How a SNF Quality Initiative is Decreasing Hospitalizations

A University of Missouri project is reducing avoidable hospitalizations by shifting the culture, processes, and systems at 16 unique facilities. It is benefitting hospitals and health systems as well as nursing facilities.

Forrest Gump was right when he said, "Life is like a box of chocolates. You never know what you're gonna get."

That was certainly my experience during my brief foray into hospice nursing. I'm not referring to the types of patients or their individual situations, but rather, the way care was delivered in different settings and organizations.

I could walk into one nursing home and it would be outfitted with electronic medical records. Two hours later, I'd be at different facility that was still using paper charts and a Kardex for medication scheduling.

In hospitals, the types of EMRs varied from facility to facility as did workflows and chains of command.

Who to page, how-to-page them, where to put the progress note, all differed. Processes and systems, at both acute and post-acute care facilities, varied so widely it was overwhelming.

This experience played through my mind as I talked with University of Missouri researchers Colleen Galambos, PhD, ACSW, LCSW, LCSWC, professor in the College of Human Environmental Sciences' School of Social Work and Gregory L. Alexander, RN, PhD, FAAN, professor in the Sinclair School of Nursing about a project they are involved with called the Missouri Quality Initiative for Nursing Homes.

MOQI, which was launched in 2012 under the leadership of the university's Marilyn Rantz, RN, PhD, FAAN, curators' professor emerita, is a partnership among MU, the Centers for Medicare & Medicaid Services, and state Medicaid programs to improve care at 16 nursing facilities in St. Louis.

As one can imagine, this no small project. Shifting the culture, processes, and systems at one facility can be a challenge. But 16 unique facilities?

"Everybody's starting in a different place," Galambos told me. "We have 16 different facilities with 16 various capabilities, and 16 cultures."
Factor in all the other stakeholders involved in nursing home resident's care—hospitals that admit and transfer residents, primary care providers, labs, hospice—and it truly becomes an enormous undertaking. But it's one that seems to be working.

Decreasing Avoidable Hospitalizations

Don't be fooled by the name of the program, the project doesn't just benefit nursing homes. It addresses issues of importance to hospitals and health systems as well.

The four main goals of MOQI, which is a four-year project slated to wrap up in September 2016, are to:

- Reduce potentially avoidable hospital transfers
- Decrease polypharmacy and antipsychotic medication use among nursing home residents
- Increase discussions on goals of care and completion of advance directives
- Introduce secure communications for electronic transfer of health information among healthcare providers, nursing homes, and hospitals.

Thus far, the project appears to be on track to meet these goals. Data released in January 2016 in CMS's year three report on the project shows that compared to 2012 there has been a 21% decrease in nursing home residents' all-cause hospitalizations, a 34.5% decrease in potentially avoidable hospitalizations, and a 27% decrease in all-cause ED visits.

"Essentially what we've done is we've saved a lot of Medicare dollars by taking care of people in the nursing home versus transferring them back and forth," Alexander says. "That's been a good thing for the residents and it's a good thing for the facilities because they get to keep better continuity of care for the residents."

Raising the Bar Through Feedback

Though the project is finding success, that doesn't mean that the intervention is simple. There's not one magic bullet that providers can implement to ensure improvement.

Rather, MOQI is built upon four major components:

- An APRN in each nursing home to provide direct services to residents and to mentor and educate nursing staff about early symptom and illness recognition, assessment, and management of conditions commonly to nursing home residents
- Early recognition, assessment, and management of residents' conditions. Positive, collaborative relationships with SNF residents' primary care providers
- Proactive discussions about end-of-life decision making. Development and implementation of end-of-life decision making and communication systems
- Improvement of hospital transitions and communication, and reduction of polypharmacy
"What the people we had working for us in the field did was identify those [stakeholders] and then bring them together into the stakeholder group to be able to communicate and talk about the way they did things," Alexander says. "It created this sort of understanding about how each worked, and how we could bring that together to be more seamless."

The 16 APRNs, who work full-time in each SNF, round on the residents and provide direct care, are also supported by other MOqi team members, Galambos points out. This includes a health information technology coordinator, social work care transitions coach, database Coordinator, INTERACT coach, and project supervisor.

Feedback is also an essential part of the project.

"We've provided lots of different feedback mechanisms and reports that enable them to see the progress that they're making," Alexander says. "If there are issues, then we can address those issues immediately and do the root cause analysis about what the systems problems are with readmissions. Then we send teams to those facilities that have the most problems to problem solve and troubleshoot the issues."

While there are many moving parts, Alexander says the complexity of the project is worth it if it means improving quality of care.

"We're putting it at the forefront of their work so they are starting to recognize things early, and getting something done for these residents up front so we can avoid the hospital readmission in the long run," he says.

"We're introducing new measures—some very valid measures and reliable measures—but we also have some that are a little less studied in nursing homes. But that's okay because we're raising the bar."

UM System responds to proposal of committee to review university
JEFFERSON CITY - The University of Missouri System is reacting to a resolution Sen. Kurt Schaefer proposed Tuesday, which would establish a commission to review the university and suggest changes.

In response to lawmakers' criticism over how the University of Missouri administration handled race-related protests, The Missouri House budget leader recommended giving the system $8 million less next year.

Schaefer said, if the university fails to consider recommendations the committee proposes, that will be considered when working on next year's budget.

A representative from the University of Missouri System, John Fougere, said UM leaders have been to the capital numerous times this legislative session.

“We have worked tirelessly to rebuild confidence and trust with our legislators in the University of Missouri System, doing so by being transparent, accountable and fiscally responsible in our actions and leadership,” Fougere said.

Fougere said the University of Missouri is important for providing a stable future for Missouri economy.

“Significant cuts to the budget of the University of Missouri System doesn’t just harm the university, it harms our state in a big way,” Fougere said.

He said if the state cuts funding to the university, tuition prices would likely rise and students will be more likely to find higher education opportunities out-of-state.

There is a growing sentiment in the legislature that the university should be penalized for what Schaefer refers to as a lack of leadership.

“I think the University is going to have to be held accountable for what has been a lack of leadership in multiple situations,” Schaefer said.

He said the commission he proposed would consist of eight members, including four members from the House and four members from the Senate. He said the purpose of the group would be to evaluate The University of Missouri System and come back in December 2016 with recommendations.

“But I think before we take any actions that are going to have long-term effects on the institution, we should have an objective outsider evaluation of what that is, rather than a lot of reactions that cumulatively could have a pretty strong effect on the University,” Schaefer said.

Fougere said The University of Missouri carefully considers what lawmakers have to say.

“We are always open to input from the legislature and we look forward to working with Senator Schaefer on his proposal,” Fougere said.
Plan could halt budget cuts at UM
By Kurt Erickson

JEFFERSON CITY • A state senator floated a plan Tuesday that could spare the University of Missouri from budget cuts this year.

After months of heated rhetoric over the behavior of former communications instructor Melissa Click amid a series of racially charged student protests, Republican state Sen. Kurt Schaefer of Columbia wants to form a special committee to review university system operations.

Schaefer said the university’s response to the panel’s recommendation could be considered when the Legislature discusses the Mizzou budget next year.

“This committee allows us to step back, gather information and then make an informed decision as to whether or not there should be funding changes at the University of Missouri,” said Schaefer, who chairs the Senate Appropriations Committee and is a candidate for attorney general.

The proposed cooling off period comes a week after the Board of Curator’s fired Click for her behavior during last year’s protests.

For some lawmakers, Click’s presence on the payroll had become a symbol of the university’s dysfunction. In January, for example, more than 100 Republican lawmakers sent a letter to Mizzou calling on administrators to fire her.

