also becoming resistant to those chemicals, "these methods aren't sustainable," Stich said.

Missouri has seen an increase in tick-borne illnesses over the past several years. Stich estimated ticks affect more than 80 percent of beef cattle, and the disease causes fever, weight loss and severe anemia by infecting red blood cells. It's transmitted by germs passed by tick bites and saliva and can be potentially fatal.

"Ticks are important pests, but their main importance is in the transmission of germs that can cause life-threatening diseases," Stich said.

He and his team plan to use extracts from tick tissues to create immunizations that will serve as a more efficient and environmentally sound means of fighting the disease.

"By targeting tick molecules, this work is expected to help develop sustainable approaches to combating the disease," Stich said.

He also said that the disease drains "hundreds of millions of dollars in losses each year" with the current method.

Stich will work alongside an international research team, including Sathaporn Jittapalapong, dean of veterinary technology at Kasetsart University in Thailand.



## Why disaster recovery shouldn't overlook domestic violence

Generated from News Bureau press release: [Addressing Domestic Violence Should be Part of Recovery Plan During Natural Disasters](#)

When disasters like Hurricane Harvey strike, victims of domestic violence are often particularly vulnerable.

**“Disasters can cause significant emotional trauma or stress, injure or kill individuals, and threaten basic human needs such as access to food, water, and housing,” says J. Brian Houston, associate professor of communication and director for the Disaster and Community Crisis Center (DCC) at the University of Missouri.**

“We know from past research that disasters can increase the prevalence and severity of domestic violence; they have compounding effects on the recovery of women and families experiencing this violence.”

“To promote women’s safety and well-being, domestic violence services and resources should be integrated into disaster-related assistance and services,” says Jennifer First, a doctoral candidate in the School of Social Work and Disaster Mental Health Program Manager with DCC.

“Emergency management often conceptualizes disasters in four phases—response, recovery, mitigation, and preparedness. Our framework uses this perspective to identify objectives to use before, during, and after a disaster to help victims of domestic violence.”

How experts say the framework can be adapted to help those in need:

### **Response**

Professionals responding to a disaster can promote empowerment for women and children by ensuring their basic needs are met and providing them with comfort and support. This can be

done by working with providers to transport victims of violence to shelters and provide information on post-disaster resources and alternative domestic violence contacts.

### **Recovery**

After a disaster, communities can conduct activities to rebuild and recover. This is a critical time for victims of violence, experts say. Professionals can help by connecting victims to long-term services and promoting social supports for women.

### **Mitigation**

Communities should identify risks and hazards to reduce or eliminate the impact of a disaster incident. The first strategy could be developing connections between domestic violence organizations and systems typically active in a disaster, such as disaster responders and law enforcement. As connections are formed, professionals can advocate for additional focus on mitigating domestic violence during disasters.

### **Preparedness**

Domestic violence professionals can participate in activities before a disaster to better prepare individuals, families, organizations, and communities to respond if a disaster occurs. One strategy could be to increase domestic violence awareness and training by working with local, state, and federal emergency management professionals who can train responders to assist victims of domestic violence.

## **T** COLUMBIA DAILY **TRIBUNE**

### **MU food service tackles its waste at athletic events**

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*Generated by MU News Bureau Release: [MU Study Reveals Ways in which Collegiate Sports Venues can Move Beyond 'Zero Waste'](#)*

**By Rudi Keller**

**In 2014, a gang of University of Missouri students descended on Memorial Stadium each Sunday after a football game, set up tables and started ripping open bags of garbage.**

**They were not gripped by some unidentifiable urge to make a mess. Instead, it was for science, with the goal of finding out what fans were throwing away that could be recycled and what foods were ending up in the trash that could potentially feed the hungry.**

“Out of the bags that were destined for the landfill, 40 percent by weight was recyclable materials,” said Ron McGarvey, an assistant professor of industrial and manufacturing systems engineering at MU. McGarvey is one of three authors, with Christine Costello of the bioengineering department and Esma Birisci of the Truman School of Public Affairs, of “Achieving Sustainability beyond Zero Waste: A Case Study from a College Football Stadium,” published in July in the journal Sustainability.

The paper delves deeply into how the 52 tons of waste generated each season at the stadium impacts the environment, from the lost opportunities for recycling to the greenhouse gas emissions associated with the production and disposal of food products.

“When you throw something away you are not just throwing away what is in front of you, you are throwing away all the resources used to get that product to you,” McGarvey said.

Reducing waste at a sports venue begins well before the contest starts or even before the fans arrive to tailgate. Food preparation for luxury suites at Memorial Stadium begins on the Monday before a game in Levy Restaurants’ kitchen in Mizzou Arena. As a result of the study, chefs in that kitchen are now collecting vegetable scraps for composting rather than tossing it into a garbage bin.

At the stadium, recycling and trash bins have been moved to make sure fans can separate recyclable items from garbage without trouble.

The events staff at Intercollegiate Athletics is focusing on fan education to reduce the amount of recyclable materials being sent to the landfill, said Tony Wirkus, director of event management and sustainability coordinator. A video will be played before games identifying what can and cannot be recycled locally and how that may differ from recycling rules for other parts of the state.

“Ultimately the fan needs to make that conscious choice to recycle rather than put it in the landfill,” Wirkus said.

Perhaps the trickiest part of reducing the stadium’s waste is the embedded greenhouse gas emissions of food products. The study, with complex math, shows how vegetables and meat choices like chicken or pork have a much smaller impact than beef. The problem, from Wirkus’ point of view, is that fans have to like the food offerings or they will complain.

And there has to be enough food in places like luxury suites to satisfy customers paying for premium seating.

Getting beef to the stadium requires the fuel inputs for transporting cattle and slaughtered animals as well as the fertilizer for grains to feed the cattle and fuel to run the tractors that sow and harvest the grain, McGarvey said.

“It is way more carbon intensive than any vegetable and way more than pork or chicken,” he said.

The way to reduce the impact is to serve less beef and to refrain from cooking so much that it is wasted. That can lead to dissatisfied customers. So far, Wirkus said, no changes have been made in food offerings.

“That is something we can look at in off season, when we get feedback on what sold well and what didn’t,” he said. “We will be revisiting what we do for food-service options in the stands and in the premium seating.”

