



**MU News Bureau**

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# MISSOURIAN

## [AAU commends MU for addressing sexual violence](#)

TOMÁS ORIHUELA, 18 hrs ago

Generated from News Bureau release: [AAU Campus Climate Report Commends Universities on Actions Taken to Combat Sexual Misconduct](#)

COLUMBIA — **The efforts by MU to prevent sexual assault and misconduct have received national recognition.**

The university's prevention programs and resources were praised by the Association of American Universities in a report released Wednesday.

Fifty-five universities across the country were surveyed in 2015 as part of the AAU's Campus Climate Report, which collects the sexual education and misconduct prevention efforts implemented on U.S. campuses.

Among the main findings, the report said all 55 surveyed institutions have developed programs in the last three academic years to assist victims of sexual assault and misconduct. Included were MU's Office for Civil Rights & Title IX and Green Dot, a program created under the Relationship and Sexual Violence Prevention Center to promote bystander prevention.

The report also praised the university for investing \$1.2 million to increase staff in the two offices. The Office for Civil Rights & Title IX has eight full-time employees.

The RSVP Center used to have only one full-time employee. Now there are four, including one leader specifically devoted to Green Dot.

Much of the momentum to address campus sexual violence gained traction in the past two years.

On Sept. 21, 2015, Ellen Eardley, assistant vice chancellor for Civil Rights and Title IX, wrote a letter urging MU students to action: "Sexual assault happens at Mizzou. It's on us to stop it."

Three months after that, the Title IX Office, which addressed sex discrimination and sexual violence allegations against students, was expanded to handle all forms of discrimination, including sexual violence, for everyone on campus. It is now called the Office of Civil Rights & Title IX.

The office began rolling out mandatory online training for sexual assault and misconduct prevention. Within the next 18 months, all MU students will have completed it, university spokesman Christian Basi said.

And in recent years, the RSVP Center has expanded its efforts through Green Dot.

"We're building skills to intervene in a safe way," RSVP Center Lead Coordinator Danica Wolf said. "More individuals are getting involved. People are beginning to understand that it's their responsibility to intervene if they see something."

MU came up with the idea to connect all the Green Dot programs in the country, Wolf said, and the RSVP Center was one of the primary hosts for the Green Dot National Day of Action in the fall of 2016.

Honorable mentions in the report didn't come by surprise, both Eardley and Wolf agreed.

More than 50 percent of the victims say they don't report an event because they don't consider it "serious enough," the report said. Asked about this attitude problem, Eardley and Wolf showed optimism.

"That was common across all campuses," Eardley said. "Students may not know what their experiences with sexual violence are. That's one of the reasons why we are so committed."

"The more we bring these issues to the forefront, the better our students are equipped to know where to get resources and support."

Wolf added about the Green Dot program: "We were pleased to see how students overwhelmingly were willing to intervene."

Since the creation of the Title IX office, Eardley said there has been an increase in the number of people willing to report.

"This is a nationwide epidemic, and we're very well positioned at MU to address it," she said.

Changes in Missouri are coming, the report suggests. It is among 48 universities that have stimulated changes in conversations with students by collecting data and student feedback on the issues.

"With this report and the survey, our efforts have been put into the spotlight," Wolf said. "My hope is that everyone will try to eliminate sexual violence in our campus, in our community and ultimately in the world."



## **MU Green Dot & Title IX programs recognized**

Watch story: <http://www.komu.com/news/mu-green-dot-and-title-ix-programs-recognized>

By Justice Henderson

**COLUMBIA- In the latest Association of American Universities (AAU) report released Wednesday, the University of Missouri was highlighted for its Office of Civil Rights & Title IX and its Green Dot Program.**

A [Green Dot](#) is a choice at any given moment to make the university safer.

The [Title IX Office](#) enforces the campus non-discrimination policy and helps to educate the campus community about policies and practices.

The report says MU is among several campuses that have taken actions to combat sexual misconduct on its campus.

Ellen Earldley, assistant vice provost for the Title IX office, said, "The office works to meet people where they are and helps them maintain a normal daily life."

Danica Wolf, the managing coordinator of the Relationship and Sexual Violence and Prevention Center (RSVP), said MU was one of the first universities to adopt the program after the University of Kentucky.

"We have student ambassadors who work with other students. We believe that students are the best educators to their peers," Wolf said.

The report also showed MU was among the 87 percent of participating schools that indicated that surveys or data from surveys stimulated new or changed existing conversations with students about sexual assault and misconduct.

Student Tori Schafer, who works as a Green Dot peer facilitator, said, "I have been on campus and have seen people use Green Dots effectively. That just goes to show that the word is being spread and people are effectively helping each other."

AAU President Mary Sue Coleman said, "We hope the stories and resources in this report will be useful, not only to AAU universities, but to all colleges and universities as we work to reduce sexual assault and misconduct on our campuses."

Other universities across the country have adopted MU's campus policies and procedures.



