

Reports shows MU lacking in tenure, salaries

By JANESE SILVEY

Tuesday, April 10, 2012

A new report on the Chronicle of Higher Education's website paints an unflattering profile of the University of Missouri.

AT A GLANCE

The University of Missouri's average salaries are lower than average salaries at other doctoral institutions:

Full professors: \$113,900 compared with \$130,803

Associate professors: \$75,900 compared with \$86,319

Assistant professors: \$61,700 compared with \$74,772

Source: American Association of University Professors

Perhaps most striking is the table that shows 33 percent of MU faculty members are tenured or on the tenure track. When compared to the 35 other four-year public universities with more than 2,000 faculty members, MU is fifth from the bottom.

But the numbers are misleading, Deputy Provost Ken Dean said. Unlike other universities, MU reports Extension employees, post-doctorate instructors and those who teach in off-campus training programs as "faculty members," inflating the total and skewing the percentage. The number, Dean said, includes titles that other universities don't include.

Not counting those groups, the percentage of faculty with or on the way to getting tenure is about 50 percent, Dean said. But he acknowledged definitions don't matter to outsiders looking at MU's profile on the Chronicle site. "That's a problem for us," he said, adding that administrators plan to rethink the way they report faculty data.

Still, the number of tenured faculty on campus has remained flat for a decade while the number of non-tenured instructors has risen. That's not been the case at comparable universities, said Leona Rubin, an associate professor of veterinary biomedical sciences.

"We have chosen to hire non-tenure track and adjuncts because we are worried about what might happen two years from now," Rubin said. "We haven't been willing to take that risk, and other institutions have."

Tenure shields professors from retaliation if they conduct controversial research or instruct students to challenge traditional beliefs. But it also holds professors accountable. "The difference is that in a tenure-track position, you have to develop a research program, demonstrate teaching skills and start developing a national reputation," MU Faculty Council Chairman Harry Tyrer said. "All of that is examined by people not just in your department but outside of your department in the university. A lot of people have a say."

The Chronicle report also highlights what administrators have known for years — salaries at MU aren't competitive. Full professors are below the median among doctoral institutions, and associate and assistant professors are paid "far below" the median, according to data from the American Association of University Professors.

"We're worried about MU's position in the market, and I know they're equally worried," said Betsy Rodriguez, UM's vice president of human resources.

Rodriguez said the campuses are starting to better evaluate whether people are passing up jobs or whether professors are leaving because of low pay.

"The job market for university faculty is really nationwide, which means MU is competing against the University of California, New York University and places that pay much higher salaries," said John Curtis, AAUP director of research and public policy. "Clearly, not every university can be a Harvard and pay the highest salary, but it's going to be difficult to attract highly qualified expert faculty when competing in the national job market. ... It really is a matter of providing quality higher education for the citizens of Missouri."

Plan for MU Nuclear Science and Engineering Institute is stabilized

By Breanna Dumbacher

April 10, 2012 | 5:15 p.m. CDT

COLUMBIA – MU's Nuclear Science and Engineering Institute "will remain in full operation," Provost Brian Foster announced Tuesday.

The institute was officially disbanded on March 15, but since then, the future of the institute has been up for discussion.

After conversations among administrators, faculty, students and alumni, the following decisions have been made, according to Foster's statement:

- The institute will continue to exist until all students currently enrolled or admitted into it have finished their degrees. There is a possibility that the institute will continue after that if there is not a new system in place.
- The four faculty members who were involved in the institute will remain engaged in it, but they will still have two years to move their tenure homes from the graduate school to specific departments.
- The graduate student curriculum in nuclear science and engineering will not change.

The restructuring will not threaten staff jobs during the transition process, the statement said. Graduate school Dean George Justice said these staff positions will exist as long as there are enough students to need staff support. That will likely be several years because some students entering in the fall will need time to finish their degrees.

Foster's statement also said that space for labs, offices and classrooms for seminars will be guaranteed for faculty, staff and students. Justice said that they are guaranteed to have "adequate space" for these things but that the space could move from its current location.

