What Missouri Can Learn From Penn State About Winning Back Donors

What a difference a year can make. In December 2014, the Missouri football team won their second straight SEC East title, inspiring donors to reach into their wallets for a year-end contribution.

December 2015? Not so much.

The Tigers went 5-7 in 2015, with just one SEC win against an abysmal South Carolina team. There was no SEC East title. No bowl game invite.

Instead, 2015 will be remembered as the year legendary head coach Gary Pinkel retired. But even more than that, it was the season the players mounted a boycott because of a movement on campus to end racial hostility. A boycott Pinkel has drawn criticism for supporting.

The situation on Missouri’s campus would lead to the resignation of university president Tim Wolfe and chancellor R. Bowen Loftin. Pinkel’s retirement would follow shortly thereafter, although it was the result of a lymphoma diagnosis.

Donors respond with their wallets
The Columbia Daily Tribune is reporting this week that donors made their feelings about what happened on campus known by closing their wallets last December.

In December of 2014, following the Tigers’ second straight SEC East title, more than $685,000 was donated to the athletic department. Following the tumultuous events on campus last fall, donations to athletics were down 68.7% in December to just $191,000.

In fact, for the three months since the players announced their boycott in November of 2015, donations to Missouri athletics were down 24.3% compared to the previous year.

“There’s a direct correlation between the success of your teams and the amount of money that you have capacity to raise,” MU Athletic Director Mack Rhoades told the Columbia
Daily Tribune. “Also, in addition to that, the football team did not have a terrific season, did not go to a bowl game. And you factor that in with what happened on campus, people are upset with the university and the athletics department. The combination of the two is why I feel that donations are down, particularly in the month of December.”

The Columbia Daily Tribune piece notes donations in honor of former coach and radio commentator John Kadlec, who died in October 2014, contributed to the higher level of donations in 2014. However, that doesn’t explain everything.

The decrease in donations isn’t unique to Missouri athletics. Pledges and donations to the university fell $6 million in December, which is typically a good month for donations as people make last minute donations for tax purposes.

Is it really that big of a deal?

A few hundred thousand dollars less in donations for an athletic department with $83.7 million in revenue in fiscal year 2014 might not sound like much, but it’s not a trend the athletic department can take lightly.

As fans, we focus on the television money, because that’s what we see reported most often. But until the advent of conference networks, donations amounted to twice as much as television revenue for most programs.

Even with the SEC Network in the conference’s 2014-15 revenue distribution – which totaled $31.2 million per school – many SEC programs continue to bring in higher revenue totals from donations.

The chart below depicts donations received by SEC programs for fiscal year 2014 (encapsulating the 2013-14 school year), with the exception of Vanderbilt, which is a private institution not subject to public records requests:

<table>
<thead>
<tr>
<th>Donations</th>
<th>Total Revenue</th>
<th>% of Revenue from Donations</th>
</tr>
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<tbody>
<tr>
<td>Alabama</td>
<td>$32,196,689</td>
<td>21%</td>
</tr>
<tr>
<td>Arkansas</td>
<td>$21,276,161</td>
<td>22%</td>
</tr>
<tr>
<td>Auburn</td>
<td>$39,409,078</td>
<td>35%</td>
</tr>
<tr>
<td>Florida</td>
<td>$42,962,368</td>
<td>34%</td>
</tr>
<tr>
<td>Georgia</td>
<td>$31,866,597</td>
<td>31%</td>
</tr>
<tr>
<td>Kentucky</td>
<td>$19,058,601</td>
<td>20%</td>
</tr>
<tr>
<td>LSU</td>
<td>$49,333,582</td>
<td>37%</td>
</tr>
<tr>
<td>Mississippi State</td>
<td>$13,942,877</td>
<td>22%</td>
</tr>
<tr>
<td>Institution</td>
<td>Donations 2014</td>
<td>Total Revenue 2014</td>
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<tr>
<td>----------------</td>
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</tr>
<tr>
<td>Missouri</td>
<td>$20,113,654</td>
<td>$83,718,587</td>
</tr>
<tr>
<td>Ole Miss</td>
<td>$15,898,757</td>
<td>$75,849,000</td>
</tr>
<tr>
<td>South Carolina</td>
<td>$30,203,751</td>
<td>$98,619,479</td>
</tr>
<tr>
<td>Tennessee</td>
<td>$26,773,796</td>
<td>$107,499,732</td>
</tr>
<tr>
<td>Texas A&amp;M</td>
<td>$36,312,515</td>
<td>$119,475,872</td>
</tr>
<tr>
<td>Vanderbilt</td>
<td>N/A</td>
<td>N/A</td>
</tr>
</tbody>
</table>

Keep in mind, the donation totals above may not represent total donations received. Many athletic departments only transfer the amount they need from their fundraising foundations each year, meaning additional monies may be held off the athletic department’s books.

That fact notwithstanding, you can see donations account for a large percentage of an athletic department’s overall revenue (an average of 27% in the SEC) – especially when you consider all of the other sources of revenue: ticket sales, television, licensing and sponsorships, just to name a few.

**The good news for Missouri**

Here’s the good news: I believe the downturn in donations at Missouri is a blip on the radar. The end of 2014 took a toll on Missouri fans. It was a bad season, which culminated with the retirement of a beloved head coach. And emotions ran high when it came to the racial tension on campus.

But what happened in Columbia pales in comparison to what went down in State College, Pennsylvania a few years ago with the Sandusky scandal.

Penn State suffered an initial hit to donations, but they quickly rebounded. In 2011 when the crisis hit, the university was in the midst of a capital campaign to raise $2.1 billion. Both the university president, Graham Spanier, and legendary football coach Joe Paterno departed. Penn State was a staple on national news, for all the wrong reasons.

And yet, the capital campaign exceeded its $2.1 billion goal two months ahead of its June 2013 deadline.

**What Missouri can learn from Penn State**
Missouri athletic director Rhoades mentioned the downturn in donations is mostly attributable to donors at lower levels, not major boosters.

“In terms of major gifts, the individual meetings I’ve had and some of the staff have had with those donors, I think that’s remained really, really positive,” Rhoades said. “But the grass-roots, non-major gifts, annual fund, there absolutely has not been as much activity.”

I would expect to see the exact same thing at the university level.

And it’s exactly what Penn State found when it assessed the state of its capital campaign following the Sandusky scandal.

Rodney Kirsch, senior vice president for development at Penn State, analyzed 4,000 emails that came into the university, taking note of whether the content of those emails was supportive or negative and cross-checking it against whether the person had donated to Penn State in the past.

Here’s the pattern Kirsch found, according to *The Chronicle of Philanthropy*:

Donors who had given $5,000 or more were much more likely to be supportive of Penn State through the crisis (79 percent of those people who donated $25,000 or more) than those who had given less. People who had never contributed to the university were the most negative, with 66 percent making disparaging comments.

You can probably guess with Kirsch and his team did next. They focused on conversations with donors who had given more in the past, even against the advice of others to suspend their solicitations. And we can all assume it worked given the success of the campaign during the worst time in the university’s history.

Any university or organization facing reduced donations in a crisis situation would be well advised to read the entire case study on Penn State by *The Chronicle of Philanthropy*.

So, while Missouri shouldn’t ignore the situation and simply hope it goes away, it can take solace in the fact that if Penn State can rebound, so can Missouri.
Missouri Lawmaker Takes Aim at Salaries of Melissa Click and 2 Others in Budget Plan

A budget proposal unveiled by a senior Missouri legislator on Tuesday would strip the salaries of Melissa A. Click, the communication professor suspended after she was charged with assault for her role in an altercation at a campus protest, and two other University of Missouri employees, The Columbia Missourian reports.

The chairman of the House Budget Committee, Tom Flanigan, a Republican, said on Tuesday that the committee would seek to cut the Columbia campus’s appropriations by the exact sum of the salaries of Ms. Click, the chair of her department, and the dean of the College of Arts and Science.

Mr. Flanigan said that the proposal, which also would cut $7.7 million from the Missouri system, was not “made lightly,” but that “recent events have proved to Missourians that existing performance measures are not the only indicators of a university’s performance.”

Ms. Click was suspended in January after being charged with misdemeanor assault for a videotaped incident in which she infamously called for a student journalist to be physically removed from an area where students had been protesting. She later reached a deal to avoid prosecution.

Recently, a second video of Ms. Click surfaced. In it she curses at police officers, behavior that the interim Columbia chancellor, Henry C. (Hank) Foley, called “appalling.”
The budget proposal represents the latest development in a tense relationship between legislators and the university. In a written statement on Tuesday, the system’s interim president, Michael A. Middleton, said that the current legislative session had not even reached its halfway point, and that “much can change before it ends.”

UM could see $8M cut under Missouri House budget plan

JEFFERSON CITY • A new legislative budget plan would zap about $8 million from the University of Missouri next budget year, an amount intended to include the salary of assistant communications professor Melissa Click.

