Mizzou hires consulting firm to ask students about Mizzou experience

Keeling and Associates hosts idea walls

By: Kirstie Crawford

COLUMBIA, Mo. - The University of Missouri hired a consulting group, Keeling and Associates, to assess the Student Affairs department during its restructuring phase.

The cost of the group to survey students and submit its findings is about $150,000.

As a part of Keeling and Associates' work, consultants will hold idea walls and open forums Tuesday and Wednesday on campus.

The first idea wall was held in the Student Union from 11 a.m. to 2 p.m. Tuesday.

Consultants set up seven poster boards, each with a different question. They then asked students if they would like to comment about their experience as a student at Mizzou on the poster boards.

The following is a list of the questions:

- One thing Mizzou could do to improve students' experience of living on campus would be?
- The most valuable program, resource or service that Mizzou provides to support students is?
- The biggest obstacle to my learning and academic success at Mizzou is?
- What word or phrase would you use to describe the student experience at Mizzou?
- What resource at Mizzou would you recommend to students who want to improve their health and well-being?
- To better prepare me for my life and career after graduation, Mizzou should?
- To support diversity, inclusion and social justice on campus, Mizzou should?

Naomi, a student who participated, said she is glad the university is physically asking students about their experiences and issues. She said the campus climate survey that the university previously conducted was biased.

Naomi also said this kind of student survey was overdue by a few years.

Another student, Andrew Pham, said this was a good time for the administration to get more involved.
Pham said the university needs to focus more on student activities so they aren't so stressed about academic studies.

**Last year's MU survey shows hundreds of employees feel undervalued**

**BY ED McKinley**

**Hundreds of MU faculty and staff surveyed a year ago did not feel valued by the school and thought there were discriminatory or unfair hiring and promotion practices.**

“People are viewed as cheap labor,” working at MU “feels like a dead end job,” staff are “a dime a dozen and can be easily replaced,” and “I have never felt so small and worthless than during my time at Mizzou,” were among responses in the fall 2016 campus climate survey. A total of 3,667 MU employees responded to the survey; that’s roughly a third of eligible participants or about a quarter if the low response rate of emeritus faculty is included.

The report from Rankin & Associates Consulting emphasized that the attitude around the country and at MU at the time the survey was taken likely affected the results. When the nearly 10,000 respondents took the MU survey, memories of campus protests from the previous fall were still fresh in the minds of many, and it was in the midst of the divisive 2016 presidential race.

The report wasn’t all negative. The consulting firm wrote that faculty respondents felt strongly that MU values research, that 86 percent of staff respondents felt their bosses supported them to balance their work and personal lives, and that 84 and 85 percent of staff respondents said they had enough resources and time, respectively, to do their job duties.

The 578-page MU report, released Sept. 18 and available online with a previous article on race, identified four major patterns from respondents who had experienced exclusionary conduct:

- racial issues/racism/reverse racism/protests
- inclusion concerns for women and LGBTQ people
- unhealthy and hostile dynamics
• fear of consequences and retaliation

The survey found that 60 percent of faculty had seriously considered leaving MU in the previous year, with 58 percent saying it was because of financial reasons and 48 percent saying it was because of limited opportunities for advancement. About 80 percent of staff were either neutral or negative on whether they felt their salaries were competitive.

Over the past few months campus and system leadership have repeatedly discussed the importance of pay raises at MU and have said it is coming in the near future. At a forum on highlights of the Rankin report, UM System President Mun Choi, MU Chancellor Alexander Cartwright and MU Provost Garnett Stokes each said faculty pay needs to increase and was such an important issue that they will find the resources to make it happen however they can.

The average salary for a full professor at MU last year was $122,300, according to an American Association of University Professors report. For associate professors, MU’s average was $81,300 and for assistant professors it was $69,000. Across the SEC, the averages were $133,683 for professors, $92,608 for associate professors and $80,292 for assistant professors. These averages don’t include Louisiana State University or the University of South Carolina because salary information was not immediately available.

Forty-eight percent of staff felt valued by students, while 28 percent felt valued by senior administration. Faculty felt valued by students at a rate of 78 percent, by other faculty at a rate of 66 percent and by senior administration at a rate of 31 percent.

“Holding faculty forums/meetings to make it SEEM as if faculty input is valued only to result in the administration doing what they have already determined or decided upon no matter what faculty have to say is seriously demoralizing,” a respondent said.

Respondents said the protests led to a drop in morale because of depressed enrollment and leadership turnover. “It’s a whole different world over here” than it was a few years ago, one respondent said. Others said that campus and system leaders had caused them “vast amounts of undue stress” and created “a great deal of mistrust.”

Since fall 2016, when the survey was taken, there are new top leaders at MU and the UM System.

A majority of staff, 65 percent, agreed or strongly agreed a hierarchy was in place where some opinions were more valued than others. This sentiment was expressed by both faculty and staff in relation to gender-based discrimination, race-based discrimination, nepotism or cronyism and reverse discrimination against white, heterosexual males.

Some examples:
“The hiring practices in my division are unfair, discriminatory and, at times, illegal. Cronyism is rampant, as is discrimination of all types.”

“I heard supervisors laughing about a transgendered that interviewed for a position. While I do not know if that person was qualified, I know they were granted an interview (which implies they were). I thought it was rude, especially coming from supervisors in a public area.”

