



**MU News Bureau**

*Daily Clips Packet*

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# ST. LOUIS POST-DISPATCH

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## University of Missouri curators plan an overhaul of governing rules

Ashley Jost

**KANSAS CITY, Mo. • The University of Missouri Board of Curators is planning a total overhaul of the rules that govern the four-campus system.**

It's no small undertaking as some of the rules haven't been touched since they were written, with some dating to the 1960s.

These [Collected Rules and Regulations](#) dictate everything from the way sexual harassment and discrimination cases under the Federal Title IX are handled to procedures for hiring, [firing](#) and tenure. The rules affect all four system campuses and the way that the governing board does business.

"We have done, over the last couple of years, a fair amount of updating and (making) revisions to our Collected Rules," board chairman Maurice Graham told the board Thursday at the University of Missouri-Kansas City. "There's still a lot of work to do."

A commission put in place by the Legislature to audit the university system last year [provided a list of recommendations, including a review of the rules](#). At the time, Gary Forsee, former University of Missouri president and vice chair of the commission, called many of the rules antiquated.

The commission's report and the commentary from its authors are a big part of why the board wants to do this. But also, with the final few appointees from Gov. Eric Greitens, this is the first time the curators have had a full board in a while, making this the reasonable time to tackle such a task.

Leading the effort is [a St. Louis attorney and recent board appointee, Julia Brncic](#). Greitens appointed her to the board in July to represent the 1st congressional district. She's deputy general counsel and vice president at Express Scripts.

“This is going to force us to look at every aspect of the system, such as do we have contemporary purchasing practices? I don’t know the answer to that yet,” she said, thumbing through a binder full of the Collected Rules. She pointed to information management as another example she’s sure there’s room to improve on, as times have changed.

Areas of the Collected Rules such as how to handle sexual discrimination cases have been altered in recent years. It happens a lot actually. On Thursday, board members discussed changing the regulations to restructure how they prioritize building projects. They’ll vote on that during the next meeting.

But a total overhaul hasn’t been done since, well — no one is quite sure.

There’s no timeline on this effort because Brncic and the rest of the board want to get faculty, staff, students and administrators involved. They are the stakeholders who will largely be affected by the changes.

In the meantime, Brncic said she’s compiling similar governing rules from peer institutions like The Ohio State University, Purdue University and others so the board can consider practices worth adopting.

An update on this process is expected at the December meeting. The board continues its annual meeting at UMKC on Friday.



## **University of Missouri curators are not counting on state support for funding**

By RUDI KELLER

**KANSAS CITY — The long-term financial health of the University of Missouri consumed most of Thursday’s meeting of the Board of Curators as they established a new process for approving construction projects, discussed how to raise faculty and staff salaries and examined the returns on pension and endowment investments.**

The board made some progress on each issue, taking greater control of construction planning and working toward five-year budget plans.

With declining state support and little likelihood of legislative backing for major projects, the board is abandoning the past practice of allowing each campus to pick its top priority project and passing it on to the state Department of Higher Education for submission. A project proposal will need approval from the curators for campus leaders to move ahead on fundraising instead of plans arriving at the curators already fully formed, financial officer Ryan Rapp said.

“It is not just about building new buildings,” he said. “I think the board has a key role to play in finding a balance for investment in our capital needs.”

The push to reorganize capital project planning grew out of the curators’ July meeting when members approved four construction requests — one for each campus — with the knowledge that little money is available at the state level. A project that was not on the curators’ previous lists, a \$96 million music and performing arts campus in Kansas City — won legislative approval for bond financing that was vetoed by Gov. Eric Greitens.

President Mun Choi said at the time of the veto the university would find a way to finance the building without state support. Choi also wants to build a research building in Columbia, estimated at \$200 million, to be called the Translational Precision Medicine Complex.

“The purpose of this is to have the system board and president driving strategic change,” said curator David Steelman of Rolla, who led the group working on the revised system.

The curators approved the new system and will consider rules changes needed to implement it in December. Steelman said he also expects a discussion of financing major projects then.

Staff and faculty discontent is another long-term concern, but it has been put into sharp focus by the recent release of climate survey results for each campus and the system administration. Across the system, Choi said during the meeting, 53 percent of staff seriously considered leaving their jobs in the past year and for 61 percent, salary was a main concern. A large group also said a lack of a path for advancement led them to consider leaving.

Choi is in South Korea on an overseas trade trip with Gov. Greitens, where it was early morning Friday as the curators met.

Barbara Bichelmeyer, interim chancellor for UMKC, said students will provide the money to meet those concerns, not the state treasury.

“We’re not waiting on the legislature for anything ever again,” Bichelmeyer said. “Our primary revenue source is going to be tuition. We have got to figure out what students need and deliver on it.”

The university also will have to invest in efforts to support employees who want to advance and take on more responsibility, she said.

“There are not very many billion-dollar enterprises that would not invest in staff development,” Bichelmeyer said. “That is something that we need to invest in at UMKC and in the UM System.”

Each program, Rapp said, will be evaluated based on demand and whether it makes sense for the university to continue.

“Do programs fit with the mission, is there a market for the program and does it assist on the margin,” Rapp said.

In the fiscal year that ended June 30, tuition revenue system-wide was down \$30 million and state aid declined \$21 million. Enrollment took another dip this year and on June 2, Choi announced \$100 million in budget cuts that eliminated 500 jobs throughout the system.

Not every program will have to be profitable, but all will have to be careful with money, Rapp said.

“If you are in a program that is losing money we need you to lose less and if you are making money we need you to make more,” Rapp said.