The cut to UM is part of Republican House Budget Leader Tom Flanigan’s $27.1 billion plan for the 2017 budget year that begins July 1. Flanigan unveiled his plan this week, but the budget must be approved by the House Budget Committee and the full Legislature.

The largest portion of the UM cut — about $7.7 million — would come from the UM system administration, which Flanigan says includes the Board of Curators and the president’s office.

About $400,000 of the cut represents the salaries of Click; Mizzou’s Communication Department Chairman Mitchell McKinney; and College of Arts and Science Dean Michael O’Brien.

The Legislature, however, does not have the authority to set salaries for university employees. Liz Coleman, spokeswoman for the Department of Higher Education, said the governing board of each state university is responsible for salaries, as well as hiring and firing staff and faculty.

UM System Interim President Michael Middleton said in a statement that system leadership and the Board of Curators “will continue to demonstrate to our legislators the considerable value that the system administration brings to our campuses and the taxpayers of our state.”

Lawmakers have been threatening to punish the UM system after racial turmoil on the Columbia campus led to a leadership shake-up last fall.

Members of the House and Senate have threatened special audits and have called for the removal of Click, who was caught on video in November trying to block journalists from recording student demonstrations.
The university system’s Board of Curators also has seen its two black members resign, leading to a dust-up between Democratic Gov. Jay Nixon and Republican legislative leaders over finding replacements.

Flanigan said in a statement Tuesday that budget leaders’ concerns about the system include its inability to terminate employees who exhibit unbecoming conduct and how it addresses conflicts of interest.

The plan “ensures administrators, not students, feel the pain of these budget actions,” Flanigan said, adding that “it remains to be seen if effective leadership is in place to move the system forward.”

Lawmakers already stripped the UM system of a $26.8 million increase based on performance funding.

Flanigan’s budget proposal is based on an estimated 3.1 percent increase in general revenue in the 2017 budget year. This is pared down from Nixon’s estimated revenue growth of 4.1 percent.

In response, Flanigan plans to create a surplus revenue fund, where money would be funneled if revenue exceeds the Legislature’s estimate. Such a fund was last created for the 2015 budget year, but was never tapped.

“The House refuses to go with the governor’s option of promising funding only to withhold the dollars when revenues don’t in come at levels that suit him,” Flanigan said in a statement Monday night.

Nixon still is withholding about $46 million from the current year’s budget.

Senate Budget Leader Kurt Schaefer, R-Columbia, said it was “prudent” to have a surplus revenue fund. Schaefer is running for attorney general this year.

Under Flanigan’s plan, public higher education institutions would not see an increase based on performance unless revenue exceeds the House’s estimate and the surplus revenue fund kicks in.

If it does, public higher education institutions not including the UM system would receive a $9.9 million increase — or 2 percent — based on performance. Nixon has recommended a $55.6 million increase — or 6 percent — for all public higher education institutions based on performance funding, which would result in a tuition freeze.

Missouri public schools also would receive a more modest increase in basic state aid under Flanigan’s plan than they would under Nixon’s budget proposal. The House plan includes a $23 million increase for school aid, known as the Foundation Formula, bolstered to about $70 million if revenue grows to Nixon’s estimate.
Earlier this year, Nixon recommended an $85 million increase for the school formula, leaving it about $424 million underfunded.

In a statement Tuesday, Nixon said Flanigan’s budget plan “would be devastating to public education.”

“Cutting funding for public schools and increasing college tuition will not move our state forward,” Nixon said.

The House Budget Committee still must approve these and other changes before the measures are sent to the House floor. Lawmakers have until May 6 to complete the budget.

Missouri House proposes to eliminate Melissa Click’s salary from budget

A $400,000 cut would target the jobs of Melissa Click, the chair in communications and the dean of arts and science

A $7.6 million cut would target the budget of the University of Missouri System administration

BY JASON HANCOCK
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JEFFERSON CITY - A key House committee chairman Tuesday specifically proposed eliminating Melissa Click’s salary as part of a plan to cut $8 million from the University of Missouri’s budget next year.

House Budget Chairman Tom Flanigan, a southwest Missouri Republican, said the decision to reduce the university’s funding “was not made lightly.” While the reductions target Click and her actions, that’s not the sole motivation, he said.
But pointing to the tumult that has roiled the University of Missouri’s flagship Columbia campus, Flanigan said the cuts would come in two areas:

- Roughly $400,000 from the University of Missouri’s Columbia campus budget, specifically targeting the salaries of Click, the chair in communications and the dean of arts and science.
- $7.6 million in reductions to the budget of the system administration, which primarily consists of the board of curators, president’s office and other multicampus functions. That’s roughly half the amount appropriated last year.

The university system received $434 million in state funds for the budget of the current fiscal year that ends July 1.

Click, a professor of communications, was caught on video last year pushing a student journalist and calling for “some muscle” to remove him from a protest site on the school’s campus. She was charged with assault but made a plea to avoid jail time.

“For several months, legislators have had stories relayed to us from current and past students, staff and faculty of a vast bureaucracy that rivals the Pentagon in terms of red tape and delays,” Flanigan’s statement to the media said.

“Additionally, appropriators are deeply concerned with the faculty waiver process, how conflicts of interest are addressed and the inability to terminate employees who participate in conduct unbecoming the University of Missouri and our state,” the statement said. “The committee substitute ensures administrators, not students, feel the pain of these budget actions.”

But it’s unlikely the target of these cuts — Click and university administrators — will be the ones who feel the pain, said Rep. Stephen Webber, a Columbia Democrat.

“These retaliatory cuts aren’t going to impact administrators. They are going to hurt students in the form of decreased educational opportunities and higher tuition fees,” he said.
Interim University of Missouri System president Michael Middleton noted that the 2016 legislative session hasn’t even reached its halfway point, leaving plenty of time to convince lawmakers that punishment isn’t required.

“The board of curators and our UM System leadership team will continue to demonstrate to our legislators the considerable value that the system administration brings to our campuses and the taxpayers of our state and will do so by being completely accountable, transparent and fiscally prudent in our actions and leadership,” Middleton said in a statement.

The $27.1 billion state budget proposal still must be approved by the House Budget Committee and the full House before it is sent to the Senate. In addition to the cuts to the UM System, Flanigan’s proposal also trims the amount of money that the governor had requested for K-12 education, pumping $23 million into the school foundation funding formula. That figure would increase to $70 million if revenue estimates come in higher.

Gov. Jay Nixon had requested $85 million in additional K-12 funding.

Flanigan wants to slice $8 million from University of Missouri System

The top budget writer in the Missouri House is pledging to cut more than $8 million from the University of Missouri System next year.

In a statement released Tuesday, House Budget Committee chair Tom Flanigan, R-Carthage, says the vast bulk of his proposed cuts, $7.6 million, will target the overall University of Missouri System.

"For several months legislators have had stories relayed to us from current and past students, staff and faculty of a vast bureaucracy that rivals the Pentagon in terms of red tape and delays," Flanigan said. "Additionally, appropriators are deeply concerned with the faculty waiver process, how conflicts of interest are addressed, and the inability to terminate employees who participate in conduct unbecoming the University of Missouri and our state."
Another cut of $402,059 would effectively zero out the salaries of three faculty members on the Mizzou campus, including that of assistant professor Melissa Click. She was criticized for her actions during student protests last fall over the campus' racial climate.

Republican lawmakers are unhappy about university administrators' response to the protests, as well as a perceived cozy relationship between the university-run hospital and Planned Parenthood.

Not long after Flanigan's announcement, interim university system president Michael Middleton sent a short letter to all university employees:

Dear Colleagues,

I want to take this opportunity to once again share with you how much I appreciate your work each day as team members within the University of Missouri System. You positively affect many lives, and you are an important part of the noble work of this university.

You may see media coverage about the state budget deliberations in Jefferson City. This budget process is a long one which includes discussion and debate. During this time, I pledge to you that I will do my best to continue delivering the message of the importance of the UM System in supporting the four campuses. I will continue to communicate that we will remain accountable, transparent and fiscally responsible in our work.

If you would like to learn more about how our centralized structure creates efficiencies that keep the cost of education affordable and attainable at our four campuses, please visit my blog at https://www.umsystem.edu/president-blog/022316_blog

Thank you for your continuing service and commitment to our university.

Gov. Jay Nixon, a Democrat, also sounded off on the proposed cuts to higher education, along with the House's proposed budget for K-12 schools:

"After an initial review, it is clear that the budget introduced today in House would be devastating to public education – slashing $137 million in general revenue funding from K-12 classrooms, colleges and universities. Cutting funding for public schools and increasing college tuition will not move our state forward. Over the coming days, we will continue to review the potential impacts of this proposal and work with members of the General Assembly to provide our schools and colleges with the resources they need to educate the workforce of the future."

St. Louis Business Journal
Lawmaker proposes cutting $8 million from University of Missouri funding

Missouri's Republican House budget chairman has proposed cutting $8 million in state funding from the University of Missouri system.

