National professors group urges University of Missouri to rehire Melissa Click

American Association of University Professors says MU did not follow its own rules in firing Click

AAUP in its letter also said Click deserved “a hearing before an elected faculty body”

BY MARÁ ROSE WILLIAMS
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The American Association of University Professors is urging the University of Missouri to reinstate assistant professor of communications Melissa Click, who was fired this week.

The organization, which represents about 50,000 university professors and staff in 500 chapters, sent a letter Friday to University of Missouri interim chancellor Hank Foley.

The national organization said the way Click was fired was not in keeping with the expected due process for termination at the public college.

The AAUP in its letter also said that Click deserved “a hearing before an elected faculty body” and that anything short of that “is an action fundamentally at odds with basic standards of academic due process.”

As such, the letter stated, “We therefore urge in strongest terms that the board of curators immediately rescind the notice of termination issued to Professor Click and that any subsequent action be consistent with the institutional regulations of the University of Missouri and with the AAUP-supported procedural standards.”

University officials declined to comment Friday afternoon.
The university’s board of curators voted Wednesday to fire Click, who was captured on video calling for “some muscle” to remove a student journalist from a campus protest in November. She was let her go after the curators received the results of an external investigation commissioned by the board to look into Click’s behavior at the protest and during a homecoming parade during which she confronted and cursed at police.

Click’s firing was announced Thursday.

Curators have been under pressure from Missouri legislators who threatened to cut funding to the school and demanded that Click be fired for her behavior, which they said had hurt the university’s reputation.

Pamela Henrickson, chair of the MU board of curators, said Thursday that the board’s decision was not influenced by legislators.

But some faculty members and some students have speculated political pressure played a role. Faculty on the Columbia campus have said that under the “Collected Rules and Regulations of the University,” which the board has approved, faculty members accused of misconduct are entitled to a fair hearing before they can be dismissed.

No formal complaint was ever filed against Click.

**MISSOURIAN**

**American Association of University Professors to UM curators: Bring back Melissa Click**

REBECCA SMITH, RACHEL PHILLIPS, Feb 26, 2016

COLUMBIA — The American Association of University Professors called Friday for the UM System Board of Curators to reverse their decision to fire Melissa Click, AAUP’s associate secretary Hans-Joerg Tiede said in a letter addressed to MU Interim Chancellor Hank Foley.
"We therefore urge in strongest terms that the board of curators immediately rescind the notice of termination issued to Professor Click and that any subsequent action be consistent with the institutional regulations of the University of Missouri and with the AAUP-supported procedural standards," the letter said.

The letter was a response to the curators’ 4-2 decision Wednesday to fire Click. The decision came after an investigation of her behavior on the Mel Carnahan Quadrangle after former UM System President Tim Wolfe's resignation and protests during the MU Homecoming parade in October.

The AAUP is composed of U.S. professors and academics, and its website says it "has helped to shape American higher education by developing the standards and procedures that maintain quality in education and academic freedom in this country's colleges and universities."

In the letter, Tiede said the curators' actions did not conform with MU's regulations or with the organization's standards on academic due process. He said these standards were listed in a 1940 Statement of Principles on Academic Freedom and Tenure and a 1958 Statement on Procedural Standards in Faculty Dismissal Proceedings.

"We understand that while the board of curators has offered Professor Click the opportunity to appeal the decision to the board, it has not provided her with a hearing before a faculty body," the letter said.

The letter also referenced a statement issued Thursday by the MU Faculty Council, stating MU faculty members should be given a hearing before being fired.

AAUP previously weighed in on Click's suspension in a letter sent Feb. 2 to Foley. The organization called for her reinstatement and asked that she be given due process according to procedural standards.
AAUP critical of University of Missouri curators' decision to fire Melissa Click

Saturday, February 27, 2016 at 12:00 am

The American Association of University Professors asked for a reversal of the University of Missouri Board of Curators’ decision to fire Assistant Professor Melissa Click in a letter Friday to interim MU Chancellor Hank Foley.

The letter from Hans-Joerg Tiede, the AAUP’s associate secretary, questioned the process used to investigate and consider Click’s position with the university. Click was fired by the curators Wednesday after the board received an investigative report on her actions to prevent journalists from covering student protests in November.

The board’s action is outside the established rules and procedures for the university and “fundamentally at odds with basic standards of academic due process” set forth by the association, Tiede wrote.

“We therefore urge in strongest terms that the board of curators immediately rescind the notice of termination issued to Professor Click and that any subsequent action be consistent with the institutional regulations of the University of Missouri and with the AAUP-supported procedural standards,” he wrote.

Curators’ decision to fire Click highlights Foley’s shift in opinion

Many faculty have questioned his support of Click’s firing by the UM System Board of Curators.

In exactly a month, interim Chancellor Hank Foley went from assuring MU that professor Melissa Click wouldn’t be fired until her tenure process was completed to saying that he was in agreement with the UM System Board of Curators’ decision to fire her.
Foley held a press conference Jan. 25 to address Click’s job status after she was charged with third-degree assault by the Columbia prosecutor’s office.

“For those of you who are calling for hasty action, I say this: We have good, strong processes in place, and we’ll follow them to their completion and logical outcome,” Foley said at the press conference. “When we deviate from such time-honored traditions at the university, as some have called for, we tend to make mistakes, and it often leads to turmoil.”

He said that he believed Click had a moment of “heated anger” Nov. 9, when she called for “muscle” to remove student journalist Mark Schierbecker from near the Concerned Student 1950 campsite. Foley said he doubted she would do anything similar again and called her a “model citizen in other ways.”

One person asked if there was a chance that Click would be fired before the tenure process was completed.

"No,” Foley said. “Not going to happen.”

Then, on Jan. 27, the board suspended Click pending further investigation.

Less than a month later, after a video surfaced showing Click yelling an expletive at Columbia police officers during the October Homecoming parade, Foley issued a statement chastising her actions.

“Her conduct and behavior are appalling, and I am not only disappointed, I am angry, that a member of our faculty acted this way,” Foley said in the statement. “Her actions caught on camera last October, are just another example of a pattern of misconduct by Dr. Click — most notably, her assault on one of our students while seeking ‘muscle’ during a highly volatile situation on Carnahan Quadrangle in November.”

On Feb. 25, chairwoman of the board Pam Henrickson, UM System interim President Mike Middleton and Foley held a press conference. During the press conference, Henrickson announced that following an investigation and 4-2 board vote, Click was fired.

Foley said during the press conference that he was in “complete agreement” with the board’s decision.

“Her actions in October and November are those that directly violate the core values of our university,” Foley said. “I can assure you — as Board Chairwoman Henrickson noted — that there has been fairness in this process and investigation.”

Foley’s opinion left many faculty feeling angry. During a Faculty Council meeting held less than two hours after the announcement of Click’s firing, Foley answered questions from faculty in attendance.
In his opening remarks at the meeting, Faculty Council chairman Ben Trachtenberg said that the board had undermined Foley’s authority by firing Click after Foley said she wouldn’t be suspended without due process. Foley disagreed.

“I think they did the right thing,” Foley said.

Multiple faculty members questioned his opinion during the council meeting. Some also voiced concern that any faculty could be fired if the board decided they didn’t like something they said.

“Click acted in protection of students,” council member Angela Speck said. “Who gets to say this is unacceptable? Someone needs to explain where the lines are.”

“Well, we’ll be working on that,” Foley said.

Click Firing Prompts Heated Dialogue at Faculty Council Meeting

The University of Missouri Board of Curators announced on Thursday its decision to terminate the employment of Melissa Click, the professor who has been steeped in controversy since she confronted student journalists during on-campus protests last fall.

University of Missouri Board of Curators Chair Pam Henrickson said in her statement that “The board believes that Dr. Click’s conduct was not compatible with university policies and did not meet expectations for a university faculty member.”

Many faculty members, including the executive committee of the MU faculty council on University Policy issues, had voiced their support of Click since the Board suspended her in late January.

On Thursday, just an hour after Click’s termination had been announced, MU interim Chancellor Hank Foley took questions from faculty and staff at the previously scheduled Faculty Council meeting.
Ben Trachtenberg, the chair of the MU faculty council started off the meeting by saying “Speaking for myself only I wish to state that the board has made a terrible decision.”

He added that he believed the decision to fire Click undermined the authority of interim system President Mike Middleton and MU interim Chancellor Hank Foley, and that the process used by the board of curators should be of “grave concern” to every employee on the system’s four campuses.

“The implication of that is that the entire tenured faculty could be fired tomorrow at the whim of the board and that is no way to govern a university,” Trachtenberg said.

After his initial comments, Trachtenberg introduced interim Chancellor Foley and opened the floor to questions and comments in regard to Click’s termination.

The question and answer session lasted for nearly 45 minutes. Foley fielded questions in regard to the implications of the Board being able to fire employees, how the tenure process had been turned into a method of discipline and he heard statements about continued concerns about race issues on campus.

The first question had to do with how much influence political pressure had on the Board’s decision. Foley replied that his understanding “is that the board undertook the investigation…they read the report, they read her [Click’s] responses to the report and they made their decision on that basis.”

