



MU News Bureau

Daily Clips Packet

October 2, 2017

ST. LOUIS POST-DISPATCH

Brand overhaul: Mizzou drops almost \$1.3 million on rebranding effort

KANSAS CITY • The University of Missouri Board of Curators got a pep talk Friday from Philadelphia-based branding company 160over90.

University leaders signed a \$1.27 million, three-year contract in May with the branding agency to completely overhaul Mizzou's brand.

But the pep talk on Friday wasn't about Mizzou. In fact, it was largely focused on Texas A&M University, the University of Wisconsin and other higher education clients for whom 160over90 has worked.

In 2015, Texas A&M had a change in presidents, athletic directors and its foundation leaders. Sometime thereafter, the university hired 160over90.

The company didn't unveil all of its secrets, but showed a few critical changes that tied back to connecting with the public.

They "humanized the institutional narrative," as the branding company's executive director Kim Hallman said. They "carved out a voice" for the new president, using social media, videos and online features to "make him seem authentic and accessible," and — the moneymaker for Mizzou leaders — "conveyed stable leadership."

Then the branding agency spoke this governing board's language: metrics.

Donations from alumni have risen 7 percent at Texas A&M since the agency came in.

At the University of Wisconsin, giving went up \$4.6 million, applications went up 16 percent and the school moved up six spots in the U.S. News and World Report rankings. The Missouri curators are eager to see the branding agency get going at Mizzou. "This is a double high priority for us," board chairman Maurice Graham said.

University of Missouri President Mun Choi said 160over90 has been asked to move more quickly than the normal nine- to 12-month pace to help with some brand boosting to increase applications for fall 2018.

The agency started work on campus about two weeks ago.

The university has a simultaneous contract with Chicago-based crisis communication firm Edelman Inc.

Graham and Mizzou Chancellor Alexander Cartwright fielded some questions about the decision to spend almost \$1.3 million on the branding agency in an era of limited state funding and declining tuition revenue.

“All of our competitors have significant efforts in this area,” Cartwright said. “It’s an area we haven’t explored the way that others have up until now.”

Prior to Cartwright’s arrival, almost all of the marketing team was laid off at the Columbia campus. Most of the marketing and communications team at the University of Missouri system headquarters were also laid off. What was left of the two communications groups has merged. Graham said part of the funding for the contract with 160over90 comes from a “reallocation of resources” from those cuts.



[Curators discuss MU branding effort, campus climate survey](#)

[BY RACHEL WEGNER](#)

[KANSAS CITY — MU Chancellor Alexander Cartwright spoke Friday about an increased focus on recruitment and a drive to make MU recognized as “the institution of the future.” Cartwright told the UM System Board of Curators the goal is for MU to be seen as more practical, socially aware and connected to society.](#)

But to do that, he said, getting out that message about MU is of utmost importance.

Cartwright presented a contract to do that with [branding agency 160over90](#). A \$1.27 million, three-year contract with the agency was finalized on July 20, according to MU spokesman Christian Basi. The contract coincides with [the UM System arrangement with public relations giant Edelman PR](#).

Matt Yuskewich and Kim Hallman represented 160over90 and provided examples of its work with other academic institutions, including Texas A&M University and the University of Wisconsin-Madison.

The board was full of questions for Yuskewich and Hallman. Curator David Steelman asked when they could expect to see the work of the agency, saying “the entire state” is concerned over what is happening to the image of MU.

UM System President Mun Choi chimed in by phone. Speaking from South Korea, where he is traveling with Missouri Gov. Eric Greitens, Choi said that normally the process takes nine to 12 months to come to fruition but that he asked the agency to accelerate its efforts.

Yuskewich said the focus is on increasing applications for fall 2018. Cartwright said MU is making sure any messaging going out is consistent with the branding of the firm.

Although he wasn’t specific, board Chairman Maurice Graham pointed out that issues facing MU were much different than those facing the agency’s other academic clients. Addressing those issues is a “double-high priority,” Graham said.

Yuskewich and Hallman assured the board they were aware of the nature of MU’s challenges and the high priority of their work.

Climate survey, hiring

[The curators were meeting for the second day](#) at the University of Missouri-Kansas City. In Choi’s report to the board, he talked about the results of a fall 2016 MU climate survey conducted by Rankin & Associates, [a report on which was made public Sept. 18](#).

“This very transparent approach is another sign that the university is very committed to creating a more welcoming and accountable climate,” Choi said.

He said that he saw many of the results as positive for MU but that some pointed to a need for improvements, [specifically when it comes to salaries for assistant professors and staff](#).

Choi explained how salaries on all four UM campuses compared to other peer institutions through a survey done by the American Association of University Professors in 2015. He said median salaries of assistant professors at MU, the University of Missouri-St. Louis and the University of Missouri-Kansas City were in the bottom quintile of their peers.

He cited a comparison of staff salaries with other universities. Choi also said the median salary for finance staff at MU was ranked 97th out of 115 and a median salary for administrative staff ranked 109th out of 115.

“This needs to be addressed, and it needs to be addressed soon,” Choi said. “I can’t think of a more urgent imperative for all of us.”

Choi also highlighted the hiring of tenured, tenure-track and non-tenure track faculty across all four campuses. A total of 83 tenured or tenure-track faculty and 78 non-tenure faculty were hired, with appointments beginning in fiscal year 2018. Just over half of the 161 total hires were at MU. Choi said that despite budget cuts, the system needs to make hiring quality faculty a priority.

“We’ll need to continue to make investments throughout the system to grow the areas of excellence,” Choi said. “We’ve lost a significant number of faculty members between retirements and resignations through the past five years.”

MU Extension; ‘It’s On Us’

The session also included a presentation from MU Extension leader Marshall Stewart. He shared his experience of traveling throughout Missouri in fall 2016 to connect with Missourians from all walks of life. MU Extension hosted 42 community conversation forums and conducted a “deep dive” into qualitative data about Missouri to better understand the communities it seeks to serve, he said.

Just before the session closed, Student Representative Courtney Lauer presented information on the “It’s On Us” initiative at MU. It campaigns for people to sign a pledge saying they will

recognize and combat sexual assault, according to the organization's website. The board unanimously voted to offer more support for the initiative at MU and across the UM System.

The next regularly scheduled board meeting is Dec. 7-8 at the University of Missouri-St. Louis.



University of Missouri Officials Defend Marketing Contract

BY ASSOCIATED PRESS

University of Missouri officials are defending their decision to spend \$1.27 million to have a Philadelphia-based firm market the system's flagship Columbia campus.

The Columbia Daily Tribune reports that the university system's Board of Curators had a presentation Friday about external marketing from the firm hired in July.

The move came weeks after the university fired members of its own Mizzou Creative marketing team because of budget constraints.

The firm hired was 160over90. Columbia campus Chancellor Alexander Cartwright said the firm has worked with numerous other universities.

Two 160over90 consultants said the firm would rehabilitate the University of Missouri's image and provide visible results by spring.

The Columbia campus has seen its enrollment drop almost 13 percent since protests in November 2015 over the school's handling of racial issues.



Mizzou Defends \$1 Million Decision to Hire Outside Firm

Watch the story: <http://mms.tveyes.com/PlaybackPortal.aspx?SavedEditID=3a7558e1-d3da-4a3f-94c1-a3a4959e59c9>



THE KANSAS CITY STAR.

SOUTHEAST
MISSOURIAN

Mizzou not counting on state support for funding

Associated Press

KANSAS CITY, Mo. -- The University of Missouri Board of Curators has agreed to changes seeking to stabilize the university system's finances in the face of reduced state aid and the likelihood lawmakers won't increase funding in the near future.

The board approved a new process Thursday for approving construction projects and discussed how to raise faculty and staff salaries as it worked on five-year budget plans, The Columbia Daily Tribune reported.

With declining state support, the board voted to end the traditional practice of allowing each campus to pick a top-priority project and submit it to the state Department of Higher Education for submission, after which it went to the curators.

In the future, curators will approve each project before fundraising can begin, financial officer Ryan Rapp said.

The change came after the curators approved four construction requests -- one for each campus -- at their July meeting while knowing the state would provide little money for the projects.

A project that was not on the curators' previous lists, a \$96 million music and performing arts campus in Kansas City, won legislative approval for bond financing that was vetoed by Gov. Eric Greitens.

"The purpose of this is to have the system board and president driving strategic change," said curator David Steelman of Rolla.

The curators also discussed staff and faculty discontent after recent surveys for each campus and the system administration found 53 percent of staff seriously considered leaving their jobs in the past year, with 61 percent of those citing salary as the main concern. Another major concern was a lack of advancement opportunities.

Barbara Bichelmeyer, interim chancellor for Missouri-Kansas City, said money to respond to those concerns will come from students, not the state.

"We're not waiting on the Legislature for anything ever again," Bichelmeyer said. "Our primary revenue source is going to be tuition. We have got to figure out what students need and deliver on it."