Donating edible food for distribution in food pantries and meal centers would be another way to cut waste.

“That is something we have discussed,” Wirkus said. “We haven’t been able to work out the exact logistics, so we know when it was prepped and how long it is out for, to make sure that Levy is not giving someone something that would potentially make someone sick.”

That reluctance shouldn’t stop a donation program, McGarvey said. He has worked with Hilton Hotels to develop a food donation system, he said.

“There is a common misconception about restaurants and hotels and other venues ability to donate food,” he said. “There are food safety standards, but if you donate a food under good intent, and the law is clear on this, the donor is not liable.”



## **Mizzou study addresses waste from football games**

By: Barry Mangold

Watch the story: <http://www.abc17news.com/news/mizzou-study-addresses-waste-from-football-games/615983123>

Generated from News Bureau press release: **MU Study Reveals Ways in which Collegiate Sports Venues can Move Beyond 'Zero Waste'**

COLUMBIA, Mo. - **The University of Missouri recently published a study analyzing the waste generated at Memorial Stadium across seven games during the 2014 football season.**

It found that 47.3 metric tons were generated, 43.2% of which was recyclables and 24.2% was food waste.

The Mizzou Athletics Director of Event Management says the study will have an effect on the planning of the south end-zone expansion project, which is scheduled to finish by the start of the 2019 season.

**T** COLUMBIA DAILY  
**TRIBUNE**

## **Anthem stops offering health insurance exchange plans in Boone County**

By **Brittany Ruess**

The only carrier offering health insurance marketplace plans in Boone County announced Friday that it will stop in 2018.

Anthem Blue Cross Blue Shield, which has offered plans in the Affordable Care Act marketplace since 2014, has revised its filings for its individual plan offerings for 2018, excluding Boone and 16 other counties from the list.

This means, at the moment, it is unclear whether any health insurance carrier will offer plans in Boone County next year.

Anthem will offer plans in 68 Missouri counties — a list that includes all the counties surrounding Boone. In its statement, Anthem said residents in these counties would otherwise not have health insurance coverage in the exchange.

Along with Boone County, Anthem is pulling out of other heavily populated areas of Missouri, such as the city of St. Louis, St. Louis County and St. Charles County. The St. Louis Post-Dispatch reported residents in the St. Louis area will only be able to receive insurance from Cigna.

In its statement, Anthem said it made the decision after “significant dialogue with federal leaders and regulators” and it will “advocate solutions that will stabilize the market” in hopes of expanding its footprint. However, the company said the individual health insurance marketplace is now unstable and setting rates for individual health plans was a challenge.

“We are pleased that some steps have been taken to address the long term challenges all health plans serving the individual market are facing,” Anthem said in its statement. “However, the continued uncertainty makes it difficult for us to offer individual health plans statewide.”

Individuals who are enrolled in a grandfathered individual or family plan, transitional policies, employer-sponsored insurance or Medicare won’t be affected by the changes, Anthem said.

The question remains whether any other insurance carrier will decide to offer plans in Boone County.

Missouri Department of Insurance, Financial Institutions and Professional Registration spokesman Grady Martin said the department does not receive county-level data from the insurance companies’ filings.

“Even in light of Anthem’s announcement, Director” Chlora “Lindley-Myers notes that Missouri has at least one insurance company offering health plans in every county of the state,” Martin said, including non-exchange plans. “In Missouri, there are health insurers offering plans both on and off the exchange, and most health insurers offer a variety of health plans for Missourians to choose from.”

Centene Corp., a carrier based in the St. Louis suburb of Clayton, announced in June that it will cover 40 counties next year, including some that otherwise would be without plans. Boone

County is not on Centene's list. Centene did not immediately respond to a request for comment Friday afternoon.

**For years, Anthem has excluded St. Louis-based BJC HealthCare, which operates Boone Hospital Center, from its network, causing patients with Anthem covered through the exchange to seek care with the University of Missouri Health Care system.**

Health insurance carriers wanting to participate in the 2018 exchange must sign a final qualified health plan by the end of September, according to the Centers for Medicare and Medicaid Services.

Open enrollment for 2018 begins Nov. 1 and ends Dec. 15.



## **MU football player suspended six games due to ongoing NCAA investigation**

By: Andrew Kauffman

Watch: <http://www.abc17news.com/news/mu-football-player-suspended-six-games-due-to-ongoing-ncaa-investigation/615861003>

**Mizzou football player A.J. Logan is suspended for the Tigers' first six games of the 2017 season. The former Rock Bridge standout is a part of an ongoing NCAA academic fraud investigation, per a release from MU. The investigation began in the Fall of 2016.**

"I am looking forward to representing Mizzou on the football field as a senior this Fall, however, I want to let Tiger fans know that I will not be playing during our first six games this season," Logan said. "Please understand that I accept this penalty as a consequence of my actions and that I have fully cooperated with both the University and the NCAA throughout the review process."

Logan, a senior, has recorded 36 tackles in 27 appearances for the Tigers. He's started every game on the defensive line the past two seasons.

"I am proud of A.J. for being honest and transparent with our staff and the NCAA during this ongoing process," Mizzou football coach Barry Odom said. "He has been forthright and cooperative throughout the entire review, and I look forward to watching him walk across the

stage with his Mizzou degree in December. While he won't be on the field for the first half of the season, I am confident he will be ready when he returns in mid-October."

Logan will return to the field on October 21 when the Tigers host Idaho on homecoming.

"As has been the case since last Fall when the University of Missouri began its comprehensive review, the University continues to work in concert with the NCAA and outside counsel to address these serious allegations, and we look forward to having this matter resolved, and this is another step in the process," Mizzou athletic director Jim Sterk said. "We remain confident that this review will reveal that the University, as well as its student-athletes and staff, have shown great integrity in responding to the concerns that were raised."

Sterk added, "In order to protect the the investigation's integrity, we are unable to comment any further on any part of the process until it is completed."

The Mizzou release says University continues to work jointly with the NCAA on these allegations.