Other members of the faculty council, like Professor Nicole Monnier of German & Russian Studies, seemed unconvinced that politics was not part of the decision-making process.

“It’s not that times on our campus are extraordinary. It’s times in our state are extraordinary and I think everybody in this room, except those in administration, can say this has everything to do with the political circumstances of our state,” Monnier said. “And to pretend that extraordinary times means protests on campus or disturbance or some sort of chaos that doesn’t allow us to follow due process - is a terrible, terrible egregious thing to say. I would also say that in extraordinary times is precisely the time you want to preserve processes - due process.”

Others lamented the lack of transparency coming from University and System administrations.

“I just want to say how disappointed and despondent and hurtful this is. One of the things that I think hurts the most is that you conflated and confused tenure for misconduct. In other words, if you thought there was a process you were following to adjudicate misconduct it should never be the tenure process. It’s not set up to do that, I think it’s unfair. I think it was a horrible mistake.”

Angela Speck, the director of astronomy and executive member of the faculty council, said that she believed Click’s decision to stand up for students was “commendable.”

“That Melissa Click acted the way she did in protection of students is not something she should be vilified for. I agree that using an F-word is possibly not most advised, but who gets to make
decisions as to which words are good and which words are bad,” Speck said. “I want to know what it that I can and cannot say. I want to know what it is that I can and cannot do.”

Foley replied that the thought the decision to fire Click had more to do with her behavior and the fact that she inserted “herself into a situation that didn’t appear to need her” rather than her language choices.

In response to several questions Foley mentioned that faculty members should be “mindful” of what they are saying and doing.

“I’m not telling you to change your viewpoints or even how to express your viewpoints, but to be mindful of how you express your viewpoints,” Foley said.

One faculty member at the meeting brought up a quotation from Foley’s State of the university address and questioned how things had changed in such a short period of time.

“It says ‘When we rush into action and ignore valuable input and due process, that's when we make mistakes.’”

Traci Wilson-Kleekamp who works for the MU athletic department’s total person program said she saw Click’s termination as “proxy racism.”

“I’m concerned that we're getting distracted from naming it and dealing with it [racism],” Wilson-Kleekamp said. “This nonsense of talking around race is got to stop. This is proxy racism. It is bull*** and we need to start talking about the fact that we didn’t do right by our students.”

Once Wilson-Kleekamp had concluded her statement, a black gentlemen in the back of the room stood and asked about how the decision to fire Click could affect the ability of academics to participate in activism.

“I’m thinking about last year when the events happened in Ferguson… When Bob McCulloch came to campus we potentially insulted him -would that have been inappropriate action? When I talk about law enforcement and their history of abuse in respect to African Americans - is that being inappropriate?”

He added that he found it troubling that a faculty member would be labeled a “villain” for protecting someone else’s child.

“I’m a black parent. I’ve got an 8 and a 3 year old and I would guarantee you that every black parent whose child is at that homecoming parade and on the quad appreciated a faculty member standing up and protecting their child. And that’s not the reframing that we have come to get. And so the problem here is that we have cast someone in a role as villain, when in fact a number of folks would view this person as heroine.”
One of the questions that rounded out the nearly 45 minutes of questions and comments was simply “If I want a board member fired, how do I go about that? Because they seem to know how to fire us.”

To which Foley replied that he didn’t know and he guessed individuals should “call the governor since he appoints them [curators].”

No faculty members spoke in support of the Board’s decision during the meeting.

Hanaway ties University of Missouri events, Ferguson and murders together in 'epidemic of lawlessness'

By Rudi Keller

Sunday, February 28, 2016 at 12:00 am

As the controversy over Assistant Professor Melissa Click peaked last week, so did the rhetorical attacks on the University of Missouri.

The strongest language came from Republican gubernatorial candidate Catherine Hanaway, who tied the fall demonstrations by Concerned Student 1950 over racism on campus to extreme violence as she launched a state tour.

“From rioting at Ferguson to the unrest at the University of Missouri, to rising murder rates all around our state Missouri is facing an epidemic of lawlessness,” Hanaway said in a news release issued hours before the UM Board of Curators voted 4-2 to fire Click.

Asked to explain the connection between the three, Hanaway campaign manager Nick Maddux wrote that the demonstrations improperly upset operations at MU.

“The culture of lawlessness was on full display when” protesters “shut the university down,” Maddux wrote. “Catherine is running to restore law and order to Missouri including making sure our flagship university is doing what it exists to do.”

Hanaway is vying for the GOP nomination against Lt. Gov. Peter Kinder, Navy veteran Eric Greitens and businessman John Brunner.
“That is very scary,” DeShaunya Ware, one of the organizers of Concerned Student 1950, said after being read Hanaway’s statement. No demonstrators were arrested, she said.

“We are tired about our voices being unheard,” Ware said. “We are challenging systems of oppression and challenging white supremacy and no longer taking ‘no’ for an answer.”

Ware also said Hanaway’s statement shows she misunderstands the events in Ferguson after the death of Michael Brown. “What happened in Ferguson was not a riot, it was an uprising,” she said. “An uprising happens when people are not being heard.”

The most serious crime charged for acts at the demonstration site on Carnahan Quadrangle was third-degree assault, in Columbia Municipal Court, against Click for interfering with student videographer Mark Schierbecker. The most severe charge related to the actions at MU was against Hunter M. Park, a Missouri University of Science and Technology student set to go to trial May 5 on the Class C felony of making a terroristic threat.

Park, 20, was arrested Nov. 10 in Rolla after he allegedly threatened to “shoot every black person I see” in a post on Yik Yak, an anonymous social media app. Other threats led officials to evacuate the Gaines/Oldham Black Culture Center during a visit by the Legislative Black Caucus. Many classes were canceled Nov. 9, the day UM President Tim Wolfe resigned, and Nov. 10 because of the threats.

The language used to attack the demonstrations and the university’s response has been harsh and fills social media as well as comments sections on news websites. “They’re afraid to fire her because they’re afraid the inmates are going to burn down the asylum just like they were afraid to convict O.J. Simpson,” one caller to TribTalk said.

Through spokespeople, interim UM President Mike Middleton and interim MU Chancellor Hank Foley declined to comment on Hanaway’s statement. Middleton took on the harshest rhetoric at the Feb. 5 curators’ meeting as he described efforts to satisfy legislative critics and student concerns.

“We are neither an asylum nor a zoo,” Middleton said. “Our students are neither inmates nor animals. They are young adults we are grooming to lead us through the 21st century.”

On Tuesday and Wednesday, the House Budget Committee will debate whether to cut $8 million from the university’s appropriation for the coming fiscal year. Committee leaders have provided other examples of harsh words about Click, demonstrators and university administrators.

“They are there to learn, not to protest all day long,” state Rep. Donna Lichtenegger, R-Jackson, said after the appropriations committee she chairs denied an increase to UM. “I thought we learned that lesson in the ’60s.”

“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,”
Budget Committee Chairman Tom Flanigan, R-Carthage, said in a news release on his proposed cuts.


“That is dangerous rhetoric. That’s over the top,” Kendrick said. “At the end of the day, that type of rhetoric is damaging our flagship institution in the state of Missouri.”

Some of Hanaway’s fellow Republicans, including some of the university’s harshest local critics, said her remarks went too far.

“Accountability at the University of Missouri on how they run their campus is a separate issue from a lot of the negative attitudes developing regarding law enforcement,” said Sen. Kurt Schaefer, R-Columbia and a candidate for the Republican nomination for attorney general. “The need to protect law enforcement in the state of Missouri is a separate issue from the administration and curators taking responsibility for what occurs on their campus.”

In early January, state Rep. Jeremy LaFaver, D-Kansas City, tweeted that the clamor to fire Click was “the latest legislative temper tantrum” over MU. State Rep. Caleb Jones, R-Columbia, responded that he remained a die-hard fan and wanted his children to attend MU, but “Right now, I wouldn’t send my dog there.”

On Friday, Jones said he has tried — even in colorful language — to keep the focus on accountability at MU.

“Comparing people’s desire to have their voices heard to increasing murder rates is a gross miscalculation,” Jones said.

Missouri GOP governor hopefuls slam Ferguson, MU handling

By SUMMER BALLENTINE

ST. LOUIS (AP) — Missouri's Republican candidates for governor on Saturday said state and university leaders did a poor job handling unrest in Ferguson and at the University of Missouri.
Speaking during the GOP annual conference, the four candidates slammed what they described as lack of leadership.

Suburban St. Louis businessman John Brunner, former Navy SEAL office Eric Greitens, former U.S. attorney and state House speaker Catherine Hanaway, and Lt. Gov. Peter Kinder are competing to win an August primary. The victor will face off with the likely Democratic nominee, Attorney General Chris Koster.

Democratic Gov. Jay Nixon is barred from re-election because of term limits.

Protests in Ferguson after the fatal police shooting of Michael Brown in 2014 and at the University of Missouri's Columbia campus over racial issues drew national attention to Missouri. Nixon came under fire for what critics said was a failure to respond quickly enough to sometimes violent unrest in Ferguson.

