



MU News Bureau

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UM System Administrative Review Suggests Closer Evaluation of Employee Benefits, Redundancies

By NATHAN LAWRENCE

The UM System Board of Curators will view an initial assessment of administrative departments during its meeting Friday. Among its contents: recommendations for a fresh look at employee benefits and hints at a potential decrease of full-time employees in several key departments.

The review was conducted by PricewaterhouseCoopers, a large corporate services and auditing firm. A copy obtained by KBIA suggests the firm's work will take a multi-phased approach. This initial assessment will be followed by a more detailed one in the coming months. Using the information gained from that process, the UM System will prepare a set of changes to implement beginning in July 2018.

The assessment is focused on identifying inefficiencies in areas like facilities, information technology and human resources. It notes that the UM System and individual campuses have separate offices handling similar tasks, going so far as to call the institution's heterogeneous approach to human resources a "potential legal liability."

The report suggests consolidation of these offices and "realignment" of positions no longer necessary in their current forms. However, this initial assessment does not specifically recommend layoffs, saying further analysis will be required before creating a specific plan of action.

Employee pay and benefits across the university system are also suggested as a place for further evaluation. The report specifically targets UM System health benefits, saying "benchmarks indicate an opportunity" for reduction. It says administrators should anticipate significant backlash to any changes in these areas.

This review was made available this week as part of a package of materials for the upcoming board of curators' meeting. UM System President Mun Choi is expected to present the report as part of general business Friday morning.

MISSOURIAN

MU researchers: Avoidable hospitalizations for older people reduced by 50 percent

BY ELIZABETH QUINN

Generated from News Bureau press release: MU program to improve nursing home care reduces hospitalizations by nearly 50 percent, saving major dollars for Medicare

An initiative aimed at reducing avoidable hospitalizations of older people has found significant success through the use of advanced practice registered nurses (APRNs), according to a 2017 report by the Center for Medicare and Medicaid Innovation and the Centers for Medicare and Medicaid Services.

The Missouri Quality Initiative for Nursing Homes reduced potentially avoidable hospitalizations by 48 percent and hospitalizations from all causes by 33 percent in 2016.

The previous year, it reduced potentially avoidable hospitalizations by 57 percent.

The study, led by MU nursing professor Marilyn Rantz, was conducted in 16 St. Louis area nursing homes using 17 full-time APRNs.

“I want to see this expanded throughout the state of Missouri,” Rantz said. “I would also like to see it expanded into other states.”

Rantz has more than 30 years of experience in nursing home care quality. She is also an international expert in quality measurement in nursing homes and research programs to improve quality of care for the elderly, according to an MU news release.

The APRNs in the study are nurses who work closely with primary care physicians and staff in nursing homes, Rantz said. Their role is to detect early signs of illness and treat them in the nursing home to avoid hospitalization.

Hospitalization can add additional stress in older people and increase the number of days they spend in bed. Every day an older person spends in bed translates to a week getting strength back, Rantz said.

Common illnesses that cause older people to end up in the hospital include pneumonia, urinary tract infections, congestive heart failure, respiratory problems such as chronic lung disease, dehydration and injuries from falling, Rantz said.

The Missouri Quality Initiative began in 2012. It comprises 35 people, including the MU leadership team, 17 APRNs, four support team members, three billing team members, a medical director and retirees that occasionally help out, Rantz said.

According to [previous Missourian reporting](#) in 2016, the Centers for Medicare and Medicaid Services awarded MU's Sinclair School of Nursing a \$19.8 million that will be used throughout 2016-2020.

The next four years of the initiative are dedicated to testing a billing intervention within nursing homes. This will assist with staff and supply costs when there is a need for acute care, Rantz said.

By embedding APRNs in nursing homes and reducing the number of potentially avoidable hospitalizations, Medicare expenditures could be reduced by 40 percent and all-cause hospitalization spending, 33 percent, according to the report. In total, Medicare expenditures could be reduced by \$1,376 per person.

Rantz said that if APRNs worked at each of Missouri's 500 nursing homes, Medicare spending for the more than 39,000 residents would drop by about \$53.9 million each year.

For the last three years, legislation has been introduced that would allow APRNs to work at all of Missouri's nursing homes. While the bills have made it through the House once, the Senate has not passed them, she said.

“(The bill) is necessary to enable the hiring of APRNs across the whole state — particularly in rural areas where health clinics are needed,” Rantz said.