The managers who handle the university’s invested endowments and pension savings also said the board must set realistic goals for investment returns. The unfunded liability for retiree pensions and health insurance is \$736 million, an amount determined by actuarial estimates for current and future retirees.

The university currently assumes it will receive a 7.75 percent rate of return, which Barry Dennis, a consultant with Verus Advisory, said is not likely over the long-term.

A cut in that assumed return will increase the unfunded liability by \$500 million, Rapp said.

# MISSOURIAN

## UM System Board of Curators approves culture-shifting plans

BY RACHEL WEGNER

**KANSAS CITY – The UM System Board of Curators gathered Thursday to discuss general business, an internal audit review and a financial review of the UM System.**

Two new curators, Jon Sundvold and Julia Brncic, took the oath of office at the beginning of the session. Newly-appointed Student Representative Courtney Lauer, who is a law student at MU, also took an oath of office. All three were appointed by Gov. Eric Greitens in July.

The board unanimously approved a new capital planning process for the UM System, which implements a five-year model of strategic planning. Under the new process, long-term plans will undergo annual review and approval by the board. Curator David Steelman said it also gives the board a much more proactive role in setting priorities for the system, instead of simply reacting to issues or approving projects.

“What we’re doing here is a significant change to the culture of the board,” Steelman said in the meeting. “It’s a culture that I hope goes on far after I leave, where the board is assertive and will no longer be reactive. It will no longer be rubber stamps, but it will be proactive and it will assert its role in making strategic decisions.”

He said he also sees it as a change to the culture of the university system as a whole.

“I think it’s the most significant cultural change that I’ve seen since I’ve been on the board,” said Steelman, who was appointed in 2014 by former Missouri Gov. Jay Nixon.

The proposal highlighted systemwide capital needs, including over \$1.6 billion in facility needs. It also indicated that 44 percent of buildings at MU are listed as in “below average” condition or lower. The board will finalize rules for the new capital planning process in December.

Later in the session, a financial report for fiscal year 2017 was delivered by Ryan Rapp, who serves as the UM System vice president for finance and chief financial officer. Rapp said the UM System had around \$7.9 billion in assets and approximately \$3.2 billion in liabilities in FY17, leaving a net worth of roughly \$4.7 billion. He also noted that MU Health Care remained a significant contributor to operating costs for the system.

Rapp further detailed the change to a five-year strategic planning model, which shifts away from the one-year model the system has operated on for a decade. With declining state support, enrollment pressures and decreased academic revenue facing the system, Rapp said it is time for a new approach.

“It’s not a matter of just cutting our way there,” Rapp said. “It’s going have to be a multitude of solutions. We need to think about a longer planning cycle. This is a continuous process.”

Rapp emphasized that the UM System needed to take a more proactive approach in bolstering its finances.

Interim MU Health Care CEO Jonathan Curtright noted steady increases in overall growth for MU Health Care and detailed its plans to add beds, operating rooms and other facilities. He also pointed out what he called “an arms race” between MU Health Care and Boone Hospital Center, which creates a duplication of services that was “incredibly expensive” to maintain.

He suggested the two find a way to partner to resolve the issue; Boone Hospital Center and MU Health announced in August they were entering discussions to establish a partnership.

The board also reviewed construction plans for the MU School of Music. The first phase of the \$24 million project is slated to begin in January. It includes the demolition of Loeb Hall and the

Fine Arts Annex, which will eliminate a total of \$5.5 million in facilities costs. New classrooms and construction of a 500-seat concert hall will be added in later phases.

The ultimate goal of the project is to bring the School of Music under one roof in an updated facility by August 2019.

The board also approved two new degrees: a bachelor's degree in actuarial science at the University of Missouri-St. Louis and a master's degree in explosives technology at the Missouri University of Science and Technology. The Missouri Coordinating Board of Higher Education will give final approval to the new degrees.

The board will reconvene Friday morning for a report from UM System President Mun Choi, who will join the meeting remotely from South Korea, where he is traveling with Gov. Eric Greitens.



## **UM System financial update: "It's not just a matter of cutting our way there"**

By: Alyssa Toomey

Watch the story: <http://www.abc17news.com/news/um-system-financial-update-its-not-just-a-matter-of-cutting-our-way-there/627638190>

**The UM System is in a "strong position to manage financial uncertainty," CFO Ryan Rapp said at the UM Board of Curators' meeting Thursday.**

The VP of Finance presented the FY2017 financial status report at the curators' two-day meeting in Kansas City.

Rapp outlined the positives and negatives from FY2017. The positives include healthcare growth, growth in grants and contracts and a strong investment performance. The negatives include pressure on benefit liability growth and a decline in academically driven revenue (i.e. tuition and state appropriations).

"We have a diverse source of operating revenues that gives us flexibility in how we respond to the challenges we face," Rapp said, adding that investment performance was the primary driver for improvement.

Rapp said the UM System has been executing a one-year budget for the past decade. He said they now need to think about a longer planning cycle.

Rapp shared some of the key drivers over the next five years, including:

- flat to declining state support
- limits on tuition increase
- enrollment pressures
- reduction in administrative costs
- increased productivity

He said the required investments are faculty and staff salaries, scholarships and research.

"It's not just a matter of cutting our way there. There's going to be multiple solutions," Rapp said.

Faculty and staff salaries came up numerous times during Thursday's meeting. Curators, as well as President Choi, were in agreement that increases in faculty and staff salaries needs to be a top priority.

"Much of this cutting is because we recognize the value of our faculty and we want to increase their salaries," Curator Steelman said. "Bringing those really talented teachers is good for the whole state and that's a competitive business. There are other institutions. We have to compete in salary and we haven't been as competitive as we need to be. That's going to change."