Former University of Missouri system president Tim Wolfe resigned and Columbia chancellor Bowen Loftin stepped down in November after a student activist went on a hunger strike and was backed by members of the Missouri football team.

Hanaway said events in Columbia and Ferguson "shamed" Missouri.

Greitens said the state is known for "the national embarrassments" of Ferguson and the University of Missouri. "Too many of our so-called leaders simply failed to step up and lead," he said.

Greitens, who said he spent several days in Ferguson then speaking with protesters, said he would have instituted a dusk-to-dawn curfew. Having a leader nearby to listen to activists would have calmed the situation quickly, he said. The same thing happened in Columbia, he said, which lacked "a leader who was actually going to listen to people."

Kinder said the university system's board of curators, the president and Columbia chancellor inappropriately caved and shouldn't be run by student demands.

Kinder also described Nixon's actions after protests in Ferguson as "the worst failure of executive leadership in the history of this state."

Hanaway said administrators should be in charge of the University of Missouri, and said students managed to topple the leadership.

"You needed the governor to step up and say to his curators, "Teachers will teach, scholarship athletes will play and students will be free to express their First Amendment rights,"" Hanaway said. If curators, who are appointed by the governor, can't accomplish that, Nixon should have told them to "find something else to do," she added.
Brunner said later in an interview with The Associated Press that there are deeper problems at the University of Missouri and any governor "needs to say, 'It's my fault,' and jump in there." He said lack of leadership caused similar problems in Ferguson.

The candidates echoed frustrations of lawmakers and others that student protests in Columbia damaged the university's reputation and future. Donors pulled about $6 million in donations to the Columbia school in December, and the House budget leader has proposed cutting about $8 million in state funding for the University of Missouri system next fiscal year.

**MISSOURIAN**

**Curators' report, Melissa Click's response contradict on context and comments**

WILLIAM SCHMITT, Feb 26, 2016

COLUMBIA — A 27-page report by a law firm hired to investigate Melissa Click’s behavior sheds new light on her worst moment, captured on video and shared around the world.

Her infamous call on Nov. 9 — "I need some muscle over here" — is indisputable. What she meant by it and what she said to others is less clear.

According to the report by the Bryan Cave law firm, Click attempted to explain her actions the next day to a group of journalism faculty considering whether to revoke her courtesy appointment to the school.

Associate Dean Esther Thorson said Click told the group she was looking for a specific guy who was “very large and strong, and everyone had nicknamed ‘The Muscle.’” Associate professor Tim Vos remembered it a little different — that Click couldn’t remember the name of the guy and so just called him 'muscle'.

When investigators interviewed Click on Feb. 12, she said she couldn’t recall what she told the faculty. But on Feb. 19, in her written response to the report, she flatly denied saying or believing that she called for a person nicknamed The Muscle.
The investigators' report, Click's response to the report and hundreds of pages of documents were released Thursday along with the UM System Board of Curators' official announcement of Click's firing.

The curators had directed Stephen Owens, the UM System general counsel, to conduct an investigation. Owens enlisted Bryan Cave to look into the facts and context of Click's conduct and actions.

The law firm interviewed 21 people and examined letters, news stories, public statements and video from the protests on Nov. 9 and the Oct. 10 Homecoming Parade. Click was interviewed twice; others in the report include the chair of Click's department at MU, faculty members and protesters.

Click, a former MU assistant professor of communication, rose to national notoriety after she was filmed Nov. 9 by MU student and independent journalist Mark Schierbecker. In one tense and popularized moment, Click yelled for "some muscle" to eject Schierbecker from a human ring around the protesters' camp on the Mel Carnahan Quadrangle.

According to the report, Click believed that it was common for male campers on the quad to intervene in tense situations to maintain order.

Click said her experience at the camp led her to believe that "when something got heated, large men would come in to defuse the situation," investigators wrote after talking with Click on Feb. 2. Based on her observations in similar confrontations, Click told investigators, this was a "protocol."

"No one actually told Professor Click that a 'protocol' existed, but she assumed it based on the consistency of their actions," investigators wrote.

In a Feb. 12 interview, Click reiterated to investigators her belief that she thought this was the way situations were handled at the camp.

At the time of the Nov. 9 incident, MU's campus was roiling. Graduate students were still stung by how their health care benefits were handled, black students had come forward with stories about racism, and administrators were compelled to state publicly that they were serious about addressing the concerns of MU's marginalized community members.
Members of Concerned Student 1950 told investigators they thought Click was working to protect students in that tense and potentially dangerous situation, even though they said they weren't aware of any such protocol.

When investigators asked whether there was a student nicknamed The Muscle, one male Concerned Student member let out "an involuntary — and genuinely hearty — laugh," according to the report. None of the four Concerned Student 1950 members mentioned in the report said they recalled a person with that nickname.

**Communication complications**

When two Bryan Cave investigators spoke with Department of Communication Chair Mitchell McKinney on Feb. 3, McKinney said he and other faculty he spoke with weren't greatly surprised to see the viral video of Click's actions.

Click tended to be dramatic, McKinney said, and he told investigators that "Professor Click frequently gets upset, and she can be loud and aggressive in stating her opinions to faculty and students. When this occurs, she can be heard throughout the Communication Department."

McKinney clarified his remarks, saying he had "no issue with Professor Click being vocal or boisterous, but he considers intimidation and physical aggression unacceptable." He added that he had previously never seen Click be physically aggressive.

In her Feb. 19 response to the report, Click wrote that she and McKinney "have a long history of disagreement about department affairs. His characterizations that I am 'dramatic' and 'frequently gets upset' can be attributed to that history of disagreement." Click said McKinney was hyperbolic in his suggestion that her volume was loud enough to be heard throughout the Department of Communication.

A Dec. 14 letter from 116 MU faculty in support of Click released Jan. 5 included the signature of one communication professor, Michael Russo. McKinney told investigators that there were 13 active communication faculty at the time.
In the report, McKinney said it was his understanding that the professor signed only after being pressured by Richard "Chip" Callahan, Click's husband and the chair of MU's Department of Religious Studies.

Without a signature from another communication professor, "it would look like the department did not support Professor Click," the report reads. "This suggested to Professor McKinney that his faculty felt Professor Click's actions were wrong, confirmed by his discussions with other faculty members in the department."

McKinney also told investigators that he was pressured to sign by Callahan and "faculty organizations."

McKinney said he told Callahan that signing the letter would have created a conflict of interest. The handling of faculty irresponsibility charges detailed in the UM System's Collected Rules and Regulations state that departments chairs — such as McKinney — would be involved in handling matters where faculty — such as Click — are accused of acting improperly.

Russo said Friday in an email that Callahan didn't pressure him to sign.

**A confused confrontation**

On the video, it's clear that Schierbecker walked up to Click and introduced himself to her simply as "media" without offering press credentials or mentioning any affiliation with a news outlet. Schierbecker has told the Missourian he was acting as an independent journalist that day, documenting the events for his future children.

Both have told investigators and reporters that the other made them uncomfortable during the Nov. 9 confrontation. Schierbecker has said Click's remarks and actions made him afraid for his physical safety, and Click told Bryan Cave on Feb. 2 that she found Schierbecker to be threatening.

She told investigators she wasn't sure whether Schierbecker was an MU student, and she said she found his conduct unusual for a journalist.
Click told investigators Feb. 2 she worried that Schierbecker might be carrying a gun, according to the report. In her Feb. 19 response, she wrote, "I never believed that Mark Schierbecker definitely had a gun, but I did acknowledge that he could have and that my fears about his intentions shaped my actions."

Schierbecker said Friday he was not carrying a gun that day.

Click has personally apologized to Schierbecker, and in a Nov. 10 statement she wrote, "I regret the language and strategies I used, and sincerely apologize to the MU campus community, and journalists at large, for my behavior, and also for the way my actions have shifted attention away from the students’ campaign for justice."

Like a politician on the stump, Click has stuck to her message: Her actions were regrettable but understandable; the student protesters were in danger; her job, her social life and her physical safety are on the line.

Five and a half weeks after the protest, MU Provost Garnett Stokes sent a letter of reprimand to Click.

In it, she told Click that her behavior was "completely unacceptable," and that Click "failed to 'exercise appropriate restraint' or to 'show respect for the opinions of others.'"

According to the report, Click replied via email to Stokes to say she was "truly sorry for the ways my actions have negatively impacted the MU community."

But Click told investigators Feb. 12 that she thought Stokes should have spoken with her before writing the letter, and she characterized the letter as harsh.

Investigators asked Click whether she agreed with Stokes that her behavior was "completely unacceptable," that she "failed to exercise appropriate restraint," that she "failed to show respect for the opinion of others," and that she "made a serious mistake."

Click said "no" each time. She reiterated that she was concerned about students, that the situation was stressful and that Stokes never asked for her side of the story.
Missourian

Boone County Democrat, Republican reps push for restored MU funding

KATIE KULL, Feb 26, 2016

COLUMBIA — Boone County delegates to the Missouri House of Representatives have engaged in a bipartisan push to restore funding for MU after a representative proposed a bill to punish the state's flagship university.