She said each program will be evaluated to determine whether there is enough demand to keep it.

"If you are in a program that is losing money, we need you to lose less, and if you are making money, we need you to make more," Rapp said.

In the fiscal year that ended June 30, tuition revenue system-wide was down \$30 million, and state aid declined \$21 million.

Enrollment also fell, and in June, Choi announced \$100 million in budget cuts that eliminated 500 jobs throughout the university system.

Similar stories ran statewide

ST. LOUIS POST-DISPATCH

Mizzou chancellor Cartwright: Winning in football takes patience

By Ashley Jost St. Louis Post-Dispatch

Sep 29, 2017

KANSAS CITY, Mo. • The University of Missouri-Columbia chancellor admits: he wants to win.

Alex Cartwright said it in the context of football, but the university leader implied that he wants to see Mizzou turn a corner in other ways, too, like enrollment.

Still, he concedes that a winning football season affects fans' interest in the university.

"Everything we do has an impact on the institution," he said Friday after a Board of Curators meeting in Kansas City. "Yes, football has visibility, but we have outstanding extension, we have outstanding research, we have incredible students who right now are at the second-highest retention rate in our students' history. This reflects how great of an institution it is."

But football is what's on the minds of followers. The Tigers, on a bye this week, are 1-3 and 0-2 in Southeastern Conference games.

When asked how much longer football coach Barry Odom will be around, Cartwright laughed a little before declining to respond directly.

"To make changes that are necessary — to change a culture and what's happening in any organization, or in this case a team — takes time," he said. "I think we need to have patience to see where things are going and then we'll make a decision when we think the time is right to make that decision, but it's too early right now."

ST. LOUIS POST-DISPATCH

EDITORIAL

Horrigan: Mizzou hoops cuts out middlemen, avoids NCAA bribery scandal

The University of Missouri men's basketball team is not — repeat, not — involved in the bribery scandal that befell six other NCAA basketball teams last week.

Assistant coaches at Arizona, Auburn, Louisville, Oklahoma State and USC were implicated by the FBI in charges filed Tuesday by the U.S. attorney for the Southern District of New York. The Universities of Louisville and Miami involved. So are financial advisers, former sports agents and an Adidas shoe company guy. None of them have anything to do with Old Mizzou, Proud Mizzou.

Nevertheless, it's Missouri I feel sorry for. For the first time in more than three decades, Mizzou has a really, really good player, one expected to be a top pick in the National Basketball Association draft next June. The Tigers also have that player's brother, who's also expected to be a first-round draft choice. Just like at Kansas, football might stink, but there's basketball to look forward to.

The Tigers recruited Michael Porter Jr. and brother Jontay the upstanding, old-fashioned way: They hired their father as an assistant coach.

No need to shuffle money to fixers and agents to steer players your way. Mizzou simply cut out the middlemen and agreed to pay Michael Porter Sr. \$375,000 a year for three years to do whatever assistant coaches do. Mizzou did precisely what the FBI charged coaches at those other schools with doing, only legally.

Hey, the Porter kids grew up in Columbia when their dad helped coach the Mizzou women's team, so maybe they would've picked Mizzou anyway. It's possible. The new coach, Cuonzo Martin, is said to be a great recruiter.

The NCAA. It's beautiful. It's got all these rules forbidding athletes from taking anything of value other than their scholarships. Wouldn't want to besmirch the amateur ideal. Or share the loot.

For decades it's been no secret that there were back channels that helped young scholars pick the institutions where they wanted to pursue their educations, however briefly. Since 2006, the very best young players have only had to play one college season before becoming eligible for the NBA draft. The Porter brothers are Mizzou's first one-and-done candidates and now, because of the bribery scandal, everyone will think college basketball is bent.

Just kidding. Everyone thought that already. People have chosen to ignore it, particularly the NCAA itself, because it's hard to prove. Everyone's heard stories about shoe guys, would-be agents and assistant coaches who begin lining up recruits when kids are in grade school. These are often black kids from economically distressed backgrounds. They attract more leeches than Humphrey Bogart in "The African Queen."

Eventually they pick a school where they are helped to navigate the necessary classes. They help their universities pack ever-more expensive seats. They help their coaches earn multimillion-dollar salaries. They help the NCAA drag down a billion-dollar-a-year contract for broadcast rights to the March Madness tournament.

They are paid nothing. At least not legally. That's the real scandal.

Mark Emmert, the president of the NCAA was shocked — shocked! — to learn this kind of thing has been going on. "The nature of the charges brought by the federal government are deeply disturbing," he said Tuesday. "We have no tolerance whatsoever for this alleged behavior. Coaches hold a unique position of trust with student-athletes and their families, and these bribery allegations, if true, suggest an extraordinary and despicable breach of that trust."

The FBI simply did the NCAA's enforcement job. It was easier because the feds had the power to flip an ex-NBA agent named Marty Blazer who had Ponzi scheme problems with the Securities and Exchange Commission. The FBI wired him up and sent him out to collect incriminating testimony.

If the defendants are convicted, they will be guilty of (a) doing what most people assumed was already being done and (b) evading amateurism rules that shouldn't exist in the first place. The NCAA ought to pay its athletes instead of being part of a leech brigade. The very best players, the one-and-done kids, should be allowed to turn pro right away. There should be a fallback option for those who don't make it, a hybrid college-pro league.

One's already been proposed for historically black colleges and universities. Kids would go to school, play basketball and get paid for it. If they'd didn't make the NBA, they would at least have an education. NCAA schools would lose a lot of talent. Aww. So sad.

Instead, the NCAA earned itself a major scandal. One of the biggest names in the sport, Louisville coach Rick Pitino, who's always sailed close to the wind, has been effectively fired. Louisville was already on NCAA probation and now could lose its entire program. Louisville without basketball would be like St. Louis without baseball.

More dominoes will fall as people rat each other out. Ah, college basketball. Cue the “One Shining Moment” music.

T COLUMBIA DAILY TRIBUNE

University of Missouri System officials tackle resolving diversity issues

By RUDI KELLER

Since the fall of 2015, when the University of Missouri launched a system-wide campaign to show it intended to be more diverse and inclusive in response to Columbia campus protests over racial issues, the system has become slightly more ethnically diverse but the campus has not.

When black students in an organization called Concerned Student 1950 disrupted the Homecoming parade and camped on Carnahan Quadrangle, they made up 7.3 percent of the largest student body in school history. This year, according to the official enrollment figures, black students are 6.8 percent of a campus that has contracted by 13 percent.

The white student population remains unchanged at just under 77 percent of the student body, with increases in Hispanic, Asian and students listing more than one race.

Recently reported results of campus climate surveys at all four UM System campuses showed significant percentages of students from ethnic minorities feel less comfortable on campus than their white counterparts and said they have been the target of exclusionary, intimidating or hostile behavior based on ethnicity.

On the Columbia campus, 39 percent of black respondents said they had experienced such conduct, along with 21 to 27 percent of other ethnic minorities. Only 16 percent of white respondents said that they had experienced such conduct.

The university is working to improve the climate for all students and to do that it will study the data for direction, Chancellor Alexander Cartwright said. Understanding why the majority are comfortable and why a minority are not are part of the same question, he said.

“What we have to do is we need to understand what is working and make sure that the things that are working work for everybody,” Cartwright said.

Kevin McDonald, who holds the dual role of UM System Chief Diversity Officer and Columbia campus Vice Chancellor for Inclusion, Diversity and Equity, said it is not surprising enrollment by black students fell along with enrollment from other groups since 2015.

While some proportions have changed, there are fewer overall students on campus in every ethnic category tracked by MU. The goal for MU and the system, he said, is for the student body and faculty to reflect the state's demographics, with the addition of students from other states and overseas who will add to the cultural mix.

Understanding why students are uncomfortable on campus is the first step toward repairing those feelings, McDonald said.

"The question is how do we create a stronger academic and social connection for those students, so that the cultural backgrounds that they are bringing here are important and valued, their perspectives are important and valued, and we are leveraging those and infusing those so they see a connection between that and their academic pursuits?" he said.

The \$1.5 million budget for the Office of Equity, Diversity and Inclusion at the system was protected from budget cuts made in June so UM would not back off commitments made after the 2015 protests. On campus, McDonald's office protected faculty recruitment and retention efforts, diversity education and professional development and other initiatives from cuts.

"If we make headway on creating a stronger sense of community and sense of belonging for all of our students, we will make headway on retention and the success, which ultimately will help us improve across the board," McDonald said.

Missouri overall is about 83 percent white and 12 percent black. Hispanics make up about 4 percent of the population and Asians account for 2 percent, according to the most recent census estimates. This year, the system student body is 71.3 percent white and 8.7 percent black, with Hispanic and Asian students accounting for 4.8 percent and 4.4 percent, respectively.