## **MU rape prevention program recognized**

**A report on efforts to reduce sexual assaults and misconduct at the nation's premier research universities highlighted the University of Missouri's commitment of additional resources for prevention and investigating complaints.**

The Association of American Universities' report, Combating Sexual Assault and Misconduct, was issued Wednesday and made MU's support for its Relationship and Sexual Violence Prevention Center and the Office for Civil Rights & Title IX a case study in the use of resources.

The violence prevention center was expanded from one full-time staff person to four and the civil rights office was expanded to eight employees, the report states.

"A lot of work has been done and we are a much better campus as a result; it is important that every member of our community feel safe as they live, work and learn on campus," interim Chancellor Hank Foley said in a news release about the report.

MU also has expanded the Green Dot program, which provides bystander intervention training, and hosted a national conference on intervention.

The American Association of Universities is a group of 55 public and private research institutions.



## **Post-retirement benefit changes push some MU faculty out**

By Rudi Keller

As Phebe Nichols prepares to retire from the University of Missouri this year, she's making some tough choices.

The first is to sell the property west of Ashland where she lives. The land was acquired by her parents in the 1950s and she lives on the portion she received when it was divided among her siblings.

It is home but because it has a mortgage, she can't keep it, she said.

Nichols, 65, is retiring before she wants to in order to keep as much as possible of the university's subsidy toward her health insurance. The move will cost her about \$150 a month in pension income, increase the cost of health insurance by \$30 per month and force her to take a diminished Social Security benefit for two years.

She doesn't want to go, Nichols said, but it is the only way she can keep the health insurance benefits she believes she has earned. The Board of Curators made dramatic changes in post-

retirement benefits last April that will increase costs for many employees who remain on the payroll as of Dec. 31.

“Our expectation was that these benefits were to be available to us in perpetuity,” Nichols said. “That is one of the reasons you work at the university. This is unconscionable, I am sorry. And I think it is a forced retirement.”

The choices Nichols is making are on the minds of many retirement-eligible MU employees. The 153 retirements so far this year don’t yet indicate a mass exodus. But with budget uncertainty – the curators today will be discussing how to cut 8 to 12 percent, or up to \$140 million, from academic operations – the numbers could grow.

The cuts will include layoffs, closing academic programs and other severe steps to balance the budget.

“We have not seen a significant increase in retirements to date, however, employees have until the end of the year to decide if they would like to retire and not be subject to the new eligibility requirements,” UM System spokesman John Fougere wrote in an email.

Nichols is one of an unknown number of UM employees who are old enough to take a retirement benefit but have fewer than 20 years with the university.

When the changes were made, 1,705 of the university’s 19,384 employees were old enough and had enough time on the job to retain the subsidies currently in place when they decide to retire. Another 1,451 people had a combined age and experience of 80 but were either younger than 60 or had less than 20 years on the job. If they stay until they are at least 60 with 20 years on the job, they too will keep their insurance subsidies as they currently stand.

But employees 55 and older, who are eligible for a reduced pension but who don’t meet the age and experience threshold, must decide whether to continue working. If they do, their future insurance subsidy for retirement will be cut to \$100 per year of service, capped at \$2,500.

Retiree insurance currently costs the university from \$1,080 to \$5,460 per year, depending on the plan chosen, whether a spouse is covered and whether the retiree is on Medicare. Employees also currently pay a share, ranging from \$1,236 to \$3,240 per year.

Nichols meets the age and experience threshold – she has 15 years on the job – but hadn’t planned to work past 67, when her full Social Security benefit is available.

Nichols first began working for MU in 1977 but had a break in service. She makes about \$42,000 a year as a business officer for the Theater Department.

The curators approved the changes in health insurance subsidies when a study showed the previous plan would create a \$6.2 billion liability over the next 30 years. The changes were studied in open forums and focus groups before being laid before the curators.

“I think people are frightened of losing their jobs,” Nichols said.

The key number in the equation for keeping current benefits past Jan. 1 is 20 years on the job. Bob Flanagan, a teaching professor in the Department of Religious Studies, is 71 but only has 16 years credited service despite working for MU continuously since 1985.

He was an adjunct professor for part of that time and, in his first 20 years at the university, accumulated five years of credited time. Flanagan said he’s not ready to retire but doesn’t want to take a chance that health issues could force him to retire before he logs 20 years.

“I am losing quite a bit of money that I would earn, and then as a consequence, I am losing income that would go toward my pension,” he said.

By retiring before he planned, Flanagan’s pension on his \$42,500 a year salary will be diminished as his costs for health insurance increase. A Medicare supplement plan for himself and his wife will be \$3,750 per year, with the university paying \$1,428. If he could stay for four more years, the university would pay \$1,896 per month.

But Flanagan, as a teaching professor, is not tenured. When budget cuts come, his job will be vulnerable. The health insurance changes have left him feeling unwanted.

“I was kind of bitter because I have invested a lot of my life in this place because I love this place,” Flanagan said. “And that’s my grief. There’s a financial aspect to it, but I still have something to give.”