Due to budget constraints, Rapp said the university also needs to make smart and strategic decisions.

"We need to have a more disciplined approach to what we will and won't invest in."

# ST. LOUIS POST-DISPATCH

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## UMSL, Mizzou get federal grant to train social workers

Ashley Jost

**Generated from News Bureau press release: MU, UMSL awarded \$1.8 million to train social workers for vulnerable, underserved areas**

**ST. LOUIS • The University of Missouri campuses in St. Louis and Columbia received a \$1.8 million grant this week to train more social workers in assisting underserved populations.**

The four-year grant comes from a division of the U.S. Department of Health and Human Services and will help the two universities fund a combined total of 120 graduate students.

These UMSL and Mizzou students will work with community partners and agencies to gain clinical experience. The grant also will connect them with jobs in “crucial areas” after their program is complete. During training, students will focus on working with urban and rural populations across Missouri.

“This is important work happening in important places,” Sharon Johnson, dean of UMSL’s School of Social Work, said in a statement. “Being able to build an educated and experienced workforce to deliver needed behavioral health services to vulnerable individuals and their families is beyond beneficial — it’s necessary.”

## **MU, UMSL to share training grant**

By THE TRIBUNE'S STAFF

**A \$1.8 million federal grant shared between the University of Missouri's Columbia and St. Louis campuses will help train 120 new behavioral health workers over four years, MU said in a news release.**

The grant from the Health Resources and Services Administration of the U.S. Department of Health and Human Services will target the training to vulnerable and under-served populations. The grant will help students gain clinical experience by placing them with agencies and support their job searches when they complete the program.

Behavioral health looks at how emotions, behavior and biology affect a person's mental well-being and ability to function, the university said. The specialists who participate in the training will be placed in urban and rural locations across the state to reach the largest possible population, the release said.

The students participating in the program will be master's degree candidates in the UMSL and MU social work schools.

## **Missouri, Kansas students score above national average in newly released SAT score**

By ANDREW VAUPEL

Missouri and Kansas students had the some of the best SAT scores among the 50 states and Washington, D.C., [according to new data](#) from the College Board.

The company, which distributes the annual college readiness test, released the latest test scores Tuesday, showing that Missouri students had a mean composite score of 1,271, ranking fourth overall, and that Kansas students ranked No. 5 with a score of 1,260. This includes scores from private and public schools.

Midwestern states held the top seven spots. Minnesota posted the best scores of any state in the country, with a mean composite score of 1,295. Washington, D.C., had the lowest scores among any of the jurisdictions, with Delaware coming in second-to-last. The national average SAT score was 1,060.

In Missouri, just 3 percent (1,990) of graduates in the class of 2017 took the SAT during high school. In Kansas, 4 percent (1,199) sat for the exam, which has a much stronger participation rate on the coasts.

The [ACT](#) is more widely taken in Missouri (100 percent) and Kansas (73 percent). [According to the ACT's report](#) released earlier this month, Missouri had an average composite score of 20.4 (31st overall), and Kansans scored 21.7 (23rd). The national average for that testing period was 21.0.

The majority of SAT test-takers in Kansas sent their scores to the University of Kansas (31.4 percent), [Kansas State University](#) (19.6), Stanford University (10.8), [Duke University](#) (8.9), Wichita State University (8.3) and Washington University in St. Louis (8.2), according to the College Board. **Data show that Missouri students sent their scores to Washington University in St. Louis (17.1 percent), the University of Missouri (17.0), Northwestern University (10.0), Stanford University (9.8) and Saint Louis University (9.5).**

This year's SAT test scores cannot be compared with previous years because students took a revised version of the test that changed the reading and writing section, as well as the way the test was scored.



## **Playboy Founder Hugh Hefner: An Early Proponent of LGBTQ Rights**

by JOHN PAUL BRAMMER

### **Professor Watts has been featured in multiple News Bureau press releases**

The [death](#) of Playboy magazine founder and sexual revolution icon Hugh Hefner, 91, has brought his complicated legacy to the fore, particularly in regards to his treatment of women and his stance on LGBTQ rights.

In 1955, two years after Playboy's launch, Hefner famously made the bold decision to publish a short story called "The Crooked Man," about a dystopian future in which heterosexuals were oppressed by homosexuals. The story had previously been rejected by Esquire, and it caused a firestorm of controversy after hitting the stands.

Hefner stood firm, saying, "If it was wrong to persecute heterosexuals in a homosexual society, then the reverse was wrong, too."

This, in addition to his early support for same-sex marriage, his outspokenness on the HIV/AIDS epidemic in the '80s and his inclusion of an openly transgender model in his publication constitute a strong case for Hefner being ahead of his time on LGBTQ rights, and he has been [eulogized as such](#) since his passing.

### **But Steven Watts, the author of "Mr Playboy: Hugh Hefner and the American Dream," a biography on the late publishing tycoon, said the evolution of Hefner's views on LGBTQ people followed a more traditional path than some suggest.**

"Part of Hefner's crusade was to build up American men who he thought had been pushed down in the culture, and as a result he was concerned that American men were becoming feminized," Watts said of Hefner's views in the early days of Playboy. "He wasn't exactly in that period a crusader for gay rights."

Wyatt went on to say, however, that Hefner did indeed eventually fold gay men into his vision of sexual liberation, but that, like many Americans, "he followed a trajectory."

Still, many of Hefner's comments on LGBTQ people over the years stand out as particularly progressive for his era. In [a 1994 interview with The Advocate](#), for example, former editor-in-chief Jeff Yarbrough was caught off guard by Hefner's recognition of the oppression gays and lesbians faced.