# **T** COLUMBIA DAILY TRIBUNE

## **Hayes to lead civil rights, Title IX office at MU**

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*Generated from MU News Bureau release: [Hayes Named Interim Assistant Vice Chancellor for Civil Rights and Title IX](#)*

**Former Boone County assistant prosecutor Andrea Hayes on Friday became the chief officer enforcing civil rights at the University of Missouri.**

Hayes will be the interim vice chancellor for Civil Rights and Title IX, with responsibilities for assuring compliance with federal laws against sex discrimination and harassment on campus and overseeing grievance and dispute resolution. The office also provides on-campus training and community education about university policies.

Hayes previously worked for EdCounsel, a law firm that represents school districts in Missouri and Kansas. From 2007 to 2015, Hayes worked for the Boone County Prosecuting Attorney's office.

Hayes will replace Ellen Eardley, who announced in July that she would resign to return to private practice.

Hayes is a graduate of Macon High School. She attended the University of Central Missouri and received her law degree from Washburn University School of Law in Topeka, Kan.

# Missourinet

## University of Missouri researchers study popular beer ingredient

By JULIE HARKER

**A University of Missouri research plot grows hops – an ingredient found in beer. There’s growing interest by craft brewers in hops. Jim Quinn with MU Extension thinks there’s a market for it.**

Hop plants are climbing vines without tendrils. The plant part used in brewing beer is the hop flower, a delicate, pale green, papery cone. When used early in the brewing process, they give a beer bitterness. When combined at the end, they give off a fragrance. Hops are a preservative that extend the life of beer.

“I don’t think we’re going to be seeing acres and acres of hop fields, you know – replacing corn or soybeans, but there IS some acreage going in,” says Quinn.

He knows of a 20 acre plot in Nebraska and a large plot near Hermann, in east-central Missouri.

Missouri is on the southern edge of the area of where hops would typically grow. He says they do like lower humidity. Michigan is a leader in hops production in the Midwest. The bulk of the crop is grown in the Pacific Northwest states.

Hop plants are perennials with at least a 20-year life span. Quinn got his first round of plants from Michigan that he planted on a quarter acre at the MU Bradford Research Farm near Columbia and is now planting 10 more from Iowa State University. Quinn says he’s paying attention to the research in other states as well.

“Ohio, here in Missouri, Nebraska and Iowa State all have projects that were funded by the USDA specialty crop block grant. That’s who’s funding our project here and that’s through the Missouri Department of Agriculture,” says Quinn. “And then we also have a couple of other states that are more southern that might match a little bit our climate that we can grow parallels to and that’s West Virginia and North Carolina.”

Quinn says he’s learned that Japanese beetles love some versions of hops during a specific flowering phase.

“Pests and disease are something that we want to have a planting here to help folks learn about it. That was my first surprise. I had no idea that Japanese beetles loved hops so much,” says Quinn.

The versions of hops that have stood out to him this first season include Chinook, Galena and Nuget.

The third and final MU field day this year in the Hop Yard will be September 13th at the Bradford Research Farm: 2:00 pm field tour, 3 – 5 pm indoor presentations, followed by “Hoppy Hour” tasting of craft beers.



## **Health officials warn of common, but preventable, Labor Day injuries**

Features experts from MU Health

Watch the story: <http://www.abc17news.com/video/health-officials-warn-of-common-but-preventable-labor-day-injuries/616325503>



## [Houston residents evacuate to Columbia](#)

By: Caroline Peterson

Watch the story: <http://www.komu.com/news/houston-residents-evacuate-to-columbia>

COLUMBIA - Houston- area residents Alex Hopkins and Aaron Cook evacuated their home in Missouri City, Texas just before Hurricane Harvey hit.

The now tropical storm has flooded thousands of homes, including many in Hopkins and Cook's neighborhood.

Missouri City is in the southwest suburbs of Houston close to the gulf, and about a 30 minute drive from downtown.

"We decided to evacuate because of the pending hurricane and decided to make the 13-hour trek to Columbia from Missouri City with our two dogs. We knew we had a lot of good friends and good place to stay and Columbia has always been a welcoming place," Hopkins said.

The couple does not yet know the extent of damage to their home, but have spoken to neighbors who did not evacuate.

"The last update we had was the water in the middle of the street was waist high. We don't think it's a good idea to wade into the neighborhood or let the dogs swim," Hopkins said.

"We had people from our church family send us videos and photos. There is one gentleman in our neighborhood who didn't leave the storm, so we are worried about him. But, we are thankful he was there because he was able to wade over to our house to see if there was damage," Cook said.

**Hopkins and Cook are both Mizzou alums. Cook currently works for the University of Missouri as a regional admissions representative in Houston.**

They took just a few days worth of clothes expecting the storm would just bring some heavy rain, but Cook said the worst possible outcome occurred.

Hopkins said they do not know what to expect when they get home. Missouri City is still under mandatory evacuation and there is also a mandatory curfew at 10 p.m.

"We are hoping for the best," he said. "We will be in close contact with our neighbors that did stay so we can get into our neighborhood."

The couple plans to make the drive back on Monday, but said they do not know if they will be able to access their home right away with the heavy flooding in the streets.

The governor of Texas said more than 440,000 people have registered for FEMA aid and at least 40 people have died.



## **UM System Cutting Costs**

Watch the story: <http://mms.tveyes.com/PlaybackPortal.aspx?SavedEditID=23f479c8-589a-4e21-a77e-6891b3c8e05a>

## University class action hearing delayed

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By Rudi Keller

A hearing scheduled for today to determine whether a lawsuit seeking pay for meal breaks automatically deducted from paychecks of University of Missouri Health Care employees can proceed as a class action will be postponed to allow for more legal filings, the attorney for the employees suing for the money said last week.

Richard Hunsley, a respiratory therapist, and Donna Reeves, a nurse, filed the suit in May 2016 after complaining that they often were unable to take a 30 minute break from their duties to eat. The timekeeping system used by MU Health Care automatically deducted 30 minutes from the time recorded for most employees when they worked a shift of eight hours or more.

Attorney Bryan Kaemerer and Bryan McGovern, representing the university, said in an Aug. 17 conference call with the court that they would seek a postponement of today's hearing and file a schedule for filings. Brendan Donelon, who represents Hunsley and Reeves, said Thursday that he expected the filing by Friday afternoon.