Republican leaders in the House also threatened to cut funding to the state’s flagship university as a way to force change. The House Budget Committee approved a $7.7 million cut to the UM System on Tuesday, though they still need to approve the full
House bill. They restored a $400,000 cut for symbolic salary cuts for Click; Mizzou’s Communication Department Chairman Mitchell McKinney; and College of Arts and Science Dean Michael O’Brien.

The tumult at the university also spawned calls for an audit of the university. State Auditor Nicole Galloway said last month she was launching a review of the university system.

Schaefer, however, says his blue ribbon panel is an opportunity to “step back” and let the heated debate cool down.

“We all acknowledge there are serious problems at the University of Missouri,” Schaefer said. “If it took calamity to get us to that point we should take advantage of that.”

If approved by the full Senate and House, the plan calls for the creation of an eight-member panel to be appointed by Republican legislative leaders. Members are expected to have expertise in finance, education and management, as well as an affinity for Mizzou. Their report is due Dec. 31.

“This is an outside group. These aren’t politicians,” Schaefer said.

The House currently is crafting an overall state budget proposal for the fiscal year beginning July 1. The spending blueprint is expected to move to the Senate in the coming days.

“I think this is a positive message to move forward,” Schaefer said.
Lawmaker proposes review of University of Missouri System

JEFFERSON CITY, Mo. (AP) — A Missouri measure would create a panel aimed at finding ways to address concerns about the University of Missouri.

Columbia Republican Sen. Kurt Schaefer proposed a resolution Tuesday to establish a commission to review the university and suggest changes. The measure notes that if the university doesn't follow recommendations, lawmakers will consider that during next year's budget process.

The university system fell under national scrutiny last November after protests on the Columbia campus over what some student activists saw as administrators' indifference to racial issues.

Lawmakers have criticized how administrators handled the situation. The House budget leader in response has recommended giving the university system $8 million less next year.

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Senator calls for great UM system oversight

Jefferson City, Mo. - Sen. Kurt Schaefer wants the state government to have more control over the University of Missouri system.

Today, the Republican from Columbia filed a resolution to create a "University of Missouri System Review Commission."

The proposed group would consist of four senators and four representatives chosen by general assembly leadership.

The commission would be responsible for evaluating the university's rules and regulations, administration, campus structure, degree programs and diversity.

“My goal in filing this resolution is to provide an objective evaluation of the university’s structure, accountability, and transparency,” Schaefer said. “This step is necessary to ensure the long-term survival and growth of this capable institution, and to earn back the trust and respect that has been lost through a series of recent poor decisions.”

A report of recommendations would be filed by the end of the calendar year. Lawmakers would then see how well they were implemented, and lawmakers would use that information during the next year's state appropriations.
Budget committee rejects Rowden effort to restore University of Missouri cuts

By Rudi Keller

Tuesday, March 1, 2016 at 4:47 p

JEFFERSON CITY — The House Budget Committee rejected an attempt Tuesday to restore half the money cut from the University of Missouri System administration appropriation, voting 11-15 against an amendment from state Rep. Caleb Rowden.

Rowden, R-Columbia, asked the committee to take $3.8 million from a transportation project cost-share fund and give it to the UM System to make up half of the cut proposed by committee Chairman Tom Flanigan, R-Carthage. The money would only have been available if state revenues exceed the growth rate used to estimate the money available to state government.

The cut won’t hit its target, Rowden said, as he sought support for the change.

“Any cut we make, even if it is designed not to hit students or low-level staff, a cut anywhere is going to hit those people first,” Rowden said.

The university’s $434.6 million appropriation is a target for legislative rancor over a number of issues, but the catalyst for the cut was the reaction to campus protests in Columbia that led to the Nov. 9 resignation of UM System President Tim Wolfe. The Concerned Student 1950 group protested racism on campus and demanded Wolfe’s resignation with the backing of the Missouri football team.

On a voice vote, the committee approved an amendment restoring $402,000 cut from the Columbia campus allocation. The cut represented the salary of fired Assistant Professor Melissa Click, Communication Department Chairman Mitchell McKinney and Arts & Science Dean Michael O’Brien. Flanigan has proposed a budget that, for the first time, breaks out the various campus and administrative budgets into separate line items.

Support and opposition to Rowden’s amendment crossed party lines and exposed long-term issues some lawmakers have with the university as well as an unwillingness to accept that the new administration has control.
"I have serious concerns about what is happening at the" UM System, said Rep. Genise Montecillo, D-St. Louis. "I don’t completely hold with you that students will be hurt."

Flanigan opposed the amendment. He questioned whether issues such as support for research, limiting faculty teaching waivers or stopping a loss of enrollment would be resolved.

Rowden said a plan was being put in place to limit teaching waivers, which give tenured faculty a respite from the standard teaching load for research, administrative work or other purposes. As much as half of tenured faculty at MU have received waivers in any semester over the past two years.

“Are we going to get to see that?” Flanigan asked.

Rowden replied that he would support budget cuts if the number of waivers does not decrease.

“If those things don’t change, the university could and should suffer consequences,” he said.

Among area lawmakers on the committee, Rowden drew support from state Rep. Caleb Jones, R-Columbia. Rep. Kip Kendrick, D-Columbia, was absent during the meeting.

The committee is debating the entire $27.1 billion state budget for the fiscal year that begins July 1. It is scheduled to finish work Wednesday and send the 13 spending bills to the House floor.

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**Melissa Click firing solves part of budget issue for University of Missouri**

By Rudi Keller

Tuesday, March 1, 2016 at 2:00 pm

JEFFERSON CITY — **The latest twist in the University of Missouri’s precarious path to a standpat state appropriation came Tuesday morning when House Budget Committee Chairman Tom Flanigan proposed restoring Columbia campus cuts while continuing to take a big bite out of system administration.**

Flanigan, R-Carthage, proposed a series of amendments to the state spending plan he proposed last week that would restore $402,059 cut from the Columbia campus, money that represents the
salary of fired Assistant Professor Melissa Click as well as her two direct supervisors, the chair of the Department of Communication and the dean of the College of Arts and Science.

At the same time, Rep. Caleb Rowden, R-Columbia, proposed four amendments to restore or lessen the effect of $7.6 million cut from system administration. All four amendments targeted new appropriations set aside from general revenue to road needs; two restored the full amount, and two attempted to recover half of the cut.

The decision by the UM Board of Curators to fire Click last week is changing attitudes in the Missouri Capitol, Rowden said.

“I think it is an admission on the university side that they have issues and that they have to take extraordinary steps in some cases to rectify those issues,” he said.

The committee met briefly to distribute proposed amendments and was set to return for debate at the end of the House morning floor session Tuesday. Flanigan was not available for comment.

Flanigan’s move to restore the money cut to spur action on Click is a good sign, Rowden said. “When things happen positively at Mizzou, that has a reflection here in the budget,” he said.

While there were signs of a thaw regarding the budget, more legislative efforts to force changes on the UM System emerged. Rep. Courtney Allen Curtis, D-Ferguson, filed a bill and a resolution Monday designating Lincoln University in Jefferson City as “the flagship institution of the state.” And state Sen. Kurt Schaefer, R-Columbia, filed a resolution to establish an eight-member “University of Missouri System Review Commission” with instructions to return recommendations by Dec. 31.

In his resolution, Curtis blamed ineffective management and a failure to correct a culture of racial disparity on the Columbia campus for seeking the designation for Lincoln. MU is the oldest and largest public higher education campus in the state.

“It would make people look at Lincoln University in a different light, one of respect and regard,” Curtis said. “It would possibly cause some benefactors to start advocating to make Lincoln University a top-tier land-grant institution.”

Lincoln is a land-grant institution under an 1890 law intended to promote education for blacks. MU is a land-grant institution under the 1862 Morrill Act. Curtis said his bill is not intended to strip the designation from MU and give it to Lincoln.