After Yarbrough expressed his surprise that Hefner was invested in these issues, Hefner explained that he began investing in gay rights early in his career.

“When I was creating the Playboy Philosophy, which was in the early ‘60s, and then formed the Playboy Foundation, one of the first real challenges that we spent our money on and editorialized about was the censoring of personal mail. And the victims by and large were gay men,” Hefner said. “We were involved in a series of cases and got some gay people out of prison.”

In that same interview with The Advocate, Hefner strongly condemned the government's response to the HIV/AIDS crisis. “The only thing ‘wrong’ with AIDS is the way our government responded to it. They are culpable on many, many levels,” he said.

Critics of Hefner, however, say he built his enterprise on the objectification of women. Sarah Kate Ellis, president and CEO of national LGBTQ advocacy group GLAAD, said she is dismayed to see Hefner portrayed as an advocate of the community.

"It's alarming how media is attempting to paint Hugh Hefner as a pioneer or social justice activist, because nothing could be further from reality," she said in a statement. "Hefner was a not a visionary. He was a misogynist who built an empire on sexualizing women and mainstreaming stereotypes that caused irreparable damage to women's rights and our entire culture."

For Wyatt, Hefner was a pioneer not just of the sexual revolution, but of the consumer revolution that followed World War II.

"Playboy was really about the good life," he said. "It was an advice book to young men on leading the good life, and that was not only about sex, but also nice clothing and nice restaurants and apartments and sports cars and all those accouterments of that period."

As for criticisms of Hefner's views on women, Wyatt said he believes they are largely based on stereotypes of Hefner "being a sexist pig."

While the iconic Playboy founder's legacy may be complex, Wyatt shared a belief most would agree with: "Hefner will be remembered as a controversial figure," he said.

Similar stories ran in the following media outlets:

[89.3 KPCC](#)

[Global News](#)

KQED- San Francisco, CA

# MISSOURIAN

## Professor and biographer Steven Watts remembers Hugh Hefner

BY PAIGE COX 10 hrs ago (0)

### Professor Wyatt has been featured in multiple News Bureau press releases

Playboy mogul Hugh Hefner died Wednesday at his home in Los Angeles. MU history professor Steven Watts spent extensive time with him to write “Mr. Playboy: Hugh Hefner and the American Dream” in 2008. Watts studies American cultural history and has written five books, including a biography of Walt Disney.

Watts sat down Thursday with the Missourian to take a look back at his only subject he knew personally. This interview has been edited for clarity and conciseness.

#### **Why write about Hefner?**

I had done a number of biographies of figures in American culture, and when I finished the (Henry) Ford book, I was looking for a more modern contemporary figure in American culture. Hefner just came to mind because I thought he was interesting and significant and a controversial figure.

I got ahold of him and his people out there in Los Angeles and asked if he would be interested in cooperating with a biographer and doing some interviews. I sent it off expecting it to take a long time, but four or five days later, I got a call from his right-hand man and he said that Hefner was very interested in this and he had been sort of waiting for a biographer. He agreed to interviews and agreed to open up his archive, which turned out to be enormous, filled with valuable material.

**What was surprisingly different about him in person compared to his persona?**

I had a suspicion that some of this was play acting, that Hefner was playing the role of Hugh Hefner with the silk pajamas and robe, parties and all of that. One day I just kind of asked him that fairly directly, I recall quite clearly that he looked at me with this very strange look on his face. He looked at me like I said something in a foreign language that he didn't understand.

He said with a smile, "Are you crazy? I love my life. I love everything about my life. I live the life I want to live and I would live no other life. If I could go back, I wouldn't do anything different." What I discovered that the image and the guy were actually the same person and that there was a kind of authenticity there; there was no secret Hugh Hefner.

**Was there something you learned about him as a person that isn't necessarily what people made him out to be?**

He loved the movies unlike any human being I've ever met. He adored the movies, Hollywood movies in particular. The whole reason he moved to Los Angeles is that he wanted to be closer to the moviemaking capital. He had one of the biggest collections of movies in the whole country, I believe something like 15,000 titles. He told me a couple of times he sort of saw his life as a movie, with Hugh Hefner in the starring role.

**Since his passing, what would you want people to know as his legacy?**

Speaking as a historian, I think that there are two things that I think are particularly important for his significance and his legacy in the long run. One, of course, is his pioneering role in the sexual revolution. He was a very key figure in loosening traditional American mores about sexual perception and behavior and values. The second thing is a little less known, it's sort of the consumer revolution in modern America in post-World War II because from the very outset, Playboy magazine was a kind of guide book for young men on how to live the "good life," nice apartments, nice clothing, eat at good restaurants, sports cars, all of that kind of stuff.

**What was his take on the work that you have done of his life?**

When I wrote the manuscript, he cooperated fully. He got kind of hacked off at me because, like a lot of very successful people, he had an enormous ego. Big as the Grand Canyon, and I say that with all affection 'cause I think he knew that about himself, too.

When I wrote my book, I tried really hard to be objective into sort of looking at his career in a dispassionate way. What that entails was raising issues that were problematic and debates about important things and criticisms that people level at him, and there was a lot of it. He didn't take very well to that. We talked and debated about it so he kind of got over being pissed off. He saw that what I was doing as a historian was better in the long run.

**Which theory did he have the most problem with?**

As you might expect, it was the huge debate that erupted over women and the objectification of women and the huge dispute with feminists that began to emerge. In my book, I tried to be very even-handed and fair and sort of weigh the merits of the debate because very harsh things were said about him. He said some very harsh things back. That was something that really stuck in his craw was that people attacked him and it got really personal and really nasty and he was called some very bad names. I think he never quite forgot that.