The docket available in the courts' online case reporting system Case.Net did not reflect that the motion had been filed.

"The defense counsel basic reason in the conference with the judge was they wanted to take some quick depositions before responded to our motion for class certification," Donelon said.

The case has been narrowed to seek certification of about 2,500 hourly clinical employees who potentially lost pay for missed meals over a five-year period ending in 2016. An analysis of hourly pay records indicate those employees could be owed up to \$10.5 million, Donelon stated in the filing seeking class certification.

Since the conference with Circuit Judge Jodie Asel, Kaemmerer has subpoenaed four current and former clinical employees for depositions. Donelon said the standard procedure will be for the university to have 30 days to file its arguments on class certification and another two weeks for a response.

Oral arguments would likely take place in early November at the earliest.

If the case is certified as a class action, Hunsley and Reeves would represent all similar employees and the case would be pursued on that basis. If class certification is denied, Hunsley

and Reeves would be suing on their own behalf and the potential liability for the university would be a few thousand dollars.

MU Health Care has declined to comment on the litigation. The timekeeping system has been changed so employees must manually enter the time they leave and return from meal breaks.

# **T** COLUMBIA DAILY TRIBUNE

## **Columbia's health, education workforce grows**

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**By Megan Favignano**

Columbia's sustained population growth has coincided with major job increases in two industries that have become the bedrock of the local economy — health care and education.

The city's population shot up from nearly 85,000 in 2000 to about 119,000 in 2015, according to census estimates. Meanwhile, the number of people working in the health care field here has more than doubled over the past two decades. The city's status as home to a flagship state research university and two private colleges has long given Columbia a reputation as an education center, but public officials also see an opportunity to capitalize on the strength of the health care sector by making Columbia a destination for people seeking treatment.

Last year, 8,320 health practitioners were working in the city, double the little more than 4,000 people working in health care in 1997, according to data from the Bureau of Labor Statistics.

**MU Health Care, Boone Hospital Center and Truman Memorial Veterans' Hospital have consistently made the list of top employers in Columbia in recent years. This year, MU Health reported having 4,502 employees, Boone Hospital reported 2,000 employees and Truman employed 1,400 people.**

Local officials and industry leaders have taken initial steps to better attract patients to Columbia for their medical care with the hope that growth in that industry will boost other areas of the economy. Mayor Brian Treece created a Task Force on Medical Tourism last year and asked the group to analyze what medical services the city offers and what gaps exist.

“The rollover impact of all of those health care jobs and patients coming to Columbia is dramatic,” Treece said. “It helps round out our economy.”

Treece said he's interested in how Columbia can recruit not just physicians but X-ray technicians and other health care professionals. He said the task force found that many patients came to Columbia to be diagnosed but went elsewhere for medical care.

If more of those patients stayed in Columbia, he said, that would have a positive impact on hotels, restaurants and other businesses.

The medical tourism group's recommendations earlier this year focused on branding the city as a "medical destination" and creating a one-stop shop online portal for individuals planning to visit the city for medical services. The portal could have information about health care facilities, hotels, transportation and food.

The Columbia Convention and Visitors Bureau, which markets the city's leisure, corporate and athletic opportunities, now is working to incorporate medical services in its marketing.

### **Education increases, retails shrinks**

In 1997, education professions didn't crack the top five in local job rankings, but 20 years later, those jobs are a large part of the workforce.

Last year, 6,950 people worked in education, training and library occupations in Columbia, according to data from the Bureau of Labor Statistics. That category includes teachers in elementary school, middle school, high school and post-secondary education.

The University of Missouri and Columbia Public Schools are two of the city's top five employers. This year, MU and the UM System reported 8,740 employees and CPS reported 2,524 employees. Those figures include non-teaching positions. MU employs the largest number people in Columbia and CPS the third largest.

While still the largest employer, MU has laid off workers this year as the UM System campuses have made drastic budget cuts, including more than \$59 million at the MU campus. The cuts at MU and the UM System are tied to enrollment decreases on campus and state funding that isn't keeping up with costs. Meanwhile, Columbia's population growth is fueling an increase in jobs at CPS. The district saw 18,585 students walk through its doors on the first day of school last month — 294 more students than last year's first day.

CPS plans to build another school in fast-growing south Columbia. As the district adds buildings, it must also add staff. Last year the district spent \$1.24 million to open and operate Beulah Ralph Elementary, including the salaries of 24 full-time staff members.

While education and health care jobs have increased, the number of people holding retail and sales positions dropped. Retail job titles made up the No. 1 job category for Columbia workers in 1997 but dropped down to No. 3 in recent years.

In that same time period, the number of people employed in office and administrative support systems increased. Those positions have made up the No. 1 job grouping in Columbia for several years, and many of those positions are staffed at the city's top employers.

### **A living wage**

Columbia officials have focused on recruiting new companies as a way to boost jobs, especially those that provide a living wage.

Treece, who came out last week in support of a drive to raise the state's minimum wage, said Boone County has one of the lowest unemployment rates in the state, which allows Columbia to be more selective with the companies it attracts. He said increasing the number of living wage jobs is an important factor in the city's efforts to attract new companies and help current businesses expand.

Treece said jobs that provide some training or have opportunities for employees to gain new skills are important and help workers build a career path.

"What we want to do is make sure there are jobs for every skill level and that there are good paying jobs that create a career path," Treece said. "I think everybody wants to have an opportunity to do better than the previous generation."

Officials have secured commitments from Platteville, Colo.-based Aurora Organic Dairy and American Outdoor Brands to set up operations in Columbia. Both received Boone County's Chapter 100 tax incentives, which provide tax breaks as long as the companies employ a certain number of people. The policy also specifies that jobs only count toward the company's quota if employee pay averages at least the county average wage, which is \$36,225 annually.

Aurora this year started construction on a 80,000-square-foot processing plant. In addition to Chapter 100, the city agreed to give Aurora \$500,000 over five years as long as the company meets specific employment benchmarks: 80 total employees in the project's first year and 100 in the second year, with 10 more each in the third, fourth and fifth years.