**89.3 FM**  
KANSAS CITY PUBLIC MEDIA

## **Mizzou's Med School Could Lose Accreditation Over Lack Of Diversity**

By Dan Margolies

**STAT, a national publication that covers health, medicine and science, came out Wednesday with a lengthy story on the medical school at the University of Missouri-Columbia and it isn't pretty.**

The publication says the med school is in danger of losing its accreditation next year because it has so few minority students and faculty.

STAT notes that the current first-year class has only five black students out of a total of 104. In 2015, there were two, it says, and in 2014 just one.

Dr. Patrice “Patrick” Delafontaine, dean of the med school, tells STAT it’s an issue the school has to deal with, but STAT says interviews it conducted with more than half a dozen current and former students “described a campus that has made it harder for them to succeed.”

“Some said that MU’s lack of diversity means they are more likely to be mistaken for a janitor, to be singled out for ID checks by campus security, or to hear physicians make off-handed remarks about patients of color,” STAT writes. “They said it was more difficult for them to thrive here than white students. They said they have dealt with subtle and overt displays of racism. And some have questioned whether they made a mistake deciding to attend the school.”

The med school has been cited twice before, in 2001 and 2008, by the national accreditation organization, the Liaison Committee on Medical Education (LCME). And as STAT points out, the LCME has cited nearly half of all medical schools in the United States for lacking diversity.

It doesn’t help that MU has experienced racial turmoil in the last couple of years, as STAT also points out, or that Columbia is in a state that is 83 percent white.

Susan Wilson, vice chancellor of diversity and inclusion at the University of Missouri-Kansas City and a KCUR contributor, says that it’s harder for schools in the Midwest to attract minority students and faculty “because most African Americans and Hispanics don’t want to be somewhere where there’s not much diversity. So that’s an issue right then and there.”

“That’s not to be an apologist,” she says. “But I would imagine they have a harder time because, quite frankly, most medical students want to be in an environment where they have faculty mentors who are like them, but they also want to see patients who are like them.”

The Columbia Missourian, which obtained the LCME’s June report through a Sunshine Law request, reported in September that the med school “was deemed noncompliant in the areas of diversity programs, student mistreatment, curricular management and affiliation agreements. ...”

“Overall, the committee determined that the school's diversity was unsatisfactory because of the longevity of the diversity problem and lack of progress,” the newspaper reported.

The Missourian quoted from the LCEM report: “While efforts are being made, the School of Medicine has yet to deal with the barriers that inhibit the enrollment of students and the hiring of

faculty in the full range of diversity that the school seeks in order to maintain a quality learning environment.”



## These words suggest bias when news describes shooters

Generated from News Bureau release: [Media Portrayal of Public Shooters Can Perpetuate Stereotypes](#)

Media coverage of public shootings may create and perpetuate a number of racial and mental health stereotypes, new research on news stories about shootings suggests.

For example, past research shows that 54 percent of participants who read a story about a mass shooting believe all people with mental illnesses are dangerous, compared to only 40 percent of participants who did not read the mass shooting story.

The new research finds that media portrayals of public shooters vary based on the race of the shooter, regardless of the circumstances of the shooting.

**Cynthia Frisby, an associate professor of strategic communication at the University of Missouri School of Journalism, examined 170 stories about public shootings published in five major national newspapers from 2008-2016.** She found four primary adjectives used to describe public shooters: hero, terrorist, thug, and mentally ill. The stories about public shooters included shootings by police officers, those acting in self-defense, and criminal shootings.

Throughout the 170 stories, the word “hero” was used 32 times to describe public shooters, 75 percent of whom were white, while only 16 percent were black, and 9 percent were Hispanic. Frisby also found:

- “terrorist” was used 35 times, describing Muslim shooters 37 percent of the time, black shooters 34 percent of the time, and white shooters 17 percent of the time.
- “thug” was used 57 times in the stories, 53 percent of which described black shooters, 28 percent described Hispanic shooters, and 16 percent described white shooters.
- “mental illness” was used 46 times in the stories, 80 percent of which described white shooters, 16 percent described black shooters, and 4 percent described Muslim shooters.

“It is clear that some measure of implicit bias exists among those writing stories about public shootings,” Frisby says.

“Black and Hispanic shooters are more likely to be labeled as thugs, while many white public shooters seem to be given some measure of leniency by attributing their actions to mental illness. This trend not only perpetuates negative racial stereotypes, but also creates damaging stigmas around mental illness, despite the fact that the vast majority of people with mental illness are non-violent,” she says.

Frisby also found that stories about white shooters were much more likely to only include objective facts, such as the time, date, and place of the shooting. However, stories about shooters of color were much more likely to include subjective facts, such as aggravating circumstances that might have caused the shooting.

“News media serve as a powerful mode of communication and have incredible power in influencing public opinion on controversial topics, especially those topics that involve race, gun violence, shootings, killings, and injuring innocent victims,” Frisby says.