The grant process will remain the same while the institute and its faculty are in transition, according to Foster's statement. Until the professors move to specific departments, they will continue to receive grant money from through the graduate school, Justice said.

After the professors move out of the graduate school, they will continue to receive some grant money through their new departments.

Foster's statement also included goals for the institute that would lead further discussion and decisions. These goals include:

- "Increasing MU's national and international visibility and stature in nuclear science and engineering." The institute currently has successful collaboration programs with Washington University as well as other universities.
- Creating an interdisciplinary academic program in the graduate school and a research center, all focused on nuclear science and engineering, that would engage 60 or more MU faculty members.

Mississippi man named dean of MU Law School

Associated Press | Posted: Tuesday, April 10, 2012 7:54 am | [\(0\) comments.](#)

An associate dean at the University of Mississippi has been named dean of the University of Missouri's School of Law.

The Columbia Daily Tribune reports Gary Myers (<http://bit.ly/HY2imD>) will begin his new job Aug. 15. He replaces Larry Dessem, who is returning to teaching.

Myers' appointment was announced Monday.

Myers graduated with honors from Duke University School of Law. He earned his bachelor's degree in economics from New York University.

He also was an associate with a law firm in Atlanta and served as a law clerk on the U.S. Court of Appeals for the 11th Circuit in Jacksonville, Fla.



MU names Gary Myers as law dean

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An associate dean at the University of Mississippi has been named dean of the University of Missouri School of Law. Gary Myers will begin Aug. 15. He replaces Larry Dessem, who is returning to the classroom.

In a statement, MU Provost Brian Foster praised Myers for his extensive experience in legal education and administration.

"His expertise in intellectual property law is extremely appropriate at this time in connection with MU's strong emphasis on entrepreneurship," Foster said.

Myers graduated with honors from Duke University School of Law and graduated summa cum laude with a bachelor's degree in economics from New York University. He also was an associate with a law firm in Atlanta and served as a law clerk on the U.S. Court of Appeals for the 11th Circuit in Jacksonville, Fla.

ST. LOUIS POST-DISPATCH

Education digest

Posted: Wednesday, April 11, 2012 12:00 am | [\(0\) comments.](#)

DANFORTH PLANT SCIENCE CENTER > Two grants support college internships • The National Science Foundation and The Hearst Foundations collectively awarded \$711,656 to support research training for undergraduate students in The Donald Danforth Plant Science Center's summer internship program. Students conduct research with senior scientists in the areas such as cell biology, molecular biology, structural biology, biochemistry, microbiology, chemistry and genetics. The center will be accepting applicants for the 2013 summer internship program in November. Roughly 125 interns have passed through the program since 2001. For more information visit www.danforthcenter.org.

UNIVERSITY OF MISSOURI-COLUMBIA > Law school selects new dean • **Gary Myers, associate dean for research and professor of law at the University of Mississippi School of Law, has been named dean of the University of Missouri School of Law.** Myers will officially begin serving as dean on Aug. 15. Myers graduated with honors from Duke University School of Law and graduated with a bachelor's degree in economics from New York University. Myers replaces R. Lawrence Dessem, who served for the past 10 years as dean. Dessem will be on sabbatical in the fall and will teach in MU's London Law Consortium in the spring of 2013.



Kemper Awards recognize excellence

By JANESE SILVEY

Tuesday, April 10, 2012

If the reaction from his students was any indication, music Professor Paul Crabb was well-deserving of the teaching award he won yesterday at the University of Missouri.

The students, who stopped singing when administrators walked into the classroom, roared with applause and cheers when Chancellor Brady Deaton announced Crabb was receiving a William T. Kemper Fellowship for Teaching Excellence. They nodded when Deaton praised him for bringing "untold joy to this campus." And when Jim Schatz of Commerce Bank gave him a \$10,000 check as part of the honor? More cheers — and one student started jumping up and down in the bleachers.

Crabb — who also is director of music in MU's School of Music — was quick to share the recognition.

"It's a true pleasure to be able to work with students like this," he said.

Four faculty members this week received Kemper awards that recognize outstanding teaching. The annual prize was established in 1991 with a \$500,000 gift to honor Kemper, an MU alumnus who went on to be a well-known banker and civic leader in Kansas City. Commerce Bank manages the trust fund.