The budget plan proposed by Tom Flanigan of Carthage would cut more than $7 million in funding provided to the system's administration, the Associated Press reports. The plan would also reduce funding to the Columbia campus by $400,000, including the elimination of the salary of Melissa Click, an assistant professor of communications who was seen in a video calling for "some muscle" to remove a student journalist from a public protest area. Click was suspended by the school pending an investigation.

Several incidents of alleged racism on campus led to protests, a hunger strike and ultimately the resignations last fall of University of Missouri System President Tim Wolfe and Mizzou Chancellor R. Bowen Loftin. Loftin previously had come under fire when graduate students lost some benefits and over the school's ties to Planned Parenthood.

Flanagan said his proposed budget plan "ensures administrators, not students, feel the pain of these budget actions." Gov. Jay Nixon said the budget plan would be "devastating to public education."

Budget plan would cut $8M from University of Missouri system

JEFFERSON CITY, Mo. (AP) — A Missouri lawmaker is proposing cutting $8 million from the University of Missouri system roiled by recent race-related protests at its Columbia campus.

The possible funding cuts rolled out Tuesday by Republican House Budget Chairman Tom Flanigan of Carthage in southwest Missouri include paring funding to the Columbia campus by $400,000, among other things by eliminating the salary of suspended University of Missouri assistant professor Melissa Click.

The budget plan also would cut more than $7 million from the system's administration — half the reported amount for the administration in the current fiscal year.
Click had a confrontation with a student photographer and a student videographer during the Nov. 9 protests at the Columbia campus over what some saw as university leadership's indifference to racial issues. The Columbia chancellor and system president resigned after the protests escalated with one student's hunger strike and an announcement by members of the football team that they would refuse to play.

Although Click has said she regretted her actions, some state lawmakers have called for her firing. The university system's governing board of curators has ordered an investigation by its general counsel to determine whether additional discipline "is appropriate."

Tuesday's budget proposal reflects lingering tensions between the legislature and the university system. The discord began bubbling last summer when the university and Republican lawmakers butted heads over the Columbia school’s ties to a local Planned Parenthood clinic that enabled the center to start providing medication-induced abortions.

After the November protests, one Republican lawmaker proposed but later withdrew a bill to strip scholarships from college athletes who refuse to play. Since then, after the recent resignations of the only black curators, GOP leaders said they have no interest in filling the vacancies before next year, when Gov. Jay Nixon is out of office.

Tuesday's budget plan "ensures administrators, not students, feel the pain of these budget actions," Flanigan said. "It remains to be seen if effective leadership is in place to move the system forward."

Nixon countered that the budget plan "would be devastating to public education," criticizing lawmaker action to propose funding K-12 and higher education by another roughly $129 million less in general revenue than what he originally recommended.

"Cutting funding for public schools and increasing college tuition will not move our state forward," Nixon said in a statement, pledging to work with lawmakers "to provide our schools and colleges with the resources they need to educate the workforce of the future."

**MISSOURIAN**

**UPDATE: House committee proposes $8 million in cuts to UM System funding**

AUSTIN HUGUELET AND DANIELA SIRTORI-CORTINA, Updated 13 hrs ago
COLUMBIA — Two weeks after legislators voted to deny the University of Missouri System a share in a funding increase for state universities, the Missouri House of Representatives Budget Committee proposed about $400,000 in cuts for MU and about $7.7 million for University of Missouri System administration.

In a statement Tuesday, committee chairman Rep. Tom Flanigan, R-Carthage, said his substitute for House Bill 2003 would reduce appropriations for MU by $402,059, the equivalent of salaries for Melissa Click's position, as well as a chair in the Department of Communication and the dean of the College of Arts and Science.

According to a document provided for the House Appropriations Staff, Click’s current salary is $57,798. The communication chair makes $94,225 and the College of Arts and Science dean earns $250,036.

About $220 million of MU’s roughly $634 million operating budget came from state appropriations in fiscal year 2016. During that period, MU spent more than $496 million from its operating budget on compensation.

Flanigan said the proposed cuts are not strictly about Click, the assistant professor of communication who tried to block a student journalist from filming campus protests in November and drew demands to fire her from 117 legislators in January.

"The decision to further reduce appropriations for the system was not made lightly, and recent events have proved to Missourians that existing performance measures are not the only indicators of a university’s performance," Flanigan said.

He later added: "For several months legislators have had stories relayed to us from current and past students, staff and faculty of a vast bureaucracy that rivals the Pentagon in terms of red tape and delays."

Until this year, the legislature has appropriated a lump sum for the system’s operations budget, according to information provided by the Legislative Library. The UM System president
allocates the funds to the four campuses through the university's strategic planning process, which the Board of Curators must approve.

Flanigan’s proposed budget would allocate separate funding for the operating budget of each of the system’s four campuses, not for the system as a whole.

If the plan succeeds, MU’s portion would be almost $189 million — roughly $31 million less for the operating budget than it was given last year.

Rep. Scott Fitzpatrick, vice chairman of the House Budget Committee, said the targeted appropriations for each campus respond to the legislature's desire to preserve funding for the other UM System universities.

Flanigan's substitute would provide the other three UM system campuses roughly the same funding they received last year.

"I don't think it's fair to wrap the Rolla campus, the St. Louis campus, the Kansas City campus into this problem because really the embarrassment has occurred in Columbia and at the system level," Fitzpatrick, R-Shell Knob, said.

Last year, the state appropriated almost $434 million for the system’s operating budget. For fiscal year 2017, the system asked for about the same amount — $434.5 million.

In addition, the system is asking for $5.7 million in performance-based funding for a total core budget request of $447.3 million.

That additional funding may be erased. On Feb. 10, the House Higher Education Appropriations Committee voted to exclude the UM System from any performance-based funding increases.

Fitzpatrick said the budget cuts aren't a "perfect solution" for the system's woes. But cutting funding is a way to compel action, he said.
"I think from a legislative standpoint there (are) a very few tools we have at our disposal to make things happen at the system and at the university," Fitzpatrick said. "I think what's happening right now is one (of) those very few tools is being leveraged."

In addition to funding, Flanigan said legislators are concerned about the university's faculty waiver system, which lets professors teach fewer than 12 section credits to focus on research or administrative responsibilities, and an "inability" to fire employees "who participate in conduct unbecoming the University of Missouri and our state."

Click, who was suspended with pay on Jan. 27, drew another round of condemnation after the Missourian published an article Feb. 13 that included previously unreleased Columbia police footage from the Oct. 10 Homecoming parade.

In the video, Click can be seen linking arms with members of student activist group Concerned Student 1950 and shouting an expletive at an officer. Interim MU Chancellor Hank Foley called her actions "appalling."

Legislators have repeatedly criticized MU and the system in recent months for their handling of campus protests over racial inequality, abortion availability in Columbia and health insurance for graduate student employees. That culminated in the Nov. 9 resignation of former UM System president Tim Wolfe and former MU Chancellor R. Bowen Loftin.

Wolfe's resignation came two days after the Missouri football team announced it would boycott "football-related activities" until graduate student Jonathan Butler ended his hunger strike, which Butler said he would continue until Wolfe was removed.

Rep. Rick Brattin, R-Harrisonville, pre-filed and then withdrew House Bill 1743, which would have revoked athletic scholarships for athletes who refused to play for non-health reasons.

UM System Interim President Mike Middleton responded Tuesday to the proposed cut with a reminder that the legislative session doesn't end until May, and the budget must still be approved by the governor.
"We understand that we have not even reached the halfway point of the 2016 legislative session and much can change before it ends," Middleton said Tuesday, according to an email from UM System spokesman John Fougere.

"The Board of Curators and our UM System leadership team will continue to demonstrate to our legislators the considerable value that the system administration brings to our campuses and the taxpayers of our state, and will do so by being completely accountable, transparent and fiscally prudent in our actions and leadership," Middleton said.

Proposals to reduce faculty waivers and require a class on freedom of speech in state universities are among the bills proposed this session.

In his statement, Flanigan said the cuts “are intended to send a strong message to the administration without harming our students, who deserve better.”

Rep. Chuck Basye, R-Rocheport, said the cuts would be more likely to affect students and staff than administrators.

"If there is reduced funding, it’s going to hurt people that had little, if nothing, to do with all this controversy," he said.

Basye added that termination of Click would help assuage Missouri lawmakers’ anger toward MU.

Rep. Caleb Rowden, R-Columbia, said proposed cuts to the system were expected, but he was afraid they could be worse.

"I think we're starting from a better place than I anticipated," he said.

Rowden said he has discussed ways to minimize the budget reduction with legislative leaders. Legislators should put the controversy at MU into perspective, he said.
"You have to make the issue bigger than one faculty member or a series of incidents in the scope of a few months," he said.

Flanigan's substitute for House Bill 2003 was distributed to House Budget Committee members Tuesday. The committee will go through the changes Wednesday at its 8:15 a.m. hearing, but it likely won't take action on it until next week, Fitzpatrick said.

**UM System faces $8 million in proposed cuts**

Proposed reductions would include cuts to salaries of Melissa Click, her department chair and the College of Arts and Science dean.