“If social change is to occur,” she continues, “media outlets need to start facilitating conversations about race and crime in the 21st century. Hopefully journalists, like all of us, can face their personal biases and understand that words have meaning before making decisions about how to write headlines.”

The study has been accepted for publication in *Advances in Journalism and Communication*.

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## As MU searches for diversity, faculty of color face systemic discrimination

Journalism professor Earnest Perry: “A person’s race and ethnicity is not the only factor that needs to be taken into account when you start talking about how to build an inclusive community.”

By Magdeline Duncan

Most semesters, associate professor Richard Callahan’s African-American religions class consists of about 30 students, 25 of whom are usually black women. As a white man, he said, it’s clear as soon as he walks into the room that he has not had the same life experiences as his students. He said that ideally, the class would also be taught by a black woman — someone the students would be able to see themselves in.

But if the professor himself thinks his class should be taught by a black woman, why isn't it? **As Callahan explains on the first day of every semester, MU just does not have enough faculty members of color for that to happen.**

In fall 2015, student activist collective Concerned Student 1950 released a list of demands to change the systemic discrimination the group saw on campus. One demand was for former UM System President Tim Wolfe to resign, which he did in a high-profile manner on Nov. 9. Another demand was for faculty diversity to be increased to 10 percent black faculty and staff. This has not yet been met.

In a November 2015 letter published in the Huffington Post, several former MU faculty members of color cited harassment from students, tokenizing marginalized communities, unrealistic service expectations for faculty of color and a campus climate that didn't value diversity, among other concerns.

Increasing MU's campus diversity is a multifaceted problem that starts with a lack of undergraduates and graduate students from underrepresented groups.

*"Recruit from black and brown communities"*

This theory is called the "pipeline problem." Callahan said that in order to increase faculty diversity, MU first needs diversity within its graduate and doctorate programs.

"There are different factors that need to be accounted for, but generally speaking, I think universities don't always intentionally recruit from brown and black communities and institutions," assistant journalism professor Cristina Mislán said in an email. "For instance, I believe recruiting from [historically black colleges and universities] is important. It's also important that recruiters illustrate to brown and black students how graduate school can benefit their careers."

Professors can help by offering support to students who are interested in furthering their educations. Stephanie Shonekan, chair of the department of black studies and faculty fellow with the Division of Inclusion, Diversity and Equity, is currently mentoring two students through the transition from undergraduate to graduate school.

"We cannot have enough students, both students of color as well as white students, whose research in some way helps us think more about race and identity in the United States," Shonekan said. "We could not have enough of those students going into graduate school. I think this generation is really poised to offer us a fresh way of thinking about American identity and global issues with relation to discrimination and oppression."

However, Mislán said the stress of being a minority student is another factor that makes it harder to solve the pipeline problem.

“In addition, we also have to understand that students of color don’t always want to serve as the token ‘minority’ student, where they may consistently experience both microaggressions and institutional racism,” Mislán said in an email.

### *Qualifications of white colleagues are assumed*

Once a graduate student from an underrepresented group becomes a faculty member, though, they may encounter discrimination from their students.

“I have heard first-hand from some faculty of color that white students themselves have disrespected them, not taking them very seriously and sometimes raising hell when some content was discussed and addressed in their courses,” said Flore Zéphir, a French professor and faculty fellow in the Division of Inclusion, Diversity and Equity.

Earnest Perry, associate professor and associate dean for graduate studies in journalism, said this bias is to be expected for both women and faculty of color.

“You, as a faculty member, go in to teach understanding that there may be certain students in the room that question whether or not you should be there,” Perry said.

### *Emotional and social labor*

Tenure provides job security and allows faculty to express controversial views without fear of repercussion, but faculty of color face more difficulties when securing it.

In order to receive tenure, faculty need to be publishing research. But faculty of color don't always have as much time for this, Callahan said — they are selected to serve on committees more often because of the need for diversity, and they spend more time with their students of color who confide in them.

“You can get an extension on your tenure clock for things like illness, or having a baby, things like that that take away from your time,” Callahan said. “But we don’t usually give extensions for the fact that you have been very active in service work, in committees, in working with students to make them comfortable, in social justice activism.”

White faculty members are also more likely to come from families with backgrounds in academia, especially given that MU did not admit African-American students until 1950. This gives some white faculty members more knowledge about how to navigate the system and how to access various resources.

“Several of us, we were the first generation of people in our families to go to college, and to attain such a high level of education,” said Zéphir, who is from Haiti. “So, therefore, we don’t have anybody to go to, a friend, an uncle, to go to and say, ‘Hey, you were in academia.’ To me that is a little of a disadvantage.”

Zéphir received her doctorate in 1990, and according to Perry, prospects for marginalized faculty have improved since then. In Perry's department, one of the first things he discusses with new hires is how the tenure process works.

“At one time, faculty of color were not given the same access, the same tools and the same understanding of how the tenure process plays out,” Perry said. “Faculty now should know those things and if not then that may be a deficiency in the doctoral training that they've received. At least I know here, with the doctoral program that I'm in charge of, we talk about those things with all of our students.”