The city's recent recruits mostly have been in the manufacturing sector, where workers with less education can often find jobs with good pay and benefits. Workers in what the Bureau of Labor Statistics defines as production occupations, which includes many manufacturing workers and well as other jobs, earned a mean hourly wage of \$16.60 and a mean annual wage of \$34,520 in 2016.

Last year, office and administrative support positions made up 16 percent of the city's workforce, with a median hourly wage of \$14.78 and an annual mean wage of about \$33,000. The 10,460 employed in food preparation and serving positions in Columbia made a median hourly rate of \$9.18. The median hourly pay for sales and retail jobs was \$11.96. The 8,320

people in health care occupations earned the highest wages, with median hourly pay of \$27.83. Education occupations were not far behind, with median hourly wages of \$23.28.

### **Workplace values shift**

Jung Ha-Brookshire, associate dean for research and graduate studies at MU's College of Human Environmental Sciences and associate professor and director of graduate studies in textile and apparel management, said some companies are changing their values.

"Millennials have such a high ... sustainability related value that when they see their companies are not sustainable or respecting sustainability issues they see the value gap and then they get frustrated," she said.

Ha-Brookshire said many young workers are demanding those values out of employers. Schools typically encourage volunteerism and thinking about sustainability, she said, leading millennials to look for those values when they enter the workforce.

Millennials grew up in a different social context than many current company leaders, she said.

"Millennials grew up when everything was cheap and everything was possible. They were taught to be sustainable and to care about others and environments," she said. "They've never been hungry so they don't worry about being hungry."

Ha-Brookshire said older company leaders in the World War II generation faced daily problems that made them more inclined to worry about money.

In the next several years, millennials will make up a large percentage of the workforce as more baby boomers retire. Ha-Brookshire said more companies will be forced to shift values.

"The workplace will look different in the next 10 years and we all need to prepare for it," she said.

## **Many of 94 residence hall suites are rented for first MU football game**

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By Caitlin Campbell Columbia Daily Tribune

### **While hundreds of University of Missouri alumni flooded hotels around Columbia ahead of Saturday's football game, a select few opted instead for a taste of their old college days.**

Sharon and Bill Keith of Stillwater, Okla., rented one of 94 residence hall suites the university opened this fall to travelers during football weekends. The couple, who met their senior year in 1987 while students at MU, jumped at the chance to experience life on campus again.

Sharon once lived in Jones Hall. Bill once lived in McDavid Hall. The four-bedroom Discovery Hall suite that administrators rented them was nicer than the rooms they once called home, the Keiths said, but that didn't interfere with reminiscing.

"Oh, we had a great time," said Sharon Keith while hugging her husband with one arm. "We were in our room taking flashback pictures — it is fun being back again."

The Keiths were attending Saturday's football game against Missouri State University to visit their daughter, a freshman at MU. Though the freshman class this fall was larger than some expected, the rooms travelers rented for \$120 a night were closed to students this year because of declining enrollment.

Guests at Excellence, Discovery and Respect halls this weekend consisted mostly of nostalgic alumni and fans like the Keiths, but a few Missouri State fans slept among the Tigers. MU spokesman Christian Basi said the university fully booked the 94 suites before a few individuals made last-minute cancellations.

Staff manning the front desks said the bulk of the alumni visitors were older couples with their children, though younger groups also rented rooms together.

A few recent graduates, who said they were former fraternity brothers, enjoyed revisiting the residence halls from their college days. A group of three hooted and hollered while a golf cart service provided by MU shuttled them to the stadium.

“Let’s get this show back on the road,” yelled one, who was wearing black, gold and a championship wrestling belt.

Alexis Goolsby, a high school senior from Atlanta, got to experience the MU residence halls for the first time this weekend with her mother, Janet, and grandmother, Karen. Goolsby, who plans to study nursing, took an interest in MU because her grandfather attended the business school decades ago.

The “full-service dorm experience” left a good impression on her after she toured campus on Friday evening, she said.

“I really like it here and it’s cool to actually have a chance to see the campus and dorms up close,” Goolsby said. “I get to see what it will be like.”

Not every guest was impressed with the halls, located just north of Stadium Boulevard and west of College Avenue. Rentals are a great concept but the idea needs some “fine tuning,” according to Roy Muffler and Jenna Camp, who traveled from St. Louis to watch the game.

Their suite did not have the typical amenities of a hotel or motel, said Muffler, and the pair did not know what they would need to bring because they could not find that information online. Towels, a fridge, a microwave and toiletries were unexpectedly missing from their room, he said.

“I feel like they sold it as a hotel-like experience but it really wasn’t,” Muffler said. “We wouldn’t have minded so much, it just would have been nice to know” what to bring.

Ellen Maxfield of Utah noted that staff were at first reluctant to give her family wi-fi access. Everything else about the experience went smoothly, she said. She traveled to MU with her husband and two teenage boys for a weekend visit with their son, who is a junior.

The family planned to tailgate in Lot X, which Maxwell said was conveniently located near where they stayed. The Discovery Hall accommodations were inexpensive and close to their son, which were what mattered, she said.

“Of course more amenities would be nice, but really I don’t know how realistic that is,” she said. “We were fine with what we had.”



## Tailgaters embrace Mizzou opening day

By: Adam Duxter

Watch the story: <http://www.komu.com/news/tailgaters-embrace-mizzou-opening-day>

COLUMBIA - The sun had barely started to rise over Columbia on Saturday, yet there was a line of cars waiting down Tiger Avenue. Black and gold clad fans waited patiently outside of Lot L for the 7a.m. open time.

For the first time in eight months, it was football Saturday.

The chirping of morning birds was quickly drowned out by the sound of whirring generators, music and the smell bacon crisping on the grill.

For the fans in Lot L, tailgating is an art. Many have been parking in the same spot for every tiger home game for decades. To some, tailgating is just important as the game itself.

"A lot goes into it. There's like four or five couples that plan everything. We meet in the summer to plan out the menus for the fall. We have everything all organized. It takes us about half an hour to get set up," said Melodie Powell. Powell is the woman in charge of the "Lot L Lair and Bistro," a compound made up of four large tents that features a chandelier and TV viewing area.

Mizzou football is coming off of a 5-7 season, which featured heartbreaking losses to Middle Tennessee State and Georgia, both at home. These fans have forgotten about that. Now, it is a new season.