“My male co-worker and I are a fantastic example. When it came time for promotion, all things equal, I tried to negotiate for a higher salary and was shut down before I could even present a case … later when he was up for the same promotion, he got … more than I did. The explanation is that he negotiated better.”

“I have served on search committees which eliminated qualified minority candidates after face to face interview for ‘not interviewing well’ as a code for making interviewer uncomfortable.”

“If someone is difficult to understand, or perceived to be difficult to understand based on their name, they are overlooked for more English sounding names.”

“In filling a recent open position in my office, my supervisor chose not to interview qualified male applicants.”

About 27 percent of faculty and staff said they had observed unfair promotions at MU, 20 percent said they had witnessed unjust hiring procedures, and 47 percent of tenured or tenure-track faculty said they think faculty take advantage of MU policies to delay others’ career paths toward tenure.

COLUMBIA DAILY TRIBUNE

University of Missouri office changes names

By THE TRIBUNE’S STAFF

An office at the University of Missouri dedicated to helping minority students succeed in their studies has changed its name to reflect expanded activities and services.

Academic Retention Services will now be known as the Center for Academic Success and Excellence. The name was chosen, said Josh Murray, spokesman for the Office of Undergraduate Studies, because its work has moved beyond helping struggling students.
The office holds workshops and builds mentoring relationships to support students and new services include finding opportunities to study abroad and support for students seeking leadership positions on campus, Murray said.

The focus is still on the success of minority students, he said, but it is not limited to that group.

“They do not turn away anybody,” Murray said. “Any student on campus can use the resources.”

Amazon HQ benefits could ripple across state, bring work to MU grads

BY KATHRYN HARDISON

Fifty-thousand full-time jobs at an average annual salary of $100,000: These are a few perks that Amazon is promising to the location for its second headquarters.

Several organizations are working to attract the tech giant to Missouri, including the Missouri Department of Economic Development, Kansas City Area Development Council, St. Louis Economic Development Partnership and Missouri Partnership.

Missouri may not seem like the most obvious choice for Amazon, but Gov. Eric Greitens said the state is competitive.

“We are on a mission to make Missouri a best-in-class state to do business,” Greitens said in a news release from the Missouri Department of Economic Development.

While the headquarters would be based in one of the state’s metro areas, there could be plenty of benefits for Columbia and MU grads. But some warn that the price of attracting Amazon might not be worth the cost.
MU prepares students for Amazon

Amazon began its search for a second headquarters on Sept. 7, and cities across the country have been responding to the competition. The deadline to submit a proposal is Oct. 19.

There are a few requirements outlined by Amazon that eliminate most Missouri cities: direct access to mass transit, an international airport within a 45-minute drive and a location less than two miles away from a major highway.

Additionally, Amazon stressed the importance of higher education, and asked applying cities to include a list of universities and community colleges that provide degrees relevant to Amazon’s fields. The company is also interested in K-12 education programs that include computer science curricula.

“A highly educated labor pool is critical and a strong university system is required,” the request for proposals said.

The MU College of Engineering prepares its computer science students to work for big tech companies, like Amazon, after graduation.

“That’s what I do every day,” said Prasad Calyam, an assistant professor of computer science at MU. “That’s all my students do after they graduate — they go to Amazon ... Microsoft, etc.”

Calyam said that Amazon would be creating computer science positions in four different areas: cyber infrastructure, middleware, application development and cyber security. Cyber security, he said, has an “enormous demand.”

MU graduates also get experience working with federal agencies through the computer science program, Calyam said, which gives them an advantage as potential employees.

As for a location in Missouri, he said Amazon would find Kansas City to be more ideal.

“Kansas City makes a lot of sense because it’s in the middle of the country and it has the most connectivity,” he said. “Google Fiber chose Kansas City for a reason: the ecosystem there, the medical
facilities, telecom providers, new technology investments in the city. So, if I can think of anything in the middle of the country, Kansas City sounds pretty good.”

Google Fiber chose Kansas City to be its first site for the “Fiber for Communities” program in 2013, which brought fast internet to the region.

In addition to the potential 50,000 full-time positions, Amazon expects the project to create “tens of thousands of additional jobs and tens of billions of dollars in additional investment” through construction and operation, according to its website.

**Missouri’s economic climate**

With all these benefits Amazon will offer, some say state governments will risk taxpayer money to lure the tech giant.

Amazon’s “fame factor” and “tech factor” may entice competing cities to offer tax incentives or subsidies, but taxpayers should watch out, said Greg LeRoy, executive director of Good Jobs First, an organization promoting accountability in economic development.

“The risk is that governments will overspend and never break even and further subsidize an extremely successful company,” LeRoy said. “Name-brand companies have an enormous power over these deals. I call it the ‘trophy deal of the decade.’”

Amazon’s main concern in its search, LeRoy believes, is “executive brain cells.” Kansas City and St. Louis, however, don’t meet these qualifications, because they do not have the “executive talent pool” that Amazon requires, LeRoy said.

“It’s an insanely popular company, and I think very few of the bidding cities will have a shot at it,” LeRoy said. “I think Amazon already knows what the short list is.”