*“A community in which people of color feel safe”*

Zéphir, who has been at MU since 1988, said MU has been a “revolving door” when it comes to marginalized faculty. Some of the problems with retention tie back into other issues, such as campus climate and tenure.

“In order to retain someone, that person needs to feel that he or she belongs to the university,” Zéphir said. “The person needs to feel that he or she is making good progress, is supported and can be tenured.”

MU is in competition with other institutions that also want to increase faculty diversity. If a talented faculty member has a good job where they are, it can be difficult to convince them to leave and come to MU.

“When you consider that 2 percent or less of the minority populations hold a Ph.D., that means that the pool that you're trying to attract from is very small,” Perry said. “And you have a lot of universities that have more resources, that are probably in more diverse places that are trying to get those same faculty, which makes it difficult for the university to attract those faculty here.”

Perry said faculty salaries at MU are “not where they need to be,” although salary is not the only factor taken into consideration. An offer is a package, which includes research and teaching support. Some faculty members aren't searching for a job outside of MU, but are offered a position by another institution.

Another issue when trying to attract and retain faculty at MU is mid-Missouri itself. Southern and Midwestern states have a reputation for being conservative, and the racial inequalities in Missouri have been broadcast nationwide with the protests in Ferguson and on MU's campus in fall 2015. Marginalized faculty members often prefer to live in progressive areas where there are larger marginalized communities, like urban areas or coasts, Zéphir said.

“I know I have talked to other black women who have said [Columbia] is a place where you are isolated; you meet nobody,” Zéphir said.

When it comes to racism and harassment, a diverse location can be a matter of safety.

“Being surrounded by locations that are known for being hostile and violent toward communities of color can be overwhelming (and not safe in many circumstances),” Mislán said in an email.

*“You can’t get into the numbers game”*

Following Concerned Student 1950’s demand for MU to increase its proportion of black faculty to 10 percent, at a press conference in September 2016, MU announced its plan to double the amount of faculty of color from what was then 6.7 percent to 13.4 percent over the next four years. As part of the diversity initiative program, the university devoted \$1.3 million to the cause.

However, Perry said that diversity on paper doesn’t automatically equal a more inclusive campus climate.

“A person’s race and ethnicity is not the only factor that needs to be taken into account when you start talking about how to build an inclusive community,” Perry said. “You can’t get into the numbers game, and I think that’s one of the traps that we tend to fall into.”

According to Callahan, this is a circular problem. When a campus’ climate is not one of inclusivity, mistreatment of marginalized communities worsens. If a campus has a reputation for being a campus with problems of racism, marginalized faculty will not want to work there. He referenced the recent arrest of two MU students for anti-Semitic harassment as an example.

“If we don’t have enough faculty of color or of underrepresented people, and if we don’t have enough students of underrepresented people, then the dominant group feels OK continuing to marginalize people,” Callahan said. “If we had a campus climate where we feel like those are not marginalized people, but they are a part of the regular student body, I don’t think we’d see as much of that.”

MU is seeking to change the campus climate with the Citizenship@Mizzou initiative, which is new this school year. The two-hour session is mandatory for all new undergraduate students and focuses on identity globally, nationally and on campus.

However, changing the attitude and culture of an entire campus is no easy task.

“It’s not something that you can do overnight, and that’s part of some of the frustration that some people see, is that we had the protests back in the fall of 2015, what have we done since then,” Perry said. “That’s only been a year and a half. We didn’t get into this mess in a year and a half, and it’s going to take a lot longer than that to change that. These are issues that have plagued this university since the 1900s. It’s not something that’s going to change overnight.”

Shonekan said having a greater percentage of faculty of color at MU is beneficial to the success of all students at MU.

“I think it’s great for all our students to see good faculty representation on this campus,” Shonekan said. “I think it’s a plus for all of us to have a diverse group of faculty. I think our

white students would gain a lot from learning from faculty who do work on race and who do work on aspects of education that critiques or interrogates American identity.”

*“Stepping in the right direction”*

MU’s problem with campus diversity is a circular problem, and as campus climate and ideals slowly begin to change, this may attract more diverse faculty to campus, Perry said.

“There are things that the university is doing on a daily basis to attract [faculty of color],” Perry said. “At least from my knowledge, I think our packages are competitive. I think that the changes we’re trying to make on campus have been helpful. I think that many of the young faculty that we’ve brought in over the last couple of years and that we plan to bring in will change the culture and will change the dynamic of campus, and that in and of itself will be attractive.”

Perry said the campus climate is already changing.

“There will be more faculty of color on this campus in the fall in one semester, or in one year, than we’ve probably had in a very long time,” Perry said. “It’s difficult to say that we have a problem and then see where we’ve gone in the last year and where we’re going to be in the fall.”

While faculty diversity numbers may be rising, some of the numbers are concentrated in certain departments while others remain largely white.