**Missouri House of Representatives Budget Chairman Rep. Tom Flanigan, R-Carthage, proposed a budget for the 2017 year on Tuesday that would potentially cut $8 million in funding from the UM System and $402,059 in funding specifically from the MU campus.**

The cuts to MU are equivalent to the salaries of assistant communications professor Melissa Click, communication department chairman Mitchell McKinney and College of Arts and Science Dean Michael O’Brien.

Click has long been a subject of controversy after videos surfaced of her in November arguing with a student journalist over access to a protest site on campus. In the video, Click is seen calling for “some muscle” in order to throw a journalist out of the area which served as a campsite for protesters. In January, a group of more than 100 state legislators called for her removal in a letter to university administration.

Instead of allocating funding to the UM System in a lump sum for 2017, the proposed budget would split funding into seven different lines: MU, UM–Kansas City, UM–St. Louis, Missouri University of Science and Technology, MU Extension, endowed professorships and the UM System as a whole.

Another $7,674,137 reduction in funding is meant to target administrative salaries in the UM System.

In a statement to the media on Tuesday morning, Flanigan emphasized that the decision to reduce appropriations to higher education was not simply motivated by discontent over Click.
Flanigan said the cuts are meant to target university administration without detracting from the educational activities of the university.

“The cuts we have put forward are intended to send a strong message to the administration without harming our students, who deserve better,” Flanigan said.

"The Board of Curators and our UM System leadership team will continue to demonstrate to our legislators the considerable value that the system administration brings to our campuses and the taxpayers of our state, and will do so by being completely accountable, transparent and fiscally prudent in our actions and leadership,” interim UM System President Mike Middleton said in a statement on Tuesday.

Middleton also said that nothing would be finalized until the end of the General Assembly’s legislative session in May.

MU spokesman Christian Basi declined to comment, citing MU policy of not commenting on pending legislation.

In addition to the stated grievances against MU and the UM System administration, Flanigan’s statement also criticized the faculty waiver process, the process of addressing conflicts of interest and “the inability to terminate employees who participate in conduct unbecoming the University of Missouri.”

House budget leaders target MU's Professor Click


COLUMBIA, Mo. - **On Tuesday the chairman of the Missouri House Budget Committee, Rep. Tom Flanigan, (R) Carthage, provided explanation about the newest cuts and why they target the University of Missouri Columbia in particular.**

The latest version of House Bill 2003 reduces support to the UM system by roughly $8 million. Instead of a lump sum, the money would be split up and sent to each campus separately. MU's
funding would be cut by $402,059. Flanigan claims that is equivalent to three salaries: Professor Click's, a division chair in the communication department and the dean of arts and science.

The remaining reductions would come from the University of Missouri system, because Flanigan reports, "it remains to be seen if effective leadership is in place to move the system forward." If approved, it would be about half of the system's current funds for the year.

Flanigan goes on to say, "the committee substitute does not make the reductions only about Dr. Melissa Click and her actions. For several months legislators have had stories relayed to us from current and past students, staff, and faculty of a vast bureaucracy that rivals the Pentagon in terms of red tape and delays." He cited leaders' deep concerns about "the inability to terminate employees," and wanted "administrators, not students, feel the pain of these budget actions."

House budget plan cuts $8 million from University of Missouri

JEFFERSON CITY, Mo. - Missouri lawmakers have proposed cutting $8 million from the University of Missouri system roiled by recent race-related protests at its Columbia campus.

The budget-cutting plan was announced on Tuesday by Republican House Budget Chairman Tom Flanigan of Carthage.

The cuts include reducing funding to the Columbia campus by $400,000, among other things by eliminating the salary of suspended University of Missouri communications professor Melissa Click.

Click confronted student reporters during protests in November at the Columbia campus over what some students and faculty saw as university leadership’s indifference to racial issues. Dozens of state lawmakers have called for Click to be fired.

The budget plan also would cut more than $7 million from the system’s administration.
Former MU player and coach appointed to diversity post

Pat Ivey had been strength coach, confidant to players
He played football in the '90s, earned several degrees from MU
He will inventory programs designed to recruit, help students

BY TOD PALMER
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AND GREG HACK
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A former University of Missouri football player and strength coach has been appointed the school’s No. 2 official for inclusion, diversity and equity, the Columbia campus announced Tuesday.

The new assistant vice chancellor, Pat Ivey, will report to Chuck Henson, interim vice chancellor for inclusion, diversity and equity, who took that post when it was created in November.

Ivey, who will make $150,000 a year, is expected to help “improve attendance, retention and graduation rates … for students from all backgrounds,” Columbia campus spokesman Christian Basi said in an email.

Ivey will inventory programs MU offers to students, “such as outreach science or career exploration programs,” Basi said, “to motivate them to attend college and, once here, work hard to advance and graduate.”

Ivey also will help Henson “by acting as a liaison with student, faculty and staff organizations as well as with the Missouri legislature,” Basi said.

Ivey played football for MU from 1993 through 1995 and earned undergraduate, master’s and doctorate degrees from the university. He worked for the athletic department from 2004 until late last year, when MU’s new football coach declined to keep him as associate athletic director for athletic performance.
He also was an organizer of Missouri’s Men 4 Men program, designed to help student athletes learn to make good life decisions. As such, he was an example and confidant for many of the school’s athletes.

The inclusion, diversity and equity posts were created amid student protests over the handling of racial matters on campus. MU system president Tim Wolfe and Columbia campus chancellor R. Bowen Loftin resigned Nov. 9 after the football team voted to not play to support the protests.

MU hires Pat Ivey as assistant vice chancellor

By David Morrison

Tuesday, February 23, 2016 at 3:20 pm

**Pat Ivey still has a home at the University of Missouri.**

Ivey, the former MU football player and strength coach for the athletic department, was hired as the university’s assistant vice chancellor for inclusion, diversity and equity effective Feb. 15, spokesman Christian Basi wrote in an email Tuesday.

Ivey will earn an annual salary of $150,000 and report to interim vice chancellor for inclusion, diversity and equity Chuck Henson, who was appointed to the newly created position Nov. 10, the day after University of Missouri system president Tim Wolfe resigned in the midst of the Concerned Student 1950 protest over racial conditions on campus.

Basi wrote that Ivey’s new role will include helping to “improve attendance, retention and graduation rates at all grade levels (preK through college) for students from all backgrounds. In the coming months, Ivey will produce an inventory of programs that Mizzou offers to students of all backgrounds and ages — such as outreach science or career exploration programs aimed at elementary and high school students — to motivate them to attend college and, once here, work hard to advance and graduate.

“Once the inventory is complete, the Division of Inclusion, Diversity and Equity will establish partnerships with schools so that students, their parents and teachers can best utilize existing programs and establish new ones. The intent is to focus on making sure students of all backgrounds have the resources necessary to motivate them to seek higher education opportunities.”
Basi wrote that Ivey also will help serve as a liaison between Henson and University of Missouri students, faculty and staff, as well as with the state legislature.

Ivey lettered at Missouri as a defensive lineman from 1993-95 and earned his undergraduate and master’s degrees from the university, as well as a doctorate in sport psychology in 2013, the same year FootballScoop.com named him “Strength and Conditioning Coach of the Year.”

Ivey had worked continuously with the athletic department since 2004 and was elevated to associate athletic director for athletic performance in 2011.

New Coach Barry Odom did not retain Ivey in December after Coach Gary Pinkel’s resignation, even though Ivey said in the days following Odom’s hire that he expected to be retained.

“Pat has done an unbelievable job for a long time here in the different roles that he’s had,” Odom said Dec. 23. “Moving forward, we’ve got a couple different guys that we’re talking to for that position.”

Odom hired Rohrk Cutchlow from Memphis to replace Ivey on Dec. 31. Ivey was on a salary of $280,000, according to the latest University of Missouri System salary report, and the copy of Ivey’s contract on file with the university said that Ivey’s deal ran through the end of August.

Ivey was popular among players and was the chair of the athletic department’s “Men for Men” committee, which produced panel discussions for athletes that highlighted off-field topics.

Wide receiver J’Mon Moore said a “Men for Men” presentation about race last October was the first time he had heard about the Concerned Student 1950 movement. Moore, defensive end Charles Harris and safeties Anthony Sherrils and Ian Simon served as the football team’s main conduits to the student group when the team threatened to boycott all football activities until graduate student Jonathan Butler was no longer on a hunger strike.

One of Butler’s main demands was that Wolfe be ousted. When Wolfe resigned Nov. 9, the football team returned to action.

“My involvement is basically being an educator, the chair of the ‘Men for Men’ committee,” Ivey said in an interview with FOX Sports on Nov. 13. “We were discussing racism. We had no idea that a hunger strike would happen within less than a week of that program. We had no idea. The timing of it was overwhelming. So we went from talking about something, how we can improve things in the athletics department, to all of a sudden our athletes being engaged on campus with what was going on, to our athletes supporting what was going on on campus.