At the University of Missouri-St. Louis, the goal is to reflect the regional population, Chancellor Tom George said. Only on-campus enrollment figures were available by Friday, showing that more than one-third of students are minorities or international students.

"We want to have a diversity that at least reflects the area we live in," George said. "And we are in north County, which is very diverse, and so with our current mix of students it does reflect it."

About 75 percent of UMSL students overall felt comfortable or very comfortable on campus, but the figure is lower for minority students.

"There is that other, 18 or 19 percent that have issues that we are focusing on," George said.

A diversity council that has been in place for several years will study the UMSL-specific data and make proposals, he said.

The curators didn't have a dedicated discussion of the climate survey results during their meetings Thursday and Friday in Kansas City, but it did come up at several points during other topics.

"I thought the climate survey was very helpful," board chairman Maurice Graham said. "It lets us know areas we already knew we needed to address but also refines some of the areas, and allows us to focus."

On Friday, the curators heard a presentation from a [new marketing and branding consultant](#), 160over90, that will be paid \$1.27 million to produce materials intended to rehabilitate the university's image and grow enrollment. The consultants promised the first materials would be ready to use in the campaign to attract students to enter in 2018.

Cartwright, who took over his job Aug. 1, said his first impressions of the university are that it was built on practical application of the education it provides. The consultant's job, he said, will be to tell that story and promote the on-campus experience.

A big part will be promising students they will be comfortable and find a sense of community on campus.

"That's not about giving out a story that isn't reflective of who we are," he said. "It is about telling the story of what we are and what you will experience when you come to Mizzou."



[Federal grant to train social workers to work with 'vulnerable populations'](#)

BY GRANT SHARPLES

GENERATED FROM NEWS BUREAU PRESS RELEASE

[MU and the University of Missouri-St. Louis will offer students a new kind of training to address the needs of people with limited access to social workers.](#)

Social work schools on both campuses have been awarded a \$1.8 million grant from the Health Resources and Services Administration, a division of the U.S. Department of Health and Human Services. The grant will fund 120 graduate students in the Behavioral Health Workforce Education and Training for Professionals program.

The program prepares students to work with “vulnerable populations” by giving them professional clinical experience, [according to an MU release](#).

“Basically, there are various communities where the ability to receive behavioral health services are limited because they don’t have access to it or there are no services available in those areas,” said Sharon Johnson, dean of UMSL’s School of Social Work and lead principal investigator of the grant.

Some of these populations will have access to behavioral health services because social work schools on both campuses are training students interested in serving these areas, Johnson said.

Kelli Canada, an assistant professor at MU’s School of Social Work and also a co-principal investigator, said the grant is necessary because of the lack of social workers in Missouri.

“When we look at rural areas, we have so few social workers,” Canada said. “We have few social workers that have the specialized skills that are needed to serve rural populations’ needs.”

However, she said, this program aims to serve the whole of Missouri rather than isolated regions.

“I think the strength of this grant is our collaboration with UMSL,” Canada said. “We are working very closely with them to make sure that the state is served, rather than just one particular population. We actually have a lot of vulnerable populations who are in urban regions as well — not the entirety of the urban area, but there are pockets of urban areas where people are medically underserved.”

Canada also said the program prepares social work students for better practices. She said the program allows students to work closely alongside doctors, nurses, psychologists and nutritionists. This form of clinical field experience is done through community partnerships, according to the release.

“It’s a way for (students) to integrate what they learn in the classroom with actual practice experience in the field,” Canada said.

The grant provides training not only for social work students, but also for professionals. The schools can offer webinars, in-person training and other resources such as new manuals to ensure quality care for clients, Canada said.

MU and UMSL have had a similar grant for the past 3 years, which is just now ending. This grant focused solely on children and youth. The new grant, which will last 4 years, will expand the scope by adding adults and the elderly to its focus.

“This new four-year grant that we received broadens the population that our students are going to be trained to work with for people across the lifespan,” Canada said.



MU, UMSL to split \$1.8 million grant for behavioral health training

By KYRAH DAVIS

Generated from News Bureau press release: [MU, UMSL awarded \\$1.8 million to train social workers for vulnerable, underserved areas](#)

COLUMBIA - MU and UMSL are splitting \$1.8 million to train behavioral health experts for vulnerable and under-served populations.

The universities will use the grant to fund a total of 120 master's students in the Behavioral Health Workforce Education and Training for Professionals program.

Director of MU's School of Social Work Dr. Dale Fitch said it's something to look forward to.

"Our ultimate goal is to meet the mental health needs for the citizens of Missouri," he said. "The school of social work values its place not only on campus but the role we play for the state."

The program offers professional experience through community partnerships with behavioral health agencies across the state. Fitch said the selection process won't be easy.

"It's a competitive process because it's like a paid internship."

He said the positions are open to online students as well. The Health Resources and Services Administration (HRSA) grant will also help connect students with behavioral health employment opportunities.

Dean of UMSL's School of Social Work Sharon Johnson said it's necessary.

"This is important work happening in important places," she said. "Being able to build an educated and experienced workforce to deliver needed behavioral health services to vulnerable individuals and their families is beyond beneficial."

The program will build on the current curriculum at both universities



MU and UMSL schools of social work receive joint grant

BY DAVID ESTRADA

The schools of social work at the University of Missouri and the University of Missouri-St. Louis received a \$1.8 million grant from the Health Resources and Services Administration. The grant will be spread over four years and will allow both campuses to fund

a combined 120 students in the Behavioral Health Workforce Education and Training for Professionals program.

Students who are part of the program will be prepared to work at integrated behavioral healthcare centers with vulnerable and under-served populations. Part of the grant will be used to provide stipends to students during their clinical placements in under-served areas. Students have to complete a total of two placements, which amount to about 600 hours of work with vulnerable populations.

This is the second time the schools of social work at MU and UMSL received this grant. Dale Fitch, director of the MU School of Social Work, said part of the reason they received it again this year was the program's previous success.

"We've demonstrated that we have done a good job not only training these social workers to work in behavioral health care settings, but the social workers that we've trained have gone on to largely get employment in these clinics," he said.

Fitch said many master's students who participate in the program go on to work with under-served and vulnerable populations after graduation.

"Over 90 percent of our students end up being placed in an integrated behavioral healthcare setting," he said.

Under-served and vulnerable populations usually have no or limited access to healthcare and typically have shorter life-spans. However, Fitch says patients are not the only ones affected by these health issues.

"It affects their family, their extended family, if they are a parent it impacts their children; in terms of income instability, housing instability and food instability," he said.

For that reason, Sheena Rice, spokesperson with the University of Missouri, said this grant is an opportunity for the institution to give back to the community.

"This is going to help build an educated and experienced workforce to deliver needed health services to vulnerable individuals and their families," she said. "This is something that is beyond beneficial, it's necessary for rural communities. We are really thrilled that this is a great opportunity to support Missouri."

Between online and on-campus students, the Behavioral Health Workforce Education and Training for Professionals program expects to prepare about 200 students by 2018 to serve the specific needs of vulnerable and under-served populations who are in need of physical and mental healthcare.



[Sigma Phi Epsilon closes chapter on Mizzou's campus](#)

By: Sarah Bono

Watch the story: <http://www.abc17news.com/news/sigma-phi-epsilon-closes-chapter-on-mizzous-campus/628334760>

COLUMBIA, Mo. - The Sigma Phi Epsilon chapter on Mizzou's campus is closing amid claims of hazing and drugs.

On Friday, ABC 17 News got hold of the letter sent to chapter members stating the Alumni Advisory Council, or AAC, made the decision.

In the letter, Sigma Phi Epsilon's chief executive officer Brian C. Warren Jr. points to recent incidents that "clearly illustrate that membership is not committed to living by our values." This includes a recent alleged assault involving two members that resulted in a hospitalization of the victim, Warren said.

Warren also said a chapter-hosted tailgate got out of hand and "current members were either unwilling or unable to close down the event." He said the event ended with people tossing glass bottles over a fence. Those bottles shattered, cutting the leg of a six-year-old.

ABC 17 News spoke with members on Friday who said they are angry, upset and scrambling for places to live. Some said they felt like most of the violations happened before they were members.

Since Oct. 2016, police have been called to the house 16 times, including 9 times for disturbances or peace disturbances.

The fraternity also had the second highest number of sanctions against them, among other Mizzou fraternities, with 10 between Fall 2007 and Fall 2016. Kappa Alpha had 11.

A Fall 2016 conduct report showed the chapter was put on probation through spring of this year for "use, possession, sale or distribution of alcoholic beverages or controlled substance without proper prescription, license, or as expressly permitted by law, or University regulations."

In Friday's letter, Warren said that probation was ignored.

"When it was confirmed in spring 2017 that the chapter was still plagued by hazing and drug-related issues, the AAC addressed the chapter body and provided the ultimatum that Missouri Alpha was going to provide the proper SigEp experience and those not on board should leave on their own or they would be removed. 52 of the 100 men in the chapter chose to remain."