Three Republican representatives — Caleb Rowden, Chuck Basye and Caleb Jones — issued a letter Friday afternoon calling the House Select Committee on Budget to restore the funding it threatens to cut. The two Democratic representatives, Kip Kendrick, D-Columbia, and Stephen Webber, D-Columbia, sent out their own statement Friday morning with the same mission.

The representatives are responding to a call by Rep. Tom Flanigan, R-Carthage, on Tuesday for the budget committee to cut MU's funding by $402,059 and nearly $8 million from the rest of the UM System. The bill would also change funding allocation from a lump sum to all four university campuses to separate budgets for each. Flanigan cited the "embarrassment" at the state's flagship campus for the proposed change according to a previous Missourian article.

The $402,059 cut would match the sum of the salaries of former MU assistant communication professor Melissa Click, who was fired Thursday, as well as a Department of Communication chair and the College of Arts and Science dean, according to previous Missourian reporting.

The budget committee will hold hearings Tuesday and Wednesday to discuss and vote on the proposed cuts.

Rowden, who is on the budget committee, said he and the other representatives would lobby other members over the weekend to get the support they need to restore the MU campus funds.
"Our students' education and a family's ability to afford a quality education should not be sacrificed for short-term political gains," said the Democratic representatives in their statement.

The Republicans' statement echoed that sentiment and added that a 5 percent decline in enrollment for 2016 was punishment enough for the "chaotic leadership vacuum we recently witnessed at Mizzou."

Rowden said he didn't want to punish the students and faculty who would be adversely affected by the cuts.

"Part of it for me is making sure that the people who didn’t have anything to do with the issues over the last few months don’t get punished for something they had no control over," he said.

State representatives working to reverse UM budget cuts

COLUMBIA - Several state representatives are attempting to reverse the almost $8 million budget cuts to the UM system.

Representatives Stephen Webber, D-Columbia, and Kip Kendrick, D-Columbia, sent a request Friday to the Speaker of the House, Chair of the Budget Committee and Chair of Higher Education Appropriations Committee asking them to reverse the cuts to the UM system.

"I think the Republican supermajority's budget cuts really hurt students and the ability of researchers," Webber said. "It's disappointing to me that they have been more interested in following up in political vendettas than helping students and researchers."
Webber said he proposed a five percent increase in funding to MU last year, which was voted down.

"This year, representative Kip Kendrick and I have been trying to restore the cuts the Republican supermajority has made to the University, but they have been more interested in settling political scores," Webber said.

State Rep. Tom Flanigan, Chairman of the House Budget Committee, released a statement this week regarding the budget cuts.

He wrote in the statement, "The Committee substitute for House Bill 2003 has $8,076,196 less in state aid for the University of Missouri System than in the current year's budget. 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."

State Rep. Chuck Basye, R-Rocheport, said he is hopeful the termination of MU Professor Melissa Click will help the budget committee decide to reverse the cuts.

"My colleagues in Boone County, Democrats and Republicans, feel very strongly that they should eliminate those cuts and let MU move forward in a positive direction," Basye said. "The cuts are going to hurt the wrong people, it's going to hurt students and employees."

MU Spokesman Christian Basi said it is still too early to tell how the cuts may impact MU if the budget committee decides not to reverse them.

In Flanigan's statement he wrote, "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."

The House Budget Committee will meet next week to discuss the budget cuts further.
Some Boone County lawmakers are trying to reverse proposed budget cuts that would take millions of dollars away from the University of Missouri System.

Representative Caleb Rowden (R-44th District) sent a letter to the House Committee on Budgets Friday.

The letter reads:

"As members of the Boone County delegation, we write to inform you of our plan to restore cuts made to the University of Missouri. University officials have reported a five percent drop in enrollment for the 2016 academic year; this represents nearly $20 million in lost revenue. We accept that this dramatic shift is the free market's response to the chaotic leadership vacuum we recently witnessed at Mizzou.

The University of Missouri, however, is much bigger than the action of a few; it represents billions in economic output, groundbreaking research, life saving medicine, workforce development and quality academics. It is the cornerstone of our community and a critical piece of our state's economy. We do not believe it is necessary or appropriate to punish the tens of thousands of students, faculty and university employees; across four campuses; who had no role in recent events. Demands for additional, retributive cuts undermine the ability of new leadership to implement positive changes and reduces students to political pawns. The free market is holding the University accountable for its mistakes. Now we must give administrators the opportunity to respond and adapt. The University of Missouri is an investment in our future; retribution may deliver political satisfaction, but will do so at Missourians' expense.

We are confident in the future of this great institution. And we ask that you stand with us as we seek to empower the University to change course and bring about lasting, positive change."

The letter is signed by Rowden, Representative Chuck Basye (R-47th District), and Representative Caleb Jones (R- 50th District).

Tuesday and Wednesday, the committee will meet to discuss the budget cuts that would take away more than $400,000 from the Columbia campus and $7.6 million from the UM System. Rowden said lawmakers will have the opportunity to present amendments he hopes will restore all of or part of the funding.
Smaller budget means fewer choices at university libraries

COLUMBIA, Mo. (AP) — University of Missouri libraries will offer fewer subscriptions to academic journals and databases to cope with a budget reduction caused in part by students' rejection of a library fee and an expected enrollment decline this fall.

Rabia Gregory, chairwoman of the Campus Library Committee said in a memo to campus department leaders this week that the libraries are facing a $1.3 million shortfall this year and expect another $1 million gap in the fiscal year that starts July 1, The Columbia Daily Tribune reported (http://bit.ly/1TJR7YH ). Departments are being asked to rank their priorities for retaining subscriptions before the summer break.

Last November, students rejected a library fee of $15 per credit hour that was expected to bring in $13 million annually when it was fully phased in by the 2021-22 school year. The libraries currently have an annual budget of $17.7 million and spend about $8 million on journal and database subscriptions.

The university also is forecasting an enrollment drop of 900 students in the fall, which would reduce tuition revenue by about $20 million. University officials also aren't sure how much state support the system will receive.

"We are working with the provost's office to try to find funding solutions to avoid disruptions," Gregory said. "I am not sure we are going to be able to pull it off."

About half of this year's shortfall was replaced by $650,000 from the student information technology fee, but that was a one-time solution, said Ann Riley, acting director of MU libraries.

Academic libraries are also facing increased costs for subscriptions. The decision about which journals to retain will be based partly on the role a specific subscription plays in an academic area, not just on use, Riley said.
Most journal and database subscriptions must be renewed by Jan. 1, which means the final negotiations about packages and pricing will occur this fall.

Opinion: Those who love MU are not laughing

By WILLIAM BRADLEY

Sunday, February 28, 2016 at 12:00 am

Lately, people have been throwing the word “laughingstock” around rather loosely when it comes to the University of Missouri’s campus in Columbia. To be more precise, it has become fashionable for people in Missouri who disapprove of university students and employees protesting racial discrimination to claim recent campus unrest has resulted in the school becoming a national “laughingstock.”

State Rep. Donna Lichtenegger explained her support for a budget amendment designed to punish the school for its students exercising their First Amendment rights as an attempt “to make people understand that we are not going to be a laughingstock.”

In a recent letter to The Columbia Missourian, Professor Emeritus Brian Brooks claimed Melissa Click “has made the University of Missouri the laughingstock of the entire country.” Two commenters on the letter used the word “laughingstock” to describe the university as well. A Google search reveals that many bloggers who write about the university also favor this phrasing.

I don’t know who wrote the script these people are borrowing from, but I do know that an appeal to ridicule is an informal logical fallacy and that simply saying the campus has become a laughingstock doesn’t make it so. I also wonder if, perhaps, those making these claims are too close to Columbia to really gauge what the rest of the country is or is not laughing at. While I have no doubt certain people find activism in the face of entrenched power and institutionalized racism “funny,” I don’t think they really reflect the majority of the country.

Speaking as someone who has lived all over the country — including Columbia — and who currently resides in Ohio, I think I can safely say that, in fact, most of us outside of Columbia are not laughing about what is going on at MU. Quite the contrary — we are concerned about the safety and well-being of students. We debate seriously a professor’s due process rights and student journalists’ rights to take photographs on public property. We discuss Concerned Student
1950 and the role nonviolent direct action can play in effecting serious change. At a Christmas party toward the end of last year, an attorney friend and I discussed how impressed we both were with the courage of Missouri’s football team and its coach, Gary Pinkel.

These are not matters to laugh at, despite what some people like to tell the media.

I understand people are angry — particularly with Click, who by her own admission made a serious mistake. It seems to me, though, that she admitted her wrongdoing and expressed genuine remorse. I’m inclined to say that — combined with the facts that no one was hurt by her words or actions and that she was acting with the best interest of students in mind — probably qualifies her for forgiveness.

At the very least, it should have qualified her for a fair hearing with her promotion and tenure committee before the Board of Curators decided, in a session closed to the public, to curtail her due process rights and end her career.