After learning of Amazon’s decision to create a second headquarters, LeRoy released a statement with Good Jobs First that cautioned taxpayers and explained that Amazon received subsidies valued at “at least $115 million” since a study it issued in December and a “long-term total exceeding $1 billion.”
Rep. Scott Fitzpatrick, R-Shell Knob, said the state budget does not appropriate funding to entice companies like Amazon. He said there are several tax credit programs that do not go through the budget process that work to bring businesses to the state.

Aaron Hedlund, an assistant professor of economics at MU, said this opportunity would be a “big marquee sign of progress” for Missouri, and the economic impact would extend far beyond St. Louis and Kansas City.

With 50,000 high-income employees, Hedlund said this would generate a lot of economic activity throughout the state, but agreed that it would also provide high-quality opportunities to MU graduates. Kansas City and St. Louis are both viable options for Amazon because they are “good tech scenes,” according to Hedlund.

“It comes down to having an overall economic environment that shows Amazon, in this case, that if you come here, this is going to be a place where you’re going to succeed long-term,” Hedlund said.

He also said that tax incentives are generally ineffective in creating long-lasting economic growth.

“If you succeed at attracting that business, they may have come anyway, and the resources you’re throwing at that business are not available for anyone else,” he said. “You want a company to come because they know there is a great synergy between where they’re going as a company and where the state’s going economically. That’ll forge a longer-term relationship and a more productive relationship.”

Taskforce to Look at Criminal Justice System in Missouri
On Sep. 20th, Governor Greitens met with The Council of State Governments Justice Center and other representatives to discuss criminal justice reform in the state of Missouri.

Currently, Missouri’s incarceration rate is the eighth highest in the U.S., according to the Missouri Department of Corrections. The CSG Justice Center collected the data from the state in May of 2017, after Governor Greitens, then Chief Justice Patricia Breckenridge, Senate President Pro Tempore Ron Richard and House Speaker Todd Richardson requested assistance from the Bureau of Justice Assistance.

The taskforce will look at probation, parole and recidivism within the state, the reasons as to why people who leave prison come back. According to the CSG Justice Center, Missouri had the sixth-highest rate in the people who are incarcerated due to parole violations. Due to the large amount of people coming back, the cost of inmates is also on the rise. Taxpayers pay $22,000 for an inmate in prison.

“If what you want is both fewer people in prison and a lower recidivism rate. You’re gonna have to invest in the front end to produce the lower recidivism rate and I think is the question for this initiative,” University of Missouri Professor of Law Frank Bowman said about the task force's goal.

Missouri CURE talks criminal justice reform within the state. The organization works to unite offenders, while educating the community the system in place.

“This is something that hasn’t been done in Missouri and so we are hopefully and prisoners in Missouri are very hopefully that this will make a difference,” Hedy Harden, Missouri Citizens United for Rehabilitation of Errants Chair said.

This is one of three meetings to discuss trends in the state of Missouri. The taskforce will meet again in October and November.

Newsweek

No, the Solar Eclipse Did Not Cause All These Hurricanes

By MAX KUTNER
When Hurricane Harvey made landfall in Texas days after much of the continental United States experienced a historic total solar eclipse, a pastor in Washington state posed a question: Could the two natural phenomena be related?

"What are the odds of having both events occurring in the same week?" asked Mark Biltz. The pastor went on to cite Luke 21:25 from the Bible, which says, "There will be signs in the sun, moon and stars; and on the earth anxiety of nations, in perplexity for the roaring of the sea and the waves."

Then Blitz pointed out that the eclipse occurred on August 21, and the hurricane made landfall in Texas on August 25, the same numbers as Luke 21:25. "Who else but God could do that?" he said.

Biltz wasn't the only person to point to that biblical verse, and he also wasn't alone in suggesting the events were related, either due to divine intervention or otherwise. On Reddit and Twitter, people asked, Did the eclipse cause Hurricanes Harvey, Irma and Maria?

It's true that solar eclipses can have an impact on weather, and scientists have studied those effects for more than a century. In 1901, American meteorologist Henry Helm Clayton suggested in a paper that a solar eclipse can cause cold air to form, which could lead to a brief cyclone.

More recently, scientists who monitored wind speeds from 121 locations in England during a total solar eclipse in 1999 found that during the eclipse the wind dropped in speed and changed direction and that temperatures decreased too. Those findings appeared in 2012 in the British journal Proceedings of the Royal Society A.

Temperatures can drop during an eclipse by as much as about 15 degrees Fahrenheit, according to NASA. They do so in a way that is different than after the sun has gone down on a typical day. "Instead of temperatures cooling because the sun has set, the air cools because the moon covers 100 percent of the sun’s disk and temporarily blocks sunlight," according to the Farmers' Almanac. This is a faster cooling process, occurring over a span of minutes instead of hours. During the August eclipse, temperatures dropped several degrees at various locations, outposts of the National Weather Service reported.

Harvey was related to the eclipse.

**But the effect solar eclipses have on weather largely stops there, according to experts who have studied the celestial event.** "We get a total solar eclipse somewhere on the planet almost every year," says Angela Speck, the director of astronomy at the University of Missouri, who studied the August eclipse. **So if the events caused hurricanes, "we would have seen it before now."**

As for the impact on weather, she says, "You have a short-term effect.... From the point of view of it giving us a storm or a chain of storms that happen several weeks later, it's incredibly unlikely."