[Sexual assault on LU campus revealed during special House committee hearing](#)

By ELIZABETH DUESENBERG

Watch video at: <http://www.abc17news.com/news/sexual-assault-on-lu-campus-revealed-during-special-house-committee-hearing/668704103>

JEFFERSON CITY, Mo. - Members of the Missouri House Special Committee on Urban Issues held a hearing on Wednesday to discuss safety on the both the University of Missouri's and Lincoln University's campuses.

During the hearing, a sexual assault that happened on LU's campus was brought up. Rep. Courtney Curtis said he was made aware of a sexual assault that happened on LU's campus and he wants to make sure students are safe.

Lincoln University Police Chief Gary Hill confirmed the suspect connected to the sexual assault has been arrested and is waiting to go through the judicial process in Cole County.

Lincoln University police said that the number of sexual assaults reports have increased by four from 2015 to 2016 but officers believe the numbers have increased because more people are coming forward.

Rep. Brandon Ellington said he believes that a lot of the assaults are not being reported and asked LU what steps they take after a possible assault. The question came after it was revealed that there was no rape kit used in a recent sexual assault investigation.

Rep. Curtis also was upset that UM System President Mun Choi and MU Chancellor Alexander Cartwright were not at the hearing to represent the University of Missouri and the UM System. Curtis said he had questions about campus climate and security that he wanted to ask the president. He also said the system failed to prevent a reported rape on the UMKC campus in February. MU Police Chief R. Douglas Schwandt was sent on behalf of MU and the UM System.

"We wanted to make sure we had individuals at the hearing who knew the most about the topics that we were told would be addressed," an MU spokesperson said in response. "Additionally, President Choi and Chancellor Cartwright had prior engagements that could not be rescheduled."

Budgets are tight at both universities, but Rep. Curtis said the state has a responsibility to protect Missouri students.

"No matter what the budget cuts or fiscal situation is we cannot put students in harms way. Period," he said.



(WOSU-FM (NPR) – Columbus, Ohio)

University of Missouri Professor comments on sexual harassment on Ohio Public Radio Program “All Sides with Ann Fisher”

Result of News Bureau direct contact.

Listen to the show: <http://radio.wosu.org/post/pervasiveness-sexual-harassment#stream/0>

The wave of high profile cases of sexual assault/harassment are making headlines. But what does it mean for the rest of us? Coming up, a look at just how common place this kind of behavior is.

Guests:

- **L. Camille Hebert**, Moritz College of Law, Ohio State University

- **Debbie Dougherty, professor, Department of Communication, University of Missouri**
- **Dr. Michele Paludi, psychologist, human resources consultant and Senior Faculty Program Director for Human Resources and Leadership, Excelsior College.**

MISSOURIAN

MU's push for zero waste

TEDDY HANS AND DRU BERRY 11 hrs ago (0)

Generated from News Bureau press release: MU study reveals ways in which collegiate sports venues can move beyond 'zero waste'

Hot dogs, nachos, pizza, burgers and beer are as common at a Missouri football game as tailgates and country music.

The typical fan will order one or several of those items at Memorial Stadium on gameday. When they are done with their food or beverage, they will try to find the nearest trash can to throw it in before they return to their seat to continue watching the game. They may also just put the trash behind their feet because they know it will be cleaned up after the game.

What the typical fan might not know is that this is only the beginning of the journey for the piece of trash they just threw out or left. When there is anywhere between 50,000 to 70,000 fans at a given game, the accumulated trash adds up, and the MU has to deal with it.

How much trash is collected at a single game? Where does the trash go? Are there consequences to misplacing trash? How would someone deal with those consequences?

The answers to these typically unasked questions are surprisingly complex. It was questions like these that prompted Engineering and Public Affairs Assistant Professor Ron McGarvey and Bioengineering Assistant Research Professor Christine Costello to conduct a food waste study in 2014.

McGarvey and Costello first audited the food waste generated at campus dining centers in 2013, before switching their focus to Memorial Stadium.

They studied the waste from the stadium using a representative sample from the different trash collection points around the stadium. The waste from the trash left in the stands after the game was also studied.

McGarvey breaks down the waste into two types: pre- and post-consumer waste. Pre-consumer waste is what is made for the game and not used, while post-consumer waste would be something like buying a hot dog, eating half of it and throwing it away.

The study they conducted found that from five home football games in 2014, an estimated 47.3 metric tons of waste was generated, 29.6 metric tons of that waste originated outside the stadium (pre-consumer waste), 96 percent of which was unsold food waste. The other 17.7 metric tons was found inside the stadium (post-consumer waste), with recyclable materials making up 43 percent and 24 percent counted as food waste. The majority of the waste left was destined for a landfill.