**What one thing do you want people to take away from your biography of Hefner?**

I think the big thing is people are used to thinking about Hugh Hefner as being this figure of controversy, like a tabloid figure. What I would like people to take away from my book is Hugh Hefner as a historical figure. Try to understand the historical role he played in making modern America, because whether we like it or not many of the viewpoints and values he disposed have become a part of our mainstream culture. I think in many ways to sort of understand us these days, you have to understand him.

**Have you maintained contact since the book published?**

I stayed in touch and I would probably go to L.A. once or twice a year. He invited me to his New Year's Eve parties still and so my wife and I would go out there. The last time I saw Hef was his birthday in April because he had a nice party, showed "Casablanca," people would come in white coats and ladies in formal dresses and so it was kind of fun. I'm sorry to say I wasn't able to go this past April, so the April before, in 2016, was the last time I saw him.

I guess I've been thinking since I heard about his death about the man, the guy I knew was kind of a friend. Just thinking about the human being Hugh Hefner, the two things that have stuck in my mind about this. Number one, his intelligence. You'd have good conversations with someone who is pretty thoughtful and pretty intelligent, that was very gratifying.

The second thing was his generosity. He was a very generous man in a way that I did not at all understand. Week after week for decades, he'd have crowds of people come on Fridays, Saturdays and Sunday nights and show movies at the Playboy mansion. He would lay out a big buffet dinner for 100 people at his own expense and they'd eat, watch and hang out.

**If you could have one more conversation with him, what would you talk about?**

He was 91 years old and as I've gotten older myself, I think I would talk to him about aging. He was a very vigorous and vital man who sort of created his own life. I think I would just talk to him about what approaching the end of your life was really like.

That would have been an interesting conversation to have.

# MISSOURIAN

## **MU Disability Center to hold 'Celebrate Ability Week'**

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**Generated from News Bureau media advisory.**

**The MU Disability Center will open October with the annual Celebrate Ability Week.**

**The weeklong celebration will highlight the contributions and diverse skills people with disabilities bring to the MU campus and society, according to a news release from the MU News Bureau.**

The week features several forums and events including:

- Lee Henson Access Mizzou Awards Ceremony, from 4 -6 p.m. Monday in the Great Room at the Reynolds Alumni Center. The Chancellor's Committee on Persons with Disabilities will announce the recipients of the awards, which recognize MU members with significant contributions to improve inclusiveness on campus.
- State of Accessibility at MU, from 2-3 p.m. on Tuesday in Stotler Lounge, Memorial Union. MU will highlight and announce various initiatives in order to create an inclusive and accessible environment for people with disabilities.
- Keynote Speaker Dartanyon Crockett — a world champion judo Paralympian who was born with Leber's disease — will deliver a speech at Jesse Auditorium from 7:30 -8:30 p.m. Wednesday. Free tickets can be picked up at the MSA/GPC Box Office in the MU Student Center.

For a full schedule of events, go to [celebrateability.missouri.edu](http://celebrateability.missouri.edu).

## MU programs merge to create new school

By THE TRIBUNE'S STAFF

**Four programs in the University of Missouri's College of Arts and Science have merged to form a new School of Visual Studies to offer interdisciplinary studies in the visual arts.**

The new school brings together art, art history, film studies and digital storytelling and will offer bachelor and master of arts and fine arts degrees as well as master's and doctoral degrees in art history. The reorganization separates the art history and archaeology degree programs.

The school will also foster various programs through community outreach in counties across Missouri and the Midwest, the university said.



## U.S. is only developed nation without mandated paid maternity leave

By EMILY MCCARTER, LUCILLE SHERMAN

Missouri Sen. Claire McCaskill hosted dozens of town halls throughout the state in August. She made several bold statements during her visits with constituents, but one claim caught our attention.

"We're the only developed nation in the world that doesn't have paid maternity leave," McCaskill said on Aug. 22, 2017 at a town hall in Monett, Missouri.

Last year, PolitiFact rated a similar statement by New York Sen. Kirsten Gillibrand as Mostly True, but a lot can change in year. So we decided McCaskill's statement was worth a follow-up.

**The most frequently used measure of determining a developed country is the Organization for Economic Cooperation and Development (OECD), according to University of Missouri Associate law professor Sam Halabi.**

The United States became a member of the OECD in 1961, and is now one of 35 member countries. As of 2016, the United States had the third highest GDP per capita in the world.

Sarah Feldman, a spokesperson for Sen. McCaskill, cited last year's fact-check on Sen. Kirsten Gillibrand as evidence.

"Senator McCaskill and Senator Gillibrand made the same statement, with a few small differences: 'industrial' vs. 'developed' and 'paid family leave' vs. 'paid maternity leave,'" Feldman said. "Maternity leave is a subset of paid family leave, so if a country has paid family leave it would have maternity leave as well."

### **Maternity leave in the U.S.**

The United States ranks dead last in a study conducted by the OECD on the national paid maternity leave policies of its member countries. The average amount of paid leave time for mothers among its members was a little over one year, as of 2016. Mexico comes in second-to-last place.

Though there are some United States companies that provide paid maternity leave for employees, like Etsy, Ikea and Twitter, there is no national mandate.

The Family and Medical Leave Act requires that mothers have a minimum of 12 weeks of unpaid maternity leave. California, Rhode Island and New Jersey are the only states with paid maternity leave mandates, and New York will join them beginning in 2018. But California and New Jersey only require six weeks of partial income replacement, and Rhode Island only requires four weeks of 60 percent income replacement. That's nowhere near what some countries mandate that employers provide.