A colleague of Speck's who also studied the August eclipse, Patrick Market, an expert in meteorology at the University of Missouri, says of the alleged connection, "I don't see how that's possible." He adds,
"The shadow [of the moon] has an impact, it drops temperatures, but it lasts for a few hours, and the changes in temperature are really rather minor."

A solar eclipse might not cause a hurricane, but it can coincide with one. That has happened twice since 1900, the earliest year on record, according to the Weather Channel. Such pairings, as happened in 1959 and 1932, are so rare because only 18 solar eclipses in that time have cast a shadow on the Atlantic Basin, where hurricanes and tropical storms occur, the channel said.

(KMBZ-AM (Radio) – Kansas City, Mo.)

Local Korean population on edge amid threats between Pyongyang, Washington

SEPTEMBER 26, 2017 - 5:41 AM

Kansas City's Korean community is accustomed to hearing angry rhetoric from the North Korean regime but that doesn't make it easy to hear more talk of war when they know they have loved ones in the region.

Monday North Korean foreign minister Ri Yong-ho told reporters in New York that U.S. President Donald Trump had declared war on his country. Ri said Pyongyang had the right to shoot down U.S. bombers, even if they were not flying in North Korean airspace.

"I think there has be a little bit of increase of unrest; maybe something is going to happen," said pastor Evan Kim of Kansas Mission Church in Overland Park. "But I think it's more because of who our current president is rather than something different happening out of North Korea."

Pastor Kim says the ramping up in the tough talk makes him nervous. He wishes it would scale back, because he said it promotes division and hatred.

Some experts, though, are playing down the risk of a direct conflict.

Kim Jong Un is likely trying to exert power through bellicose rhetoric, said Cooper Drury, a political science professor and expert in North Korea at the University of Missouri.

"His main goal is to stay in power," Drury said. "To stay in power he needs to keep his small group of people around him happy; his generals and a few of his ministers."
Any real military action would not bode well for the Kim regime, Drury said. 

"South Korea and Japan are strong allies of ours and seeing people die isn't a good thing, particularly if they're your allies and friends," Dury said. "A hot war would be a very bad thing."

Foreign minister Ri said President Trump openly declared war when he sent out a tweet that said the current leaders of North Korea would not "be around much longer" if they failed to tone down their rhetoric.

Kim has proven to be a very adept dictator and ruthless in his ability to consolidate and secure his hold on power, Drury said. The question, Drury said, is whether Kim will truly see Trump's words as a declaration of war and make the first move.

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**Museum of Anthropology reopens after three-year closure**

By SARAH PETERSON

The MU Museum of Anthropology reopened in its new location at Mizzou North on Sept. 17 after a three-year hiatus.

The museum originally closed due to renovations of its former location, Swallow Hall. When different academic departments were moved into the hall following the renovation, the museum relocated to the second floor of Mizzou North alongside the Museum of Art and Archaeology. The new location, though smaller in square footage, has more wall space and offers new possibilities for displays.

“We were able to do a little bit more in terms of chronological layout, trying to have exhibits that were thematic and having a brighter and more modern look where it is a little bit easier to see things,” said Alex Barker, museum director and archeology professor. “It has a little bit less of the old romance of the dusty museum, but hopefully it’s easier for people to see things and for us to talk about important topics in the human past.”

One new addition is a display of pieces from the Grayson Archery Collection, which contains archery-related materials from different cultures over the last 500 years. The total collection owned by the museum includes over 5,000 pieces of archery equipment.

“The Grayson Archery Collection is the most complete and systematic collection of archery material anywhere in the world,” Barker said.
Another feature of the new museum is a gallery where exhibits can be periodically replaced. This space currently holds a collection of kachinas, doll-like objects carved from cottonwood that are used to help young people in certain Pueblo societies learn and recognize sacred spirits.

In recognition of the museum’s reopening, MU’s anthropology department commissioned and donated a Native American ceramic vessel called a storyteller. The work, “Spring Maiden,” signifies one generation passing knowledge to another.

Representatives of the Osage Nation did a blessing of the galleries and staff before the museum opened to the public.

“We hold a large amount of Native American material and try to be sensitive to the fact that we’re stewards for those kinds of cultural objects and for teaching people about pasts that aren’t necessarily our own,” Barker said.

Assistant curator Amanda Staley Harrison said her goal for the future of the museum is to see an increase in visibility.

“Most people don’t realize there are two large museums in Columbia,” she said. “The Museum of Anthropology’s collections started in Academic Hall before the fire, so we’ve been around a really long time.”

The university began compiling collections in 1885, and the materials were officially organized into a museum in 1902.

Harrison said the museum provides services to the Columbia community in the form of research opportunities and education.

“I think we are a good venue for conversation on culture and diversity,” Harrison said. “We also offer a lot of opportunities to educate the community residents and work with the Columbia Public Schools to get some of those ideas of research and culture into their curriculums.”

The museum will be holding a grand opening celebration Oct. 19.

“I would really like people to understand that this is a fantastic museum to do research and to continue education discussions and culture discussions within our community,” said Harrison.
Local students affected by Hurricane Maria's damage to Puerto Rico

By: Sydney Olsen

COLUMBIA - Hurricane Maria ripped through Puerto Rico leaving destruction in its path. The island was left in disarray, and many people's homes were destroyed. The hurricane affected many families on the island, but it also had an impact on some people in the Columbia area.