The review commission proposed by Schaefer would consist of outside experts appointed by the speaker of the House and president pro tem of the Senate. The purpose would be to compare the university to similar institutions elsewhere, study its structures and make recommendations for change, Schaefer said.

“The University of Missouri has a very 1950s-style model of governance,” he said. “That makes them sluggish and unresponsive.”
The budget plan proposed by Flanigan would, for the first time, split the state appropriation for the university into seven separate lines. It provides support separately for each campus, extension, the administration and shared programs.

While Rowden attempts to provide at least the $434.6 million appropriated for the current year, he said he also will try to combine the seven items into one.

“Even in moments when there seems to have been and there was a lack of leadership, we can’t let those moments solely affect how we change a precedent that has been decades in the works,” Rowden said. “Frankly, if it is broken apart, I think it helps the Columbia campus because the Columbia campus is always going to be a strong one.”

JEFFERSON CITY, Mo. (AP) — A House panel that proposed cutting money for the University of Missouri to show disapproval of the school’s reaction to protests on campus last fall largely stuck by those cuts on Tuesday.

The House Budget Committee maintained a proposed $7.6 million decrease for administrators across the four-campus system, but restored roughly $400,000 in cuts to the Columbia campus that were recommended by the chairman. Those cuts in part were aimed at axing money for former assistant communications professor Melissa Click in light of the viral video showing her confrontation with a student videographer during November student protests. Curators fired Click last week.
The panel also voted against about $3.8 million in funding for system administration, which would have lessened the more than $7.6 million funding hit the University of Missouri now faces.

The action follows lawmakers' criticism that school leaders did a poor job handling campus turmoil following student protests over what some saw as administrators' indifference to racial issues. The protests gained national attention and culminated in the resignations of the system president and Columbia chancellor.

House Budget Committee Chairman Rep. Tom Flanigan, a Carthage Republican, last week proposed cutting more than $8 million in spending for the system in the fiscal year starting July 1.

The system this fiscal year received about $433 million from the state for general operations. State funding represents about 15 percent of the system's budget.

The move also comes just hours after Sen. Kurt Schaefer, a Columbia Republican running for attorney general, proposed a measure that would create a commission to review practices at the University of Missouri and recommend changes. When lawmakers consider how much money to give the university next year, Schaefer, the chairman of the Senate Appropriations Committee, said they'll consider whether the school ignores suggestions from the panel.

Republican Rep. Caleb Rowden, also of Columbia, has pushed for Flanigan to put funding for the University of Missouri back in the budget.

"Any cut that we make, while we may design that cut not to hit students and not to hit low-level staff, the reality is a cut aimed anywhere is going to hit those people first," Rowden said as he pitched restoring about $3.8 million in funding for administrators from a surplus fund in the budget. That was voted down 15-11.
The budget proposals still need a vote of approval from the House committee before they can move to the full House for debate.

**Missouri House panel keeps cuts to University of Missouri**

JEFFERSON CITY (AP) — A Missouri House panel has decided against a small cut to the University of Missouri-Columbia but refused to undo a $7.6 million cut for system administrators.

The House Budget Committee voted Tuesday to restore roughly $400,000 in cuts to the Columbia campus that would have equaled the salaries of several people.

The cuts had been proposed by lawmakers upset about the way administrators handled turmoil arising from students protesting administrators’ perceived indifference to racial issues.

Part of the goal was to cut money for former assistant professor Melissa Click, who confronted a student videographer during the November protests. But Click was recently fired by the university.

The House committee also voted Tuesday against restoring half of the $7.6 million proposed cut to the system administration's budget for next year.
State committee votes to keep $7.6 million cut for University of Missouri system

JEFFERSON CITY, Mo. (AP) - A Missouri House panel has decided against a small cut to the University of Missouri-Columbia but refused to undo a $7.6 million cut for UM system administrators.

The House Budget Committee voted Tuesday to restore roughly $400,000 in cuts to the Columbia campus that would have equaled the salaries of several people, including former communication professor Melissa Click.

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Lawmakers tour University of Missouri reactor to consider pitch for expansion funds

By Rudi Keller

Tuesday, March 1, 2016 at 2:00 pm

The effort to secure $10 million for new training and classroom space at the University of Missouri Research Reactor received a boost Monday when one of the university’s toughest legislative critics visited and said she would try to find the money.

State Rep. Donna Lichtenegger, R-Jackson, arranged the visit for six House members for a one-hour pitch from reactor officials that included a tour and a chance to stand on the platform directly above the reactor. Lichtenegger, chairwoman of the House Appropriations-Higher Education Committee, used her position to deny a budget increase to the university for the coming fiscal year.
“We made a statement to the university,” Lichtenegger said at the end of the tour. “They are listening and cleaning up their act now. ... We are starting to see things move forward, and I brought you here because this is one of the places at the university where great things are happening.”

Reactor Executive Director Ralph Butler and Assistant Director Ken Brooks led the tour to explain how the $10 million was important for developing a cluster of industries that use irradiated elements in medical applications. The MU reactor is the most powerful research reactor on a U.S. college campus, Butler said, and it runs continuously except for a short weekly shutdown. The reactor is a reliable source for almost any nuclear material, he said.

Brooks said the reactor already supplies samarium-153, used to reduce pain for bone cancer patients, and yttrium-90, which helps treat inoperable liver cancer.

Reactor officials expect to soon receive approval to produce iodine-131, used for thyroid cancer, Butler said. They also are working with three companies to make molybdenum-99 for the medical imaging industry.

Northwest Medical Isotopes, an Oregon company, plans to build a $50 million facility at Discovery Ridge Research Park that would employ 68 people to process the molybdenum and ship it to nuclear pharmacies.

There is no U.S. supplier of molybdenum-99, which is the source of imaging drugs used in about 16 million patients annually.

The samarium is an example of how the reactor can drive new industrial development, Brooks said.

Radioactive isotopes used in medical applications have a short half-life, the term for how fast a material loses its radioactivity. The half-life of any radioactive substance is the amount of time necessary for half of the atoms in that material to disintegrate.

Samarium is extracted from the reactor each Monday and shipped to a facility in Boston, where it is processed and delivered to hospitals by Wednesday. By Friday noon, Brooks said, the material is useless.

“If we don’t supply that every Monday, people don’t get their treatment,” he said.

The $10 million reactor officials seek would fund the construction of a 28,000-square-foot building, Butler told lawmakers.

Industry partners are ready to finance the purchase of equipment if lawmakers come through, he said.

“We are in that place again where we would really benefit from a capital investment,” Butler said.
Much of the previous construction at the reactor has been financed by bonds repaid through revenue from the reactor. That won’t be possible with the new building because it is designed to train people for the jobs in nuclear medicine, he said.

Chamber President Matt McCormick, who joined the tour, said the reactor is an asset that should be supported because it can bring an industry of high-paying jobs to Mid-Missouri.

“This project doesn’t put us in competition with anybody else in the state or the nation,” McCormick said.

State Rep. Stephen Webber, who has been working to secure the appropriation since last year, said the visit by his colleagues by his colleagues is a sign that tensions between the General Assembly and the university are easing.

“There has been so much negative attention during the last six months,” Webber said. “It is good to have something positive.”

**Concerned Student 1950 clarifies letter from Chuck Henson**

Henson encouraged the group to meet with him in person and attend Working Group meetings to collaborate with administrators.

Founding member of Concerned Student 1950 Maxwell Little said Chuck Henson’s letter to the student activist group last Thursday was misinterpreted by the Columbia Missourian.

Henson, the interim vice chancellor for inclusion, diversity and equity, wrote in the letter that “the time for demands, threats and arbitrary deadlines is over.” The day before, Concerned Student 1950 released a presentation clarifying their demands the university had not yet met and giving administrators specific deadlines to meet them.