I’m biased, of course. I really, really love MU. I spent four of the best years of my life in Columbia, studying literature and creative writing. I met the woman I would later marry in Tate Hall. Several members of the faculty are among my smartest and most trusted friends — friends who now have to fear for their jobs, should they say something to make themselves politically inconvenient. I learned a lot on that campus, both about the world and about myself. Put simply, my years at MU were powerfully transformative.

And it bothers me that some people would like to deny other students that type of transformative experience. And, make no mistake, that is one of the consequences of withholding funds, stripping the faculty of their due process rights and removing academic freedom protections for those who voice dissent. When you “punish” members of the university community for saying things that aren’t popular, or articulating anger at injustice, or simply not expressing themselves in a manner that all find agreeable, you cripple the university and its crucial mission for the people of Missouri.

And it’s not a laughing matter.

**William Bradley, who lives in Tiffin, Ohio, earned a doctorate in English at the University of Missouri.**

**Opinion: The ways of the university**

Strange and mysterious
Universities, including our own headquartered here in Columbia, are large and confusing places with purposes and activities foreign to the everyday lives of most people outside the campus. University bureaucracies are large and ponderous, often frustrating to those trying to navigate their confusing channels.

Faculty members teach arcane subjects. Researchers do the same with their studies. To the average Jane or Joe, salaries seem too high and there are too many administrative layers. Envy and disdain spread easily throughout the land, among the well-to-do as well college-educated as well as the large population whose academic careers ended in high school.

Yet, recognizing the essential value of higher education, state leaders and citizens long ago gave the University of Missouri constitutionally secure legal status immune from direct interference by state officials who might be tempted to join an angry horde from the streets wanting to punish or otherwise directly manage the institution.

We can see this tendency at the moment as state legislative appropriations officials come as close to micromanaging as they can.

House Budget Committee Chairman Tom Flanigan outlined a funding plan that digs more deeply into detail, including a proposed cut of $402,059 based exactly on the total of salaries being paid to Assistant Professor Melissa Click, her Communications Department Chair Mitchell McKinney and McKinney’s boss, College of Arts and Science Dean Michael O’Brien.

Flanigan also cut some $7.6 million representing about half the money spent on university system administration, an obvious poke at interim President Mike Middleton for his handling of recent student protests and vague, unfounded charges he did “nothing” to mitigate minority student unrest during his 17 years in MU campus administration.

If not for the constitutional prohibition, it seems clear Flanigan & Co. would call for firing particular university employees, a wholly inappropriate interference in internal university management.

At times like this, I’m always disappointed so many otherwise very smart people are willing to tolerate these sorts of actions. One can be concerned about events on campus without urging excessive official reaction either from campus managers or public officials.

To their credit, local state representatives of both parties are trying to mitigate the damage. They say it could have been much worse if many Republican legislators had their way. Dire mentions of eliminating UM funding altogether are heard.

A lot of this is window dressing, of course. Muscular comments from politicians are sent back home for consumption by angry constituents who harbor a more or less constant animus for the
university, particularly its flagship campus, and for Columbia, where they suspect weirdos live and practice witchcraft.

Even in this neighborhood, many of my friends are convinced awful actors on campus are responsible for justifiable retaliation from citizens and their official representatives in Jefferson City. They almost seem to relish examples of erosion in enrollment and fundraising donations — “Told you so.” Nobody hereabouts likes to see the current turmoil, but patience is in order. It’s a good time to remind everyone of the university’s benefits and palpable steps being taken by university management.

It’s also a good time to examine the bureaucracy. Any time is a good time to examine the bureaucracy. Nobody with half a mind would deny the university is large and convoluted. If I had superhuman authority, I would reduce program and administrative bloat, allowing more focus on excellence and less on scope. Of course, for reasons hard to contradict this is insanely hard to do. The same can be said of any public bureaucracy grown large over time, and heavy-handed budget restraint often is the only tool for herding the cats.

A discussion of this type could be productive. Mentioning the names of particular employees in the context of budget cuts is not.

**DEAR READER: Melissa Click is the story that keeps going and going**

TOM WARHOWER, Feb 26, 2016

Thursday afternoon, just after news of Melissa Click’s firing broke, a KOMU reporter stopped by for a previously scheduled interview. The topic: whether there was too much news coverage of her now infamous utterances during last fall’s protests.

The answer for Thursday was easy. We could have published a dozen articles about the assistant professor of communication who became the nexus for lots of arguments about faculty governance and threats and counter-threats, First Amendment rights, legislative pressure on personnel, and, oh, yes, racism on campus. The Missourian published three articles, and they were all at the top of the leaderboard for readership.
On Friday, the Click story continued its upward trend as the American Association of University Professors called for the UM System Board of Curators to rescind the firing it had just made. The AAUP, as most people know the group by, said the curators committed a big no-no because they bypassed their own UM System rules and a couple of AAUP statements dating back six decades or more.

While the curators’ action pleased the barkers in the General Assembly, it royally peeved this big, prestigious organization.

There’s no winning, it seems, in the Click story. But there is news.

The KOMU reporter, Alex Farkas, still wanted to know the big picture. He said the station had gotten pushback from some viewers suggesting folks might be getting tired of the Click story.

When would the Missourian stop covering professor Click, he wanted to know.

The simple answer: not until the story dries up. Others, not us, will decide.

I wrote in November that the controversy over professor Click is secondary to the bigger story of racial inequities and the social justice movement on campus and in our city. I still believe that.

But it doesn’t mean the Missourian should ignore the controversy. It means, in fact, that we should continue to pursue it.

Sometimes a news organization can exercise some control over when and how to keep a story going. Other times, like this, it’s tough just to keep up as events unfold.

Or, as Sam Elliot says in “The Big Lebowski:”

“Sometimes you eat the bear, and sometimes the bear, why, he eats you.”

Tom
COLUMBIA — If you're a pregnant woman, the term "Zika" is more than a four-letter disturbance somewhere in a far off land; it's a looming threat.

**MU veterinary pathobiology researcher Alexander Franz hopes he's among the scientists on the long journey to a solution.**

Zika is a disease that is transmitted by mosquitoes. It's been correlated with an increase in birth defects and, possibly, Guillain-Barré syndrome, in which the immune system attacks the nerves. It has hit South and Central America particularly hard. But the fear is that Zika may continue to spread, and scientists are scurrying to stop it. They're disseminating information, urging methods of prevention and working to create a vaccine.

Franz, an assistant professor in MU's College of Veterinary Medicine, has turned his attention to the instigator: the Aedes aegypti, or yellow fever mosquito.

**The concerns**

The symptoms for most cases of Zika are like those of the flu, and only one in five people ever become ill after contracting the virus, according to the Centers for Disease Control. Pregnant women face more serious dangers. Although a direct link has not yet been confirmed, the rise in the Zika virus has been linked to an increase in microcephaly, a birth defect that causes a baby's head to stop growing after birth. There have been many cases of microcephaly in Brazil, a main hub of the Zika virus.

There's also evidence that the worries don't end after the initial bite. According to the Centers for Disease Control, once mosquitoes transfer the disease to humans, men can pass it on to their sexual partners. Franz said the exact conditions for sexual transmission have not yet been determined.
"It's probably a pretty rare circumstance," Franz said. "There might be some specific condition requirements, but nobody knows. It's all speculation."

How far and wide the disease will spread remains unknown. There have already been documented cases in the Southern United States. According to the Centers for Disease Control, 28 U.S. states and territories have reported cases of the virus as of Feb. 24. Franz believes that the spread will be limited to southern areas, such as Florida and Texas, because yellow fever mosquitoes need a tropical climate to thrive.

But there's dissension about that. Climate change has made more places mosquito-friendly, and that could foster the spread of the disease in the U.S.

Then there's the problem of the Olympics. The 2016 summer games will be held in Rio de Janeiro, Brazil. People from all over the world will be traveling to the epicenter of the Zika virus. The International Olympic Committee president, Thomas Bach, has given the go-ahead for the games, but the Centers for Disease Control has urging travelers to take enhanced precautions in Brazil, among other countries. The CDC also urges pregnant women to avoid travel to South and Central America if at all possible.

The science

Before the outbreaks of the Zika virus in South America, Franz had begun work to combat dengue 2, a virus also carried by the yellow fever mosquito. The object of his research is to first understand how mosquitoes can be carriers of the virus, and then to use that information to genetically alter them to become resistant.

The idea now is to apply these same principals to the Zika virus. Theoretically, Franz would generate genetically modified mosquitoes which could then "infect" yellow fever mosquitoes in the wild with their newly reprogrammed immune pathways. Franz said that this way, "the virus would get attacked before it has a chance to replicate."

"If the virus genome gets destroyed, the virus cannot establish itself in the mosquito," he said. "This way, the transmission cycle is interrupted."
Franz said that if the science is successful and Zika virus-resistant mosquitoes can be created, then they could theoretically spread the new genetic feature. Zika resistance would show up more and more in subsequent generations of mosquitoes.

**Looking ahead**

Although Franz has had success creating at least one strain physically resistant to the dengue virus, he emphasizes that his research into the Zika virus is still extremely preliminary.