Jessica Ciccone, St. Louis University School of Law director of communications, worked with Missouri Sen. Jill Schupp on Senate Bill 69, which would have created a state family and medical leave program this past legislative session.

Gov. Eric Greitens signed an executive order providing paid maternity leave for the executive branch and encouraging the legislature to pass a similar measure.

Ciccone cited an International Labour Organization study, which found Papua New Guinea and the United States are the only two of the 185 countries and territories reported in the study that do not provide paid maternity leave.

Papua New Guinea is not considered an industrialized nation.

### **Our ruling**

Senator McCaskill said the United States is the only developed nation without paid maternity leave.

Based on OECD and ILO data, the United States is the only industrialized nation without paid maternity leave. Yet, as previously reported in PolitiFact, some nations with paid maternity leave exclude certain groups of workers, meaning it isn't quite universal. In the same sense, the United States has some states that do mandate paid maternity leave and parents can take unpaid time off after a child is born or adopted, although there isn't a national law.

We rate this statement Mostly True.

# MISSOURIAN

## **ANGELA SPECK: No, Planet X is not going to crash into the Earth**

**Angela Speck is a professor of astrophysics and director of astronomy at MU. She is also known as a stellar mortician, eclipse goddess and social justice warrior. She will write occasional columns for the Missourian about the intersections of science, education, politics and society.**

As this is what I hope is the first of many columns I write, I was going to start out introducing myself, but something just happened to change my plans. I just had a call from a distraught father whose children needed reassuring that the end is not nigh.

There are lots of celestial end-of-the-world myths. Some would be terrifying if they were true.

In this case, the children had heard that Planet X was going to crash into the Earth, obliterating all life. There are many versions of this story. There are polished YouTube videos that make it all seem very plausible. So let's start by reassuring all of you that Planet X is myth. Sort of.

Once upon a time, as far as we could tell, our solar system had only six planets. Five can be seen from Earth without the use of a telescope — the sixth being Earth itself, which can also be seen without a telescope, but not all of it at once.

We have always been able to see these inner planets — Mercury, Venus, Mars, Jupiter and Saturn. The first planet to be “discovered” was Uranus — which might have been called George, if William Herschel had had his way — giving us a system of seven planets.

The next “planet” to be discovered was Ceres, which is now known as the largest of the asteroids, closely followed by several other large asteroids. Around the time we discovered Neptune, Ceres and the other largest asteroids were demoted from planet status, not unlike what happened to Pluto recently.

Throughout this time, as we watched the planets wander across the heavens, astronomers noticed a certain strangeness to their motion, suggesting another planet-like body might be out there: Planet X. This one may or may not be real. Weird, I know.

Let me explain — no, there is too much — let me sum up: Mercury has a weird orbit, so astronomers hypothesized that there might be another planet (which came to be called Vulcan) near the sun. It turns out that the problem with Mercury’s orbit was not the pull of another planet, but that Newton didn’t quite get gravity right. Once Einstein came along with general relativity, we could explain Mercury’s weirdness. Similarly, weirdness in Uranus’s orbit led to the discovery of Neptune. Weirdness in the orbit of Neptune led to the discovery of Pluto and the Kuiper Belt, which is like the asteroid belt but farther away and icier. Continued studies of the outer reaches of our planetary system suggest there is another, possibly Neptune-sized body out there. In this sense, Planet X is real, and the search continues.

However, it is not hurtling toward Earth.

Every year there are fake, web-based stories based on deliberate misuse of astronomical data. Many of them invoke a mysterious planet — sometimes called Nibiru — that is going to crash into the Earth. There were many stories about such a collision back in 2012, when an erroneous interpretation of the Mayan calendar was making headlines. A similar story resurfaced just prior to the total solar eclipse. In both cases, we miraculously survived and no rogue planet was ever seen.

I understand it's not always easy to know what to believe when these stories surface. So let me give you some tools to do a reality check.

Just remember this: We see planets, asteroids, comets and other bodies by the sunlight they reflect to us. The bigger something is, the more light it reflects and the brighter it appears. Likewise, the closer something is, the brighter it appears.

This is why we can see Saturn with the naked eye, but we need a telescope to see asteroids — while they are closer to us, asteroids are also much, much smaller. Even a modest-sized planet, say Mars, could be seen with the naked eye at a distance of at least 20 light-minutes. This is the furthest Mars gets from Earth, when we are on opposite sides of the sun.

But planets don't travel at the speed of light; Earth's orbital speed is one ten-thousandth of the speed of light. So a Mars-sized body, traveling at Earth's orbital speed directly toward Earth would be visible to the naked eye 200,000 minutes, or 4 to 5 months, before it would hit. Now remember that we have telescopes that can detect things much smaller than Mars and at much greater distances. The smallest Kuiper Belt object detected by the Hubble Space telescope is only 3,200 feet across (1/3,500th of the size of Mars) and is 4.2 billion miles away (nearly 400 light-minutes away).

Basically, don't panic!

What other science fiction/fact questions do you have? In future columns and via social media (my twitter handle is @stardustspeck), I will endeavor to answer whatever astronomy questions you have, as well as address issues where science and society meet.

Angela Speck is a professor of astrophysics and director of astronomy at MU. She is also known as a stellar mortician, eclipse goddess and social justice warrior. She will write occasional columns for the Missourian about the intersections of science, education, politics and society.



## Law professor explains NCAA bribe scheme

**By: Elizabeth Hoffman**

COLUMBIA — Ten people in the NCAA have been charged with fraud and corruption after a bribe scheme.

Federal prosecutors on Tuesday announced the charges against those involved with funneling cash to college basketball players and their families.