In the letter, Henson also wrote that he had not met with Concerned Student 1950 but encouraged members of Concerned Student 1950 to attend the Working Group, a new program for student leaders to meet weekly with administrators and give input.

His comments sparked some confusion. Little saw it as Henson saying he had not met with Concerned Student 1950 as a collective group. Little and another representative have attended Working Group meetings, which started Feb. 17.

Little talked with Henson on Saturday morning to clarify.
“He really didn’t say that,” Little said. “I talked to Henson about it and he told me that he wasn’t saying ‘stop making demands,’ he said there just wasn’t a reason anymore to continue putting out demands via media. I think that was misinterpretation on the Missourian’s part.”

**Interim UM System President Mike Middleton also released a statement about the demands via email.**

“The time for demands has passed,” Middleton said in the statement. “We have already begun the very important work of making our campuses more diverse, equitable and inclusive, and encourage MU students to be part of the solution by engaging with the Working Group established by MU’s Vice Chancellor of Diversity and with our system Diversity, Equity and Inclusion Task Force.”

Little also addressed the demands listed in the presentation. In the updated list of demands, many of them had deadlines for the demands to be met. Little said Concerned Student 1950 reissued the demands with deadlines, not necessarily expecting that they will be met by that time. They created deadlines for the demands to generate a sense of urgency.

“We know it takes time,” Little said. “(We made the deadlines) to get them going on it and also to get them committed to it. For the Faculty Council, these talks about a mandatory diversity requirement have been in place for years. It’s just a matter of voting on it.”

Little said Working Group meetings have mostly been informational thus far. During the first meeting, the group introduced themselves to each other, and in the second meeting, David Mitchell, the head of the diversity, equity and inclusion task force for the UM System, talked to the group about how to get involved.

“We learned about what the Working Group consists of and building this relationship with not only MU, but with the community too,” Little said. “So when we’re talking about hiring faculty of color, you know, those people have to live here too. What type of environment does Columbia offer so we don’t turn them away?”

Even though Little thought the first two meetings went well, he said he hopes that future meetings can be more discussion-based. He said that the student leaders have not had the opportunity to share their ideas to make the university better, which is what he hopes the Working Group accomplishes.

“I hope that some of the ideas that are going to be generated in the Working Group will be put in place,” Little said. “How are we getting out to the community? What is that outreach looking like? Basically, I’d like to see some concrete ideas and policies put into place because of the Working Group.”
‘Hitler rules’ written on flier at University of Missouri dorm

University police are investigating anti-Semitic writing in Gateway Hall

The incident is being investigated as a rules and regulation violation

BY MARÁ ROSE WILLIAMS
mdwilliams@kcstar.com

University of Missouri police are investigating another anti-Semitic incident on the Columbia campus.

According to campus police, someone wrote “Hitler rules” on a flier in Gateway Hall.

“We are angry to hear about yet another anti-Semitic incident in one of our residence halls over the weekend. This type of vandalism attacks everyone. Our core values — including that of Respect — must become more than words on paper or a banner,” said a statement from interim chancellor Hank Foley and interim vice chancellor for inclusion, diversity and equity Chuck Henson.

“They are the foundation of who we desire to be as a campus community and the way we all need to conduct ourselves.”

The university has been struggling to shed an image of being steeped in racial turmoil, while lacking diversity and tolerance. This is the second time this school year an anti-Semitic incident was reported to have occurred on the campus. In October, police reported that someone used feces to draw a swastika on a restroom wall in Gateway Hall.

That October incident was among the student complaints of racial intolerance on the campus that in November fueled a student-led protest resulting in a student
hunger strike, football players threatening to boycott a game and the resignation of the MU chancellor and the University of Missouri System president.

Maj. Brian Weimer said the latest incident was reported to police on Monday by residence life officials and is being investigated as a rules and regulations violation by the MU police along with the MU Office for Civil Rights and Title IX. Weimer said it would be up to the Columbia prosecutor’s office to determine whether the person responsible committed a crime.

“In the meantime, we’ll continue to talk more about the importance of Respect in fostering a campus culture that enables all students to feel included and valued in our community,” the university statement said.

“We have made strides over the past few months with our inclusion efforts on campus, and we have no plans to stop,” said Christian Basi, MU spokesman. “Some of these efforts include a diversity orientation program for incoming students, training for faculty and staff, a lecture series open to the public and regular meetings with student leadership.

“We will continue our work moving Mizzou forward. We do anticipate this will be a long process, but we’re pleased with the steps we have taken.”

Missouri chancellor condemns pro-Hitler flyer found in dorm

By JIM SUHR

KANSAS CITY, Mo. (AP) — Top administrators at the University of Missouri's Columbia campus on Tuesday condemned at least the fourth case of anti-Semitic graffiti in a dormitory in less than a year as the school grapples with racial unease that toppled two executives in November.
University police Maj. Brian Weimer said officers are investigating a flyer scrawled in magic marker with the words "Hitler rules" that was found early Monday on a bulletin board at Gateway Hall, where a swastika of feces was found in a bathroom last October.

The earlier incident helped propel student protests over what activists said was administrators' indifference to racial issues on the Columbia campus. In November, as the protests escalated with a student's hunger strike and a pledged boycott by the school's football team, the university system's president and the campus' chancellor resigned.

The school's interim chancellor, Hank Foley, and the interim head of the campus' inclusion, diversity and equity efforts, Chuck Henson, said in a joint statement that the latest graffiti left them "angry."

"This type of vandalism attacks everyone," the statement read. "Our core values — including that of respect — must become more than words on paper or a banner. They are the foundation of who we desire to be as a campus community and the way we all need to conduct ourselves."

"In the meantime," they added, "we'll continue to talk more about the importance of respect in fostering a campus culture that enables all students to feel included and valued in our community."

Last October, 18-year-old student Bradley Becker was sentenced to two years of probation and a suspended 90-day jail sentence after pleading guilty to misdemeanor property damage involving swastikas found in April in a Mark Twain residence hall's stairwell. According to a probable cause statement, Becker said he committed the vandalism "in the spur of the moment" and was inspired by YouTube videos.
MU police investigate anti-Semitic vandalism

By Koran Addo St. Louis Post-Dispatch

University of Missouri-Columbia police are investigating a case of anti-Semitic vandalism after someone wrote “Hitler Rules” on a notification board inside Gateway Hall sometime Monday night or Tuesday morning.

The incident marks the fourth time university officials have investigated anti-Semitic vandalism in the past year at a school that has become a national symbol for strained race relations.

“This type of vandalism attacks everyone,” interim Chancellor Hank Foley said. “Our core values — including that of respect — must become more than words on paper or a banner. They are the foundation of who we desire to be as a campus community and the way we all need to conduct ourselves.”

This week’s vandalism follows an incident in October in which students found a swastika scrawled in feces on a bathroom wall, also in Gateway Hall.

Also in October, student Bradley Becker received a 90-day suspended jail sentence and two years of probation after his guilty plea to misdemeanor property damage related to two swastikas found in April inside the Mark Twain residence hall.

Rabbi Avraham Lapine, who’s with a Jewish organization that serves university students called Chabad, said the repeated incidents are concerning.

“It’s not that each one is so serious by itself; it’s serious because it keeps happening,” Lapine said. “It raises a red flag.”
In addition to university police, Mizzou’s newly created Office for Civil Rights is also investigating. The office was created in December after weeks of protest on campus over several racist incidents.

**MISSOURIAN**

**Another act of anti-Semitic vandalism found in MU's Gateway Hall**

JULIE STEFFEL, 18 hrs ago

COLUMBIA — Gateway Hall staff discovered anti-Semitic graffiti early Monday in the residence hall, according to a statement released by the Department of Residential Life.