For some, a sense of renewal for the season created a sense of hope for the University itself.

"We are so proud of the school at this point," said Powell. "We got some bad press this summer, which was totally unnecessary, and we are so excited about the way Mizzou is stepping forward and how we're moving up and getting this wonderful university back to the stature that it was a few years ago, if not better."

Saturday's season opener had an especially special atmosphere, as Mizzou set to square off against in-state competitor Missouri State for the first time in 94 years.

**The match up against the Bears is personal for some Tiger supporters. In August, Missouri State President Clif Smart stated that his school had plans to become "the undergraduate choice for Missouri." For some Mizzou fans, that claim has no value.**

"I don't think there's any doubt that *the* University of Missouri is right here in Columbia. This is the flagship institution of the state. The amount of research that goes on here, the amount of dollars raised through research, the patents that are issued, and all of the money we've raised for fundraising," said Powell.

Missouri State fans made their presence felt at the tailgate, however. Dozens of maroon and white shirts dotted the black and gold crowd. Among them is Jerry Short, a Missouri State alumnus, who now regularly tailgates Tiger football games.

"I've always been a Mizzou supporter, even when I was at Missouri State. But when Missouri State plays Missouri in either football or basketball, I'm going to wear the colors of my alma mater. I'm proud of them," said Short.

Missouri State is in its third year under former Mizzou assistant coach Dave Steckel. The bears are 5-17 under the former Tiger defensive coordinator.

"Hopefully they'll be better this year. They struggled a bit last year, and they've struggled a bit in the past, but I'm looking forward to a really good season for Missouri State," said Short.

Yet, on Saturday morning in Lot L, there were no worries. There was no animosity among fans from different sides. Fans laughed, ate, and celebrated the return of a beloved tradition.



## [Lifetime Mizzou fans celebrate first game of the season](#)

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By: Gabriella Nunez, Klarissa McAuley

Watch the story: <http://krcgtv.com/news/local/lifetime-mizzou-fans-celebrate-first-game-of-the-season>

COLUMBIA — Mizzou fans decorated in black and gold flooded the outskirts of Faurot Field Saturday morning for the first football game of the season. For one couple, Mizzou football is part of a long-time family tradition.

**"We had five children that graduated from the University of Missouri and we've been coming to the Mizzou games for many many years," 89-year-old Betty Harrison said.**

She and her 83-year-old husband Don have been attending Mizzou football games since the early 70's when their eldest daughter was first accepted to the university. Their youngest son graduated in '82, and the family since has continued the tradition.

"It's gives everyone a reason to come together, eat good food, and celebrate hopefully a great season," Don said.

The couple had their family tailgate set up in a parking lot off Tiger Avenue ready to celebrate more than just a hopeful win. Their granddaughter Brooke Blackwell was also celebrating her birthday.

"There's honestly no better way to spend my 21st birthday" she said. "There's nothing better than the first game."

The family, sporting Tiger gear, took up a corner of the parking lot with all of their friends.

"Our family has had this tailgate for a long time," Betty said. "We just come to hang out with them, which is fun and as long as we're able were going to keep doing that."

# THE CHRONICLE OF HIGHER EDUCATION

## Don't Bow to Blowhards

By JASON N. BLUM

**Colleges are trapped in a false dilemma about their responsibilities regarding free speech. At the University of Missouri, Middlebury College, New York University, the University of Washington, and elsewhere, students have objected to talks by controversial figures like Milo Yiannopoulos, Charles Murray, and Heather Mac Donald.** Last month, a day after white supremacists marched on the University of Virginia, violence erupted in Charlottesville, when the marchers clashed with counterprotesters, resulting in multiple injuries and one death. Most recently, Ann Coulter, Yiannopoulos, and Stephen K. Bannon were invited to speak this fall at the University of California at Berkeley. The problem that these events represent seems straightforward: Colleges have a responsibility to create environments where their students can study in relative safety, without fear of insult or injury. But they also have a responsibility to support free speech.

These two goals now appear in conflict. Social media have helped formerly fringe individuals achieve a kind of cultural/political stardom. Political preferences now function powerfully as identities, driving divisions that can be deeper than those defined by religion or race. The demarcation between words and actions has blurred, as psychologists and activists argue that language itself can be a form of violence.

Exemplifying this complicated context, the ACLU recently filed a lawsuit in defense of Milo Yiannopoulos while condemning his malicious, bigoted views. After Charlottesville, the organization finds itself in an awkward position, trying to balance its traditional mission as an unconditional guardian of free speech with its new role as a vehicle of progressive resistance to Trumpism.

Ignoring protesters' demands comes across as disregard for students' wishes or even their well-being. But acceding to those demands could constrain free speech. College presidents have struggled to navigate this conflict — typically condemning violence and testifying to the importance of free speech — and they have not always been successful. The president of the University of Missouri system, Tim Wolfe, was forced to resign after he failed to respond to student protests against racism.

Most conversations surrounding this issue, however, have been misguided. Colleges certainly should protect freedom of speech as a general principle, but that is just the beginning of their duties. They must also endorse the value of worthy speech — that which seeks insight or to provide a reasoned defense of a position, rather than merely to titillate or provoke. Endorsing worthy speech means that a college will sometimes need to deny a platform to a public speaker.

Worthy speech is both intellectually and morally responsible — it is beholden to basic standards of discourse and behavior, such as avoiding gross generalizations, refraining from the cavalier dismissal of established knowledge (including facts that are inconvenient for one's position), eschewing ad hominem attacks, and demonstrating a basic level of respect for one's interlocutors.

Worthy speakers recognize their duty to offer evidential support and to adhere to basic norms of rationality. Worthy speech is rigorous but civil, welcoming disagreement in the context of dialogue that seeks to be both courteous and challenging.

In short, worthy speech is precisely the kind of dialogue that we professors seek to foster in our classrooms. It does not favor particular parties or individuals; it is not limited by specific perspectives or causes. It is simply the respectful and reasoned discourse in which all adults should be able to engage, and which is particularly necessary for issues that are delicate, complex, and consequential. We hold our students to such a standard, and we ought to do the same for the speakers invited to our campuses. If our institutions provide a spotlight for those who flagrantly disregard basic moral and intellectual standards, how can we expect our exhortations to students to practice worthy speech to be at all meaningful?