“I’m not satisfied,” Perry said. “There’s no such thing as being satisfied, because there’s always other opportunities out there to strengthen our numbers in various areas.”

Shonekan, who helped design Citizenship@Mizzou, isn’t satisfied yet either.

“I’m satisfied with the steps taken so far, not satisfied with that we haven’t reached our goal, but we are stepping in the right direction,” Shonekan said. “I don’t think any of us should be satisfied yet.”



## **University of Missouri System considering 8 to 12 percent budget cuts**

By Rudi Keller

**The University of Missouri faces systemwide budget cuts of 8 to 12 percent in the coming fiscal year because of declining enrollment and state support, system officials said in a document prepared for the Board of Curators.**

The curators will meet Thursday and Friday in Rolla, where members will discuss a proposed 2.1 percent increase in undergraduate tuition and the financial challenges facing the UM System. A final decision on tuition will be made in May, and the budget for the coming year will be set in June.

The cuts will be focused on the \$1.2 billion academic operations budget, which receives 87 percent of its funding from tuition and state appropriations.

Meeting the goal will require short- and long-term solutions, according to the memo prepared for curators. Budget cuts will not be across-the-board and might include laying off staff and faculty, consolidating or closing centers, institutes and degree programs and centralization of administrative services.

Campus leaders are currently working with deans, department heads, faculty, staff and students to develop budget plans, UM System spokesman John Fougere wrote in an email. Those proposals are due early next month, he wrote, and President Mun Choi plans to announce the 2018 budget on June 2, he wrote.

By that time, UM officials hope to know how much state aid the university can expect. Unexpectedly low revenues led Gov. Eric Greitens to withhold \$31.4 million from the \$449.1 million allocated by lawmakers for the current year. The Missouri Senate on Tuesday approved an appropriation of \$421.1 million for the coming year, \$11.8 million more than the House budget plan, with the final figure to be set by a negotiating committee that must complete its work by May 5.

Whatever figure is approved, UM will receive less in actual state support next year than it is currently receiving. The legislative budget plan also includes earmarked funding for several UM programs, including medical education in Springfield, that Greitens did not recommend.

“We look forward to working with both the Senate and House in conference committee to get the best possible outcome for the UM System given the financial challenges facing the state and legislature,” Fougere wrote.

The tuition increase is the maximum allowed by state law without a waiver from the Department of Higher Education for in-state undergraduate students. The increases vary for other categories of students, ranging from 2.1 percent for all classes on the Columbia campus to 6 percent for non-resident graduate students at Missouri University of Science and Technology in Rolla.

“While we are addressing financial challenges due to declining enrollment and state funding, we must stand by our commitment to high quality, affordable education for our students,” the tuition report states.

The tuition increases would bring in about \$14.5 million in new revenue, but declines in enrollment and changes in the student mix, with more in-state students, could reduce total receipts by as much as \$30 million.

The university is “committed to exploring our options in terms of how to grow additional revenue,” Fougere wrote.

# Missourinet

## Missouri Senate passes state budget, chambers to negotiate differences

APRIL 27, 2017 BY [MISSOURINET CONTRIBUTOR](#)

*By Alisa Nelson and Jason Taylor*

The Missouri Senate has passed a \$27 billion state budget, moving the spending plan into negotiating mode between a panel of House and Senate members.

The measure was approved with relative ease over a couple of days after rancor seized the chamber late last week and fiery speeches opened floor sessions to begin the first two sessions this week.

The chamber labored longest over whether to fully fund the state’s education foundation formula, ultimately approving a \$45 million increase in K-12 funding – the same amount passed by the House.

House Budget Committee chairman Scott Fitzpatrick (R-Shell Knob) says the Senate’s decision to fully fund the formula could complicate negotiations with the House.

Fitzpatrick says the House was able to fully fund schools by leaving other departments with less. He claims the only way to reconcile the budget between the two chambers, and keep the education formula fully funded, will be for the Senate to find places to slice dollars.

**The chambers will also have to reconcile differences in money for higher education. The Senate’s position would reduce the University of Missouri System’s funding by 6.5% reduction and other four-year universities a 9% cut. The House wants to reduce the University of Missouri System’s budget by 9%.**

Wednesday, several moves by Senator Jill Schupp (D-Creve Coeur) to secure funding for women's health care services, including "referrals for abortion", were rejected.

The Senate has voted in favor of a statewide expansion of a managed care system in the Department of Social Services' budget. The plan would be used to provide services to 750,000 Medicaid recipients beginning May 1. The health care portion of the budget would cost more than \$9.5 billion. Under managed care, private companies are given a monthly fee for each recipient.

A vote engineered by Senator Rob Schaaf (R-St. Joseph) against the managed care expansion was defeated 10-22.

The House and Senate must work out a deal about in-home and nursing home care for about 60,000 of Missouri's elderly and disabled. Governor Greitens proposed reducing that amount by more than \$52 million.