It was the second time this school year that Nazi-related graffiti was found in the dorm.

Someone wrote "Hitler Rules" in purple on a flier on the first floor, likely between 12:30 and 2 a.m., according to the statement. The graffiti has been removed and was reported to MU Police Department and the Office for Civil Rights and Title IX.

On Tuesday morning, MU Interim Chancellor Hank Foley and Interim Vice Chancellor for Inclusion, Diversity and Equity Chuck Henson issued a statement saying they are "angry to hear about yet another anti-Semitic incident in one of our residence halls over the weekend.

"This type of vandalism attacks everyone," the statement continued. "Our core values — including that of Respect — must become more than words on paper or a banner. They are the foundation of who we desire to be as a campus community and the way we all need to conduct ourselves."

The previous incident was Oct. 24, when someone drew a swastika with human feces in a Gateway Hall bathroom.
That incident came four days after an MU student pleaded guilty to second-degree property damage for burning swastikas and posting the word "Heil" and a triangle with an eye in a Mark Twain Hall stairwell in April 2015.

The new incident is being investigated by the MU Police Department and the Office for Civil Rights and Title IX. Anyone with information about the incident is encouraged to call the department at 882-7201.

University of Missouri police investigate pro-Hitler message

By THE TRIBUNE'S STAFF

Tuesday, March 1, 2016 at 2:00 pm

The interim chancellor and diversity officer at the University of Missouri said in a joint statement they are angry about an anti-Semitic message that appeared in a common area of a dorm.

“This type of vandalism attacks everyone,” interim Chancellor Hank Foley and Chuck Henson, interim vice chancellor for inclusion, diversity and equity, said in an emailed statement. “Our core values — including that of Respect — must become more than words on paper or a banner.”

MUPD Maj. Brian Weimer said someone wrote “Hitler rules” in small letters on a flyer in Gateway Hall. Weimer said he did not know when the graffiti was found or reported.

Weimer said his department is investigating the writing with the Office for Civil Rights and Title IX.

It was the second time this school year an anti-Semitic message was found in Gateway Hall.

Someone used feces to draw a swatiska on a restroom wall in October — an incident that added to racial tension on campus during protests that led to the resignation of UM System President Tim Wolfe.
Anti-Semitic graffiti was found twice within a few days last April in Mark Twain residence hall.

A student who lived there, Bradley Becker, was charged with a hate crime and pleaded guilty to property damage and received probation.

**Student organizations, administrators condemn Gateway Hall vandalism**

The incident is the second anti-Semitic act of vandalism at the hall this school year.

The Department of Residential Life reported another incident of anti-Semitic vandalism in Gateway Hall on Monday.

*According to an MU Police Department report, “Hitler rules” was written on a flyer on the first floor of the hall. Earlier this year, a swastika was drawn in feces in a Gateway Hall bathroom.*

Interim Chancellor Hank Foley and interim Vice Chancellor for Inclusion, Diversity and Equity Chuck Henson condemned the acts in a statement released Tuesday afternoon.

“This type of vandalism attacks everyone,” the statement reads. “Our core values — including that of Respect — must become more than words on paper or a banner. They are the foundation of who we desire to be as a campus community and the way we all need to conduct ourselves.”

The MU Jewish Student Organization also released a statement “strongly condemning” the vandalism, which was described as the fourth use of Nazi symbolism at MU within the last twelve months.

“This type of hate speech isn’t merely an attack on religious minorities; it also targets other cultural and ethnic groups,” the statement reads. “This act occurred in a residence hall, a place students call home. Home should be a haven where people feel safe from hatred. Our thoughts and prayers are with all the residents of Gateway Hall and with the Mizzou community at large.”

Residence Halls Association President Billy Donley and Vice President Rachel Thomas also released a statement concerning the incidents.

“Even though we learn our University’s four core values the moment we step on campus, it is disheartening there are still members in our community who do not understand them,” the statement said. “When we choose to act against others in harmful and destructive ways, we choose to disobey moral obligations and hurt the community and its members.”
Donley and Thomas ultimately called for increased accountability amongst all students.

“In the end, it is the action or inaction of the students that sets the tone for what is expected of the rest of their time at this University,” the statement said. “We will not falter in our fight against injustice, no matter the severity, because ultimately it is up to us to change the culture on our campus.”

MUPD Spokesman Maj. Brian Weimer said there were no further developments on the case.

According to statements from MU administration, the incident is still being investigated by MUPD and the Office for Civil Rights and Title IX.

"Hitler Rules" message prompts MU investigation

COLUMBIA - A University of Missouri spokesperson said Tuesday officials were investigating an incident of anti-Semitism at a campus dorm. University of Missouri Police confirmed someone wrote "Hitler Rules" on a flier posted on a bulletin board in the Gateway residence hall at about 2:30 a.m. Saturday.

"It is a very sensitive, serious topic on this campus right now especially given past events," MUPD Major Brian Weimer said.

Weimer said there is nothing to suggest anyone specifically is in danger.

The incident prompted a statement Tuesday from MU Interim Chancellor Hank Foley and MU Vice Chancellor for Inclusion, Diversity and Equity Chuck Henson.

The joint statement said in part, "We are angry to hear about yet another anti-Semitic incident in one of our residence halls over the weekend. This type of vandalism attacks everyone. Our core values—including that of Respect—must become more than words on paper or a banner. They
are the foundation of who we desire to be as a campus community and the way we all need to conduct ourselves."

It's the second anti-Semitic incident at the same residence hall this school year. In October, MUPD investigated a swastika written in feces there. No one has been arrested for that incident.

"We’ll continue to talk more about the importance of respect in fostering a campus culture that enables all students to feel included and valued in our community," Foley and Henson added.

Also in October, ahead of the Nov. 9 protests at MU, university officials investigated racist remarks they believed someone made at a group during a homecoming performance.

The day following the campus protests, MUPD investigated a terrorist threat posted on the social media site, Yik Yak. In December, another student was arrest for making a similar threat.

Anti-Semitic vandalism under investigation at MU residence hall

COLUMBIA, Mo. — UPDATE: March 1, 2016, 5:25 P.M.

MU Police are trying to find out who wrote the words, "Hitler Rules", on a Mizzou dorm bulletin board over the weekend.

It was the second anti-Semitic incident at Gateway Residence Hall this school year.

This is the fourth anti-Semitic incident on the Mizzou campus during the past 12 months.

In April 2015, Bradley Becker, 18, was charged with 2 anti-Semitic incidents after burning a swastika into a ceiling in the Mark Twain Residence Hall. Last semester, someone painted a swastika in a bathroom in Mizzou's Gateway Residence Hall. Someone found the words "Hitler Rules" on a bulletin board in the dorm on Monday morning. Jewish students said those 2 words create fear and anger on the Mizzou campus.
Michael Stephenson said, "The Hitler Rules and the swastika not only affects Jewish students but it also affects every marginalized student."

Brandon Fredman said, "I'm very upset and angered and even annoyed because this is the fourth time that this has happened in the past 12 months."

Jared Kaufman said, "It made me nervous to go home and that's not a feeling anybody should have."

Gabe Raskin, "I really did not see as much threat as I saw more stupidity trying to get a rise out of people."

University leaders sent a statement to KRCG that said we are angry to hear about yet another anti-Semitic incident in one of our residence halls over the weekend. This type of vandalism attacks everyone. Executive Director for Mizzou Hillel Jeanne Snodgrass said, "The positive to it is that we see it really taken seriously and that makes me a little bit hopeful for where the campus community is going when it comes to this type of incident."

The MU Police Department and the University's Office for Civil Rights and Title IX are investigating this latest anti-Semitic incident.

Last year's anti-Semitic incidents were part of the problems that led to racial protests on the MU campus.