Several graduate students at MU have family and friends in Puerto Rico. Jasmine Hall is a graduate student who has friends, cousins, aunts, and uncles who live on the northern part of the island.

Hall said she was finally able to contact some of her family on Monday.

"With Irma which was just two weeks before we were very stressed out and worried. So with Maria, it's the same feeling of not knowing if you're going to be able to get in contact with your family, not knowing if they're going to be okay, not knowing anything. It's like a waiting game," Hall said.

Gustavo Santiago is also a graduate student with family in Puerto Rico.

"My entire family is there. Mainly they are in the south of the island," Santiago said. "I have my father, my mother, sisters, cousins, uncles, every family member you can think of there."

Santiago said he received a call from his girlfriend on Monday saying his family was alright. He said it is difficult to get in contact with anyone on the island, especially the southern part of the island, because there is barely any cell phone signal.

Santiago was concerned about one family member's home.
"My biggest thought was my uncle has a house made of wood, so it was pretty old. And I was thinking he is going to end up without a home," Santiago said. "He doesn't have a house anymore."

He said more than anything he was worried about his family's lives.

"I was worried about also their lives because material things can be replaced, but their lives are the most important," Santiago said.

Hall said her grandmother's health issues were affected by Hurricane Maria.

"My grandmother, she had a stroke and she was in a center and she can't get treatment," Hall said.

Both Hall and Santiago said it has been very difficult to send supplies to their family and friends, even though people are in need. Hall said people on the island have been waiting for hours for supplies because they are all at the ports.

"All the supplies are at the ports, but it's about a 10 kilometer drive to get to the ports. And the lines are no longer people amounts, they're kilometer amounts. Miles long of people waiting," Hall said.

She said her cousin in Puerto Rico waited in line on Monday for ice from 4 a.m. to about 2 p.m.

Both Hall and Santiago said the best way to send supplies would be with someone visiting the island because UPS and FedEx are having trouble servicing the island.

Hall had some advice for those who want to help by sending supplies.

"Send those things that you don't think about. Not just water, but diapers and those types of things."

She also said people who are planning on donating money should do their research about the group they are donating to.

"I suggest research who you're giving to and look at what they've done in the past with natural disasters across the globe. And if those people have not done anything or if you've never heard of them, be leery," Hall said. "If you know anybody that's actually going, send them with things. That's great too."
Standing committee on campus health and wellness to be formed

By CAITLYN ROSEN

Changes to how students can use student charge have prompted the Missouri Students Association to recommend establishing a standing committee on campus health and wellness.

The resolution was spearheaded by Campus and Community Relations Committee Chair Tim Davis and was passed in full senate on Sept. 13.

The establishment of a standing committee for campus health and wellness will allow students struggling financially to gain access to the resources they need.

“A lot of students that are going through financial struggles are paying for college by themselves,” Davis said. “They’re working jobs through college, and it’s just not enough. So, they’re one instance away from not being able to go to school here, not being able to pay their bills or rent and they need a safety net that’s not student charge.”

MSA invited Dr. Jim Spain, vice provost for Undergraduate Studies, to come to a joint-committee meeting to discuss student financial insecurity and further action.

“[Spain] issued us a challenge” Davis said. “He said one month from now I think that the university administration, faculty, students and staff can come together with a realistic solution as to what a better safety net is.”

After given the challenge, the CCRC started researching the most common types of students who need this type of financial support. Jacob Addington, MSA Senate communications director, explained which students MSA felt fell under this category.

“We’ve decided that these are students who have a chronic issue,” Addington said. “They come from a poor background, qualify for Pell Grants or qualify for the Land Grant act. Then, we found a second group who have just fallen on hard times, whether they’re in between jobs or things aren’t working out very well for them financially and just need that little one to two week supply to get them through.”

While MSA has yet to come up with any clear plans, Spain said he has a solution of his own he hopes to implement.
“What we’re working on is a process that would allow students that have these financial challenges to go to a central point,” Spain said. “We think that central point is going to be financial aid, because financial aid has the resources that would qualify to assist the student.”

The university may be pairing with Tiger Pantry as well as Truman’s Closet to further aid in meeting students’ needs.

“I just would reiterate that it’s an ongoing process right now. None of the things that we have decided on have been confirmed,” Addington said. “It is in the idea stage right now because there are a lot of new things that could change it.”

Community and MU student groups hold Walk for the Climate

By TRISTEN ROUSE

Chants rang throughout downtown Columbia on Sunday as Mid-Missouri Peaceworks held its Walk for the Climate.

The 5K walk was organized by Mid-Missouri Peaceworks Director Mark Haim and co-sponsored by the Mizzou Energy Action Coalition, a student group at MU that works to divest from oil. Participants began the walk at Courthouse Plaza before moving through downtown Columbia and the MU campus. The event was organized to both raise money — a target amount was set at $5,000 — and raise awareness for climate change.

Mid-Missouri Peaceworks was joined in the demonstration by several local climate activist groups, including MEAC. President Madeline Niemann attended the walk, spoke at the rally and joined fellow MEAC members Micheal Borucke and Mason Brobeck in a satirical skit at Speaker’s Circle.