Now, some of those men will be out of a home. Anyone living in the house must leave the property by Oct. 15.

Some of the members ABC 17 News spoke with said they felt like they were getting ripped off because they had put money into the house and now have to find different living arrangements.

Residents will be reimbursed \$1,675 after leaving and could get more back from a deposit.

MISSOURIAN

COLUMBIA'S MORNING NEWSPAPER

MU students help victim of shooting at Copper Beech Townhomes

BY KACEN J. BAYLESS

Editor's Note Two eyewitnesses quoted in this story are students at the Missouri School of Journalism. Lydia Birt also is a member of the Missouriian's news design staff.

Hayley Odom heard the gunshots. Four consecutive bangs. Then she heard the screams.

Odom, a junior at MU, was lying on her couch inside her Copper Beech townhome when she heard the distinct sound of gunfire. She ran outside just in time to see what appeared to be an SUV speed away.

On Friday around 12:30 p.m., shots were fired at Copper Beech from "one vehicle into another vehicle," police spokeswoman Latisha Stroer said. Multiple witnesses said they heard four or five gunshots.

The shooting left two men with life-threatening injuries. Police did not identify them or update their conditions Saturday. No suspects have been publicly identified either.

A little after Odom heard the gunshots, Lydia Birt, a senior at MU, was pulling up to her apartment. Odom, now outside, flagged her down.

Birt and Odom ran to one of the victims who was lying on the grass next to the parking lot with a bullet wound in his leg. Birt said she cleaned out his wound with water and helped place a tourniquet around his leg .

The two women held and tried to comfort the victim while waiting for the ambulance to arrive.

Birt said the victim was unable to say much except to give her the passcode for his phone. A man nearby unlocked the victim's phone and called an emergency contact.

Both Birt and Odom said a man who was with the victim said he didn't know the victim's full name and he only went by "V."

As she comforted the victim, Birt said a man ran up to the group and told them to call a second ambulance, that there was another victim and he was in even worse condition.

"What I'm thinking here is, if this guy has a gunshot to the leg and the other guy's worse, where was he shot?" she said. "That's scary."

Odom and Birt said two other men at the scene had memorized the possible suspect's license plate.

None of the victims appear to be MU students, [according to the MU Alert website](#). Even though the shooting happened 3 miles from campus, the university notified students "out of an abundance of caution," according to an email from Chancellor Alexander Cartwright.

While investigating the scene, an officer called Odom over and asked her to look at a picture of a possible suspect's vehicle and confirm whether she had seen it.

She couldn't tell from the picture.

After the shooting, Columbia Police vehicles surrounded the apartment complex and bright yellow crime scene tape blocked off the entire back section of the area.

“You always hear in Columbia, like ‘shots fired, shooting happened,’ but you don’t hear about somebody getting shot,” Birt said. But, in this case, “a bullet hit a human being.”



UPDATE: Police confirm shooting at Copper Beech townhomes, 2 men shot with life threatening injuries

By: Elizabeth Duesenberg

Watch the story: <http://www.abc17news.com/news/update-police-confirm-shooting-two-men-shot-with-life-threatening-injuries/628065456>

COLUMBIA, Mo. - **UPDATE 2:17 pm:** Columbia police said the investigation revealed the shooting took place in the parking lot of Cooper Beech Townhomes.

Police said the Forensic Unit is on scene collecting evidence and detectives are interviewing witnesses.

Both of the victims have been transferred to a local hospital, officers said.

Police said right now they do not have any suspect information or identities of the victims.

UPDATE 1:53 pm: ABC17 crews talked with witnesses who say one of the two victims was shot in the leg.

UPDATE 1:42 pm: MU Alert states, "It does not appear that any of the shooting victims are MU students. As soon as this is confirmed MU Alert will be updated."

UPDATE 1:31 pm: Police have confirmed that two men were shot with life threatening injuries.

Police believe two cars were firing at one another.

Officers found shell casings near Copper Beech townhomes.

ORIGINAL STORY: MU Alert sent out a warning just before 1 p.m. on Friday stating there is a possible shots fired situation in the 3300 block of Old Highway 63 S.

According to the public dispatch, there is a medical response listed at the location.

ABC17 have crews on scene who scene multiple police vehicles and crime scene tape surrounding the area.



Shooting near Mizzou campus injures two

Columbia, MO (KTVI) – **Columbia Mo Police, in a statement issued Friday afternoon, confirmed the shooting in an apartment complex near the University of Missouri campus.**

Police report when they arrived on the scene of the shooting at the Cooper Beach Townhomes in the 3300 block of Old Highway 63 South, they found two male victims with gunshot wounds.

They described the victims' wounds as "life threatening" and report both men were taken by ambulance to a local hospital.

Investigators say the shooting took place in the parking lot of the apartment complex and that suspects were shooting from one vehicle into another. Police have also confirmed the investigation is continuing with evidence collection and eyewitness interviews being conducted at the scene.

In alerts sent to Mizzou students this afternoon, the University reported the shooting took place at the Copper Beach apartment complex located off Old Highway 63 South near Grindstone Parkway. The University advised students it did not appear there was a threat to the campus.

MU told its students through the MUAAlert system that it did not appear any students were involved in the shooting.

Similar stories aired on broadcasts statewide



MU Police annual report shows on-campus reports of rape tripled from 2014-2016

BY EMILY HURLEY AND JANICE ZHOU

Reports of on-campus rape tripled between 2014 and 2016, according to the MU Police 2017 annual report released Wednesday.

In 2014, there were six reports of rape on campus. In 2015, there were 12. Last year, there were 19, according to the report.

MU Police Lt. Kevin Rogers said the increase might be because students are more comfortable reporting the crimes to authorities.

“We hope that students are comfortable reporting these incidents to either the police department or security authorities such as the Office for Civil Rights and Title IX,” Rodgers said.

Reports of stalking and domestic violence also increased during the same time period, according to the report.

Stalking:

- In 2014, there were 10 reported incidents.
- In 2015, there were 25.
- In 2016, there were 31.

Domestic violence:

- In 2014, there were 7 reported incidents.
- In 2015, there were 18.
- In 2016, there were 19.

To address these incidents, the report mentioned MU's specific bystander intervention and risk reduction programs, such as "Not Anymore" online training and [Green Dot Mizzou](#).

Around 3 in 10 MU female undergraduate students reported being victims of nonconsensual sexual conduct in 2015, [according to previous Missourian reporting](#). The Title IX office had 189 reports from students of nonconsensual sexual activity during the 2015–2016 school year.

The number of arrests related to alcohol also increased from 2015 to 2016, but the numbers didn't reach their five-year high of 2013.

Liquor law arrests:

- In 2012, there were 79.

- In 2013, there were 175.
- In 2014, there were 114.
- In 2015, there were 47.
- In 2016, there were 158.

Liquor law arrests include minor in possession, open container violations and providing alcohol to minors, Rodgers said.

“I’d say the majority of those would be MIPs,” Rodgers said of the arrests.

In recent years, MU Police has expanded its presence on campus.

“We’ve definitely increased on campus patrolling,” Rodgers said. “We’ve increased our staff. We’re working toward 50 officers.”

During Hank Foley’s tenure as MU’s interim chancellor in early 2016, campus police began increasing their staff, Rodgers said.

From 2015 to 2016, there was a decrease in liquor law violations referred for disciplinary action, according to the report.

Student enrollment [started to drop in fall 2016](#), which led the campus to close some of its residence halls. [Residential Life staff refers students](#) to the Office of Student Conduct for discipline.

These factors have contributed to the decrease in referrals, Rogers said.

Liquor law violations referred for disciplinary action:

- In 2012, there were 679 violations.

- In 2013, there were 728.
- In 2014, there were 1,058.
- In 2015, there were 1,031.
- In 2016, there were 792.



If Your Teacher Looks Like You, You May Do Better In School

By: Carl Boisrond

Think back to grade school for a moment and envision that one teacher who could captivate you more than any other. Did that teacher look a bit like you? One recent study says: probably.

There's mounting evidence that when black students have black teachers, those students are [more likely to graduate high school](#). That [new study](#) takes this idea even further, providing insight into the way students actually think and feel about the teachers who look like them and those who don't.

Here's how it worked:

- Researchers surveyed more than 80,000 public school students, grades four through eight, across six different states.
- These students were asked to evaluate how well their teachers led their classrooms.
- The researchers paid special attention to the way students — black, white and Hispanic — in the same classes rated the same teachers.

The study found that when students had teachers of the same race as them, they reported feeling more cared for, more interested in their schoolwork and more confident in their teachers' abilities

to communicate with them. These students also reported putting forth more effort in school and having higher college aspirations.

When students had teachers who didn't look like them, the study found, they reported lower levels of these feelings and attitudes. These trends were most visible in black students, especially black girls.