His department has had a strain of the Zika virus for just a couple of weeks because until the outbreak in Brazil, the virus wasn't considered a highly important issue. And the research takes years. A vaccine could be years away.

Moving forward, Franz believes the best approach is an integrated one.

"You have to look at the insects and protect the human at the same time," Franz said. "While my team is focused on the mosquitoes, other researchers are focused on creating vaccines and therapies for the people infected."

Even if mosquitoes can be modified and vaccines created, the chances of total eradication are slim. Franz said that because of the abundance and the nature of mosquitoes, eradication is difficult.

Daniel Jackson, a maternal fetal medicine specialist at MU Health Care, recommends pregnant women who have traveled to areas exposed to Zika get blood tests to see if the fetus is infected.

In the meantime, anyone considering traveling to South or Central America should take precautions. The CDC suggests wearing long sleeves and pants, putting on insect repellent and sleeping under mosquito nets as precautionary measures.
Dr. Daniel Jackson, a maternal fetal medicine specialist at MU Health Care, recommends that mothers-to-be get a blood test after traveling to areas exposed to Zika to see if the fetus is infected.

Jackson also advises women "not to panic."

"What it looks like is that Zika virus has the potential to cause microcephaly, but we don't know with what frequency or with what prognosis," Jackson said. "This is not something to worry about but something to pay attention to."

For more information on the Zika virus and prevention, visit the World Health Organization website or the Centers for Disease Control website.

**THE CHRONICLE OF HIGHER EDUCATION**

**For Assault Victims, Help Is Never Too Late**

*By Robin Wilson*

**No MU Mention**

The University of Central Missouri has started a program to keep students who have been sexually assaulted from dropping out. Corey Bowman, associate vice provost for student services, last spring started tracking about 50 students who had experienced gender-based violence, either before enrolling or while they were at Central Missouri. The prevention program is on alert for students who may be struggling as a result of gender-based violence, whether in the classroom or in their efforts to get along with roommates, arrange child care, afford tuition, or handle other personal matters.

The program evolved from the university’s work with students who had visited the Title IX office with concerns about sex assault and harassment. "We meet with these students on a regular basis — we don’t wait for them to come to us," says Mr. Bowman, who says 78 percent of students whom the prevention program worked
with last spring came back this fall, compared with 71 percent for the general student population.

The program is a natural fit with the university’s wider student-success and risk-reduction efforts, says Mr. Bowman.

"We identified victims of gender violence as having heightened risk due to the complex and far-reaching impact of trauma," he says. "We then hired a case manager and developed a trauma-informed process that would focus on not just recovery but long-term student success."

"Students who have experienced gender-based violence," Mr. Bowman says, "are more likely to be retained and graduate if they have ongoing access to a trusted primary contact at the university who can act as both a guide and a barrier buster."

**THE CHRONICLE OF HIGHER EDUCATION**

**Culture of Consent**

**Colleges focus on preventing sex assaults before they happen**

*By Robin Wilson*

**No MU Mention**

It’s the high-profile cases of campus sex assault that catch everyone’s attention. There was the Columbia University undergraduate who carried a mattress around the campus her entire senior year to protest what she believed was the institution’s mishandling of her assault complaint. And the athlete who was expelled for assault at the University of Tennessee but was allowed to return and graduate after a court said the institution had misjudged his case.

Those situations not only capture the public eye but also strain campus judicial systems, causing colleges to scramble to stay out of court and off the U.S. Education
Department’s list of institutions being investigated for violations under the gender-equity law known as Title IX.

So, while they’re under scrutiny for their handling of assault complaints, colleges are also working to prevent such cases before they ever happen. They’re using in-person and online training programs, as well as social-media campaigns, to educate undergraduates about what constitutes assault and how they can help prevent it. Some professors are tucking messages about how to avoid assault into French, computer-science, and communications classes. And at least one institution, the University of Central Missouri, has begun tracking students who have already experienced assault to make sure they go on to graduate.

"Title IX response is so much bigger than having a code and a couple of investigators," says Peter Lake, director of the Center for Higher Education Law and Policy at Stetson University College of Law. "It’s a culture change."

New regulations enforcing the federal Violence Against Women Act took effect last summer and require colleges to focus on preventing assaults before they occur. The regulations say all new students must be informed about safe options that an individual may take to "prevent harm or intervene in risky situations."

Last year President Obama announced a similar campaign to end sexual assault, called "It’s On Us." Well-known actors appear in a short video encouraging Americans to pledge to keep an eye on their friends — particularly in situations involving alcohol — and to step in and stop a potentially harmful scenario. "Get in the way by creating a distraction, drawing attention to the situation, or separating them," says the campaign. "Never blame the victim."

Mr. Lake says the focus on prevention is changing how campuses look at sex assault. "Training people how to adjudicate assault cases is Job One," he says. "But campuses
see how frustrating it is to try to defeat sex assault with adjudication techniques alone. Title IX coordinators are now starting to become almost like an academic department, teaching people about culture change."

The most popular method of assault prevention on campuses is known as bystander intervention. The concept is to show students how to identify potentially violent situations and intervene safely and effectively. That’s the goal of one of the most popular programs, called Green Dot. It was developed in 2008 at the University of Kentucky by Dorothy Edwards, who directed the Violence Intervention and Prevention Center there. In 2010 she made Green Dot into a stand-alone, nonprofit company that now helps colleges deliver bystander training and other prevention strategies to faculty and staff members, administrators, and students. A green dot represents "any behavior, choice, word, or attitude that promotes safety," says the organization’s website. The idea is that as more green-dot behavior develops there will be fewer "red dot" incidents — meaning sex assaults.

Getting students to step in and possibly stop a risky situation — say, a female friend is drinking heavily at a party with a new guy, and they decide to go off someplace on their own — can be difficult, says Ms. Edwards. "If it were easy, everyone would do it. But even good people who see something high-risk often don’t act. They say, I’m shy, I don’t want to be the squeaky wheel, I don’t want this to become a fight."

Indeed, Rebecca Plante, an Ithaca College sociologist who studies the campus sexual climate, calls bystander-intervention initiatives "laudable but somewhat utopian." The associate professor adds, "They presume a lot: That students at a party are sober and that they’ve paid attention to anything other than themselves." Young people, she says, prize their independence. "They say: Anna and Joe just went into Joe’s room. I’ve heard Joe’s scum, but I don’t want to tell her who to sleep with, because I don’t want her judging me."
Besides training students to be active bystanders, Ms. Edwards says administrators should try to educate the entire campus about sex assault and how to prevent it. When she was at Kentucky, she recalls, some professors simply included a syllabus statement noting that partner violence wouldn’t be tolerated. A professor of nursing trained students in how to react if a patient came to a clinic and said she’d been sexually assaulted. And a dean simply wore one of Green Dot’s green rubber bracelets to work every day.

"The question is, what do we do to establish the norms on a university campus that violence won’t be tolerated and that everyone is expected to do their part?" says Ms. Edwards. "We call it community mobilization."

Professors on other campuses are getting involved. At Virginia Commonwealth University, the political-science department is offering a new course this spring devoted to Title IX. In a French course there, students read a text by Guy de Maupassant and its film version, by Jean Renoir, called A Day in the Country. In both works, there is a scene that may or may not be interpreted as sexual assault.

Gail Hackett, provost and vice president for academic affairs at Virginia Commonwealth, says students need a "safe space" to talk about issues of sexual violence, where professors can guide the conversations.

"The deep discussions needed for understanding and addressing issues of sexual violence," she says, "are well suited to a classroom environment."

**MISSOURIAN**

**Norm Stewart reflects on his early days with an old friend**
COLUMBIA — The realization has come slowly for Norm Stewart.

As the hall-of-fame basketball coach has gotten older, he's coming to terms with his own mortality. Stewart, 81, has beaten cancer. He's had open-heart surgery. The Missouri legend, who coached the university's men's basketball team for 32 years, has realized that his time is limited, like the time of old acquaintances.

"In advancing age, there are less and less people to see," Stewart said. "We get to a point where we're not going to be here."

In December, he was sitting in Booche's when the daughter of one of his high school basketball coaches introduced herself. Her father, Sam Spees, taught biology in Stewart's hometown of Shelbyville and coached the basketball team for one season.

Sam's daughter, Suzanne Spees told Stewart that her father lived at Lenoir Woods Assisted Living in Columbia. Stewart went to the assisted living center later that day.

"Sam Spees still beams about the time Stewart visited him years ago at his former home in southern Columbia. For Spees, any time spent with his old player is a time to be cherished. For his part, Stewart felt guilty his visits were so rare. Both men lived in Columbia for decades, but they seldom met up.

"We always knew one another was there," Stewart said. "We didn’t make a lot of personal contact. I really know just a little about his life: the year he spent coaching in a small town in northeast Missouri."

When Stewart pulled his car in at Lenoir Woods, he found his old coach sitting outside in a wheelchair. The man who spent years teaching about the human body as a biology teacher had a cigarette in his mouth. He's 90 now, and he isn't about to let anyone come between him and his smokes.
In whatever time he has left, Spees wants to enjoy it.