“We had a team of football players convinced that one of their fellow students’ lives was in jeopardy. Even though he chose to do that, they believed there was a consequence for inaction. They believed that not doing anything outweighed the consequences for doing something. So they chose to act. And our leadership at the University of Missouri said we don’t necessarily agree with how they went about it and how this has transpired, but nevertheless we support our student-athletes.”
In a text, Ivey referred questions about his new job to the university. His wife, Starla Green-Ivey, is an assistant teaching professor and adviser in Missouri’s personal financial planning department.

**MISSOURIAN**

Pat Ivey hired as MU assistant vice chancellor for inclusion, diversity and equity

WILL JARVIS, 14 hrs ago

COLUMBIA — **Pat Ivey has been hired as the MU assistant vice chancellor for inclusion, diversity and equity**, MU spokesman Christian Basi wrote in an email Tuesday afternoon.

Ivey’s appointment has been effective since Feb. 15.

The former strength and conditioning coach for the Missouri football team will assist Chuck Henson, the interim vice chancellor for inclusion, diversity and equity, in communicating with MU students, faculty and organizations, as well as the state legislature regarding diversity on campus and in the community.

Ivey’s new role will also include establishing partnerships with schools in the area to “focus on making sure students of all backgrounds have the resources necessary to seek higher education opportunities,” according to the email.

After former Missouri football coach Gary Pinkel’s resignation, Ivey was not retained as the football team’s strength and conditioning coach.

In November, the Missourian reported that during last semester’s Men4Men seminar, which centered around race, Ivey told athletes to take action when it came to inequality they experienced on campus. About two weeks later, the Missouri football team announced its boycott, standing in solidarity with hunger-striking graduate student Jonathan Butler, who demanded that then-UM System President Tim Wolfe resign.

Ivey’s salary in his new position is $150,000, according to the email.
MU names new assistant vice chancellor for inclusion, diversity and equity

COLUMBIA - The University of Missouri has hired Pat Ivey as the new assistant vice chancellor for inclusion, diversity and equity, MU Associate Director of MU News Bureau Christian Basi confirmed Tuesday night.

Ivey was previously the associate athletic director of athletic performance for the university.

Ivey reports to Chuck Henson, the interim vice chancellor for inclusion, diversity and equity. Henson took over amid the Concerned Student 1950 protests in November 2015. He had previously been the associate dean for academic affairs and trial practice professor of law.

Missouri lawmakers factor revenge toward MU into state’s budget

Missouri lawmakers make new threats toward university system

Revenge in the form of budget cuts for Columbia campus and administrative offices

The Editorial Board

Careful, Missouri lawmakers. Your pettiness is showing.
The latest version of a budget for next year makes it abundantly clear that some legislators are more interested in nursing their grievances against the University of Missouri system than in making it stronger.

As announced on Tuesday by House Budget Committee Chairman Tom Flanigan, a Republican from Carthage, Mo., next year’s proposed budget would give the four-campus system about $8 million less than it is receiving this year.

But in a meddlesome twist, the General Assembly would divide its allocation into seven line items. The University of Missouri-Kansas City and campuses in St. Louis and Rolla would see flat funding from this year. But the budgets for the Columbia campus and the system administration would be cut.

Flanigan announced that the recommended $402,059 cut for Mizzou was equal to the salary and benefit packages being paid to controversial communications professor Melissa Click; her boss in the communications department; and that person’s boss, the dean of arts and sciences.

The administrative apparatus for the four-campus system would receive $7.6 million less than this year — about a 50 percent cut.

And don’t forget that lawmakers have already said they would withhold $26.8 million that Gov. Jay Nixon had proposed giving the university system for meeting performance goals over the past year.

Flanigan and other House members, who are upset about the turmoil on the Columbia campus last fall, must fancy themselves as quite clever with their revenge-oriented budgeting. But their continued attacks on the university system are ultimately harmful.

The Board of Curators is starting the process of searching for a new system president. Do lawmakers think that quality candidates won’t take notice of their threat to cut the administrative budget in half?

Those dollars pay for efficiencies such as consolidated purchasing for all four campuses. Flanigan’s assertion that students wouldn’t be harmed by the cuts is baseless. If the central system is crippled with budget cuts, the campuses will have to pick up the slack and pay for services that the system now provides. The likely result would be tuition increases.
It’s actually unclear whether lawmakers even have the authority to line-item the university system’s budget. But the legislature’s leaders rarely worry about small details like legality. They are out to make a point, and their point is harming Missouri.

Editorial: Punishing MU

Overreaction all around

Tuesday, February 23, 2016 at 2:00 pm

Reaction to recent events on the University of Missouri campus is beyond reason, and so is reaction to the reaction. Let me explain.

After Concerned Student 1950 staged protests including a blockade of the Tigers’ Homecoming parade and the MU football team promised to boycott team activities unless UM System President Tim Wolfe resigned, and then Wolfe did resign along with MU Chancellor R. Bowen Loftin, a rumble could be heard across the state proclaiming an imminent backlash would put the university on its knees.

Interim UM President Mike Middleton and interim MU Chancellor Hank Foley spent a lot of time in Jefferson City trying to explain the situation to members of the Missouri General Assembly, an unwelcoming crowd infused with motivation to show outrage at the university, a target many of them keep handy for flagellation when an excuse arises. Concerned Student 1950 provided a perfect occasion.

The protest came complete with a hunger strike by a student later found to be from an affluent family and suspected, without evidence, of receiving food on the side. In the midst of criticism for his support of the football player protest, Coach Gary Pinkel unexpectedly resigned for health reasons then received a handsome retirement benefit. Chancellor Loftin also got a golden parachute arrangement, which was negotiated before the student protests but also added another gallon of fuel to the fire.

MU Assistant Professor Melissa Click became a worldwide target when she appeared on viral Internet video footage calling for “muscle” to deny student reporters access to a protest group gathering on public university property; then she was the subject of footage taken by Columbia police engaged in removing protesters from Ninth Street after they had interfered with the
Homecoming parade. When Click on camera told officers to “get your f----ing hands off me,” her notoriety was compounded.

Much of the ensuing protest stems from perceived lack of resolve by university officials in dealing with Click. A common refrain is that she long since should have been fired but that authorities have dawdled. The MU faculty failed to use a procedure available for punishing a member. Instead, more than 100 faculty members signed a letter supporting her continuing tenure.

Along the way, the UM Board of Curators held a series of closed meetings during which Click was suspended with pay — yet another mistaken action for many.

I’ve probably left out a juicy tidbit or two.

In reaction, lawmakers are taking initial steps to reduce promised funding to the university, private donations are down in December and enrollment projections show a decline. Naysayers say “told you so,” and the worst might be on the way.

But all of this is excessive reaction.

The student protest was peaceful. It could have been much worse. Even the confrontation between city police and the protesters on Ninth Street was as benign as one could hope. Amid verbal complaints, including Click’s, the protesters moved to the sidewalk as instructed. No arrests occurred, let alone physical injury. To this day, the protest irritates many but continues with restraint.

And it’s not fair to criticize university management so strenuously. It’s easy for curbstone critics, including those in Jefferson City, to express righteous indignation, but they are not in the difficult position of university managers caught in the swirl of conflicting pressures they have confronted in recent months. Indeed, all hands on campus have shown commendable restraint.

Administrators did not send armed forces to quell the students and supporters like Click. The faculty did not institute what would have created another layer of confrontation. The student body at large on the MU campus has been ease, apparently taking the protest in stride.

Most overreaction has come from people off campus, but as the smoke clears, the general support for the university will prevail. University development officers have heard from many angry constituents who want to register complaints, some donations have been withdrawn and lawmakers will at least make initial moves to restrict the UM budget, but we should not regard all of this as Armageddon.

It would have been nice if events had been more serene of late, but we should remember this is a college campus. There is much more about MU worthy of ongoing constructive attention than the criticism of the moment.
The moment will pass. The opportunities of the future will remain. Melissa Click is far from the most important issue facing the university. Let’s keep our priorities straight.

UM System Intercampus Faculty Council calls for due process for Melissa Click

KATIE KULL, 12 hrs ago

COLUMBIA — Assistant communication professor Melissa Click deserves due process, according to a letter addressed to the UM System Board of Curators from the UM System Intercampus Faculty Council.

The letter released Tuesday cited a statement issued in January by the Executive Committee of the MU Faculty Council.

"The IFC does not support the Board of Curators action to suspend Melissa Click without charges first having been brought upon her to initiate the appropriate action required by the University's Collected Rules and Regulations," said the intercampus faculty council letter.

The letter comes amid controversy surrounding the suspended communication professor. Members of the Missouri legislature announced Tuesday they would cut $400,000 in funding, about the equivalent of the salaries of Click, a chair in the Department of Communication and the dean of the College of Arts and Science.

Other MU faculty and professor's organizations have come out in support of due process for Melissa Click, even if they think she should ultimately be fired.
The UM System Board of Curators announced Jan. 27 that Click would be suspended with pay after an incident with a student journalist during a celebration on the Mel Carnahan Quadrangle after the resignation of former UM System President Tim Wolfe.