These findings support the idea that students do better in school when they can view their teachers as role models, says Brian Kisida, who coauthored the paper. And if that teacher looks like you, you might perceive them as precisely that, a role model.

One problem: a growing number of students don't have teachers who look like them. The majority of students in public school are students of color, while most teachers identify as white. And this so-called teacher-diversity gap likely contributes to racial disparities in academic performance.

"The national achievement gap is unidirectional," says Anna Egalite, another coauthor. Students who are white fare far better than students who aren't, and that might have something to do with the relative homogeneity of teachers. According to [recent statistics](#), just 18 percent of teachers were people of color.

But a more diverse population of teachers alone won't help students of color, says Gloria Ladson-Billings, a professor of education at the University of Wisconsin-Madison. To change attitudes and behaviors about school, she says, "We need teachers who view their students of color as whole people."

And that's key because diversifying the teaching force might take a while. But one thing policymakers can do to shrink the achievement gap, Egalite and Kisida say, is pay attention to the things students of color say they appreciate about having teachers who look like them. Only then, they say, can practitioners train teachers to communicate with diverse bodies of students.



The Open Mind: Constitutional Crisis or Consensus?

28 minute episode aired on PBS affiliates on 9/30/2017. **Segment features Justin Dyer, associate professor of political science and director of the Kinder Institute on Constitutional Democracy.**

Watch the episode: <http://www.pbs.org/video/constitutional-crisis-or-consensus-t6nx8w/>

PBS is a private, nonprofit corporation whose members are America's public TV stations -- noncommercial, educational licensees that operate 350 PBS member stations and serve all 50 states, Puerto Rico, U.S. Virgin Islands, Guam and American Samoa.



REUTERS

U.S. travel restrictions jeopardize rare exchanges with North Koreans

By Dan Levine

SAN FRANCISCO, Oct 2 (Reuters) - When more than a dozen North Korean economic officials visited California and New York in 2011, U.S. organizers hoped the tour would give the delegation ideas for market reforms and business innovations.

The North Koreans quickly made clear that was not why they had come: They wanted to secure U.S. investment, particularly from restaurant giant Yum! Brands Inc, said Susan Shirk, a University of California at San Diego professor who helped organize the visit.

In recent years, a handful of visits from official delegations and athletes have provided rare opportunities for ordinary Americans and North Koreans to come together.

Those exchanges are now in jeopardy after President Donald Trump included North Korea in a group of nations that will face travel restrictions to the United States because they do not share enough information about visa applicants.

The new policy comes at a time of heightened tensions between the United States and North Korea over Pyongyang's nuclear weapons and ballistic missile tests, as well as escalating verbal threats from the country's leader Kim Jong Un.

While the travel restrictions are unlikely to have a broad impact - the number of non-diplomatic travelers from North Korea per year rarely tops 50, according to U.S. State Department data - human rights activists worry it has severed one of the few human bonds between the isolated country and the West.

"The main point in inviting these people here is to give them exposure to the U.S., and see if one can open the door a bit," said Roberta Cohen, co-chair emeritus for the Committee for Human Rights in North Korea.

A State Department official said the restrictions were necessary because "North Korea does not cooperate with the United States government in any respect and fails to satisfy all information-sharing requirements" on visa applicants.

HUMANITARIAN PURPOSES

North Koreans wishing to visit the United States must first obtain permission from their own government, then apply for a visa in person at a U.S. embassy, typically in Beijing, said Robert King, former U.S. special envoy for North Korea human rights issues.

When North Koreans arrive in the United States they never go anywhere alone, King said, and are chaperoned by North Korean government minders.

In 2015, 15 North Korean weightlifters along with coaches, reserves and officials traveled to Houston for the International Weightlifting Federation world championships, said Phil Andrews, chief executive officer of USA Weightlifting.

North Korea was planning earlier this year to take part in the 2017 world championships in Anaheim, California, in November, Andrews said. However, he does not know whether they will be allowed to come.

The new travel restrictions do not affect people who already have visas, and they include waivers for people with certain ties to the United States.

The State Department declined to comment on individual visa applications.

C. Jerry Nelson, professor emeritus at the University of Missouri, said some visits serve humanitarian purposes. In 2011, four North Korean scientists traveled to Missouri to collaborate with their U.S. counterparts on soil quality testing methods, he said, in order to boost food production.

Referring to the economic officials' trip in 2011, Shirk said they seemed reluctant to express opinions but enjoyed their snapshot of American life, which included visits to a mushroom farm, department store and New York's Carnegie Deli.

"We arranged for people to go to families for dinner in San Diego," she said. "They really liked that a lot."



[Mizzou-born transcription tool for journalists set for App Store launch](#)

By SHELLY HAGAN

Transcription can cause headaches and drain time for professionals in the media industry, with short snippets of audio often leading to long sessions spent transcribing. Recordly, an iOS transcription application, is hoping to change that by providing real-time, speech-to-text recognition.

Designed with journalists in mind, Recordly allows a user to record audio with a connected device and immediately send it off for a transcript once the recording is finished.

Recordly's transcription services cost \$2 per hour of audio after a user's first hour, which is free. That price is significantly cheaper than what's offered by competitors like Rev, which charges \$1 per minute.

The app is expected to be available in the App Store within the next week, according to Recordly CEO and co-founder John Gillis.

Made at Mizzou

Recordly was founded by University of Missouri students during the university's 2016 RJI Student Competition. The annual competition brings together students from journalism, computer science and other disciplines to develop new technology for the media industry. The 2016 contest focused on products for the Apple watch.

Recordly's team, which today includes Gillis and co-founders Anna Maikova, Sintia Radu and Yaryna Serkez, won the 2016 competition.

Gillis is now a senior at MU studying computer science. Maikova, Radu and Serkez, who have graduated from MU and moved away from Columbia, are working part-time on Recordly as they focus on other endeavors full-time.

“We are able to work remotely and together ... and in some ways leverage our different perspectives to build a better app,” Gillis said.

Funding a bigger vision

In 2016, Recordly [received \\$25,000 in funding](#) from the Missouri Innovation Center through the Mid-MO Tech Accelerator. The fund provides early investment for companies with technology-based products or services.

Bill Turpin, president and CEO of the Missouri Innovation Center, said he believes Recordly’s reach can extend beyond the media industry.

“We see it as a bigger opportunity than just journalism,” Turpin said, citing court reporting as another potential use for the app.

Gillis said the team is looking for additional funding to expand to other markets.

“We would like to make Recordly the go-to interviewing tool for journalists and other professions,” Gillis said.

Transcription and annotation

Gillis said a press conference is a good example of how to use Recordly with the Apple Watch. Someone using the app could set a phone up near the person talking and then use the watch to remotely start and stop recording.

“After it’s done recording, you can say ‘get transcription,’ and it will send it off, get transcribed and send you back full text transcription, all from your phone,” Gillis said.

The app uses IBM’s Watson artificial intelligence platform to transform audio into text.

“By Partnering with (IBM), we can get highly accurate transcripts out of them,” Gillis said.

Transcription time can vary based on quality of internet connection, but Gillis said the app typically transcribes recordings in less time than the length of the recording. The app sends users a push notification when the transcript is ready.

Recordly also enables users to bookmark and highlight segments of interviews while they record.

“When you hit highlight while you’re recording, because you heard an interesting quote you want to use later, it will highlight the actual text for you in the final transcript,” Gillis said

IBM charges Recordly a fee for using the Watson platform. Gillis didn't specify how much the fee is, but he said it's variable. The \$2 per hour transcription charge will be Recordly's lone source of revenue.

Initially, Recordly will be available only on the iPhone and Apple Watch, but Gillis said the team is looking to launch a web and Android version in the future.



Article appeared in several GateHouse Media newspapers across Illinois

Getting out: Many students leaving Illinois to attend college

By Tim Landis of GateHouse Media Illinois

SPRINGFIELD — Illinois has the second-highest rate nationally of college freshmen choosing to leave the state to pursue higher education — a mark it hit even before the state's two-year budget impasse — and preliminary figures this fall suggest the numbers continue to look grim.

Between 2000 and 2014, when the out-migration hit an all-time high, the number of freshmen leaving Illinois to attend college shot up by about 64 percent, according to a study earlier this year by the Illinois Board of Higher Education. Only New Jersey, which also has had state budget woes, exceeded Illinois in loss of students to out-of-state schools.

The trend was even more pronounced among students attending four-year colleges and universities. Of those freshmen, nearly half chose to attend out of state schools in 2015.

That all-time high was hit even before the state's colleges and universities weathered the effects of a two-year state budget impasse, which left institutions cutting budgets and programs and put financial aid for thousands of students on hold or in limbo.

But as colleges report preliminary enrollment figures this fall, the numbers suggest that the deadlock only accelerated the trend, which has been fueled by a combination of state financial problems, population shifts and aggressive recruitment by competing states.