Although professors know when they're nominated, the awards are top secret until administrators surprise the winners, typically during their class periods.

Carol Deakyne, an associate professor in the Department of Chemistry, was in the middle of a lecture on the physical origin of intermolecular interactions when a posse of administrators and reporters invaded her small classroom. "It's hard for me to believe this," she said.

Not for her husband, though. John Adams, a curators' teaching professor in chemistry and associate chairman for undergraduate studies, called her a "terrific teacher."

"She has a very loyal following among her students," he said. "She has a reputation for being very straightforward."

Adams won a Kemper award 19 years ago. "So we're a two-Kemper family," he said.

COLUMBIA MISSOURIAN

MU English and film studies teacher receives final Kemper Fellowship award

By Jaime Williams

April 10, 2012 | 9:58 p.m. CDT

COLUMBIA – MU Assistant Professor Joanna Hearne was teaching a graduate seminar of three students Tuesday morning, when suddenly there were more than 10 people in the room.

A group including Chancellor Brady Deaton and Hearne's husband had shown up to surprise Hearne with a Kemper Fellowship.

"It was very moving," she said. "I burst into tears."

Hearne is the fifth and final recipient of the 2012 William T. Kemper Fellowship for Teaching Excellence.

Each year the award and a \$10,000 check is presented to five MU educators. The family of William T. Kemper, a 1926 MU graduate and Kansas City civic leader, established the fellowships in 1991 with a \$500,000 gift.

Hearne said she was sick over the weekend and was not sure she would be able to teach her classes this week. But she was prescribed antibiotics and was well enough to teach Tuesday morning.

"I'm certainly glad that I was able to come to class today," Hearne said.

Hearne primarily teaches film studies courses for the English department and the new bachelor's program in film studies. She has been teaching in the MU department of English since 2004.

"What I like to do is get students involved in the community," she said. "Film is a bridge."

Hearne said that as a society surrounded by screens, media literacy is crucial. She said she tries to get her students to study rigorously in the classroom, but also to get them learning out of the classroom.

During a class on animation, Hearne's students worked with elementary school students in the gifted education program at Field School to make a 3 minute stop animation film called "Ghost Trap."

In some of her classes her students have toured the Ragtag projector room and volunteered at True/False Film Fest for credit. She also tries to bring directors into her classrooms.

"Immersion in the professional film world is important," she said.

But in addition to immersion, Hearne also values discussion and critical thinking. She said one of her favorite things about teaching is the discussions, when the students are engaged and the material becomes their own.

"When that happens, it's magic," she said.

Hearne received a bachelor's degree in English with high honors at Oberlin College in Ohio, a master's degree in American studies and folklore at Utah State University and a doctoral degree in English at the University of Arizona.

The other recipients of the 2012 award are Stephen Ball, Paul Crabb, Carol Deakyne and Ines Segert.



Missouri S&T looks at domestic partner benefits

By JANESE SILVEY

Tuesday, April 10, 2012

Professors on the University of Missouri System's most conservative campus are getting ready to decide whether to endorse the university providing domestic partner benefits for same-sex couples.

A Faculty Senate committee at the Missouri University of Science and Technology in Rolla is bringing a resolution to the full Senate April 19 that says the group "strongly recommends that same-sex partners of" UM "employees be allowed access to all of the same rights, privileges and benefits to which opposite-sex spouses currently are entitled."

If approved, it's a significant step toward the benefits becoming reality. Faculty groups at MU and the Kansas City and St. Louis campuses approved resolutions in support of domestic partner benefits two years ago.

Last month, UM System President Tim Wolfe urged the MU Faculty Council to get Rolla on board before he takes a recommendation to the UM Board of Curators by the end of this year.

It's not a priority on the Rolla campus, but faculty members there have heard from their system peers.

"The reason we took it up is our Faculty Senate was asked by the other campus representatives to take it up," Missouri S&T spokesman Andrew Careaga said. "There's no real push for it on this campus."

The new Rolla chancellor, Cheryl Schrader, said she is open to discussing the issue and Rolla's role in the systemwide decision.