ORIGINAL STORY:

The University of Missouri is investigating an anti-Semitic incident that happened at a residence hall on campus over the weekend.

In a release from the University, it says there was anti-Semitic vandalism found in the Gateway Residence Hall. This was the same residence hall where a swastika written in feces was found last year.

Earlier in 2015 18-year-old Bradley Becker was charged after burning a swastika into a ceiling in the Mark Twain Residence Hall.

The vandalism is being investigated by MUPD and the Office for Civil Rights and Title IX.

Below is a joint statement from Interim Chancellor Hank Foley and Interim Vice Chancellor for Inclusion, Diversity and Equity Chuck Henson

We are angry to hear about yet another anti-Semitic incident in one of our residence halls over the weekend. This type of vandalism attacks everyone. Our core values including that of Respect must become more than words on paper or a banner. They are the foundation of who we desire to be as a campus community and the way we all need to conduct ourselves.
This incident is currently being investigated by the MU Police Department and the Office for Civil Rights and Title IX. In the meantime, we'll continue to talk more about the importance of Respect in fostering a campus culture that enables all students to feel included and valued in our community.

COLUMBIA DAILY TRIBUNE

Opinion: CS 1950

Going too far

By Henry J. Waters III

Tuesday, March 1, 2016 at 2:00 pm

Having made extraordinary progress, members of Concerned Student 1950 risk turning the tide against themselves. They continue to make “demands” when the time has come for collaboration and accommodation on both sides. “Requests” would me a more effective word.

As the reclamation process unfolds, agitated people on both sides fail to give interim University of Missouri System President Mike Middleton adequate credit for laying out and pursuing the right course through the thicket.

The first time I heard him outline his plans for dealing with the student protest group, I did an imaginary cartwheel. He told the students, and the public, when CS 1950 returned to campus from holiday break he would meet with them to consider their concerns and mutually plan responses — this from the top official in the entire university system. This after they had seen the resignations of the former system president and the MU chancellor. This after the rebellion by black MU football players and the resignation of the coach.

And this after Middleton has appointed a system Diversity, Equity and Inclusion Task Force under the direction of interim Vice Chancellor Chuck Henson, who tells Concerned Student 1950 members that they would know more about efforts to meet their demands if they had accepted invitations for face-to-face meetings.

The students have reason to feel vindicated. Unless they think their every “demand” should be met without further discussion, they should revel in their accomplishments.

Instead, they are damaging the very process they brought into play. Some of their demands clearly can’t be met but are worth keeping on a list of requests. If instead they insist on “demands to be met by any means necessary,” they ruin any chance for exploiting the extraordinary access to top management they have received.
This is about process at the moment, not ultimate satisfaction of every “demand.” When they first hit the streets in protest, Concerned Student 1950 activists automatically earned the enmity of many citizens who had no way to understand the student concerns. Most people will respect student protests if conducted within reason. Even those who respect the very protest will be turned off if its perpetrators fail to show common sense in their approach.

They can hardly ask for a more accommodating university leader than President Middleton. They should take advantage of the moment.

Laws could cut Missouri State University degree restrictions

COLUMBIA, Mo. (AP) — Two identical House and Senate bills have been filed to repeal a key compromise in a 2005 law granting name changes to Missouri State University and two other schools.

The bills would lift restrictions requiring Missouri State University to seek a cooperative agreement with the University of Missouri to offer engineering and doctoral programs before requesting state approval to open a stand-alone program, the Columbia Tribune (http://bit.ly/1LuocFs ) reports.

The bills would make it easier for other state universities to seek approval from the Coordinating Board for Higher Education to add graduate programs.

Backers of a 2005 name change succeeded in removing Southwest from the university’s name, expanding its mission statewide. Since that change, 42 programs have been initiated, including engineering programs with Missouri University of Science & Technology and dental programs with University of Missouri-Kansas City. The degrees are granted by the University of Missouri.
Missouri State University President Clif Smart says the bills shouldn't be viewed as an attack on the university.

"We do think, particularly in southern Missouri, that we are losing people to Arkansas and other places," Smart said. "The more opportunities we have to offer graduate programs, to keep them in the state and keep them well-prepared, the better. We don't think this hurts the University of Missouri in any way."

State Rep. Kip Kendrick said the bill is a direct attack on the University of Missouri and that opening the door for additional programs will strain already stretched budgets.

MU freshman arrested for selling drugs out of residence hall

COLUMBIA — An MU freshman was arrested Monday on suspicion of selling drugs out of Hatch Residence Hall.

MU Police Department Maj. Brian Weimer said the department got a tip through Crime Stoppers at 4 p.m. Monday that Matthew Phillip Wasserman, 19, was distributing illegal narcotics from his dorm room.

Police executed a search warrant and found marijuana, ecstasy, alcohol and prescription pill bottles in the room.

Wasserman was arrested on suspicion of selling drugs near a school, possession of a controlled substance, misdemeanor marijuana possession and possession of alcohol by a minor. He was released from Boone County Jail on a $12,800 bond.
Behind 'roofies' are troubling problems of testing, statistics and solutions

COLUMBIA — Ask law enforcement about the prevalence of so-called "date crime" drugs in Columbia, and be prepared to encounter some skepticism.

Columbia Police Detective Patrick Corcoran says that cases of drugs like Rohypnol (flunitrazepam), GHB and others being used to commit sex crimes are very uncommon. Most people who think they may have been drugged were not — they simply drank too much. Often, the victim is a minor.

Ask Columbia Police Sgt. Chad Gooch, supervisor of the downtown unit, and he'll tell you that drug-facilitated sexual assault is something he doesn’t encounter often, but it does happen.

“I'm not saying it hasn't happened, it is just a rare occasion that I have dealt with someone who has made a (drug crime) report,” Gooch said. “However, when it does happen, we take it very seriously."

Then there's Columbia Police Sgt. Mike Maynard, who says that “though it may appear as though we are making the assertion that we know, in general, that 'date rape' drugs are not used very often, what we are saying is that we do not see them or have very many verified cases where a date rape drug has shown up in the victim's chemical testing.”

That means there could be scores of victims of date crime drugs a year, but police don't know because they rarely receive reports. Yet, Corcoran said most people who think they may have been drugged were not.
Then there are the stories you often hear in a college town. A student goes out, has a couple of drinks and then, for no apparent reason, blacks out and wakes up the next day with no recollection of the last four or five hours.

The use of the drugs to facilitate sexual assaults has become part of the popular culture. A recent Lady Gaga video, “Til It Happens to You,” shows a young man at a party dropping drugs into two girls' drinks. The video shows the two girls barely able to function and the young man sexually assaulting them.

**Indefinite data**

There's no agreement on the frequency of date rape drug incidents in Columbia. No records. Few positive tests.

The criminal defense of a young woman, Kelli Smith, who drove the wrong way on Interstate 70 in February 2012 and hit a car head on, killing the driver, centered on the assertion that she blacked out, probably as the result of a “date crime” drug she'd been slipped at a downtown bar.

Smith was naked from the waist down when she was extracted from her car after the crash. A hospital examination revealed signs of cervical bruising, nurses testified at her trial.

Her blood was not tested for known date-rape drugs, but her blood-alcohol content was .085 — slightly above the legal limit of .08.

The jury found Smith guilty in 2014 of involuntary manslaughter, sentencing her to five years in prison. She was granted a new trial in December after her lawyer argued that the trial court did not fairly instruct the jury about blood alcohol evidence.

Trinka Porrata, a former Los Angeles Police officer and drug crimes expert, said the claim that maybe someone drank too much is not a fair dismissal for those who think they might have been drugged.
“I love cops, but most cops don’t have the kind of drug training that is needed,” said Porrata, president of the non-profit organization Project GHB. “We tend to forget about those that were ‘just too drunk,’ and that is not fair to them.”