Enrollment was down this fall at public schools across the state with the exception of a 2 percent increase at the University of Illinois' campus in Urbana-Champaign and a 5 percent increase at U of I Chicago, based on preliminary estimates from IBHE. Enrollment dropped by double digits at Chicago State University, Eastern Illinois University and Southern Illinois University at Carbondale. Enrollment at the University of Illinois Springfield campus was down 8.7 percent compared with 2016 to 4,956.

Tom Cross, a veteran Republican legislator named IBHE chairman in 2016, says the impasse "caused a form of paralysis."

Costs are a factor. A recently completed IBHE analysis of basic tuition and fees for 2016-2017 at U of I in Champaign, University of Chicago and Illinois State University in Normal were significantly below costs at Indiana University, Purdue University and University of Missouri, three schools that compete for Illinois students. But the report noted 66 percent of students at the competing schools receive some type of tuition discount, compared with 59 percent at the Illinois schools.

After discounts, according to the IBHE study, in-state undergraduates paid \$8,797 on average compared with \$19,522 paid by Illinois undergraduates at the out-of-state schools. Those figures, though are averages — and schools in adjoining states have been especially aggressive in recruiting high academic achievers and offering them competitive financial packages.

"I think we almost have to do a public relations campaign to let people know what the truth is," Cross said. "We have good schools, and we are very competitive."

Leaving and not coming back

The out-migration issue has potential long-term effects for Illinois. Students who leave Illinois for school are less likely to return to the state for jobs, the IBHE report found. One-third of those who leave for college take out-of-state jobs, according to the study, compared with less than 10 percent of students who graduate from Illinois schools.

Another source of concern is the report's finding that the highest achieving high-school graduates were most likely to leave Illinois for college.

Much of the recent blame has fallen on the two-year, spending deadlock between Republican Gov. Bruce Rauner and the Democratic-controlled legislature.

themaneater

MU students aid Houston hurricane survivors

Generated from News Bureau story: [Taking service to the next level](#)

By SKYLER ROSSI

While many MU students spent this year's family weekend with their parents at Memorial Stadium, some decided to skip the weekend's festivities to help others in need.

Nearly 40 MU students joined The Hope Project's trip on Sept. 15 to help victims of Hurricane Harvey.

The Hope Project is a new, student-run service organization at MU that aims to match students with volunteer programs based on their personal strengths.

The Hope Project partnered with Eight Days of Hope, a non-profit organization that works specifically with hurricane relief. Members of both organizations went out to specific sites each day to rip out drywall, carpets and cabinets from water-damaged homes.

MU volunteers witnessed the wreckage from the hurricane firsthand and felt its effects. The Hope Project member Lauren Walsh said the destruction was worse than she or the people of Houston could have imagined.

"It was super sad to see how badly people have been hit," Walsh said. "One of the houses that I worked on had been hit way worse than they thought they were going to. They didn't prepare for it at all because they were pretty far inland. Their house flooded like four feet up, so they lost absolutely everything that they owned."

MU student volunteers helped clean out the family's house by clearing out the entire kitchen, which had been renovated just seven months prior to the hurricane.

The Hope Project Founder Anthony Ruffner said another important part of the trip was to reach out to victims on behalf of all college students.

"I think it was really cool to show the people of Houston that as students, we aren't out of touch with what's happening," Ruffner said. "We're able to show that we care about situations where people are struggling and hurting. Just because we are portrayed as college students who are partying or just about our degrees or whatever, there is still a lot of love in this community, and I think it was really cool to show them that they aren't alone in it and people were willing to drive 14 hours to help out, even if we don't know them."

The idea for the trip started with one of Ruffner's friends wanting to go to Houston over Labor Day weekend with a small group of people. It didn't work out due to scheduling reasons.

"It turned into running it through The Hope Project and marketing through that," Ruffner said.

After spreading the word around campus and pulling together some last-minute details, The Hope Project was able to run the trip for free thanks to Eight Days of Hope, which provided the group with food and lodging at The Grace Community Church.

“The plans were kind of iffy at first because we didn’t have a set ride or a place to stay or anything,” Walsh said. “But once they figured that all out, it was really cool that we got to stay and do this trip free of charge.”

The Hope Project was started last year by Ruffner and a few of his friends. They were inspired to create a service organization that didn’t restrict volunteers to one set of skills.

“Too often organizations around campuses, as well as the community, limit students to who they can be and what they can do, but at The Hope Project, we reject this,” the organization’s website says. “We believe that each individual is simply that, an individual, with their own skill set, beliefs, desires, and purpose to change the world we live in.”

The Hope Project works with six different organizations such as the Humane Society of Missouri, the Blind Vietnamese Children Center, Be The Change and the Help Portrait.

“[The Hope Project] is really intentional about loving people from a volunteer’s aspect but also about empowering the volunteers who are involved to use their strengths to make a difference, opposed to putting them in an organization and forcing them to do a lot of stuff,” Ruffner said. “We really wanted it to be about giving them an opportunity to use their strengths to make a difference in the community so they really fell in love with service and enjoyed it.”

While The Hope Project doesn’t normally run trips, it’s not out of the question for the future.

“We aren’t really trip-focused, but if something comes up, we really believe in just being responsive and whimsical in nature and just going to serve,” Ruffner said. “So, nothing on the radar for right now, but maybe in the future.”

the maneater

Open forums held to evaluate student experience at MU

By SARAH PETERSON

Students, faculty and staff were given the opportunity to provide feedback on the student experience at MU in two open forums on Tuesday and Wednesday. The forums were led by Keeling & Associates, a consulting company which had been hired to evaluate MU student support programs and services.

The forum on Tuesday took place in Stotler Lounge in Memorial Union, and the forum Wednesday took place in Leadership Auditorium in the Student Center. Both focused on evaluating the current experience for graduate, undergraduate and professional students as well as suggesting improvements for the future. The discussion was based around the question, “What would you like to be true about the student experience in three to five years that is not true now?”

One of the main concerns among attendees was ensuring that all students have a sense of belonging. The discussion centered on providing groups such as nontraditional students, graduate students, students with disabilities and international students with connections and resources on campus.

Another recurring theme was improving communication. Many suggestions involved increasing communication among departments and services on campus in order to eliminate inefficiencies and inconsistencies. Improving communication both ways between students and administrators was also emphasized.

MU senior Mark Boyd, who attended the forum on Wednesday, said that the major change he wants to see is administrators listening to student input.

“It seems like a lot of the initiatives that Mizzou and the UM System have started [are] just built on administration opinions and their thoughts, and it doesn’t seem like they’re really making an effort to reach out to the student body and make themselves more accessible,” Boyd said.

The forums took place as part of a larger effort by Keeling & Associates to get feedback from those affiliated with the university. The company has also conducted interviews with students, faculty, staff, student employers and alumni.

In order to include the views of students who did not attend forums or interviews, two “idea walls” were set up for students to answer questions about their experience on Post-it notes. One was located in the Student Center on Tuesday, and the other was in Memorial Union on Wednesday.

“It’s a very collaborative process involving stakeholders in the process,” said Ashli Grabau, senior assessment and planning consultant for MU Student Affairs. “It’s kind of a partnership with the consultant taking what their recommendations are and what they’ve observed and then developing strategies to move forward from that.”

A report based on the company’s findings will be issued in the coming months.

“They’ll be benchmarking what we do with national best practices and making recommendations on how we can make sure we’re doing everything we can to support students and improve the student experience,” MU spokesperson Liz McCune said.

University of Missouri farm showcase features local food for first time

By LIBBY STANFORD

This year the University of Missouri's South Farm Showcase will emphasize local flavors including honey, maple syrup, soybeans and mealworms with its first Taste of Mizzou tent.

The showcase educates the community on the work done by the MU College of Agriculture, Food and Natural Resources. The South Farm Research Center estimates about 16,000 people attended the showcase each of the past two years.

"I think people will be very interested but also very surprised that honey's not just honey and that maple syrup's not just maple syrup," said Tim Reinbott, MU assistant director for agricultural research centers. "Food is very diverse there's a lot a different types."

This is the 11th year for the South Farm Showcase, but the first for Taste of Mizzou. CAFNR decided to start the exhibit to educate the public about the diversity of food and food science.

"Food is the end product of everything" CAFNR does, Reinbott said. "Whether it's growing grains or plants or raising animals, that's what the end product is. So it really associates with that."

The food featured at the event is produced by CAFNR volunteer students and faculty.

Attendees will be able to try a variety of foods both familiar and unfamiliar. In addition to maple syrup and honey, more exotic foods like mealworms and cayenne chocolate ice cream also will be available.

"It's a good way to connect a product with the natural world, how it's made and how it works," said Ben Knapp, who is hosting the maple syrup booth.

Knapp hopes the event will provide an insight to how food is produced in Missouri and what CAFNR does as a group.

"I hope overall that people will kind of see the breadth of things that can be produced in Missouri," Knapp said.