The next day, the Executive Committee of the MU Faculty Council released a statement asking the curators to file an irresponsibility charge against Click if they wished to suspend her, as the charge would launch the hearing process described in the university's Collected Rules and Regulations.
The Executive Committee of the MU Faculty Council on University Policy issues the following statement concerning the suspension of Professor Melissa Click by the University of Missouri Board of Curators:

The faculty of the University of Missouri recognize that the Board of Curators is vested with authority to govern the University by the Constitution of the State of Missouri, by Missouri statutory law, and by the Collected Rules and Regulations of the University. Pursuant to that authority, the Curators delegate substantial day-to-day operational authority to the President, the Chancellor, and to other administrators—including authority over personnel matters. Further, the University administration engages in shared governance with the faculty, as is recognized in the Collected Rules, such as CRR 10.030.B.2.d. and CRR 300.010.C., in keeping with national best practices in higher education and in the American Association of Universities.

In addition, the Board has approved faculty bylaws for the four campuses in the UM System, including those for the Columbia campus, which are codified at CRR 300.010. In the Faculty Bylaws for the University of Missouri-Columbia, the CRRs set forth a process for "the filing and disposition of charges alleging breaches of professional ethics or commission of irresponsible acts made against UMC faculty members and teachers." Pursuant to that provision, "A charge of unethical or irresponsible action may be brought against a faculty member or teacher by a person or group of persons associated with the University, such as a student, faculty member, teacher, administrator, or board member." CRR 300.010.L.4.

To the best of our knowledge, neither the alleged victim of Professor Click's misconduct, nor any other member of the University community, has filed a faculty irresponsibility charge against her.

At least some faculty who considered bringing a charge—having seen the video evidence—decided against doing so because Professor Click issued a heartfelt apology. At least some faculty decided against doing so because of the vitriolic attacks that Professor Click suffered in the aftermath of the worldwide dissemination of the video. These attacks included threats of death and rape sent to her University email account and made by telephone. Further, when it became known that the Provost had admonished Professor Click for her conduct, at least some faculty concluded that no additional University proceedings were necessary, believing that the reprimand and the public opprobrium which Professor Click has suffered constituted more than sufficient punishment.

Knowing that a colleague was suffering vicious harassment may well have discouraged faculty from adding another problem to Professor Click's fall semester. With the benefit of hindsight, however, it appears that public confidence in the University, its administration,
and its faculty would have been bolstered had a charge been filed against Professor Click during the fall.

The provisions of CRR 300.010, which have been approved by the Board of Curators, are designed to protect the rights of accused faculty while also protecting the University's interest in identifying and responding to faculty irresponsibility. The Chancellor has authority to review hearings conducted under this rule. CRR 300.010.1-.9.

Accordingly, if members of the Board believe that a formal investigation of Professor Click's conduct is appropriate, the faculty respectfully suggest that the Board bring a charge against her under CRR 300.010, allowing the University's existing process to go forward under the supervision of the Interim Chancellor, whom the Board appointed in November. Suspending Professor Click and conducting its own investigation to determine whether additional discipline is appropriate, without using the existing procedures that the Board has approved, undermines confidence in the current leadership of the University.

Approved January 28, 2016
According to the Collected Rules and Regulations, if an MU faculty member is accused of irresponsibility, the faculty member is allowed to meet informally with a department chair, the dean of an academic division and a group such as the College of Arts and Science's Faculty Responsibility Committee. The School of Communication is in the College of Arts and Science.

"Suspending Professor Click and conducting its own investigation to determine whether additional discipline is appropriate, without using the existing procedures that the Board has approved, undermines confidence in the current leadership of the University," the statement said.

Faculty Council chair Ben Trachtenberg said in a previous Missourian story that faculty suspensions without hearings were only appropriate in cases where a faculty member poses an immediate danger. He gave the example of a professor running around with a gun.

On Feb. 2, the American Association of University Professors released a statement supporting Click's reinstatement, which also cited a violation of due process by the curators.
VIA ELECTRONIC MAIL

Dr. Hank Foley
Interim Chancellor
University of Missouri
105 Jesse Hall
Columbia, Missouri 65211

Dear Chancellor Foley:

While I understand that my colleague Anita Levy has been in correspondence with you in another matter, I am today contacting you regarding Professor Melissa Click, assistant professor in the Department of Communication at the University of Missouri, Columbia, who has sought the advice and assistance of the American Association of University Professors as a result of an e-mail communication from you, dated January 27, 2016, informing her of her immediate suspension "pending the outcome of an investigation to begin shortly." Your message came two days after the Columbia city prosecutor filed charges of third-degree assault against Professor Click for allegedly pushing a student videographer on November 9, 2015. These charges were subsequently dropped pursuant to an agreement between Professor Click and the city prosecutor. On the same day as your e-mail message to Professor Click, Ms. Pamela Quigg Henrickson, chair of the University of Missouri System Board of Curators, issued a public statement announcing the curators’ decision to suspend Professor Click and further "direct[ing] the General Counsel, or outside counsel selected by General Counsel, to immediately conduct an investigation and collaborate with the city attorney and promptly report back to the Board so it may determine whether additional discipline is appropriate."

The interest of this Association in the case of Professor Click stems from our longstanding commitment to academic freedom, tenure, and due process, the basic tenets of which are set forth in the enclosed 1940 Statement of Principles on Academic Freedom and Tenure. That document, a joint formulation of the AAUP and the Association of American Colleges and Universities, has received the endorsement of more than 240 scholarly and educational associations. Derivative standards relating to the imposition of sanctions against faculty members are set forth in Regulations 5 and 7 of the AAUP’s Recommended Institutional Regulations on Academic Freedom and Tenure (also attached).

An action to separate a faculty member from ongoing academic responsibilities prior to demonstration of stated cause in an appropriate proceeding is considered to be a suspension, which is justified, under Regulations 5c(1) and 7a, "only if immediate harm to the faculty member or others is threatened by continuance." No threat of immediate harm has been suggested in Professor Click’s case. In fact, you are quoted in the Kansas City Star on January 25, 2016, as stating, "We are confident she does not pose any danger to any student.” Moreover, it seems clear that, in not affording her a hearing prior to placing her under suspension, she has been denied the safeguards of academic due process called for under the aforementioned standards. In addition to the apparent departure from standards promulgated by the
Click drew another round of criticism when the Missourian published an article with body camera footage of the communication professor linking arms with protestors during protests of
the Oct. 10 MU Homecoming parade. Interim MU Chancellor Hank Foley said her actions indicated "a pattern of misconduct," and said he would address the new video with the curators on their investigation.

Summit to address world hunger

Fighting World Hunger Summit set for Feb. 26 and 27 at MU

The Deaton Institute will host the 11th annual summit of Universities Fighting World Hunger, “From Poverty to Promise,” Friday and Saturday at the University of Missouri.

More than 40 speakers are slated to appear, including Catherine Bertini, former executive director of the United Nations World Food Programme; Amir Mahmoud Abdulla, deputy executive director of the World Food Programme; and Nick Droege, an MU graduate who worked to launch Tiger Pantry. The two-day event will bring together interdisciplinary collaborations from food banks, high school and university students, anti-hunger advocates and food justice activists.

For more information or to register, visit http://ufwh2016.org.

Cooking class to feature organic vegan dishes

Hy-Vee at 3100 W. Broadway will offer an organic vegan freezer meal class from 6 to 7:30 p.m. Monday. Advance online registration on the store’s website is required.

During the class, participants will assemble and take home seven meals to freeze. This class’ menu will include: peanut butter and banana oatmeal bake, skillet Mexican zucchini, broccoli cheese soup, spinach quinoa burritos, vegetable samosas, sweet potato and black bean empanadas and veggie burgers. Each meal serves four.

CCUA seeks volunteers for Empty Bowls event

Columbia Center for Urban Agriculture needs about 50 volunteers to help with its Empty Bowls event, which will held April 10 at Missouri United Methodist Church, 204 S. Ninth St.

Empty Bowls promotes awareness of hunger in the community and raises funds for the Planting for the Pantry program. A bread-and-soup meal will be served. The meal is free, but donations
will be accepted. Donors will receive a handmade ceramic bowl made by students from Lee and Paxton Keeley elementary schools.

Volunteers might serve in a variety of capacities, from distributing fliers, decorating tables or greeting guests to photographing the event, serving food or busing tables.

To volunteer or for more information, contact CCUA Development Director Adam Saunders at 573-356-9392.

**Binge opportunity: Watch ‘Cooked’**

A series by award-winning food writer Michael Pollan debuted Feb. 19 on Netflix.

The four-episode show, “Cooked,” is based on the author's 2013 book by the same name. Each episode focuses on a different natural element and its relationship to ancient and modern cooking methods.