McGarvey stressed that while the pre-consumer waste makes up the majority of the waste at the games, post-consumer waste is the trickiest to deal with because it's often contaminated, making it nearly impossible to guarantee all of the trash is food. This inability to guarantee the trash is food makes it non-compostable.

"For composting you need to have pretty good control so that there isn't any non-food stuff getting in the waste," McGarvey said. "That's hard to do with post-consumer waste because somebody sees a special bin that says food waste might throw out the hot dog still in the foil wrapper and that screws it up."

Tony Wirkus played a key role in helping McGarvey and Costello carry out their study. Wirkus is the director of event management and sustainability director for MU athletics, and was able to get passes for the students helping with the study to get into the games and collect bags, as well as examine trash.

The problem of food waste at Memorial Stadium is not new for Wirkus and the Event Management department at MU. When the West Tower was constructed at the stadium, his team implemented chutes to sort recycling and trash. Similar chutes were added to the east side as well.

Measures like the chutes are part of a program that overhauled the previous sustainability procedure and led to 90,000 pounds of waste being diverted from landfills in its first year. That was a 300 percent spike from the previous year, and put Missouri on its way to reaching the goal of "zero waste."

Zero waste is a goal for many organizations and is an idea rather than a set, scientific standard. The goal is for 90 percent of trash to be diverted from somewhere other than a landfill, whether that be through recycling, composting or any other diversion practice.

Recycled trash gets reused for other materials and composted trash gets decomposed and used for things such as fertilizer. Trash that ends up in a landfill does not move because it cannot decompose and can cause problems such as pollution. The goal of zero waste aims to reuse as much trash as possible.

McGarvey and Costello conduct studies and Wirkus implements new measures at the stadium, each of which aim at achieving the goal of zero waste. However, there is one large barrier that prevents organizations from reaching that goal.

"The consumer," Wirkus said. "You may want to do the right thing and how we educate you to do the right thing becomes a challenge, and also getting the people who don't really care to try to care."

Education techniques are evident throughout MU, including colored trash cans with pictures to make sure students throw the right trash in the right place.

New innovations are being considered at the football stadium after the finalization of the data from McGarvey and Costello's study. The future development of the south end zone presents a

new opportunity for waste diversion methods to be established, and Wirkus, along with his team, will consider several options after the current season ends.

Missouri is not the only school that has programs aimed at achieving zero waste at football games.

Ohio State has achieved zero waste several times since steps were taken to achieve that goal in 2012. The school has used methods such as hiring local high school students to help educate fans at games about where to put their trash and partnering with the Southeastern Correctional Complex, where inmates sort through recycling and compost trash.

Those tactics have helped Ohio State, but Wirkus wants to find the approach that is right for Missouri.

"A lot of what my focus has been is something that is viable long term and figuring out how we can work this into our long-term operation," Wirkus said.

While finding a viable long-term plan is the goal, the consumer must make their own strides to help the cause. It can be confusing to understand which trash should go where, and the university has made attempts to educate the consumer.

The Sustainability Office has made marketing material to distribute to the public and will talk with individuals at the football games to educate them about sustainability.

However, like Wirkus says, the consumer must care to make the effort as well. As more studies are done, the consumer's awareness of options at their disposal increases, which should lead to an increase in diversion of waste at football games.

MISSOURIAN

Q&A: MU professor recognized for her contributions to the math community

BY LILY O'NEILL 12 hrs ago (0)

Generated from News Bureau direct pitch.

Hema Srinivasan, a math professor at MU, is one of 10 women to be named a Fellow of the American Mathematical Society on Wednesday.

She was nominated by a colleague and chosen by the society for her contributions to algebra and algebraic geometry, mentoring and service to the mathematical community.

The Fellows of the American Mathematical Society program recognizes members who have made outstanding contributions to the creation, exposition, advancement, communication, and utilization of mathematics, according to its site.

Srinivasan sat down with the Columbia Missourian for a conversation about her award. The interview has been edited for length and clarity.

Tell me about this recognition. What exactly does it mean to you?

It's kind of pleasant to be recognized by your peers, and that's really what fellow actually means: recognition of what you have done by your peers. It was very nice that somebody chose to nominate me.

How does it feel to be named one of only 10 women in this year's overall list of 63 Fellows?

Really? Only 10? Wow. I didn't realize it was such a small number. Huh, that's interesting. I guess it is true that at one point there may not have been very many women in the math field. But with the number of young women today, it's possible the numbers will go up. Maybe (this recognition) doesn't happen very often, but it will change.