“Well, I’ve been doing it (smoking) for 70 years,” Spees said to Stewart. “I don’t think this is what’s going to get me.”

Spees is a sharp, quick-witted man. And his memory hasn’t failed him.

He remembers it all: the game against his hometown of Edina, the local barkeep questioning the coach’s basketball strategy, the luxurious offer of $4,000 and a car to be a textbook salesman.

His walls are covered with seemingly unneeded reminders of those sorts of moments.

He spends his days in his wheelchair, and he often does nothing more than gaze at photographs on the wall. There’s the photo of his 1947 Edina baseball team that won the Missouri Amateur Championship. He played third base. There’s Spees in uniform as a young volunteer for the Army Air Corps.

Then there’s the Shelbyville basketball team photo.

Ten players stand in line, smiling. Spees on one end, a manager on the other.

Spees spent just one season at Shelbyville, but the image still hangs on his wall. The photo is a constant reminder of what the past held. A much younger Norman Stewart grins, third from the right on the Shelbyville High School stage.

Stewart was a junior in high school during the one year Spees lived in Shelbyville. The team advanced to the state tournament in the spring of 1951 under Spees but fell in the first round to John Burroughs School. The opportunity to sell textbooks around the state pushed Spees to leave Shelbyville after one season.

Stewart was “all business,” according to his old coach. Before “Stormin’ Norman” ever graced the Missouri sidelines, he was just a tall, blonde, basketball-loving kid from northeast Missouri.
Spees said when he would plan the next day's lessons, he often heard a basketball bouncing in the gym. Stewart was shooting baskets.

His voice rises with excitement when he tells stories like these. Memories excite him.

These days, Spees' life is confined to the walls of a nursing home. He wants to remember his life beyond those walls.

“‘It’s quiet here,’” Spees said in his room. “‘There isn’t much going on. I think about my past life quite a bit, and I don’t regret a thing.’”

Regret is something Stewart doesn’t live with, either. His teams won eight Big Eight Conference championships. He made the NCAA Elite Eight twice. In 1994, The Associated Press named him College Basketball Coach of the Year.

But as he’s gotten older, Stewart has tried to revisit old acquaintances. That wasn’t always possible. Not when he was a Division I basketball coach and Spees was a traveling textbook salesman. They had time ahead of them to stop and appreciate old acquaintances.

Time is something Stewart never really thought about until recently. A family and demanding job always kept his mind occupied, never allowing Stewart much time to dwell on the past.

“Our lives were very busy,” Stewart said. “‘When you have that type of life, there’s not a lot of time to visit. When the opportunity comes up to revisit that, you do it.’”

He paused.

“Sometimes that opportunity doesn’t present itself.”

So when the opportunity to revisit the past did present itself, the two men met at the nursing home and spoke about family. About Shelbyville. About time.
Spees’ eyes still twinkle the same way they did in that 1950 team photo. His sense of humor hasn't been lost.

“Hey,” he said, cracking a smile. “I’m only 90 years old.”

THE CHRONICLE OF HIGHER EDUCATION

The Reactive Leader

College leaders must learn to respond instantaneously in a crisis
By Lee Gardner

When student complaints about racist posts on Yik Yak heated up at American University last spring, Cornelius M. (Neil) Kerwin did what a veteran college president might be expected to do. He wrote an open letter to the campus calling out the "bigotry, ignorance, and intolerance" of such messages and pledging to promote more-positive ways to "express our differences." He held an open forum to seek solutions from the campus, and called for unconscious-bias training for administrators and faculty members, among other measures.

But the racist posts continued into the fall, and students "raised the question of whether or not the university administration, and in particular me, were responding adequately and quickly enough," Mr. Kerwin says.

In the age of Yik Yak and Twitter, he may not have been. Campus controversies are nothing new, but social media has changed the stakes for college presidents and other academic leaders. What might have remained a campus issue a decade ago can now go viral overnight. And with most people seeing an endless stream of posts and responses on their smartphones, expectations have risen that leaders be just as quick, always ready to say and do the right thing.
Being reactive has long been considered a leadership flaw, but college leaders now must develop an ability to respond quickly and effectively to unexpected incidents before they get worse — and to avoid making them worse themselves. Events at the University of Missouri last fall point to the dangers of letting contentious situations fester. Complaints and protests over the racial climate there mounted over the course of the year, and black students became so dissatisfied with the lack of attention from Timothy M. Wolfe, the system’s president, that they began openly calling for his resignation. A graduate student went on a hunger strike, and members of the football team refused to play until he stepped down. Mr. Wolfe resigned in November, as did R. Bowen Loftin, chancellor of the flagship campus, at Columbia.

By appearing not to take activists’ concerns seriously for months, Mr. Wolfe made the situation more explosive, and by not responding more effectively once he did get involved, he made the situation worse, says Robert Moore, president of Lipman Hearne, a marketing-and-communications company that works with colleges. He calls Mr. Wolfe’s ouster "a self-inflicted wound."

College presidents are not typically predisposed for crisis communications. Top leaders tend to come from within academe, which prizes deliberation, nuance, and taking the long view, says Adam Shapiro, a public-relations specialist who works with colleges. The quicker tempo and volatile nature of today’s social-media landscape require college leaders to adapt "a completely different set of skills to react on a dime," he says.

One of the best ways to react more effectively is to be aware of as many potential issues as you can, says Mr. Moore. That means keeping up with conversations taking place among faculty, staff, and students, both in person and online. Top academic leaders can’t monitor social media every hour of the day, but they can have lunch in the dining halls periodically, or follow faculty leaders on Twitter. They have to make an effort "to swim with the fishes," Mr. Moore says. "If you’re not doing that, then suddenly you find yourself confronted with an issue that you haven’t had time to think about."

When a crisis arises, leaders have little time to think — at least not as much as they would probably like. "Effective communication in a crisis is all about time," says
Gene Grabowski, a consultant who handles crisis communications for colleges and is a partner at Kglobal, a public-relations company. Upset students can use social media to control the narrative if a leader waits too long to deal with an important issue.

While any response to a serious controversy must come from the top, it’s important that the president not operate in a vacuum. "The best way to avoid making a mistake is to have an effective sounding board to help guide you to some of those decisions when you’ve got to make the call quickly," says James H. Newberry Jr., a lawyer who counsels colleges. Having a short list of senior managers and communications specialists to call on can make the difference between a response that helps and a response that makes the situation worse.

Last fall Rita H. Cheng, president of Northern Arizona University, coped with a shooting on the campus in which a student was killed. At the same time, she was facing unrelated questions about the university’s racial climate. In both cases, she found it important to be accessible and honest. If you have information or a ready solution, share it, she says. If you don’t have an answer, let people know that you’ll update them as soon as you do.

Mr. Kerwin, meanwhile, is about to offer a series of proposals for how to make American University a more inclusive community. He credits student activists with making it clear that the racial tensions on the campus could no longer go unaddressed.

He also credits the events of last year for improving how both he and the university monitor and respond to volatile situations.

American’s office of communications and marketing now uses software to monitor social media 24 hours a day, listening to what people are saying about the university, good and bad. If something posted online might require action, the university has refined its social-media policy to clarify how and when to react.
Keeping on top of the "ubiquitous and perpetual" scrum of online discourse is daunting and labor-intensive, Mr. Kerwin says. But it provides a valuable window into what is important to people on the campus.

"You may not like very much what you’re learning," he says, "but it’s better to know it, by and large, so at least you’re given the opportunity to decide if some action is needed."

**TAKEAWAY**

How Leaders Should React

- The speed and reach of social media demand that leaders be prepared to react.
- A response must not only be swift but also respond to concerns effectively.
- Leaders must be aware of key conversations taking place on the campus.

**THE CHRONICLE OF HIGHER EDUCATION**

**The Week: What You Need to Know About the Past 7 Days**

**Discourse, Off Course**

Some weeks it seems as if free speech is breathing its last on college campuses. Recently Williams College and California State University at Los Angeles both wrestled over appearances by right-wing speakers, and Vassar College got pummeled in *The Wall Street Journal* for allowing a talk by Jasbir K. Puar, a Rutgers University associate professor of women’s and gender studies who said some provocative things about Israel.
Any discussion of Israel can be contentious. What’s surprising here, though, is that Vassar’s pummeling was delivered by Mark G. Yudof, former president of the University of California, former chancellor of the University of Texas, and former president of the University of Minnesota. He is now the board chair of an organization called the Academic Engagement Network, which says it "addresses issues relating to Israel," and his co-author — Kenneth Waltzer, a professor emeritus at Michigan State — is the organization’s executive director. Their first sentence asserts that "anti-Israel sentiment mixed with age-old anti-Semitism has reached a fever pitch at Vassar."

"Wild charges against Israel have often been aired on U.S. campuses over the past several years, and their moral perversity pointed out," they wrote. "But Ms. Puar’s calumnies reached a new low." And while her appearance was co-sponsored by the college’s Jewish-studies program, they complained that the program’s faculty members remained silent during the event — "a testament," they wrote, "to the spell that anti-Israel dogma, no matter its veracity, has spread over the campus."