The House rejected that recommendation and instead chose to eliminate a tax credit benefiting about 100,000 elderly renters. The House's position would have saved the state about \$50 million. The Senate disagrees with that move.

The chambers also disagreed about whether to use state funding for DWI checkpoints. House GOP members think taxpayer money for such practices should be barred. Senators voted to remove that language.

During Senate debate on the budget, Democrat Maria Chappelle-Nadal of University City secured \$3 million to buyout homes near the St. Louis area's West Lake landfill, where radioactive waste is stored. Chappelle-Nadal also has a bill in the legislature to further fund the project.

Five members of budget committees in both the House and Senate will now negotiate spending differences between the chambers. After they come to an agreement, the House will vote on the finished product, followed by the Senate.

If the chambers fail to meet the May 5 deadline to get the budget to the governor, a special session of the legislature will be called.



## University of Missouri Board of Curators Discuss Budget, Fees in Rolla

Watch the story: <http://mms.tveyes.com/PlaybackPortal.aspx?SavedEditID=b09d8813-7678-4f58-92bc-9e2bed2c3f8e>

# MISSOURIAN

## Jurors hear testimony from MU student in sexual assault trial

CARTER STODDARD CLAIRE MITZEL, 12 hrs ago

COLUMBIA — An MU student said she just wanted to have a fun night out at The Fieldhouse in downtown Columbia.

The next thing she remembers, she was in a strange apartment with a man she'd never met.

The woman gave the jury her account Wednesday of a night she spent with Joanthony Johnson, who is on trial on charges of rape and sodomy.

She remembers smoking a dab — a concentrated form of marijuana — in the man's kitchen and then lying near the toilet, wishing she could vomit.

She said he grabbed her arms and tried to pull her out of the bathroom.

"I felt like he was really determined on getting me up," she said.

She has a vague memory of being in his bed with him behind her but no other memories of the early morning of Aug. 22, 2015.

The woman gave her testimony at the end of a nearly 10-hour day, the third day in Johnson's trial. She was one of four women police believe were sexually assaulted by the defendant.

Johnson, 27, lived in District Flats, a student-housing complex. He was arrested and charged with rape of a 17-year-old woman on Feb. 19, 2016.

Then, after authorities found videos of assaults of three additional victims on his phone, he was charged with two counts of first-degree sodomy, one count of attempted sexual abuse in the first-degree and an additional count of rape.

On Wednesday the state focused on establishing the veracity of the text and video evidence against Johnson and establishing a timeline for the assaults.

Testimony from District Flats manager Kelly Williams confirmed video evidence of the hours before one of the assaults. Johnson arrived at the complex on that occasion with four women, one of whom he was later accused of assaulting.

Jeff Adams, a civilian investigator for the Columbia Police Department, described how he extracted videos, photos and texts from Johnson's phone. Three of the videos were of the victim who testified Wednesday. The victim confirmed that she was the woman in the video.

It wasn't until November, when she was called into the Columbia Police Department and shown the video evidence, that she realized she had been assaulted.

"I couldn't remember anything else, so I didn't know if I had made it up," she said.

Boone County Prosecuting Attorney Dan Knight showed jurors texts sent from Johnson's phone to various acquaintances before and after the assaults.

In the messages, Johnson regularly bragged about the women he had "bagged" and the "action" that he got. He also discussed the effects of various drugs he had.

While jurors reviewed the evidence, Johnson turned his head away from the screen and spoke quietly into the ear of Assistant Public Defender Jeremy Pilkington.

The trial, expected to go until Friday, resumes at 8:15 a.m. on Thursday.



## [Mizzou Football considers flipping bench sides, which could result in seating shuffle](#)

Watch story: <http://www.abc17news.com/news/top-stories/mizzou-football-considers-flipping-bench-sides-which-could-result-in-seating-shuffle/464971716>

By Lucas Geisler

**COLUMBIA, Mo. - Looking for a competitive advantage, MU Athletics confirmed it may switch the sides on each team's bench resides.**

If that happens, seating at Memorial Stadium may also get shuffled.

A source told ABC 17 News that athletics department staff, including head football coach Barry Odom, met with several student groups to discuss the idea of switching the sides each team sits on during games. Currently, the Mizzou Tigers sit on the east side of the stadium with the student section directly behind them. The visitors sit on the west side.

MU Athletics spokesman Nick Joos said no decision has been made on the issue yet. The department is considering the bench move "in an effort to provide the best competitive home field advantage," Joos said, but the move would also require them to break up the student section on the east side of the stadium.

“Should the department elect to flip the benches, Mizzou would also be required to adjust its student seating areas between the 30-yard lines to comply with SEC rules requiring that the

seating in the first 25 rows inside the 30-yard lines behind the visitors bench be non-student seating," Joos told ABC 17 News in an email.

One idea sent to ABC 17 News by a source within the meetings shows the student section broken into two different areas on the east side of the stadium. Each would be near the end zones, with visiting fans given seats for several rows behind the visiting team's bench.