“[MEAC’s] niche in the environmental activism groups on campus is that we focus on climate justice,” Niemann said. “We’re interested in the intersection of multiple forms of oppression and how they relate to climate change, and we want to change it on a systemic level.”

MEAC currently has a five-year goal of divesting from oil on the MU campus, with a long-term goal of 100 percent clean energy.

“In the long term, there’s no way that we can have a world that depends on finite resources and not expect to have problems of inequity and climate change,” Niemann said.
This idea that climate change is causing natural disasters lines up with the consensus held by the scientific community. Scientists believe that rising ocean temperatures and raised sea levels are contributing to stronger storms, such as hurricanes Harvey and Irma.

“We’re deeply concerned about the climate crisis,” Haim said. “Huge floods, rising sea levels — we’re already seeing ice caps melting, we’re already seeing sea levels rising. We’re seeing air and water temperature going up already … It’s a combination of super storms and extreme heat and droughts, fire, flash floods … We had flash floods this past spring in southern Missouri that were unprecedented. They called them 500- or 1,000- year floods.”

In addition to rising sea levels, as of its mid-year report, Climate Central said 2017 was the second-hottest year on record, a repercussion it attributed to accumulating greenhouse gases.

These rising temperatures and sea levels were addressed in the 2015 Paris climate accord, an act of international diplomacy in which 195 countries pledged to set goals to curb carbon emissions.

Since his election, President Donald Trump has pulled the U.S. out of the Paris deal, a decision that was criticized at Sunday’s pre-walk rally.

In addition to his withdrawal from the Paris climate accord, Haim and members of the walk criticized Trump for his claim that climate change is a “Chinese hoax,” his promise to bring back the coal industry and the appointment of several “climate change deniers” to his administration.

Haim listed Scott Pruitt, head of the U.S. Environmental Protection Agency, and Secretary of State Rex Tillerson as examples of climate change deniers. Haim stated that the Trump administration’s actions concerning the climate were a central reason for the walk.

“It’s a very serious situation, and we’ve got Trump fiddling while the planet burns,” Haim said. “We can’t afford that. We’ve got to stop that, and that’s why we’re out here demonstrating.”

MEAC plans to continue working on campus, while Mid-Missouri Peaceworks has hopes for the wider Columbia community to use the power of their votes to sway politicians and for Missouri Senators Claire McCaskill and Roy Blunt to show leadership in regard to climate change.

“That means getting their heads clear, taking a look at the scientific evidence and deciding that even if the oil companies give them money, they’re not going to keep on voting for what’s not in their constituents’ interest,” Haim said.

MEAC meets every Tuesday at 7:30 p.m. in room 206 of Middlebush Hall to discuss climate change and plan events.
U.S. Scientists to Skip Monsanto Summit on Controversial Weed Killer

By REUTERS

Monsanto (MON, -0.21%) invited dozens of weed scientists to a summit this week to win backing for a controversial herbicide but many have declined, threatening the company's efforts to convince regulators the product is safe to use.

Monsanto faces a barrage of lawsuits over its dicamba herbicide and risks of tighter restrictions on its use, after the chemical drifted away from where it was sprayed this summer and damaged nearby crops unable to tolerate it.

Arkansas and Missouri suffered the most complaints of U.S. states with damage linked to dicamba. Weed scientists from the two states declined to attend the summit on concerns about Monsanto's response to the incident.

The company plans to present data at the summit that it says show user error was behind the damage, contrary to academics' findings that dicamba products can vaporize and move off target under certain conditions in a process known as volatilization.

MOST POWERFUL WOMEN

The Black Ceiling: Why African-American Women Aren’t Making It to the Top in Corporate America

Missing will be Kevin Bradley, a University of Missouri plant sciences professor who has tracked the number of crop acres nationwide that have been hurt by dicamba spravings. Bradley said he believed Monsanto was not willing to discuss volatilization.

"I think it's best for me to stay away from that," he said.

To prevent damage next year, states and the U.S. Environmental Protection Agency (EPA) are considering new rules for usage, decisions to be based partly on advice from university weed scientists invited to the meeting, whether they attend or not.

Tighter restrictions could hurt sales of the herbicide or of Monsanto soybean seeds engineered to resist the chemical, the company's biggest ever biotech seed launch.
Arkansas on Thursday moved just one step away from barring sprayings of dicamba next summer, setting the stage for a potential legal showdown with Monsanto.

Time is now of the essence as farmers start to make planting decisions for next spring.

The EPA has held calls with university weed experts to discuss potential regulations.

For more on Monsanto, watch Fortune's video:

Monsanto Accused of Ghostwriting Reports to Cover Cancer Risks

The lawsuit alleges that employees failed to warn about Roundup weed killer

Play Video

BASF SE, which also sells a dicamba-based weed killer, has invited scientists to its own meeting on the herbicide. The American Soybean Association, which represents farmers, is convening a meeting, too.

Monsanto's summit, to be held near the company's headquarters in St. Louis, will be the largest meeting so far on dicamba, said Scott Partridge, the company's vice president of global strategy. At least half of about 60 invitees will attend and hear presentations from Monsanto and outside experts, he said.

Reuters contacted 10 scientists who were invited. Of these, three said they would attend and seven said they would not, for reasons including scheduling conflicts.