**"If the FBI is involved and the U.S. Attorney has issued criminal charges, there is a real possibility of people going to prison," MU law professor Rodney Uphoff said. "So, this is much more serious than if just the NCAA was just involved in an investigation."**

Coaches listed in Tuesday's release worked at Oklahoma State, Auburn University, Arizona, and the University of Southern California. The others involved in the alleged schemes included managers, sports agents, financial advisers, and an executive for popular sportswear company, Adidas.

"Adidas was funneling the money to the coaches so the coaches could funnel the money to the players so that if the players went and became big stars that they would ultimately work and enter shoe contract with Adidas down the road."

It's a scheme that Uphoff said was frustrating to learn about.

"It's not right that money is paid under the table to these athletes to go to a particular school, and it's certainly not right that the assistant coaches were making extra money, and lots of extra money when they're already being very handsomely paid by the schools," he said.

Uphoff said it's not just about what's right and wrong.

"It's not fair to the schools that are playing by the rules that other schools are bribing athletes to come to their schools," he said.



## Mizzou professor studies nation's racial divide with NCAA grant

By JOE HICKMAN, KSPR (Springfield TV station)

**Columbia, Mo.** Race and sports remain an extremely sensitive subject in the headlines and on social media.

And a University of Missouri professor is providing some key insights into all this because of extensive studies on the matter.

"The NFL has to change," President Donald Trump said this week.. "Or you know what's going to happen? Their business is going to go to hell."

"The time he spent attacking ballplayers and their mothers should be spent in Puerto Rico," counters longtime activist Rev. Jesse Jackson. "Bringing some hope and some relief."

We've watched the debate go from the NFL to the halls of Congress. But taking a knee as a form of protest has its roots in a topic that leaves many people uncomfortable.

"Race is the elephant in the room and we all understand that," said San Antonio Spurs head coach Gregg Popovich. "But unless it is talked about constantly, it's not going to get better."

**University of Missouri professor Dr.Ty Douglas is willing to talk about it. The native of Bermuda received an NCAA-funded grant to study our racial divide, and has witnessed the problem first-hand in Missouri with the violence in Ferguson and when Mizzou's football team threatened a boycott over the school's handling of racial tensions.**

Douglas' study points out all of our major systems such as penal, education, and housing markets, were created when racism was even more overt.

"There is an historical legacy of policies that have privileged some and denied the rights and opportunities of others," Douglas explained. "And over time it has led to the disparities that we see today."

Douglas has written a book in which he offers his insights into bridging our racial division.

"I do think there is something important about conversation and education," he said. "Because when we're educated we can demonstrate a degree of empathy. But I do think that leaders at all levels mobilize around a common enemy to say, 'man this is messed up'. They need people who are critically engaged and are willing to ask tough questions and learn from information that has been kept from some and perhaps ignored by others."

But no longer ignored in the sports world.



## MU Professor Does Race Study

Watch the story: <http://mms.tveyes.com/PlaybackPortal.aspx?SavedEditID=8393d17f-2af8-40c0-bd9c-5d9ccf3751ca>



## Campuses Cautious As They Adjust To New Sexual Assault Guidelines

By TOVIA SMITH

New federal guidelines for handling allegations of sexual assault are prompting a range of reactions from school administrators. While many are expressing concerns and vowing to maintain current policy, others are breathing a sigh of relief or scratching their heads in confusion.

Education Secretary Betsy DeVos officially [rescinded Obama-era rules](#) last week, replacing them with interim guidelines, until new permanent rules can be implemented. The Department of Education's new "Q&A on Campus Sexual Misconduct" may change everything from how much

evidence should be required to prove allegations to how accused students can cross-examine witnesses.

Universities are "scrambling right now" to figure out what it all means, says Kristi Branham, associate professor and director of gender and women's studies at Western Kentucky University, who serves on a committee that works on education, training and awareness around sexual assault. "This is a tricky area."

"We're reading the new guidance carefully," says Kathleen Salvaty, systemwide Title IX coordinator for the University of California. "I definitely have some questions."

For example, Salvaty says that according to the new guidance, applying "special procedures" in sexual misconduct cases "suggests a discriminatory purpose, and should be avoided."

"I'm not sure what that means," Salvaty says. Schools have lots of special procedures for sexual misconduct cases, she says, precisely because they *are* different from cases of plagiarism, for example. And many of those are required by federal regulations. Schools are also unclear whether new language in the new guidance means that Title IX rules would no longer apply off campus — at a fraternity, for example.

"That is causing some concern and confusion," Salvaty says. "We're just not sure what to do."

Others have raised concerns that the new interim guidance contradicts a 2001 directive that was not among those rescinded by DeVos. John Clune, an attorney with Hutchinson Black and Cook LLC, says "the whole purpose of the 2001 guidance is that grievance procedures be prompt and equitable." But, he says, the new guidance removes time limits on investigations, allows schools to offer an appeal option exclusively to accused students, and permits schools to raise the evidentiary bar from "preponderance of the evidence" to a "clear and convincing" standard, making allegations harder to prove.

"That discriminates against complainants," Clune says. "It certainly undermines the concept ... that the proceedings be prompt and equitable."

Many schools say they are also confused by mixed signals on whether schools can try informal resolution methods, like mediation; the new guidance allows it, but the 2001 guidance bars it.

Skidmore College sociology professor David Karp says he hopes it signals a new opportunity for an alternative process he has been promoting known as restorative justice, a nonadversarial model that focuses on a victim's healing, and how offenders can contribute to that. Schools have refrained from trying the idea for fear it would be seen as a form of mediation.

"I do think this is a green light that hasn't existed before," Karp says. He cautions that more guidance and training is needed, because "if badly implemented, [RJ] can backfire and cause further harm." But "I think schools will feel like they have more latitude to explore this as an additional option," he says.