Tiger's Lair, the student-led spirit group for football games, disapproved of that particular plan.

"We fear that if these plans floating around are true, there will be a dramatic disinterest in Mizzou Football," the group tweeted Tuesday. "Not only does Tiger's Lair have to combat lower enrollment with incoming freshmen, but also a reduced desire in season ticket from current students due to the performance of the team."

Joos said it would have another meeting with students before the semester ended and before it made any final decisions on the idea.

# MISSOURIAN

## [New York University associate professor says doctors need better communication](#)

ALLYSON VASILOPULOS, 8 hrs ago

COLUMBIA — When patients speak with their doctor about the symptoms they're experiencing, miscommunication often gets in the way of proper treatment.

Danielle Ofri, an associate professor at the New York University School of Medicine, shared her wisdom about doctor-patient interaction Thursday night to a room full of medical professionals and students in Fred W. Smith Forum.

**Ofri, who is also a co-founder and editor-in-chief of the Bellevue Literary Review in New York, was invited to speak at MU about how better communication can improve a patient's health. She is a frequent science and health contributing writer for The New York Times.**

The event was a part of the annual Helen Goldberg Memorial Lecture in Women's Health, which is co-sponsored by the Missouri School of Journalism and the MU School of Medicine.

The most common complaint in medicine, Ofri said, is that doctors aren't really hearing what their patients are saying. She said the vast majority of malpractice lawsuits stem from miscommunication and a general lack of understanding between a doctor and patient.

After reading up on the issue, she began experimenting with how she communicated with her own patients.

"I've often wondered, how long would a patient talk if we didn't talk at all?" Ofri said.

When a patient first starts talking during an appointment, there is an average of 8 to 10 seconds before the doctor interrupts, Ofri said. She challenged herself to let her patients describe their symptoms without interruption, timing how long they spoke each time.

She was surprised by the results.

Her patients spoke 92 seconds on average but said they felt a lot better afterward.

One patient, she said, spoke for over four minutes, giving an extensive list of aches and pains. While she was at first annoyed by the patient's complaints, hearing the patient's full list allowed Ofri to have a better understanding of them and how she could treat their symptoms.

"I think we doctors are afraid of the bottomless pit of symptoms ... so we shut them up," Ofri said. "Letting them talk unhindered, even just once, changes things. Ultimately it made our time more efficient."

Many things improve by bettering doctor-patient communication, Ofri said. She gave examples of several cases in her career where patients have improved substantially through communication alone, as a placebo effect.

"It's clear the words we say have a lot of power," she said.

Aaron Sapp, a doctor at the MU Student Health Center, asked how medical students could be trained to help them properly communicate with their patients.

Ofri said, despite having less experience, medical students are often better listeners. They take the time to sit and talk with patients, which helps them build stronger connections.

MU professor Elizabeth Giuliano, who is also a veterinary ophthalmology specialist, asked Ofri how to properly communicate with patients who can't speak for themselves. She said she relates most to pediatrics because, similar to animals, communication with children is difficult.

"We really have to be our patients' advocates," Giuliano said.

Ofri said kids, as well as animals, are generally very honest. They're either in pain or they're not. It's often adults who alter or hide information.

Improving communication with her patients and allowing them to express what's truly wrong has not only helped her patients feel better, but has helped her as well, Ofri said.

"The extra couple of minutes makes a real difference," she said.

## THE CHRONICLE OF HIGHER EDUCATION

### [At Berkeley, a Speaker's Cancellation Spurs New Battles Over Free Speech](#)

#### NO MU MENTION

*BY CHRIS QUINTANA April 27, 2017*

One week ago, the conservative commentator and firebrand Ann Coulter insisted that she would be speaking at the University of California at Berkeley, over administrators' objections that the event wouldn't be safe. But following heavy posturing, a legal challenge, and plenty of Berkeley bashing, Ms. Coulter dropped her plans.

On Wednesday, she said on Twitter and to news outlets, including The New York Times, that she was concerned about the safety of the event, and laid the blame for the lack of security at the feet of the university. The student groups who had helped book Ms. Coulter's speech, the Young America's Foundation and the Berkeley College Republicans, pulled their support from the event on Tuesday afternoon because of safety concerns.

(Ms. Coulter told the Associated Press that she might "swing by to say hello" to her supporters on Thursday.)

Berkeley has been sharp in its response, saying it tried to work with Ms. Coulter and that it supported her right to speak in a safe venue, but that they needed more time to find the appropriate space. And the mostly conservative students who organized the event, though they disagree among themselves, split the blame between both Ms. Coulter and the university.

The kerfuffle and subsequent recriminations show just how charged the political atmosphere is for Berkeley, heralded as the cradle of the free-speech movement on college campuses. And the events highlight lessons other colleges might have to learn in order to both honor their dedication to free speech and protect the safety of students and speakers.

Among those lessons: The free-speech fights may never end. Despite Ms. Coulter's decision to stand down, the university was still bracing for potential violence on Thursday.

*Story [continues](#).*