The public square has never been easier to access. Celebrity may now be achieved through nothing more than the tactical use of social media, allowing individuals with no particular expertise to amass audiences that number in the millions. The Supreme Court recently opined that social media are among the "most important" sites for the public exchange of ideas. It simply is not the case that denying a provocateur a stage on a campus quadrangle amounts to the quashing of free speech.

But just because colleges and universities are not the gatekeepers to the public square does not mean that they are insignificant as venues for public expression. Institutions of higher learning lend legitimacy and authority to our guests; in offering one to an individual, an institution implicitly indicates that she is worth hearing out. That imprimatur ought not to be given lightly.

What is in danger today is not free speech but worthy speech. Personal experience and emotional preferences now substitute for fact; the president of the United States lies regularly and egregiously; the media are seriously undermined by both fake news and accusations of spreading

fake news; civil and political discourse have been debased by petty insults and infantile taunts; the very concept of expertise is rejected as elitism. In this context, free speech is not in danger of being curtailed — it has been bastardized by the rejection of any standards whatsoever.

Colleges' responsibility is to encourage worthy speech, to push back against the pervasive degradation of discourse, and to provide models of speech that deserve the attention of our communities. We are not required to provide a soapbox for every blowhard with a following on Twitter.

Our responsibility is to raise the level of public discourse and to support basic, invaluable standards of thought and speech — civility, thoughtfulness, accountability, and, yes, truth. Upholding a higher standard for those to whom we give campus platforms does not constitute an assault on free speech. It is a necessary first step in rehabilitating the kind of public discourse that is worth hearing.

## THE CHRONICLE OF HIGHER EDUCATION

# Trump May End DACA in 6 Months, Fueling Uncertainty for Undocumented Students

### NO MENTION

By KATHERINE MANGAN

President Trump is expected to announce on Tuesday that he will end a program that has allowed some 800,000 young immigrants to live, work, and study in the United States without fear of immediate deportation. His action may be delayed for six months to give Congress a chance to act, according to reports published over the weekend.

The reports, and the possibility that the president could change his mind again, intensify the anxiety and uncertainty of the Dreamers, as they are known, who were brought to the United States illegally as infants or children. For most of them, the United States is the only home they've known, and ending the Deferred Action for Childhood Arrivals (DACA) program could make them vulnerable to deportation.

The more immediate threat, for many, is that they could lose the two-year-renewal work permits that have allowed them to pursue careers and pay their way through college. It is unclear whether the permits would be allowed to expire or would end immediately after six months.

It is also unclear what would happen if, after six months, Congress failed to pass legislation protecting the Dreamers. Versions of the the Dream Act, first introduced in 2001, have been voted on and defeated several times since then, and getting the Republican-controlled Congress to approve the 2017 version could be an uphill battle. Not only has anti-immigrant sentiment grown in recent years, but Congress faces a number of daunting tasks, including raising the debt ceiling, coming up with a recovery package for the hurricane-devastated Gulf Coast, and dealing with the nuclear threat from North Korea.

An alternative to the Dream Act is a bipartisan bill, the Bridge Act, whose key sponsors are U.S. Senators Lindsey Graham, a South Carolina Republican, and Dick Durbin, an Illinois Democrat. It would provide work authorization and a temporary reprieve from deportation, but unlike the Dream Act, it would not provide a path to citizenship.

Ted Mitchell, president of the the American Council on Education, urged Congress to consider either the Dream Act or the Bridge Act in a statement decrying Mr. Trump's reported decision. "Taking action to rescind the Deferred Action for Childhood Arrivals program, even with a reported six month delay, will throw the lives of hundreds of thousands of young people and their families into turmoil," said Mr. Mitchell, who was a top U.S. Department of Education official during the Obama administration. In 2016, after Mr. Trump was elected, more than 600 college and university presidents signed a statement urging that DACA be "upheld, continued, and expanded."

## **International Enrollments: From Flat to Way Down**

### **NO MU MENTION**

By ELIZABETH REDDEN

After years in which American universities enjoyed steady growth in numbers of foreign students, many institutions expect international enrollments to be flat or down -- in some cases significantly -- this fall.

In interviews with officials at about two dozen universities, no consistent, unifying trends emerge, but some are reporting a slowdown in the flow of students from China and declines in graduate students from India, two countries that together account for nearly half of all international students in the U.S. Universities also continue to feel the effects of the declines in enrollments of Saudi Arabian students that began in 2016, after the Saudi government tightened up some of the terms of its massive scholarship program.

At many colleges, declines in international enrollment not only detract from the educational experience, they also impact the bottom line. At many colleges, most or all international students pay full price for tuition -- and, at public colleges, they typically pay higher out-of-state tuition rates -- so even modest declines may still translate to significant financial impacts for colleges.

As such, officials at U.S. colleges have been anxiously anticipating this fall's international enrollment numbers. A national survey conducted by six higher education groups last spring portended a mixed picture, with 38 percent of institutions reporting a decrease in international applications, 35 percent reporting an increase and 27 percent reporting no change.

There are lots of variables that can lead to shifts in international student numbers: national policies or demographic shifts in key source countries, changes to scholarship programs or a country's own higher education capacity, and increasing competition for students from countries like Canada, where universities have reported surges in international applications and pledged enrollments even as many American institutions have been struggling.

But on top of all that, many in international education have reported hearing increased concerns from prospective students this year about their personal safety and whether they will feel welcome in the U.S. Universities also fielded concerns from prospective students about their ability to get a visa and whether there could be changes to the optional practical training (OPT) and H-1B visa programs, which provide avenues for international students to stay in the U.S. and work after they graduate (it's important to note that while President Trump has ordered a multiagency review of the H-1B program, there have been no changes to H-1B or OPT benefits to date).

At some universities projected declines in international enrollment are modest to moderate. Western Michigan University is expecting a 4 percent downturn. Missouri State University is projecting a decline of about 10 percent, with the biggest drop being in students from Saudi Arabia.

Others are seeing more substantial drops. Indiana State University experienced a 50 percent drop in new international students and its total international enrollment is down by about 20 percent. What's especially worrisome, Indiana State's president said, is that the drop in international students isn't attributable to one or two countries but is across the map.