In the "Fire" episode, Pollan delves into the cross-cultural tradition of barbecue by looking at fire-roasts of monitor lizards in Western Australia. In the "Water" episode, he takes lessons from kitchens in India and covers the issues surrounding processed foods. An episode called "Air" explores the science of bread-making and gluten, and the final episode, "Earth," looks at how fermentation preserves raw foods.

Each episode also features Pollan in his home kitchen in Berkeley, Calif. Pollan’s viewpoint is that "surrounded as we are by fast food culture and processed foods, cooking our own meals is the single best thing we can do to take charge of our health and well-being."

**Kitchen tips welcome**

Have you discovered a handy kitchen tool or a cooking method or shortcut that works well? Kitchen Notes welcomes tips from our readers. Email food editor Karen Worley at ksworley@columbiatribune.com.

**Food seminars slated for Friday, Saturday**

Tuesday, February 23, 2016 at 2:00 pm
The University of Missouri will host a two-day summit on world hunger starting Friday, and the school’s Boone County Extension Center will host a seminar about food security and local foods.

The 11th Universities Fighting World Hunger summit, hosted by MU’s Deaton Institute, will start at 8:30 a.m. at Bond Life Sciences Center, and sessions will be held throughout the day on campus. Sessions continue at 9 a.m. Saturday in the Life Sciences Center and at Hampton Inn and Suites.

More information is available at www.ufwh2016.org.

The University of Missouri Extension’s Boone County center on Friday will host a seminar called “From the Ground: Building a Movement for Food System Change,” featuring community food policy expert Mark Winne, according to a MU Extension news release.

The event will be held from 10 a.m. to 1:15 p.m. and will include a lunch featuring local foods. The event is free to the public, though a $10 donation is suggested. Registration is required by calling the Boone County Extension Center at 573-445-9792 or emailing booneco@missouri.edu.

Missouri House votes unanimously to new tuition cap for vets

JEFFERSON CITY, Mo. (AP) — House members have voted unanimously to make changes to the Missouri Returning Heroes’ Education Act to cap tuition for veterans who enlisted after Sept. 11, 2001, at $50 per credit hour.

The Joplin Globe (http://bit.ly/1RYPm8R ) reports Monday's 149-0 vote could have significant implications for veterans who are inundated with costs related to tuition, such as student fees and room and board.

University of Missouri graduate student Sean McLafferty testified during the bill's committee hearing that Mizzou currently charges $276 per credit hour for in-state tuition.

Rep. Charlie Davis, a Webb City Republican, says he is confident the bill will pass in the Senate. A hearing date has not been set for the measure.
Op-Ed: University of Missouri is as strong as ever

When I was appointed interim president of the University of Missouri System last November, after three decades of serving in academic and leadership roles on our Columbia campus, I was both honored and humbled by the awesome responsibility before me. Becoming president of the entire UM System has allowed me to reflect on something I always knew to be true, but perhaps didn’t take the time to truly appreciate; that all six million Missourians, in communities across our state and in all 114 counties, have a connection to the UM System.

It could be argued that no other institution in our state is more pivotal to our standard of living, our economic and physical well-being, and our future. Just consider how the UM System impacts your community of Springfield, and Greene County, every day.

Currently, we educate more than 77,000 students on our four campuses (the University of Missouri-Columbia, University of Missouri-Kansas City, Missouri University of Science and Technology in Rolla and the University of Missouri-St. Louis), providing the talented workforce that is critical to our state’s employers. Currently, 968 of those students are residents of Greene County, many of who will return, educated and ready, to join the workforce and help boost the Springfield-area economy upon graduation.

The people of Springfield benefit from the many research advances discovered on our campuses, from life-saving medical cures to the powering of some of our state’s most important industries like agriculture, high-tech manufacturing and aerospace. In 2015 alone, UM System research brought in more than $295 million in funding to Missouri, further helping to spur our statewide economy.

Our vast University of Missouri Health Care system provides health services to hundreds of thousands of Missourians, including in the Springfield area, where 2,552 residents of Greene County were treated by an MU Health Care physician in 2015.

Our collaborative efforts with Missouri State University (MSU) in Springfield are also prime examples of the UM System’s impact in southwest Missouri. Missouri S&T’s Cooperative Engineering Program with MSU provides students from 16 counties in the region the opportunity to earn bachelor’s degrees in civil engineering and electrical engineering from Missouri S&T. And the University of Missouri-Kansas City’s agreement allowing MSU students to enroll in UMKC’s Doctor of Pharmacy degree program is helping the state to address the current and projected shortages of pharmacy professionals in the state, particularly in underserved rural areas of Missouri.
There are far more examples, but the point remains. For decades, the UM System has provided indispensable service in helping our state, including the Springfield area, move forward. We have challenges now, as we have in the past and will certainly face in the future. But our mission of education, research, economic development and service has been making Missourians proud for generations. Our university is as strong as ever, and will always be a beacon of hope for our state’s young people.

Michael Middleton is Interim President of the University of Missouri System

MISSOURIAN

STEVE SPELLMAN: Ugly mess at Mizzou has long been fermenting

STEVE SPELLMAN, 2 hrs ago

In the last few months, the MU campus has been barraged with dissent from multiple directions. A wide variety of folks have stormed the ivory tower with proverbial torches and pitchforks in hand.

Concerned Student 1950 group put its foot down firmly, demanding action. Graduate student workers are looking to organize a labor union.

The state legislature continues to use MU as the punching bag du jour, threatening a budget “haircut.” The state auditor is preparing her own examination.

Professors Art Jago and John Gahl proposed in the Columbia Daily Tribune an independent review of the UM System, perhaps consolidating the roles of UM president and MU chancellor.

Even voices from the School of Journalism are calling foul, including Professor Emeritus Brian S. Brooks in last Sunday’s Columbia Missourian. He condemned Melissa Click’s violation of the First Amendment (and civil) rights of journalists — and everyone else — and the MU administration’s inappropriate response.

Thinking back, dissent has long been brewing on several other fronts.
A number of academics on campus resent how the Athletics Department often overshadows the core mission of teaching and research.

The push to grow enrollment has led to a contentious student housing boom around Columbia.

The first big wave brought suburban student resorts, which many locals resented as MU-induced urban sprawl. The current housing pressure is downtown, so locals have sounded alarms about historic preservation, infrastructure strain and a concentrated party zone.

Even progressive political voices fear the prospect of the college "bubble” bursting, with enrollment free fall and a surplus of apartment “monstrosities.”

A resulting downtown utilities crisis led to local political fallout and the push to recall City Council member Ginny Chadwick. Councilwoman Laura Nauser also faces possible recall over the south-side electric lines controversy. More growing pains.

The city’s project to increase sewer capacity downtown abruptly caused deforestation along the MKT Nature and Fitness Trail which bike/ped advocate and councilman Ian Thomas called “rather shocking.”

An independent journalist in Columbia reported that MU seems to have benefited from a city sewer rate loophole, so the university is not billed for basic sewer charges on many of its properties.

This leads to the conclusion that other residents in town must pay higher rates because a campus that houses thousands does not pay its fair share.

Local conservatives have been torn about the university. It is, of course, an awesome economic driver, but it leans left and "anti-business," with California-style proposals like banning plastic shopping bags.

One individual mustered the courage (some might say gall) to question why MU howls to the state for more money, yet already has many nice buildings.
Mizzou’s ivory tower was once secure behind a rather invisible moat. Now the ramparts are being shaken.

Does the system even have the tools to adjust to this new reality?

**University of Missouri curators to launch search for new president**

Curators for the University of Missouri will meet in Kansas City Wednesday to form a search committee and select a consulting firm to assist in the hunt for a new president.

The meeting, to be held at the Marriott Kansas City Airport Hotel, will include an open session to select members for the search committee followed by a closed session in which the board will interview potential search firms, the Columbia Daily Tribune reports.

Pamela Henrickson, chair of the board of curators, previously told the state's Joint Committee on Education that she expects a search firm to be selected on that day. She said all the search firms being considered said they expect to have a permanent president in place by the fall.

Several incidents of alleged racism on campus led to protests, a hunger strike and ultimately the resignations last fall of former University of Missouri System President Tim Wolfe as well as Mizzou Chancellor R. Bowen Loftin.

**Trial set for man accused of making threats against MU**

The man accused of making online threats amid protests at Mizzou last fall is set to go to trial.

Hunter Park is expected to head to trial May 5 in Boone County.
Park is a University of Missouri-Rolla student accused of posting anonymously on Yik-Yak.

Park has pleaded not guilty to the charges.

THE CHRONICLE OF HIGHER EDUCATION

Cal State Campus President Cancels Conservative Speaker’s Event, Fueling Outrage

Just days before the conservative commentator Ben Shapiro was slated to speak at California State University at Los Angeles, the institution’s president, William A. Covino, called off the event after some people on the campus expressed concerns about Mr. Shapiro’s appearance.

“After careful consideration, I have decided that it will be best for our campus community if we reschedule Ben Shapiro’s appearance for a later date, so that we can arrange for him to appear as part of a group of speakers with differing viewpoints on diversity,” Mr. Covino said in an email on Monday to the chair of the campus’s Young America’s Foundation chapter, Mark Kahanding.