Betsy Rodriguez, UM's vice president of human resources, estimates that expanding coverage to the partners of gay and lesbian employees would cost about \$1 million. That's the cost of adding a partner — she's not anticipating the expansion to have a noticeable impact on claims costs.

Adding same-sex partners would be similar to the new federal health care mandate that required UM and other employers to add employees' adult children up to age 26. The university added 600 new

people to benefits packages under that change, Rodriguez said. Administrators still are analyzing the costs of that change.

Although details would still have to be hashed out before a recommendation to expand benefits goes to curators, it's likely that same-sex partners would have to be registered as a couple. Columbia, Kansas City and St. Louis all provide city registries for gay and lesbian couples. Those in other communities could register out of town.



MU professors discuss Trayvon Martin case

By JANESE SILVEY

Tuesday, April 10, 2012

The killing of a Florida teen is a case study for that state's self-defense law and the way media portray high-profile crimes.

The Trayvon Martin tragedy was the subject of a forum on the University of Missouri campus yesterday when law, journalism and psychology faculty weighed in on the numerous aspects of the situation.

For associate law Professor David Mitchell, the case is another example of the flaws in Florida's "stand your ground" law. The statute allows the state's residents to defend themselves if they have a "reasonable belief" they're under attack, but that term might have different meanings to different people, he said.

Mitchell pointed to other instances where the law has been or is being used to justify murders, including one in which a 41-year-old Iraq War veteran, David James, who was white, was shot in the chest after getting into a scuffle when a black neighbor complained about a teenager skateboarding in the neighborhood.

Martin, 17, was walking in a gated community in a suburb of Orlando, Fla., and talking on his cellphone in late February when George Zimmerman, a neighborhood watch guard, began following him. After a confrontation, Zimmerman pulled a gun and shot the unarmed teen.

Imagine walking alone at night and being followed by a stranger with a gun, Mitchell challenged the audience.

"Why is there a presumption that George Zimmerman was standing his ground but not Trayvon Martin standing his ground?" he questioned.

Some similar laws require would-be victims to retreat first before fighting back, though Florida's does not. Changing the law to require that might help alleviate these types of cases, Mitchell said.

Kent Collins, an associate professor of radio and television journalism, questioned whether media in Florida had created a culture of fear in the community that made Zimmerman hyper-suspicious. Media

have the power to do that, he said, by focusing on crime and showing mug shots of a disproportionate number of black men.

But Mitchell was quick to say the media are simply reporting whom cops are arresting.

Collins also tackled the media's early coverage showing a fresh-faced young Martin and an outdated mug shot of Zimmerman. More recent photos show Martin with gold-capped teeth and Zimmerman as a clean-cut family man. "We do have some power in the way we present words and pictures," Collins said.

He stressed several times during the forum that news reporters aren't interested in picking sides. "We don't care who wins or loses," he said. "We like the public forum more than the final outcome."

Bruce Bartholow, an associate professor of psychological sciences, explained his studies that show inherent biases in both races.

"What can we do about this? Recognize we all have biases," Bartholow said. "That's a hard thing to swallow. ... But we can make an effort to control our responses."

MU forum participants say continuing Trayvon Martin conversation important

By Dani Kinnison

April 10, 2012 | 5:10 p.m. CDT

COLUMBIA — Mizzou Black Men's Initiative member Timothy Jones said that it is important to continue the dialogue that began during a discussion about racism Monday night.

"It's not effective if we don't take it outside and initiate the conversation," Jones said. "Through communication we can educate."

In light of the aftermath of the death of Trayvon Martin, the Mizzou Black Men's Initiative hosted a discussion on the implications of racism and stereotyping of black men in America.

Trayvon Martin was shot and killed on February 26 by George Zimmerman in a gated community in Sanford Fla. Zimmerman said he shot the unarmed Martin in self-defense.

Nathan Stephens, coordinator of the Mizzou Black Men's Initiative and Black Culture Center senior coordinator, facilitated the discussion and began with a presentation on the portrayals of black men by society throughout history.