There's a clear disparity between men and women involved in the science, technology, engineering and mathematics (STEM) field.

It's true; it is not encouraged. Unless you happen to have somebody in your family that's involved in math, like your mother or your aunt, many people are not going to choose to go into the STEM field, especially women. Girls can somehow have this culture of thinking that they shouldn't be interested in it, and that is a problem.

What advice do you give to female students in your classes?

Girls should never believe someone if they tell you that math is not for you. I remember someone telling me when I was younger that boys were better in math. No one should believe such things. People should just like what they are doing and do it.

When you go to a university, look for someone who will be supportive of you. Have some confidence in yourself.

So what inspired you to get involved with math?

I've been interested in two things since I was a child: one of them was math and one of them was music. I knew very early on in the game that I wasn't going to do music. I know that math has been my passion from the time since I was a kid.

You know how sometimes parents say something that sticks in a child's mind? I still remember in the beginning, when I was 10 or 11 years old, and my father had someone come to visit. I was in the room and he said, "I'm going to have Hema study pure mathematics."

I had never heard of pure mathematics before that. I knew I liked math, but somehow it just stuck with me. I was really passionate about it, and even when he tried to sign me up for chemistry in college, I switched it back. I knew I didn't want to just stop at the undergraduate program, so I finished that in India and I came to America to get my Ph.D.

What is your favorite part about math?

You know the thing that I really like is that I'm so happy when I'm doing it, even if it isn't working out. And when you actually prove something, there is a euphoria that you get where you are so happy and you cannot sit. It doesn't happen everyday, but when it comes, it stays with you for a while.



Columbia Makes \$100 Million Investment in Diversity

By: Melanie Eversley

Columbia University is taking steps to make sure its faculty and student body look more like the world around it, and this is helping the New York City school remain a diversity leader among institutions of higher education, especially Ivy League schools.

University president Lee C. Bollinger announced in October that the school would dedicate \$100 million over the next five fiscal years to continue its support of faculty recruitment, career development and a pipeline for potential professors, as well as doctoral and post-doctoral students from underrepresented groups. This is alongside \$85 million that the school has dedicated to similar efforts since 2005.

“It is a fundamental premise of modern U.S. higher education, and it is most certainly true of Columbia University, that scholarship and teaching are strengthened immeasurably by having a diverse faculty and student body,” Bollinger wrote in an Oct. 5 letter to the Columbia community.

Diversity “... is also an imperative of any reasonable conception of justice, given our history and its continuing consequences,” Bollinger continued.

Dr. Dennis Mitchell, vice provost for faculty diversity and inclusion and senior associate dean for student development at Columbia's dental school, is implementing the initiative.

"I'm incredibly proud of the university for really ... doubling down on its commitment to faculty diversity and inclusion, and making sure we're very clear about our core values," Mitchell said in an interview with *Diverse*,

The announcement comes at a time when campus diversity is under attack. President Trump's Justice Department plans to challenge affirmative action in college admissions and recently threatened to sue Harvard University for its student and applicant records, according to published reports.

The Columbia announcement also comes at a time when the country is paying more attention to race. The string of cases involving African-American men dying or suffering injuries during altercations with police set off not only widespread protests across America but also demonstrations on college campuses.

Former University of Missouri System president Tim Wolfe resigned in November 2015 after students demonstrated against alleged systemic racism and the school's lack of response to the death of Michael Brown, an unarmed Black teen fatally shot by a police officer in Ferguson, Mo., in August 2014.

The story continues: <http://diverseeducation.com/article/105976/>



Mizzou student charged with assault, accused of breaking man's jaw

By ELIZABETH DUESENBERG

COLUMBIA, Mo. - **A University of Missouri student has been charged with assault after he was accused of punching another student.**

According to the probable cause statement, the victim was in the emergency room when police met with him.

The victim told officers that the assault happened at the Delta Upsilon Greek House in the 700 block of Tiger Avenue. ABC17 previously reported the fraternity is on a self-imposed suspension and another fraternity is believed to have moved into the residence.

Police said Benjamin Hellon was angry about a girl that had kissed one of the victim's fraternity brothers.

The victim told officers that Hellon started yelling and punched him in the jaw before running away.

Police said the victim had a broken jaw and was missing a tooth.



Why is the Missouri auditor asking permission to investigate Greene County?

By: Will Schmitt

State Auditor Nicole Galloway says her office received credible allegations — supported by documents — that public money and staff resources were used, in violation of state law, to help pass a 1/2-cent general revenues sales tax increase in November.