Porrata said she works with victims of these crimes and helps them put together a timetable of events and details of what happened the night they think they were drugged. She said these timetables often reflect the effects of a drug rather than of drinking too much. This is mainly due to the amount of time a person is blacked out and doesn’t remember anything, despite having only a few drinks.

Firsthand experience

For an MU sophomore, a night in September 2014 started out as an effort to make more friends and ended in a dorm shower, unconscious.

The woman, who asked that her name be withheld because she's embarrassed about what happened, was going out with her freshman roommate for the first time that September. She remembers walking into a fraternity party and a guy handing her a drink, saying that since she'd just arrived, she needed one.

She drank about half the drink.

“After that, I don’t remember anything,” she said.

The friend with her, also an MU student, said she was confused by what happened next because she knew her friend had not had much to drink.

“She was acting really intoxicated, and we had only been there for like 30 minutes,” her friend said.

Another student had a similar experience at a downtown bar. The student, an MU senior, said she ordered five drinks over a span of four hours. The first four drinks are a very clear memory to her, but she doesn't remember much after ordering the fifth drink.
"I remember being somewhere downtown and someone helping me call Uber on my phone because I couldn’t even see to call," she said.  

She blamed herself and immediately thought of what she could have done to cause the situation. But, she said once she went through the details of the night, she was sure she had been drugged.  

"I don’t drink a lot, I’m not a risky person, yet it still happened to me," she said. "All it takes is a millisecond."

**Date crime drugs**

The MU student who went to the fraternity party thinks she was likely given a drug called GHB, the street name for gamma-hydroxybutyrate, a popular date crime drug. GHB and roofies, the street name for flunitrazepam, are two of the most popular of more than 50 drugs used to incapacitate someone, Porrata said.  

The drugs can come in the form of a pill, a powder or even droplets that can be bought on the Internet. These drugs are often bought on eBay and are disguised as nail polish and superglue remover. They can be slipped into a drink to severely incapacitate the person who consumes them. Porrata said how quickly they affect the victim depends upon the drug and the person, but it can be almost instantaneous.  

This is the problem: By the time a victim realizes something is wrong and that she or he needs help, it’s often too late.  

“People will say, 'Go and get help,' but you don’t necessarily have time to do that,” Porrata said. “It can take effect within a matter of minutes. There is no warning time.”  

Less than an hour after arriving at the fraternity party, the freshman and her friend went back to their dorm. The friend had noticed her roommate's odd behavior and thought leaving the party was the best option.
“She couldn’t respond to any of my questions,” the friend said. “I was really scared and didn’t know what to do, so I just brought her back to our dorm.”

Porrata said a dramatic change in someone’s demeanor is the first indicator of drugging. The person feeling suddenly intoxicated, vomiting, becoming unusually sexually aggressive or even passing out are all indicators he or she could have been drugged.

“People will still perform and behave and they won’t know they are blacked out,” Porrata said. “Just because they don’t pass out doesn’t mean they aren’t blacked out, which is just as dangerous.”

The student ended up getting back to her dorm, but some people aren’t as lucky. The drugs are sometimes used by sexual predators because the person is incapacitated.

"All of these drugs can be involved in sexual assaults,” Porrata said. “The question is, are you able to make sound judgment and give consent to having sex when these drugs are in your system? And the answer is no.”

According to a change in Missouri law, a person commits first-degree rape if he or she has sexual intercourse with a person who is incapacitated and cannot give consent.

**Difficult diagnosis**

Some suspected cases of deliberate drugging get reported to hospitals and police departments, but there are no good statistics on how often these crimes are actually happening.

Testing for the drugs is very limited and is often ineffective because of how quickly they disappear from the bloodstream and urine. Porrata said most hospitals only have screenings that test for a few of the incapacitation drugs. She also said many of the tests aren’t accurate, sometimes failing to detect the presence of the drugs they’re designed to disclose.
“It’s very complex, it’s very problematic and we can do better than we are doing now by hospitals learning their stuff and really looking at all possibilities,” Porrata said. “It’s just too easy to say that a hospital found no drugs, she is full of crap, the end.”

Stephanie Baehman, media relations coordinator for MU Health, said in an email that University Hospital’s policy is to have specially trained sexual assault nurse examiners collect evidence from a victim’s body, clothing and personal belongings. If a drug is thought to be involved, the patient must give consent to do blood/urine testing, which will be included in the evidence kit, Baehman said.

By the time someone is able to give consent, the drug could be out of the victim’s system. But Baehman said she couldn’t find anyone to answer any further questions about testing for incapacitation drugs.

Mary Becker, senior vice president of strategic partnerships and communications at the Missouri Hospital Association, said in an email that she didn’t think she, or anyone at the association, would have expertise on the subject of drug testing in hospitals.

The weaknesses in testing and gaps in knowledge are the reason so many cases go unreported, Porrata said. But that doesn’t mean they aren’t happening.

“(The lack of testing measures) makes it difficult to make people realize how frequent it is, and how often it does happen,” Porrata said. “Even when the hospitals are told a person might have been drugged, they don’t know what to do. They don’t get it.”

**Advocate for yourself**

Porrata said the only way to know whether a person has been drugged is to get a urine test — not a blood test — as soon as possible, and get it tested for forensic purposes. She said drugs disappear from blood much quicker than urine.
“(If you think you have been drugged,) I want you in the nearest hospital or police station screaming that you want to pee in a bottle now,” Porrata said. “You have to advocate for yourself, otherwise hospitals test for what they can test for and then they throw it away.”

Porrata said it is also very important for friends to have each other’s backs when they go out. What will often happen is one friend will leave the person who seems to have been drugged, try to round up the other friends, and then by the time they get back, the one in trouble has disappeared.

“When you say you’re going to watch your friend's back, you need to mean you are going to watch your friend's back,” Porrata said. “You need to realize that any sudden dramatic change in your friend’s demeanor is a red flag and you cannot leave them unattended.”

This practice also topped Gooch’s tip list: Friends need to be there for each other in these situations.

“Be in a group with people you trust and who will look after your well being,” Gooch said. “Those people will know you well enough to know if you’re acting abnormally.”

'What's in Your Glass?'

The Columbia Police Department is about to launch a program called “What’s in Your Glass?” which features coasters and cards that test for GHB and Ketamine.

The coasters and cards have a place to drip a sample of the drink on, and this tests for these two drugs.

"If there is one of these drugs in your drink, the coaster or card will turn a different color,” Gooch said.

Police are going to hand the cards and coasters out to many organizations on college campuses. They will also be offering bars around the city the coasters and cards at their request.
“The idea is that we will distribute them to any organization that would have an interest or could be at high risk,” Gooch said. “We have been targeting fraternities, sororities and groups that would be of the age range of a college student.”

College students are at the highest risk, Gooch said. So college students are the target of the awareness campaign. “It’s an educational environment, so it’s a good opportunity to speak to a wide variety of people and have good exposure,” he said.

Porrata said she refuses to endorse such campaigns because they test for only a few of the many drugs that are out there.

Gooch acknowledges that there's nothing police can do to completely stop the problem; the coasters are just a step in the right direction.

The best preventive measure is to just be aware of your drink at all times, and never accept one from a stranger.

"I highly suggest you monitor your beverage and never leave it unaccompanied," Gooch said.

"But if you do suspect this has happened to you, get to a position of safety, notify the police and seek immediate medical attention."

**Click’s firing sparks discussions on faculty job security, free speech**

After the UM System Board of Curators’ decision to fire the professor, faculty members have questioned their own ability to stand up for students.

A professor’s firing rarely makes national news.
But since November, Melissa Click’s name has become a narrative of its own, culminating with her firing Feb. 25.