"Countries that provide us with a sizable number of students, such as India, China, Saudi Arabia, United Arab Emirates, Korea -- they're all down," said President Daniel J. Bradley.

Indiana State isn't hurting for students -- its total enrollment is at a record high this year -- but the drop in international students is still going to hurt.

"Those students bring significant revenue. I would guess that it takes two U.S.-based students to replace them in terms of revenue," Bradley said. "We also miss the diversity that they bring to the campus."

Another university seeing sharp declines in international enrollment is the University of Florida, which has 1,273 new international students this fall, compared to 1,883 last fall. That figure includes both undergraduate and graduate students, but the majority of Florida's international students study at the graduate level.

Florida President W. Kent Fuchs described the more than 30 percent decline as "precipitous" in an address to the Faculty Senate in August. "My concern is that the U.S. risks losing its position as the destination of choice for the world's very best graduate and professional students. We must, as a nation and university, tell the world that we welcome international students and that they have wonderful opportunities here. Our university's future depends on this -- and so does our nation's," Fuchs said.

Susanne Hill, executive director of the University of Florida International Center, said Florida saw declines at various steps in the admissions process. "Our number of admitted students

decreased by 23 percent between 2016 and 2017,” Hill said. “Of the admitted students, a lower percentage followed through on the paperwork to receive an I-20 (37 percent vs. 42 percent)” -- the I-20 being the document verifying university admittance that a prospective student needs to apply for a visa. “[Of] those who did receive an I-20 from us, a lower ratio showed up on campus (82 percent vs. 91 percent).”

“The major decline we are seeing is in the Indian population,” said Hill, who added that Florida’s College of Engineering is most affected.

Northern Kentucky University is also seeing a drop in its number of Indian graduate students, following a 50 percent decline in applications. NKU is also seeing a drop in international freshmen, intensive English students and conditionally admitted students. On the other hand, the number of international transfer students is up, including a larger-than-expected number of transfers from Saudi Arabia.

NKU was hit hard last year by the changes to the Saudi scholarship program: at its peak, Saudi students made up about three-quarters of the university’s international enrollment. “I do think we’re finding strength in greater diversity, and as we rebuild our international enrollment we’re not going to be as exposed to risk as we were,” said Francois LeRoy, the executive director of Northern Kentucky’s Center for Global Engagement and International Affairs. “I think we’re going to be able to stabilize that enrollment, but there are still other things, of course, things that we cannot control that drive a lot of what we do.”

LeRoy said that many Indian students, for example, seem to be concerned about possible changes to OPT and the H-1B visa program. “Many of them do aspire to secure employment after graduation, and because there’s a great deal of talk about cutting back on the H-1B, a lot shy away from applying to the United States,” he said. “They’re not confident that in the time it’s going to take for them to complete their education that changes will not have occurred by then.”

“It is kind of disconcerting, because we do feel that a lot of this is out of our power to change,” LeRoy said. “We’re definitely retooling and rethinking our enrollment strategy in general, but so much of that seems to be tied to perceptions -- perceptions of the United States outside the United States -- and we have no control over that.”

[Story continues.](#)

## No shields for whistleblowing state workers in law

### NO MU MENTION

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**By Summer Ballentine The Associated Press**

JEFFERSON CITY — Some Democrats said they want to reverse changes in a new Missouri whistleblower law that excludes state employees and public college and university workers from protections against being fired for speaking out against misconduct.

Supporters of the law say their goal was to allow safeguards already outlined in court rulings but to stop judges from further expanding existing protections for employees. The new law, signed by Republican Gov. Eric Greitens, took effect in late August. Private-sector employees still are covered.

“What we did is codify the common-law protections in the whistleblower portion of the law now,” said Republican Rep. Joe Don McGaugh, an attorney from Carrollton who helped push the measure through the House. “We just didn’t want to see the whistleblower protections grow and get larger.”

But Democratic lawmakers now say they will propose legislation during the next session, which starts in January, to allow state employees to sue if they speak out against violations of the law or other misconduct and then are fired.

“We still want state workers to be able to blow the whistle when there is fraud and abuse that has happened or is going to happen and they’re aware of it,” said Creve Coeur Democratic Sen. Jill Schupp, who said she’s working with the Democratic auditor and House Democratic leader to draft legislation. “They have no protections under this law.”

It’s unclear if their efforts will be successful in the Republican-led Legislature, where members of the minority party seldom are able to send bills to the governor. But McGaugh said he’s open to suggestions for improvements to the whistleblower law and would “take a hard look” at any proposal to expand protections. Republican sponsor Sen. Gary Romine did not immediately respond to an Associated Press request for comment.

Democratic Auditor Nicole Galloway also is promoting an anonymous tip hotline that state workers can call to report waste, fraud and mismanagement in the public sector.

Lawmakers in Missouri's Republican-led Legislature tried to pass changes to whistleblower and discrimination laws for years, but their efforts were blocked by former Gov. Jay Nixon. In a 2012 letter explaining his veto of a measure similar to the one now in effect, the Democrat said whistleblowers "provide an important service to all Missourians, and laws should not be written to discourage individuals from exposing misconduct."

The measures gained traction when Greitens took office this year. He backs what supporters call tort reform, which generally means limiting the conditions under which people can file liability lawsuits. Republicans and top business groups pushed for tort reform because they said Missouri businesses are sued too often.

The whistleblower changes were part of a larger bill that raised the standard for proving workplace, housing and public accommodation discrimination in court based on race, gender or other protected class. Debate on whistleblower protections largely took a backseat to legislative fights over the discrimination provisions, which in part prompted the Missouri NAACP to issue a travel advisory warning visitors about racial issues in the state.

The new law puts into place whistleblower protections outlined in court cases for private-sector employees who report laws being broken, speak out against "serious misconduct" that violates state laws and policies, or who are asked to break the law but refuse. Those ex-employees must prove in court that whistleblowing was the reason they were fired, not a contributing factor. They can be awarded damages for back pay and medical expenses but not punitive damages.

Managers and other executive employees whose job it is to report misconduct or provide their professional opinions also can't sue if they're fired for whistleblowing.