"We want them to challenge us and we intend to challenge those who are presenting data," Partridge said.

INTEGRITY QUESTIONED

Monsanto recently upset U.S. weed scientists by questioning the objectivity of two Arkansas experts, Jason Norsworthy and Ford Baldwin, who said dicamba had problems with volatilization. The specialists could be biased against the chemical because they were affiliated with Bayer AG, which sells a competing system to control weeds in soybeans, according to Monsanto.

Norsworthy, a University of Arkansas professor, has declined an invitation to speak about volatilization at Monsanto's meeting, according to the university. Last year, the EPA cited his research on the best way to use dicamba when the agency approved the use of the chemical on crops that can resist it.

Two other University of Arkansas experts, Tom Barber and Bob Scott, will also not attend.
"With Monsanto questioning of the integrity of our science, we felt it was best not to participate," university spokeswoman Mary Hightower said.

Monsanto highlighted connections Norsworthy and Baldwin had to Bayer to ensure that Arkansas fairly reviewed dicamba, Partridge said.

In July, Arkansas banned dicamba use for 120 days.

**MONSANTO MONOLOGUE?**

Monsanto's critiques of experts follows past accusations by farmers and activists that the company improperly influenced science.

In March, farmers and others suing Monsanto claimed in court filings that Monsanto employees ghostwrote scientific reports that U.S. regulators relied on to determine that glyphosate, a chemical in its Roundup weed killer, did not cause cancer.

In 2015, the New York Times reported U.S. academics who received grants from Monsanto were used in lobbying and corporate public relations campaigns to defend the safety of genetically engineered food.

Monsanto will cover travel costs for academics who attend this week's meeting, as is customary for the company, spokeswoman Charla Lord said.

Among those attending will be University of Tennessee weed scientist Tom Mueller, who told Reuters he planned to pay his own way and was skeptical Monsanto would engage in discussions.

"I think it's just going to be a monolog," he said.

Mueller said U.S. weed scientists had discussed skipping the meeting because they were upset Monsanto had criticized the Arkansas scientists. "There's some pretty strong sentiment that some states won't send anybody," he said. Reuters did not confirm that any states would have no representatives at the meeting.
Georgetown protesters barred from Jeff Sessions’ free speech lecture

Trump’s attorney general is delivering a lecture on free speech — but has screened out any potential dissenters

BY MATTHEW ROZSA

Attorney General Jeff Sessions may want to talk about campus free speech in his upcoming lecture at Georgetown University, but he apparently doesn't plan on practicing what he will preach.

More than 130 students who had planned on attending were informed on Monday that they had not been included on the invitation list, according to The Washington Post. The list was drawn up by the group hosting Sessions' appearance, the Georgetown Center for the Constitution at Georgetown Law.

According to an email to the Post by Georgetown student Lauren Phillips, those students had followed official channels but were later uninvited, with Phillips suspecting that their invitations were pulled so that Sessions would receive a sympathetic audience. Phillips also told the Post that school officials instructed the students to limit their protests to a designated "free speech zone" in a small area of the campus.

In addition to these complaints, Georgetown students have also objected to the fact that Sessions' speech was announced later than would normally be the case for a presidential Cabinet member.

The issue of campus free speech has been a hot button topic for conservatives in recent years. Protests against former Breitbart writer Milo Yiannopoulos at Berkeley and Charles Murray of Middlebury College, as well as the suppression of student journalist Kayla Schierbecker at the University of Missouri, have caused many on the right to accuse campus liberals of being overly sensitive and intolerant of dissenting opinions.

While it is unclear what Sessions will have to say on the subject, it is likely that he will echo those criticisms. This will make it all the more problematic if he goes out of his way to ensure that peaceful and non-disruptive criticisms against himself are excluded from the event.
The Importance of Women Mentoring Other Women

Elizabeth Lund, a vice president at Boeing, reflects on the lessons she's learned and passed on during her career as an aeronautical engineer.

By B.R.J. O’DONNELL

In April 1994, Boeing unveiled the new 777 aircraft, a twin-engine jet used for long-haul flights such as London to Chicago. It was the first airplane to be designed entirely on computers. Since then, there have been almost 5 million 777 flights, and the aircraft has become one of the most familiar planes in the world.

Elizabeth Lund has been obsessed with the 777 since it first debuted. Today, she’s the vice president and general manager for all models of the aircraft; leads the design, production, and distribution of the planes; and oversees the enormous Boeing manufacturing plant where they are produced in Everett, Washington.

Lund graduated from the University of Missouri with a master’s in mechanical and aerospace engineering in 1990. She got her first job at Boeing in 1991, when the “Triple Seven” was still just a drawing.

For The Atlantic’s series, “On The Shoulders Of Giants,” I talked to Lund about the role mentorship played in helping her to advance her career, and what she hopes to impress on younger engineers. The conversation that follows has been edited for length and clarity.

B.R.J. O’Donnell: What have you found to be the most demanding aspect of your work?

Elizabeth Lund: As you advance through a company, your responsibilities become broader, and the weight that you carry on your shoulders becomes a bit heavier. The ramifications of your performance and your decisions really affect people and the business.

That understanding translates into the advice that I give. As I’ve progressed throughout my career, I think I’ve learned that the key to success is people—your peers, your friends, and your colleagues. The larger your work becomes, the more you will see how important that is.