Her story is well-known. Following UM System President Tim Wolfe’s resignation Nov. 9, the former assistant communication professor was caught on camera calling for “muscle” to remove student journalist Mark Schierbecker from Concerned Student 1950’s campsite. The video has since received close to 3 million views, drawing support and ire from various groups around the nation. Two debates were sparked that day: First Amendment rights and what constitutes acceptable behavior for a faculty member.

Since then, Click has been sent hate mail, targeted by Missouri lawmakers, called a heroine, suspended and, on Feb. 25, fired. Click’s firing elicited varying responses from those following her story, and the debate about how faculty should behave is ongoing.

The firing

**UM System Board of Curators Chairwoman Pam Henrickson, interim UM System President Mike Middleton and interim MU Chancellor Hank Foley held a conference call with the press Feb. 25 to announce Click’s firing.** The board voted 4–2 to fire her following an investigation.

Click can appeal her termination, Henrickson said during the conference call, and she added that the board had gone to “significant lengths” to ensure fairness for Click during the investigation and decision process.

Click has until March 4 to write to the board explaining why she does not think she should be fired. If no appeal is made, then the board’s decision is final.

Click was suspended on Jan. 27 after a second video came to light showing her shouting profanity at a police officer while standing between student demonstrators and police at the October Homecoming parade.

The same day the board suspended Click, it also authorized an investigation of her conduct since November, which Click responded to Feb. 19. The curators reviewed the report and response before voting.

“The board respects Dr. Click’s right to express her views and does not base this decision on her support for students engaged in protest or their views,” Henrickson said. “However, Dr. Click was not entitled to interfere with the rights of others, to confront members of law enforcement or to encourage potential physical intimidation against a student.”

Faculty and student response

Many faculty see the board’s decision as overstepping its bounds and lacking due process. While the curators can fire whomever they choose, they rarely fire professors.
During a Faculty Council meeting less than two hours after Click’s firing, Foley answered questions from faculty members in front of a crowded audience.

Faculty Council Chairman Ben Trachtenberg said at the meeting that Click was fired without due process.

“Regardless of one’s position or opinion on professor Click’s behavior fitness for duty, she was entitled by the rules — rules that the Board of Curators approved — to a fair process,” Trachtenberg said. “That she did not receive.”

Citing the UM System Collected Rules and Regulations, Trachtenberg said the bigger effect of Click’s firing showed that, legally, any faculty member could be fired if the board so chose.

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

Traci Wilson-Kleekamp, who works for Mizzou Athletics’ Total Person Program, said during the meeting she believed Click was fired for standing up for black students.

“This is damaging to black people,” Wilson-Kleekamp said. “This nonsense of talking around race has got to stop. This is proxy racism. And we need to start talking about the fact that we need to do right by our students; that we’re going to take out a professor — a white woman — who said, ‘I’m going to defend this space for black students who haven’t been heard’ … that is unacceptable.”

Many students took to social media to voice their opinion on Click’s firing.

“We attend a university where caring for and protecting the students results in you being fired,” the Legion of Black Collegians tweeted Thursday.

Other students retweeted LBC’s tweet and emphasized that Click hadn’t just protected students, but black students.

Schierbecker said he was pleased with Click’s firing.

“I am happy with the outcome of the investigation,” he said in a statement. “I am disappointed by the lack of response from some of the faculty who chose not to act on this for over two months. I am embarrassed that the Board of Curators had to act because the faculty would not.”

The American Association of University Professors published a letter to Foley on Feb. 26 calling for Click to be reinstated. In the letter, AAUP’s associate secretary Hans-Joerg Tiede wrote that Click’s firing was “fundamentally at odds with basic standards of academic due process.”
Administrative response

At a press conference Jan. 25 addressing Click’s job status following a third-degree assault charge, Foley assured MU that Click would be given due process and that “hasty” decisions would not be made. He also said Click would not be fired before the tenure process was completed.

Two days later, Click was suspended by the Board of Curators.

Since Click’s suspension, guest faculty have been teaching her classes and will continue to for the rest of the semester, communication department Chairman Mitchell McKinney said.

Three weeks later, on Feb. 15, Foley issued a statement in light of the footage showing Click yelling an expletive at a Columbia police officer. In the statement, Foley denounced her behavior, calling it “appalling.”

During the press conference announcing Click’s termination, Foley said he was in full 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.”

Middleton agreed with Henrickson and Foley.

“Dr. Click’s behavior was inappropriate and unacceptable,” Middleton said.

Later, at the Faculty Council meeting, Foley was criticized for changing his statement over the course of the month. Foley reiterated that he agreed with the board and that “they did the right thing.”

Foley also said the investigation was not based on political pressure from legislators.

“The board undertook an investigation as a response to the charges that were brought against her by the local prosecutor (and the board) made the decision from that basis,” Foley said. “The board did not make the decision on speech … but her overall behavior.”

Investigative report

Bryan Cave law firm spent over two weeks investigating Click, which included interviewing Click twice and more than 20 other people, such as Schierbecker and Concerned Student 1950 members.

The 24-page report details the days leading up to the Nov. 9 incident with Schierbecker and what has happened in the three months since.
Click refuted some of the report’s findings in a letter to the board. She said some of the claims people interviewed made were inaccurate and that some findings included in the report were irrelevant or unnecessary.

“I believe you need a fuller picture of the environment in which I found myself,” Click wrote in the letter. “While some would judge me by a short portion of videotape, I do not think that this is a fair way to evaluate these events. Those videotaped moments (for which I have formally and publicly apologized) deserve to be understood in a wider frame of reference, among all of the momentous events of the fall semester.”

**Melissa Click’s classes will continue being taught by guest faculty**

Department Chairman Mitchell McKinney: “I haven’t gotten any specific feedback following the decision of the Board of Curators last week. But the students in the class understand that the class is continuing.”

**Even before assistant communication professor Melissa Click was fired by the UM System Board of Curators last Thursday, she hadn’t taught a class since Jan. 27, when the curators suspended her pending further investigation.**

Since she was suspended, her classes have been taught by volunteer faculty members from departments across campus, and that will continue for the rest of the semester, communication department Chairman Mitchell McKinney said.

According to myZou, Click is currently teaching a graduate seminar titled “Topics in Mass Communication,” which meets once per week. McKinney said he has chosen guest lecturers for each week who have expertise in the topic of discussion for the week, based on Click’s original syllabus.

McKinney said he has communicated regularly with Click’s students and told them who each week’s guest lecturer will be.

“I haven’t gotten any specific feedback following the decision of the Board of Curators last week,” McKinney said. “But the students in the class understand that the class is continuing, they know who the faculty lecturer will be each week. We didn’t start to put together a plan for the class just last week. We’ve been doing this for about two months now.”
He said none of the graduate students Click was advising are currently in the dissertation stage of their research, and they will be able to continue taking classes to complete their degree requirements.

McKinney said he is unsure of whether Click’s position will be filled in the fall, because departmental vacancies are typically discussed with the dean of the college at a later date.

THE CHRONICLE OF HIGHER EDUCATION

Video: Heading a University System With Nervous Professors

No MU Mention

Watch the video: http://chronicle.com/article/Video-Heading-a-University/235555

Raymond W. Cross has faced some serious tests in his two years as president of the University of Wisconsin system. Last year he had to defend his system against a proposed budget cut of $300 million. More recently he has dealt with faculty unrest as the system has struggled to come up with new tenure policies to replace faculty job protections that were stripped from state law.

With the system’s Board of Regents expected to vote on the new policies at its March meeting, The Chronicle interviewed Mr. Cross about the challenges he faces in trying both to reassure professors who are worried about their job security and to make Wisconsin’s lawmakers and citizens more supportive of its public universities.