[Missouri law](#) bars public money from being spent to advocate for or against ballot measures and political candidates. But before starting an audit, Galloway's office says it "must receive an ordinance or resolution passed by the county commission" requesting either a total audit of the county or a specific segment.

If the auditor believes she has reliable evidence of government wrongdoing, why doesn't Galloway just go ahead and investigate?

She can't do that because [Missouri law](#) gives the commissions of [first-class counties](#) like Greene the right to determine if an audit is warranted. In legal terms, investigations like this go forward if a county commission "determines such an audit desirable or necessary."

"If the audit is to be made by the state auditor, the state auditor shall be requested by the county commission to make the audit, as provided by law," one Missouri statute says.

Another [state law](#) says that "the auditor may investigate those allegations the auditor deems to be credible," though this provision seems to be overruled by the extra privilege afforded to first-class counties.

This law effectively blocks Galloway from initiating an investigation on her own. That's why her letter asks the commission to ask for an audit.

Commissioners said Wednesday the county intends to "fully cooperate with the State Auditor's Office on this matter." But in the event they chose not to request an audit, there is another way for an investigation to go forward.

[Missouri law](#) would let Galloway investigate the allegations her office received if a resident or property owner within Greene County submits a qualified petition asking her to do so.

This provision for citizen-triggered investigation applies to "any political subdivision in the state" by law.

Petitions can't just be signed by one or two disgruntled residents, though. It takes a village to launch such a state investigation.

Missouri law provides a process for qualifying a petition. In the case of Greene County, it's at least 5 percent of the 129,755 people who cast a ballot for governor in November 2016.

That would set the minimum number of citizen signatures to start a state audit at 6,488 registered voters, according to a News-Leader review of the Greene County Clerk's election data.

After an investigation is completed — either by the auditor's office or a certified public accountant — investigators are required to deliver a report about the receipts and spending at hand to the county commission.

Auditors are accountants, not prosecutors, but the law gives Galloway a chance to kick-start further investigations by other officials.

Galloway could refer credible allegations of criminal misconduct to either Attorney General Josh Hawley or Greene County Prosecuting Attorney Dan Patterson. Any alleged violations of unethical political activity could be referred to the Missouri Ethics Commission. And any possible violations of election law could be referred to Secretary of State Jay Ashcroft.

Galloway said in a statement that county employees "allegedly performed or were asked to perform duties related to the Invest in Greene County Political Action Committee advocating for the measure, including accepting PAC donations in county offices during work hours."

One section of [Missouri's election law](#) prohibits "any officer, employee or agent of any political subdivision" from contributing or spending public funds "to advocate, support or oppose any ballot measure," though officials are allowed to appear in public and issue press releases concerning ballot issues.

It was not immediately clear what the penalty is for violating this law, as it appears in state statute separate from other election offenses and does not specify a punishment.

A spokeswoman for the attorney general's office acknowledged the News-Leader's request for additional information pertaining to the law but said the office "cannot offer interpretations of the law to anyone who is not a client."

The secretary of state "[may investigate any suspected violation](#)" of that law. In this case, the secretary of state could investigate, issue a probable cause statement and refer offense to a prosecutor.

[State law](#) also prohibits certain employees from engaging in or being forced to engage in political activity "while on duty," "in any room or building occupied in the discharge of official duties," or "by utilizing any state resources or facilities."

Employees may donate to campaigns or work with political parties when not on duty, but under no circumstances are they allowed to use their "official authority or influence for the purpose of interfering with the results of an election."

The penalty for intimidating, threatening, commanding or coercing a state employee to participate in political activity is a misdemeanor with punishments of up to a year in jail and a \$2,500 fine. Also, the law says, "any person convicted of a violation of this section shall lose such person's position in the agency."

The allegations highlighted by Galloway are "troubling" and would be "pretty egregious" if true, said Richard Reuben, the James L. Parks professor of law at the University of Missouri-Columbia.

Reuben said that as a general rule, "state law applies to everyone in the state, including the local governments." However, there are limits, even for non-charter counties like Greene. The law is "pretty well settled" to say the state cannot tell counties how much they can pay employees, though it's "less clear to me how far that goes," Reuben said.

"It may well be that the state law does not apply because of some (court) decision," Reuben said. "On the other hand, it's just as easy to imagine that there is a county rule that says employees cannot engage in political activities on their jobs. ... I would be surprised at whether by state or county rule there's not a prohibition on this kind of activity."

If Galloway's office were to audit Greene County, the county would foot the bill. The law is clear that this is the case for both audits requested by counties and those initiated by residents with concerns.