O’Donnell: What are some of the biggest challenges in aviation in the present day?
**Lund:** If you think about commercial aviation, one of the real issues out there now is the war for talent. It’s critical for us at Boeing to understand that we have a limited numbers of STEM graduates—people we need to work with us on IT or as engineers. The competition to hire these people is fierce, whether it’s coming from another aviation company, a tech start-up, or maybe even an Amazon or a Google. The playing space for that same group of STEM graduates has really grown, and I think mentorship becomes even more important as a result. Because for us, it’s not just about recruiting people who can design, make, and distribute aircraft, it’s about retaining them when everyone else wants them too.

**O’Donnell:** Whom did you look to for professional guidance?

**Lund:** When I was relatively early on in my engineering career, I ran across Carolyn Brandsema—a chief engineer who would later became the vice president for the 737 program at Boeing for many years. Carolyn stepped up and she helped me through any issues that arose and she gave me opportunities, but a couple of things really stick out in my mind.

**O’Donnell:** What do you think of first?

**Lund:** When I was working as a manager on interior components for aircraft out in Everett [Boeing’s factory in Washington State], Carolyn was in Renton, Washington, as a chief engineer on the 737 MAX. I had an opportunity to take a new job within the company, so I called Carolyn looking for some advice. Not only did Carolyn say, “Jump on in and take it,” she really rallied the troops.

**O’Donnell:** What happened as a result of Carolyn’s effort?

**Lund:** Soon after we had that conversation, my phone started ringing with Boeing’s chief engineers and vice presidents of engineering, and they were saying, “Elizabeth, you should take this job, you’re the right person.” That was really a defining moment. The way Carolyn supported me throughout that process illustrates something important in terms of what good mentors do. Not only do they affirm you and provide the support required to ensure you are successful—they rally other people to create that environment.

Not only has Carolyn served as a mentor to me, but she has also been a provider of good advice, a cheerleader, and an advocate—all rolled up into one. That has been so powerful for me—and that is very much what I hope to be to other people.

**O’Donnell:** After learning from Carolyn, can you tell me about someone whom you have mentored?

**Lund:** I am now a mentor to a growing number of people, one of them being Molly McLaughlin. Boeing hired Molly, a bright and wonderful young engineer, right out of college, and I have watched her career from the beginning. Within a few years she became a first-level manager, and our paths continued to cross. And I picked her to go through Boeing’s formal mentorship program with me one year.
One of the first things I asked her was what she would really like to do, and where her strengths were. Molly told me that she wanted to go and study for a dual master’s degree in engineering and global operations at MIT. Boeing selects two candidates a year, and we pay for them to earn this degree. We worked to put together an application packet, and I wrote her a letter of recommendation, and she became the Boeing-selected candidate to go to MIT. She was able to move to Boston for two years to get her dual master’s there. When she came back to Seattle, she reached out to me and said, “I’m returning, do you have any suggestions for jobs?” So we went through that same process again, and she’s now a senior manager in our quality-engineering organization. It’s not formal mentoring any more, but every four to six months, when something comes up, we go ahead and get together, and it continues to go well.

**THE KANSAS CITY STAR.**

**Why is Missouri spending millions of taxpayer dollars on legal expenses with no system to track the payments?**

**NO MU MENTION**

By THE KANSAS CITY STAR EDITORIAL BOARD

Missouri must get a much better handle on how much it pays each year to settle lawsuits for discrimination, wrongful death and a list of other infractions.

It should also crack down on discrimination in the workplace.

Those are two obvious conclusions from an audit released this week by Missouri Auditor Nicole Galloway. The state’s Legal Expense Fund, she found, has paid out more than $24 million in fiscal year 2017 to address and settle legal claims against the state.

Over the last six years, Galloway says, Legal Expense Fund spending has cost taxpayers more than $79 million.

That isn’t the only money taxpayers are spending on claims against the state, however. *Other budgets in addition to the Legal Expense Fund provided cash to pay another $36.8 million in claims between January 2015 and March of this year, auditors found.*

The state lacks adequate software to track these expenses, the audit says. Because payouts are so volatile — some years are far worse than others — the General Assembly and the executive branch can lose track of how much is being spent to settle lawsuits.
And that makes it harder for the state to see early warning signs of agency-based problems that can lead to additional lawsuits, which cost taxpayers more money.

Excessive legal expenses are unacceptable in a state that claims it is strapped for cash.

With earlier identification of problem areas, “agencies may be able to reduce the number of such future cases,” auditors said.

That appears to be particularly important in cases involving employment discrimination. Since July 2011, the state has paid claims in 11 “large” employment discrimination lawsuits, costing more than $9.6 million.

Missourians should be particularly outraged by these claims.

The state must work hard to avoid traffic accidents or on-the-job mishaps that can lead to court cases, but some accidents are probably unavoidable.

Workplace discrimination is another matter. There can be no excuse for hostile work environments or discrimination in hiring and promotion in any state agency.

In their responses, the Missouri Office of Risk Management and the Attorney General’s office promised to keep a closer eye on legal payouts.

That’s a good start. But more must be done: The governor’s office and the General Assembly must use the data to cut down on legal costs for taxpayers. That means avoiding accidents involving state workers and ending discriminatory behavior in the front office.