Mr. Shapiro’s scheduled lecture, titled “When Diversity Becomes a Problem,” is part of a nationwide campus speaking tour in which he is teaming up with the student group to “invade safe spaces.” In the weeks leading up to the planned speech some students and staff members on the Los Angeles campus expressed disapproval on the event’s Facebook page.

A professor of Pan-African studies, Melina Abdullah, posted a picture of the event’s promotional flier on her Facebook page with a cry for action. Ms. Abdullah later tweeted that she was receiving hate mail in response to her post.

On Tuesday, Mr. Shapiro, an editor at the conservative publications DailyWire.com and Breitbart, vowed on Twitter to still show up for the lecture, stating, ”I’ll be there on Thursday. See you there, snowflakes.”

University officials would not comment to The Chronicle on what they would do if Mr. Shapiro arrived as planned.
This isn’t the first time Mr. Shapiro has made waves on a college campus. In a mid-November speech at the University of Missouri at Columbia, he slammed higher-education institutions as politically correct places of “leftist fascism,” reported The Columbia Missourian.

Cancer center seeks community input, improvement

By Jodie Jackson Jr.

Tuesday, February 23, 2016 at 2:00 pm

Dealing with a cancer diagnosis and knowing how to navigate treatment options, appointments and myriad life-changing decisions is often a challenge that increases the anxiety that accompanies a diagnosis.

That conclusion was one of several points of emphasis that stemmed from a town hall meeting Monday as part of an initiative by the Ellis Fischel Cancer Center to improve cancer care in Mid-Missouri. Several medical and health professionals teamed up to list the community health strengths and needs related to cancer care.

The assessment is required for accreditation by the American College of Surgeon’s Commission on Cancer. University of Missouri Health Care and Ellis Fischel plan to use the assessment as a “road map” to help cancer patients, families and caregivers receive better care, said Kevin Staveley-O’Carroll, director of the cancer center.

The meeting Monday drew some 25 people to the Columbia/Boone County Department of Public Health and Human Services to provide feedback to Vince Vandehaar of VVV Consultants LLC of Olathe, Kan. Vandehaar is leading the initiative at a cost of $8,480.

Staveley-O’Carroll was one of the more vocal advocates for helping patients navigate cancer care and for expanding telehealth services to rural areas to make some appointments and consultations less taxing for patients and caregivers.

“The system is hard to navigate for young, healthy people,” he said, pointing out that many cancer patients are senior adults. Other attendees identified a need for help navigating treatment options for cancer.

“We’re already working on it, but I’ve suggested we make it a priority,” Staveley-O’Carroll said.
He also suggested that palliative care — providing comfort and pain relief, usually related to life-threatening illnesses — should become part of a patient’s care earlier in treatment rather than waiting until “the last second.”

“That doesn’t mean we don’t treat” cancer “aggressively,” he said. “We want to have realistic expectations while we’re providing state-of-the-art treatment.”

Other topics highlighted and discussed Monday afternoon were less clinical. A recent survey of 552 individuals receiving care at Ellis Fischel ranked — in order of “most pressing” — mental health services, substance abuse, obesity and access to health care as primary concerns.

Attendees listed both strengths and needs of community health and cancer care. Strengths included patient education, a large number of local health and medical providers and free cancer screenings. Needed improvements were more screenings as part of employee wellness programs, quicker access to mental health services and programs to help people quit smoking.

Representatives of the American Cancer Society in Jefferson City were among the attendees and pointed to high rates of sexually transmitted infections in Boone County as an alarm for future cancer patients.

Jessica Ellison, senior marketing manager, said the data Vandehaar presented indicated a need to be “more proactive” with promoting the HPV vaccine that aims to prevent cervical cancer.

Dana Blase said the combination of high smoking rates and sexually transmitted infections increases the risk of cervical cancer.

“The suffering that goes along with late-stage cervical cancer is profound,” she said.

Vandehaar said he and his staff will put together the comments from Monday’s meeting and will refine their data. Follow-up meetings likely will be part of the process, he said.

MU Health on Monday also announced a new specialty clinic that offers care to patients with heart and cancer-related health issues — the cardio-oncology clinic — has opened at the Ellis Fischel Cancer Center.

**INSIDE HIGHER ED**

Don't 'Go There'

Is teaching under campus carry still teaching? New guidelines from the Faculty Senate at U of Houston ask the question, with suggestions such as dropping controversial course content for safety concerns.

By Colleen Flaherty
Faculty members opposed to Texas's new campus concealed carry law have argued that it will chill academic freedom and free speech. A set of recommendations from the University of Houston’s Faculty Senate on how to teach under campus carry is the new exhibit A in the case against the law for those concerned about its effects on academic freedom. Its advocates, meanwhile, say faculty fears are overblown. The debate is being renewed the same week Georgia’s House of Representatives passed similar legislation.

A working group at Houston is still deciding exactly how concealed carry will play out on campus, though the law’s parameters are narrow: guns can’t be banned outright. (Some universities already have decided, reluctantly, that concealed firearms must be allowed in the classroom.) In the meantime, a PowerPoint presentation created by the president of Houston’s Faculty Senate, and shared at recent faculty forums on the implications of campus carry, suggests that professors may do nothing about the new law, post signs reminding people of it or include syllabus language quoting a senate resolution that “Guns have no place in the academic life of the university.” But another slide suggests that faculty members “may want to:

- Be careful discussing sensitive topics.
- Drop certain topics from your curriculum.
- Not ‘go there’ if you sense anger.
- Limit student access off hours.
- Go to appointment-only office hours.
- Only meet ‘that student’ in controlled circumstances.”

Unsurprisingly, the slide in question is getting a lot of attention from those on both sides of the campus carry debate. The university was quick to point out that the recommendations are not official university policy, but faculty members say the suggestions reflect how many of their colleagues are thinking about protecting themselves and their students under campus carry. The law is set to take effect this summer at public universities and next summer at community colleges. Private colleges in the state have the ability to opt out of the law, which they have.

State legislators “have created a very uncomfortable situation for us,” said Maria Gonzalez, an associate professor of English and a member of Houston’s Faculty Senate.
“There’s one thing we can’t do, and that’s ban guns. ... So this slide was prepared basically to help people be careful and provide suggestions.”

Jonathan Snow, a professor of earth and atmospheric sciences and president of the Faculty Senate, said he wrote the presentation based on discussions within the body and elsewhere. He also addressed faculty concerns about campus carry in comments to the university system’s Board of Regents last week, saying professors’ concerns weren’t political or about a fear of guns.

Rather, Snow said, “It’s because the intrusion of gun culture onto campus inevitably harms the academic enterprise in a myriad of ways.” He asked regents to appeal to the Texas Legislature to reconsider.

Gonzalez said that there are “volatile” students on her campus, as there are on many others, and that she teaches queer and Marxist theory, which sometimes leads to heated discussions. But she said the Faculty Senate recommendations couldn’t help prevent what she feared most: accidents. Everyday, she said, students spill coffee or drop their iPhones on the floor. Who’s to say they couldn’t reach into their backpacks and accidentally fire the weapon they forgot to lock that morning? Gonzalez said she has experience with guns and knows that most don’t have a hair trigger. But negligent discharges are still possible, and it’s a risk many professors resent and fear, she said.

Shawn Lindsey, a university spokesperson, emphasized that the PowerPoint was not university policy and that an official working group is expected to release its recommendations for how campus carry will look at Houston next week.

Lindsey shared the university statement on the matter, which says in part that Houston “takes issues surrounding campus safety and guns on campus very seriously and will strive to create policies that comply with the new campus carry law, protect the rights of citizens and address the safety and security of the entire campus.”

Henry Reichman, a professor emeritus of history at California State University at East Bay and chair of the American Association of University Professors’ Committee A on Academic Freedom and Tenure, weighed in on the faculty recommendations on AAUP’s “Academe” blog, calling the controversial slide “ominous.” Via email, Reichman said that under such guidelines, “it’s possible to teach but not well and not freely.” Threatening academic freedom “inevitably endangers quality and integrity,” he said.
Not everyone agrees that faculty fears are well-founded, however. Students for Concealed Carry, a national advocacy group, has argued that professors shouldn’t be more afraid of legal, concealed weapons than illegally concealed ones, and that the new law actually makes campuses safer. Michael Newbern, a part-time instructor of engineering economics at Ohio State University and spokesman for Students for Concealed Carry, said he understood what the Houston senate was trying to address but felt that professors' concerns were “irrational.” No on-campus shooting incident has ever occurred in the more than half dozen other campus concealed carry states, he said. (The recent Umpqua Community College shooting doesn’t qualify, he said, because students were not allowed to take guns into campus buildings -- something he said deprived victims of the chance to defend themselves against the shooter.) Accidents, too, are extremely uncommon, he added.

“The things they’re worried about don’t materialize,” Newbern said. “Why do they think their students and faculty members are less responsible than those same types of people in Colorado or Utah?”