Oklahoma Wesleyan University is one school feeling freed up by DeVos' decision to rescind the Obama-era guidance, which OKWU President Everett Piper calls "nothing short of a disaster."

Last year, the university sued the Department of Education, arguing that those guidelines resulted in a "growing number of innocent students being trampled [by the] 'shoot first, ask questions later' approach."

Piper says he is relieved now that OKWU will no longer feel pressure to "compromise ... students' rights" and can now "operate ... without threat of government intrusion and overreach." But OKWU has not yet announced any specific change in policies or practices.

**Indeed, most schools appear to be holding off on any immediate action. Officials from schools including Harvard, Cornell, the University of Missouri and the University of Michigan say they are still reviewing the new guidance to see what, if any, changes need to be made. And many more have announced they are simply staying the course.**

"All of us are continuing as usual," says Sarah Berg, deputy Title IX coordinator of prevention, training and outreach at the University of Colorado, Denver and the Anschutz Medical Campus.

A letter to the Yale University community says the school has "no plans to deviate" from current Obama-era policies. California State University, Northridge says "Regardless of this new DOE action ... we will not waver in our commitment to Title IX and its protections." Similarly, Washington University in St. Louis says "regardless of decisions at the federal level, we have no intention of turning back on our commitment or resolve."

While that kind of resolve is reassuring to some, it's frustrating to others.

"It is disappointing, but not surprising," says Joe Cohn, legislative and policy director for the Foundation for Individual Rights in Education, a group that has criticized previous policies as unfair to the accused. Many schools see the new guidance as "designed to go back to the Stone Age," he says. "But really this is about an adjustment to make sure that both sides' needs are met, because that wasn't happening before."

Attorney Andrew Miltenberg of Nesenoff & Miltenberg LLP, who represents dozens of accused students, says the "pushback" from universities is unfortunate. "It's a stubborn 'we're still going to do it our way,' " he says.

While the interim guidance is technically just a recommendation, not a binding rule, Miltenberg says schools that stick to old policies do so at their own peril. He says DeVos' recent comments, and her decision to rescind the old guidance, will be a big boost to accused students' lawsuits.

"It's a significant acknowledgement that there is a problem in [that] process," says Miltenberg. "It's a great thing to say to a judge that 'before last week, you didn't have to believe that there might be inherent bias throughout the process, but now those arguments carry much more weight. The secretary of the Department of Education publicly announced those very things.' "

Miltenberg rejects the notion that the new guidance causes chaos or confusion, or even what he calls the "false hysteria" that the new guidance represents a setback for rape victims.

"This constant refrain is an attempt to create a ... big lie," he says. "It's like if you say it loud enough and often enough, people will believe it."

Ultimately, Miltenberg says, real change will require not only new policies but also a shift in who is administering them on campuses.

"The reality is that most of the people that I've come in contact with as part of any school's Title IX apparatus have some sort of victimcentric view, or previous work history, or something in their lives that I think makes them unable to be as impartial and objective as someone should be," Miltenberg says.

Title IX administrators deny any bias in their work, but they don't dispute how fervently they want to maintain current policies. "Everyone I know who does this work ... wants to hold on to this process, because we've really put our careers into this," says Berg. "We're really proud of where we've gotten. So to have someone essentially gut that policy would be really painful."

# MISSOURIAN

## **MU emergency medicine residents participate in wilderness rescue simulation**

RYAN HANRAHAN 14 hrs ago (0)

A man had fallen roughly 50 feet from the top of a bluff near Devil's Icebox to the creek below.

His bloodied left knee was visible beneath his ripped, muddy jeans, and a bone had pierced the skin of his right arm.

It was a potentially life-threatening fall, if it had been real. But it wasn't.

**On Thursday morning, a group of emergency personnel took part in a simulated wilderness rescue at Rock Bridge Memorial State Park. They included MU Health Care**

**medical residents, Boone County Fire Protection District firefighters and MU Health Care EMS staff.**

The man was really an actor covered in artificial blood. He lay on the ground while a team of six first responders surrounded him to tend to his “injuries.” Another 15 medical residents looked on, learning the appropriate way to triage in the field.

Danny Mueller, a captain with the Fire District, was overseeing the team of responders, filming their actions to evaluate later.

“We’re going to find the patient, do triage and hand them off to the EMT team,” Mueller said, explaining the process. “It’s kind of a three-phase practice.”

After stabilizing the man, the first responders carried him out from the creek to the EMT team. There, he was checked for further injuries before being transported via ambulance to the main entrance of the park.

Minutes later, the Staff for Life Helicopter Service flew over the trees and landed to pick up the man, although he was never actually taken to a hospital.

With medical residents helping or watching during each step of the process, the simulation provided them with valuable experience in the field, said Chris Sampson, MU Health Care residency program director for emergency medicine.

The wilderness simulation scenario is particularly relevant in Columbia, which has seen several incidents over the years, said Tim Koboldt, director of simulation of emergency medicine for MU Health Care.

An incident occurred in 2015 when [Randy Fennewald fell to his death](#) in a remote area near Cedar Creek Trail in the [Mark Twain National Forest](#). First responders were unable to locate him before he died.

“The goal is to learn the importance of teamwork and communication of fire and EMS,” Koboldt said.

Under his direction, emergency medicine residents take part in simulation events monthly in the hospital. Larger simulation events outside the hospital are held annually.

“We did a mass casualty (simulation) at the South Farm last year,” said Koboldt. “We have all the resources of our simulation center, and we’re trying to use that in combination with all of our EMS people to try to create more realism being outside of the hospital.”