Stephens' presentation focused on different points in American history, such as slavery and the civil rights movement. He then discussed contemporary events and what can be done to end the perpetuation of racial stereotypes and other misinformation.

"The persistence of certain images that have gone from slavery all the way to hip hop and Trayvon Martin — that are persistent in our society — are going to occur until we have the gumption and fortitude to address some of this," Stephens said.

Another discussion participant Rashad Bailey agreed with Stephens.

"We need to have these conversations because you can't fix a problem if you don't acknowledge it," Bailey said.

Stephens hoped that the discussion would create and promote awareness of the roles and implications stereotypes can have today, which Stephens said can be seen in the case of Trayvon Martin.

"These things are all unfortunately connected by the perceptions and beliefs and the values and norms that we have about black males, that black males have about each other and that different groups and demographics have about each other," Stephens said.

Stephens also said that it is important for people to be aware of the perceptions they have of other people.

"That's what I think we all need to do individually and collectively as a society," Stephens said, "is become more aware of our own biases and our own prejudices."

Google Earth reveals gigantic 5,000-year-old mounds in Peru shaped like animals

By Ted Thornhill

Massive animal-shaped mounds in Peru dating back 5,000 years have been revealed by Google Earth.

The country is already famous for the Nazca lines, which include a series of giant animal outlines drawn on the ground.

Now the South American country can add mounds in the shapes of birds, including a giant condor, an orca, a duck, and a caiman/puma monster to its list of wonders best-seen from the air.

The mounds were recently discovered by University of Missouri anthropology professor emeritus Robert Benfer, who realised their full shape and scale only when he saw them on Google Earth.

‘The mounds will draw tourists, one day,’ Benfer said. ‘Some of them are more than 4,000 years old. Compare that to the effigy mounds of North America, which date to between 400 and 1200 AD. The oldest Peruvian mounds were being built at the same time as the pyramids in Egypt.’

Benfer identified the mounds, which range from five metres (16.5 feet) to 400 metres (1,312 feet) long in each of the six valleys he surveyed in coastal Peru. The mounds pre-date ceramics and were probably built using woven baskets to carry and pile up rock and soil.

‘The finding of animal effigy mounds where there were none before changes our conception of early Peruvian prehistory,’ Benfer said. ‘That they probably represent the Andean zodiac is also a new find. A controversial interpretation of some Nazca figures as representations of the zodiac is supported by these mounds.’

Benfer suggested the structures may have been built as terrestrial manifestations of constellations the ancient Peruvians saw in the stars above. The mounds not only represented the stars, they aligned with them. So far, Benfer has found astronomical orientations at every giant mound.

For example, at the Chillón Valley site, an earthen condor’s charcoal eye lined up with the Milky Way when viewed from a nearby temple. The monstrous caiman/puma mound aligned with the June solstice when viewed from the same temple.

According to Benfer, astronomer priests may have directed construction of the mounds and then made observations of the sky and offerings to the Earth from atop the earthen creatures. For the ancients, having a celestial calendar allowed farmers and fisherman to prepare for the year ahead.

'For example, knowing that December 21 had passed was very important. If there was no sign of an El Niño by then, fishers would know they would have another good year, and farmers would face neither drought nor floods,' Benfer said.

Previously, the only other effigy mounds known from South America were a few sites in the Andes, but Benfer's discoveries may be just the beginning.

'In each field season, I have found more giant mounds and more fields of smaller ones. I will go back in June and July confident of identifying more on the ground,' Benfer said.

Although they appear to be plentiful, researchers overlooked the animal effigies since the first days of scientific archaeology in Peru.

'I had always noted that a very large structure just north of Lima resembled a bird. But since there were supposedly no giant animal effigy mounds in South America, I thought it couldn't be one,' Benfer said.

Then, two years ago, while studying satellite views of archeological sites, Benfer noticed what looked like teeth on one of the mounds north of Lima.

The jagged teeth-like structures had been misidentified as irrigation canals. But after a ground survey of the area, he realised he was standing atop the caiman/puma monster of Chillón Valley.

He soon found the nearby condor mound and went on to identify numerous other earthen animal effigies.

The results of Benfer's work were published in the journal *Antiquity*.