But Haaretz, a left-of-center Israeli newspaper, contested the idea that Ms. Puar’s speech was anti-Semitic. She made "two particularly jarring claims" for which she failed to provide evidence, and one "cuts close to the bone of blood-libel myths," the newspaper noted. But it went on to quote Joshua Schreier, an associate professor of history at Vassar who was at the event. "It’s really important to protect free speech and protect academic speech," he said, adding that "we have a responsibility, as academics, when we talk about speculation, to note … whether it’s substantiated, whether we’re trying to give new life to those rumors, or not. But none of that makes it anti-Semitic."

Meanwhile, Adam F. Falk, the Williams president, canceled an appearance by John Derbyshire, who had been invited to the campus by a student organization called Uncomfortable Learning. Mr. Derbyshire had previously been dismissed by the National Review after writing what the Review’s editor called a "nasty and
indefensible" item, called "The Talk: Non-Black Version," for another publication. Mr. Falk said in a letter to the Williams community that "at times it’s our role as educators and administrators to step in and make decisions that are in the best interest of students and our community."

And William A. Covino, president of the Cal State campus in Los Angeles, told the campus Young Americans for Freedom chapter to postpone an appearance last Thursday by Ben Shapiro, who was scheduled to talk about "When Diversity Becomes a Problem." Mr. Covino said he wanted to "arrange for him to appear as part of a group of speakers with differing viewpoints," but after students said Mr. Shapiro would come anyway, the president said the university would let him speak.

Which leaves us where? Sure, there’s a danger that, by welcoming someone with noxious views, a college lends credence to those views — at least in the eyes of the world’s tireless corps of bloggers angry about this or that. But if colleges can’t teach students how to make their own judgment calls about a variety of viewpoints, are they really doing their job? If faculty members and administrators don’t feel a responsibility to listen thoughtfully and respond eloquently to people with whom they disagree, even people who give offense, has higher education descended to the level of cable news? Worse yet, of Congress? If colleges aren’t going to demonstrate how to conduct responsible, civil public discourse, who will?

Scalia, Remembered

Speaking of discourse, Georgetown University’s law school has been embroiled in a particularly lively debate over the memory of the late Justice Antonin Scalia, who earned his undergraduate degree at the university. The back and forth, covered in detail by The Washington Post, began after the university posted a statement saying the campus was mourning "a brilliant jurist" who was a legal "giant."
Gary Peller, a law professor, replied in an email to the entire law school: "I imagine many other faculty, students, and staff, particularly people of color, women, and sexual minorities, cringed at [the] headline and at the unmitigated praise with which the press release described a jurist that many of us believe was a defender of privilege, oppression, and bigotry." Conservative law students then said they had been "traumatized, hurt, shaken, and angry" — especially those "who must now attend class" knowing of Professor Peller’s "contempt for Justice Scalia and his admirers, including them."

Which prompted black law students to fire back: "If this one email exchange exacerbated frustrations of conservative or libertarian students, imagine the impact of continuous antagonistic classroom lectures and insensitive remarks about issues that directly affect the lives of the black students." They brought up Justice Scalia’s observation from the bench last fall that some people thought "it does not benefit" black students to attend top-notch colleges, "where they do not do well, as opposed to having them go to a less-advanced school, a less — a slower-track school where they do well."

The black law students said, however, that they would not let the debate distract them. "We will study longer. We will fight harder. We will earn our degrees. We will use the law to fight for progress — to become the next litigator, congressperson, judge, or U.S. Supreme Court justice."

Fear 101

The University of Houston’s Faculty Senate has been trying to work out practical ways in which faculty members can deal with a new state law, due to take effect August 1, that will require public institutions to let people with concealed-carry permits bring guns into classrooms and many other campus spaces.
No one thought this would be easy. Still, it was disconcerting to come upon a slide in a PowerPoint presentation by the senate’s president, Jonathan Snow, a professor of isotope geochemistry, that suggests faculty members may want to "drop certain topics from your curriculum," "not ‘go there’ if you sense anger," switch to appointment-only office hours, and "only meet ‘that student’ in controlled circumstances." Great, huh?

The presentation also suggests that instructors not "make provocative statements" or ask students whether they have concealed-carry permits. "It’s in your interest and the university’s interest to be very guarded and careful about this issue.

Fired

Last week the University of Missouri’s Board of Curators voted 4 to 2 to fire Melissa A. Click, the assistant professor of communications who earned her 15 minutes of fame by trying to stop a journalism student from filming black protesters on the campus last fall. The move came soon after a second video surfaced in which she is seen yelling, this time at police officers clearing a roadway during another protest, and after the chairman of Missouri’s House Budget Committee — Tom Flanigan, a Republican — proposed eliminating her salary among $8 million in budget cuts for the university next year.

And There’s More

Chicago State University will eliminate spring break and end the semester nearly two weeks early to avoid running out of money before classes end. The university has been hard hit by a months long budget deadlock in the state legislature. … President Obama has nominated Carla D. Hayden, chief executive of Baltimore’s Enoch Pratt Free Library, as the next Librarian of Congress. Ms. Hayden would be the first woman and the first African-American to hold the job. … The University of
Oklahoma will settle a lengthy dispute by returning a Camille Pissarro painting, "La Bergère," to the family from whom it was stolen by Nazis during World War II.

Missouri State Diversity Official Apologizes

No MU Mention
Juan Meraz, assistant vice president for multicultural services at Missouri State University, issued an apology Friday after a press conference at which minority students accused him of discriminatory statements. The News-Leader reported that students at a press conference accused Meraz of intimidating them, of making discriminatory remarks about black people and of sending inappropriate texts.

The university released a statement from Meraz that said in part: "It was never my intent to hurt this student or other students at Missouri State with language that was unprofessional and offensive. As a member of a historically excluded group, I have felt the sting of words and actions many times in my life, which is why I understand that I let the students down with my words. I have been disciplined by [Vice President for Student Affairs Dee] Siscoe and I accept it as an appropriate university response to my actions. This has been a regrettable but powerful learning opportunity for me and I will continue to strive to ensure all students on campus feel welcome and valued in my presence."

Construction set to begin for Missouri softball's 'shining' new stadium
KEVIN GRAELER, Feb 26, 2016

COLUMBIA — The Missouri softball team will soon have a new place to call home.
Tim Hickman, one of Missouri's athletics directors, said Friday that construction is scheduled to begin Monday on a new softball stadium east of Hearnes Center. The stadium is expected to be ready for the 2017 season.

The facility, priced at approximately $17 million and primarily financed by private gifts, will face north toward Stadium Boulevard on ground that's now a commuter parking lot.

The Missouri softball team is getting a new stadium in 2017. The stadium is slated for the northwest corner of the Hearnes Center parking lot. ALEXA AHERN

The new venue has been in the works ever since the athletics department leaped from the Big 12 to the Southeastern Conference. The MU Board of Curators approved a funding plan last February and reviewed design plans in June.

The construction process was supposed to begin sooner, but the project was delayed after some of the costs changed. The current price is approximately $1 million more than originally planned, but the university and the project's construction manager, St. Louis-based Tarlton, were also able to cut down other costs, Hickman said.

He added that University Field, Missouri softball's stadium since 1981, doesn't meet the current needs of the program. As of 2017, NCAA fields are required to measure at least 230 feet in center field. Because the current stadium is landlocked by Taylor Stadium and Carrie Francke Drive, an extension isn't possible.

The new stadium should offer between 1,500 to 1,700 seats, according to a rendering by Lempka Edson Architects, though, those plans aren't final. The plans also allow for hundreds of additional fans to watch from an outfield lawn. The plans say the facility will hold three times as many spectators as University Field.
The new venue is designed in a way that could allow future expansion, including offices in the facility and a team meeting room, Hickman said.

Coach Ehren Earleywine, who has led the program to the NCAA regional round nine times since 2007, collaborated with the athletics department to decide what features would best serve the team.

"This is a testament of what coach Earleywine has built," Hickman said.

The anticipation of construction set off a series of related changes on campus. Marching Mizzou's practice field was recently relocated, and its former location was transformed into a 217-space parking lot. Another 251-space lot was built near the intersection of Champions and Providence Point drives, and more spots were created in between the two new lots.

"We've replaced approximately 50 more spaces than we're taking away," Hickman said.

The hope is that fans will experience much less game-day hassle finding a spot near the stadium with the new setup. Previously, there was not enough space near University Stadium during popular series and playoff games.

As for University Field, its future is unknown. The athletics department could keep the stadium as is, tear parts of it down or demolish the whole facility, Hickman said. There is no timetable for when the decision will be made.

The new stadium will take about a year to build, though, there is a chance it won't be ready in time for the first game of next season, Hickman said.

For Earleywine and his program, dreams start to become reality on Monday.

"Now you're driving by on Stadium Boulevard, and instead of the first thing you see being the large asphalt parking lot, you'll now see a nice, shining new stadium," Hickman said.