CAFNR plans to continue and expand the Taste of Mizzou exhibit in the future.

“This could get really big,” Reinbott said. “This is the first year we have dedicated a whole great, big tent to it, and I really think that it’s something that’s going to get even more and more people excited.”

The showcase goes from 10 a.m. to 4 p.m. today at the South Farm Research Center on East New Haven Road.

T COLUMBIA DAILY TRIBUNE

Local experts, activists fear “ban the box” causing employment discrimination

By CAITLIN CAMPBELL

Local activists and criminal justice experts say Columbia’s “ban the box” law is not doing minorities any favors.

During overlapping forums this past week that included discussions about improving the criminal justice system, questions emerged about whether Columbia’s “ban the box” ordinance is effective. The Show-Me Institute sponsored a forum called “Behind Bars in Missouri: Who is Paying the Price.” The other forum, sponsored by the National Association for the Advancement of Colored People, aimed to brainstorm ideas to address inequities in Columbia.

“Ban the box” laws forbid employers from asking questions about a job applicant’s criminal record on an application and pushes back any investigation into that history until late in the hiring process. The past five years, dozens of states and cities adopted the law in the hopes of creating additional employment opportunities for ex-offenders. The hope is that jobs will reduce recidivism rates and help those with a criminal history become productive members of society.

“There is a lot of evidence that suggests that as soon as an employer discovers that an applicant has a criminal record, they stop considering them — so it sounds very sensible,” said Aaron Hedlund, an economics professor at the University of Missouri. “The problem is that what it creates is what is called ‘statistical discrimination’.”

The Columbia City Council adopted a “ban the box” ordinance on Dec. 1, 2014. The ordinance prohibits inquiries about criminal history until after a conditional job offer. The council adopted

the ordinance after prompting from the Mayor's Task Force on Community Violence, which recommended ways to reduce violence in town.

Hedlund, who sat on a panel of criminal justice experts at the Show-Me Institute forum, said economists studying "ban the box" laws recently discovered that when employers can't see whether an applicant has a criminal record, they try to make inferences about criminal history through other characteristics — race, name, tattoos or other traits. Employers then discriminate against minority applicants if they believe minorities have a higher likelihood of committing crimes, he said.

"Ban the box" trades one form of discrimination for another, Hedlund said.

"It's one of those things where the goal is admirable, but the outcome is quite unfortunate," Hedlund said.

Hedlund's opinion is backed by a growing body of research, much of which emerged in the past year.

Princeton University and the University of Michigan Law School published a June 2016 study of minority job applicant callback rates in areas before and after the adoption of "ban the box" legislation. The racial gap in callbacks increased once the law passed, meaning white applicants became significantly more likely than minority applicants to be called for an interview or job offer, according to the study.

Those conducting the study wrote they sent to employers about 15,000 fake online job applications. Each company got two applications which were identical except one came from a black man while the other came from a white man.

Employers that previously inquired about criminal records before a job offer were seven percent more likely to call back the white applicant instead of the minority applicant with the same qualifications, according to the study. When forced to remove criminal history inquiries from hiring practices, those same employers then widened the racial gap to 45 percent.

"Employers that ask about criminal records are 62 percent more likely to call back an applicant if he has no record — an effect that" ban the box "compliance necessarily eliminates," the study states. "However, we find that the race gap in callbacks grows dramatically at the affected companies after the policy goes into effect."

The debate also came up briefly during the NAACP meeting, where residents discussed ways to address hiring discrimination. Some attendees said they felt "ban the box" laws were not very effective on cutting down on employment discrimination for minorities and might make it worse.

Requiring an alternative identifier when reviewing applications, such as a number instead of a name, might be more effective if the city wants to reduce hiring discrimination, one attendee

suggested. Others proposed adopting a city policy or suggesting to business owners that they should no longer review names when looking at job applications.

NAACP meeting attendees left the topic open for discussion at a future date. Back at the Show-Me Institute forum, the expert panel proposed other ideas.

Criminal defense and constitutional attorney Jennifer Bukowsky said the Columbia measure was “over-criminalization” and should be reconsidered. Well-meaning reforms often have unintended consequences, she said, and taking away freedoms is not the answer to every problem, she said.

One reason employers are concerned with hiring ex-criminals is they do not want to be sued for negligent hiring if the employee breaks a law on the job, Hedlund said. What some are doing instead of “ban the box” is granting ex-convicts a certificate noting the individual completed their sentence and exhibited good behavior, he said. The government-issued certificate would reduce some of the liability that comes with hiring someone with a criminal record, he said.



Rural hospitals on life support in Missouri

By **BRITTANY RUESS**

The impending closure of the Fulton Medical Center startled the local community. In the days leading to when the hospital’s doors were supposed to close, residents faced the reality of living without nearby emergency care.

A week before it was to close, EmpowerHMS, a Kansas City-based health management company, announced it purchased the hospital, preventing its closure. But the Fulton hospital story has become all too common in America’s rural communities.

A study last year sponsored by the National Rural Health Association found 673 rural hospitals were at risk of closure and 210 are considered to be at an extreme risk for closing.

Since the Affordable Care Act was passed by Congress in 2010, 82 rural hospitals in the United States have closed, according to the North Carolina Rural Research Program. The research program considers rural hospitals to be acute care, nonfederal hospitals not located in a metropolitan county or qualified as critical-access hospitals.

Of the rural hospitals the research program identified, three hospitals were in Missouri — Sac-Osage Hospital in Osceola, SoutheastHEALTH Center of Reynolds County in Ellington and

Parkland Health Center-Weber Road in Farmington. All these hospitals struggled financially, according to the Missouri Hospital Association.

Information from the association shows three other rural hospitals that go beyond the research program's definition also have closed in the state since 2010 — the Southeast Missouri Mental Health Center, Southwest Missouri Psychiatric Rehabilitation Center and Ozarks Community Hospital in Springfield. A fourth, Missouri Rehabilitation Center in Mount Vernon, closed in 2014.

The Osceola community suffered a blow when the Sac-Osage Hospital closed in September 2014 after 45 years of operation, said James Naylor, former chair of the hospital's board. He was off the board when it voted to stop ambulance, emergency room and ancillary services, which he called a mistake.

Now, the closest hospitals to Osceola are a 30-minute drive away. If the Fulton Medical Center had closed, patients in that community would have been in a similar situation, having to travel to Columbia, Jefferson City or Mexico for hospital services.

"The public needs to be aware how vital their rural hospitals are," Naylor said. "It's vitally important to have personal service and personal experiences."

Recruiting physicians, nurses not easy

A town of about 900 people, Osceola doesn't have a McDonald's or other common fast-food staples found in most towns in America. The town has a grocery store, school system and a Casey's Gas Station and General store — not much to attract doctors and nurses, Naylor said.

While he was on the hospital board, Naylor said the hospital offered doctors \$10,000 to \$15,000 above the typical annual salary to try and compete with larger markets. A national nursing shortage also made it difficult for the hospital to find nurses.

"It was just difficult to recruit physicians," he said.

Attracting physicians always has been a struggle for hospitals in rural towns, considered as workforce shortage areas, said Rick Royer, chief executive officer of Primaris Healthcare Business Solutions, a Columbia-based health care consulting company.

Like the Sac-Osage Hospital, rural hospitals tend to offer bonuses and payment incentives to attract physicians. Though the offerings can be attractive, sometimes it's not enough, Royer said.

Telemedicine and partnering with larger health systems are helping rural hospitals, he said. Rural hospitals have started affiliating with urban hospital systems and created a telemedicine system that allows physicians to manage units in rural hospitals remotely, he said.

“Telemedicine is offering some real chances,” Royer said. “Telemedicine is finally coming into its own.”

Keith Mueller, interim dean of the University of Iowa College of Public Health, said rural hospitals have been using telemedicine to support their pharmaceutical, emergency and radiological services. Telemedicine allows patients to access health care near where they live. Many in rural areas cannot travel long distances for care, he said.

While telemedicine enhances its services, rural hospitals cannot always afford the technology, Royer said.

Money the crux of rural hospitals' woes

Under its previous owners, NueHealth and the University of Missouri Health Care, the Fulton Medical Center racked up \$1 million in losses from January to May. Losses in 2015 and 2016 combined were more than \$5.5 million.

Uncompensated care, or care provided the hospital but not paid for, was largely to blame for the Fulton hospital's poor financial situation. This issue has become all too common for rural hospitals that are located in communities with higher rates of Medicare and Medicaid patients, poverty and people in worse health, said Dave Dillon, spokesman with the Missouri Hospital Association.

Rural communities typically have fewer people with employer-sponsored health insurance, which lowers their ability to pay out of pocket, he said.

Rural area populations are declining, too. Lower-patient volumes — another struggle for the Fulton Medical Center — equate to less revenue.

Because rural communities tend to have patients with less employer-based insurance, those hospitals aren't serving enough of these patients to cost shift and compensate for lower-income patients, Dillon said.

“There's not a large enough pool to make services profitable,” he said.

States that did not expand Medicaid under the Affordable Care Act tend to have rural areas with higher rates of poverty compared to their urban centers, Mueller said. Medicaid expansion increased the health coverage for residents up to 138 percent of the federal poverty level, but Missouri lawmakers have not opted to expand Medicaid.

Fulton officials have said the lack of Medicaid expansion in Missouri was a reason for the hospital's struggling finances. A map of rural hospitals that have closed since the ACA was passed in 2010 by the North Carolina Rural Research Program shows the most have closed in states without Medicaid expansion.

As a researcher, Mueller said he can't give a clear answer whether lack of Medicaid expansion has been a cause of rural hospitals' closure because he hasn't seen empirical work to answer the question.

"But if you look at the maps of where they've closed, intuitively ... it looks like Medicaid non-expansion is a contributing factor," he said.

Rural hospitals designated as critical-access hospitals by the Centers for Medicare and Medicaid Services typically experience more success because they receive larger Medicare reimbursements.

To qualify as a critical-access hospital, a hospital must provide 24-hour emergency services, maintain no more than 25 inpatient beds and be more than 35 miles away from another hospital.

In Missouri, 36 hospitals operate as critical-access hospitals. The Fulton Medical Center is not considered critical access.

Before the ACA, critical-access hospitals were reimbursed 101 percent of costs of services provided to Medicare patients. The reimbursement rate dropped to 99 percent.

Royer said critical-access hospitals have a better chance of survival, but the Fulton hospital is too close to hospitals in Columbia and Jefferson City to fit in that category.

Searching for solutions

The Fulton Medical Center has lost patients to nearby hospitals. And Fulton and Callaway County leaders have reached out to the public to use the Fulton hospital.

EmpowerHMS executives made a pledge during a public meet-and-greet earlier this month to restore the community's trust in the hospital.

"The community using a hospital can be a determining factor of success, as well as if the hospital is in a hospital district or gets a small tax," Dillon said.

Before NueHealth announced the closure of the Fulton hospital, local officials mulled the idea of proposing a tax or hospital district, a political subdivision where a special tax is imposed, for voters.

Mueller said rural hospitals must find attract more patients with employer-based insurance and adequate coverage to improve their payer mix and gain financial sustainability.

"They must provide services in a way and market them in a way so" patients "don't want to make the drive" to another hospital, he said.

Despite financial issues, Dillon said some rural hospitals have found a way to expand services, which helps increase patient volumes.

Many rural hospitals also have switched to a not-for-profit model or become supported by a charitable foundation, Mueller said, but rural hospitals run by for-profit companies still can succeed by finding ways to lower fixed costs.

“If they’re able to engage in more effective contracting for durable medical equipment and other things hospitals have to purchase, they can affect their fixed costs and make the hospitals more profitable.”

Mueller said new research studies are trying to pinpoint the effects of rural hospitals’ closure on local communities.

“The problem now of trying to get services, something replaces the hospital that is a level of care the community needs, like an urgent care or a freestanding emergency department,” he said. The effects are a full spectrum of anything from complete loss of all services — and that’s a problem — to a change of service mix in the community, and it maybe the appropriate mix.”

the maneater

MSA senators push to implement “hydration stations” at Memorial Stadium

By WILLIAM SKIPWORTH

In an effort to increase student attendance and enhance the Mizzou football gameday experience, MSA senators Ryan Alsop and Chase Mueller have been working to implement “hydration stations” around Memorial Stadium to provide free water for students.

Alsop and Mueller hope to set up two of these stations around the student section of the stadium. According to their descriptions, they will be large tanks of water with several hoses coming out that can squirt water into a student’s mouth or cup. Students will have to present their MU IDs to use them.

The idea arose after Alsop, who serves as an MSA senator for the College of Arts and Sciences and chairman of Student Affairs, attended the 2017 SEC Exchange, a conference that brought student government representatives from 14 SEC universities to Baton Rouge, Louisiana, to discuss ideas over the summer.

One of these ideas was providing water to students during football games free of charge.

“Multiple schools we were talking with said, ‘Oh yeah, we provide water for our school,’” Alsop said. “And we came back and were like, ‘What’s one of the things we can do to actually begin

100 percent focusing on students, making sure that you have a better time here and also making sure we represent you the best we can, and one way to do that is make sure you get free water at the game.”

Alsop and Mueller, an MSA senator representing the College of Education, have been working on the hydration stations project in several different capacities. They are collaborating with Mizzou Athletics as well as Tiger’s Lair. The athletics department has two of these hydration stations at their disposal but only brings them out during games when the temperature exceeds 85 degrees.

That is something Alsop and Mueller hope to change. They are pushing for water to be available at every home football game.

“We just don’t think the temperature outside should dictate how thirsty people are,” Mueller said.

Currently, the cost of a bottle of water in the stadium concession stands is \$6 for a liter and \$4 for a 20-ounce bottle, according to Levy Restaurants, the stadium’s concessions provider.

There are also multiple water fountains dispersed throughout the stadium that already provide free water. The hydration stations will serve as a supplement to these water fountains.

Tony Wirkus, director of event management and sustainability coordinator for Mizzou Athletics, said there are already a small number of water fountains and water bottle-filling stations and that hydration stations will shorten the lines. Because these tanks are already owned by the athletics department, it will cost very little to put them out. The issue, however, lies in manpower.

“The athletics department [doesn’t] have a problem putting it out there. The only issue is they need volunteers,” Mueller said.

Volunteers are needed to man each station, but gathering these volunteers has been Mizzou Athletics’ largest obstacle so far. Fortunately, that’s where Tiger’s Lair comes in.

Kayla Erney, the graduate assistant for Mizzou Spirit and Tiger’s Lair, met with Alsop and Mueller to discuss this arrangement. While she is optimistic about the organization’s ability to assume this role, she admits there may be some complications.

“They do have other responsibilities during the games, so their attention does need to be in another place,” Erney said. “But Ryan and I, with MSA, are working together to figure out if we can do some sort of rotation system between MSA and Tiger’s Lair, maybe.”

Sanitation is another concern, with so many fans using these stations every game.

“We’re working hard on sanitation,” Alsop said. “Because you know we had the huge mumps incident, we want to make sure students are sanitary so they’re not touching their mouths to it

and everything like that. I believe we'll also have sanitary wipes and stuff like that just to have that final precaution.”

The biggest motivation behind this is to increase student attendance. Mueller hopes that this initiative will “keep people from coming to games late and leaving early.”

“I think the results they’ve gotten from all those other SEC schools with those hydration stations is that people are staying longer for those real hot games and they really like to think that it’s at least somewhat of a result from having those out,” Mueller said.

THE CHRONICLE OF HIGHER EDUCATION

4-Year Institutions With the Most Interlibrary Loans, 2014-15

BY THE CHRONICLE STAFF

Libraries that lend many materials to users at other institutions through interlibrary loan tend to also borrow many items for their users that way. A dozen public institutions and 15 private nonprofit institutions were among the top 20 in their sectors both for providing and receiving materials through interlibrary loan.

Public institutions

Rank	Institution	Materials provided
1.	U. of Minnesota-Twin Cities	134,538
2.	U. of Colorado at Boulder	114,172
3.	U. of Wisconsin at Madison	108,064
4.	Ohio State U.	90,395
5.	U. of Illinois at Urbana-Champaign	82,869

Rank	Institution	Materials provided
6.	Colorado State U. at Fort Collins	76,538
7.	Pennsylvania State U. (18 campuses)	76,108
8.	U. of Wyoming	70,788
9.	U. of Missouri at Columbia	66,516
10.	Michigan State U.	63,301

THE CHRONICLE OF HIGHER EDUCATION

College of the Ozarks Won't Play Opponents Who Kneel During National Anthem

NO MU MENTION

BY SAMUEL HOISINGTON

A small Christian college has added its voice to a national debate on kneeling during the playing of “The Star-Spangled Banner.” The College of the Ozarks said in a news release on Friday that it would boycott any game if it detected that “disrespect is exhibited toward the American flag or National Anthem.”

The announcement followed the recent controversy over the decision by National Football League players and others to [kneel as a form of protest](#) during the performance of the National Anthem before games.

The college said it had changed its contracts for athletics competition, adding a rule that all players and coaches involved show respect for the American flag and the National Anthem. “It’s a shame sporting events are being used to communicate disrespect for this great country,” the college’s president, Jerry C. Davis, said in the news release. “It’s time for colleges and universities to be positive role models. We need more emphasis on character and unity and less emphasis on political correctness.”

The college, with an enrollment of about 1,500, is located in Point Lookout, Mo. On its crest, five words are in a ring: *academic, vocational, cultural, patriotic, and Christian*. Patriotic events and memorial services [are arranged](#) by an administrator who serves as dean of admissions and vice president for patriotic activities.