



**MU News Bureau**

*Daily Clips Packet*

*December 20, 2017*

# MISSOURIAN

## State approves new performance-based funding measures for higher ed

BY KASEY CARLSON

To refine Missouri's performance funding model for higher education, a task force of education leaders from across the state studied the issue and put forth a proposal. Last Thursday, the Coordinating Board for Higher Education approved the new plan.

Trouble is, no performance funding is now being paid to any institution of higher learning, no matter its performance. And chances are the money may not be there in the coming fiscal year either.

Liz Coleman, spokeswoman for the Missouri Department of Higher Education, said that although there was no performance funding allocated in the 2018 fiscal year, the department collects the data and maintains the model no matter what — so that it can be implemented if the Missouri legislature includes money for performance funding in the state budget.

The board worked with a task force of Missouri higher education leaders to create the new measures and recommendations.

According to the Missouri Department of Higher Education website, the previous funding model was adopted in 2012, and the first funds were allocated in fiscal year 2014. It's the department's policy to review the model every three years.

The model provides six individual measures for four-year institutions, two-year institutions and state technical colleges. The measures vary slightly for each kind of institution. According to a media release, the measures are designed to answer five questions:

- Are students completing certificates and degrees?
- Are students mastering what they study?
- Are graduates getting jobs or continuing their education?
- Are college costs affordable?
- Are Missouri's colleges and universities spending funds judiciously?

**MU spokesman Christian Basi said that there is currently a two-week comment period on the model, and that MU will be submitting comments in coordination with the Council on Public Higher Education.**

“Currently we are trying to gather as much information about the new funding model and determine how it might affect us,” Basi said.

Basi also said that in fiscal year 2017 — which lasted from July 1, 2016, to June 30, 2017, before higher education institutions faced budget cuts — MU received roughly \$7.8 million in performance funding.

In addition to the measures for performance, the task force made several recommendations the board approved as well. Some of those include introducing efficiency measures, affordability measures and being transparent about the peer institutions to which schools are being compared.

While most of the measures implemented for measuring performance are based on rewarding positive progress, there is a weighting built into the formula to help support underrepresented groups in Missouri’s higher education. There also is a weighting measure for programs in which higher rates of students complete STEM-related programs. New weighting will be added in student completion measures for students who qualify for the Pell Grant program.



## **Non-profit, Mizzou leaders speak on effects of proposed tax bill**

*Plan would reduce tax deductions for charity gifts*

**By: Barry Mangold**

COLUMBIA, Mo. - Non-profit organization leaders are voicing concern over the GOP's proposed tax bill because of the possible lowering or removal of tax deductions for charitable donations.

**Jim Sterk, Athletic Director at the University of Missouri, addressed the possible change in a message sent to Tiger Scholarship Fund (TSF) members. Sterk said tax deductions on**

**donations to the fund are currently 80% tax deductible, but that under the new tax plan they "would no longer be permissible or greatly reduced."**

The fund currently makes up more than 25 percent of the athletic budget at MU, "so this tax proposal could have a severe impact on future department budgets," Sterk said.

Executive Director of Heart of Missouri United Way Andrew Grabau says the change in the tax plan would force the non-profit organization to spend more time and resources searching for other revenue streams.

"We have a generous community," Grabau said, "I just worry that the barriers that this tax plan could be creating would diminish the revenue that we need to deliver important services to our community."

The current tax proposal would "decrease charitable giving by \$13.1 billion," according to a study by [Indiana University](#) that was commissioned by Independent Sector. For reference, \$373 billion was donated in 2015, according to the [Washington Post](#).

Nick Joos with the University of Missouri Athletic Department had no comment when asked if the department supports the GOP's proposed tax plan, but did say they believe there are other incentives to donating to the TSF outside of the tax deduction.



## **Former MU medical school associate dean sues school over ouster**

By LUCAS GEISLER

Watch video at: <http://www.abc17news.com/news/top-stories/former-mu-medical-school-associate-dean-sues-school-over-ouster/675092763>

COLUMBIA, Mo. - **The former associate dean of the University of Missouri School of Medicine sued the school, claiming racial bias forced her from her position.**

Dr. Rachel Brown filed the lawsuit Monday afternoon against the school, [seeking to get her job back](#) or for her salary and benefits paid from now until her retirement.

The medical school announced in Oct. 2016 that Brown, then the associate dean for student programs, would step down and serve as a professor of psychiatry. The lawsuit, however, claims medical school dean Patrick Delafontaine forced her from her position in an effort "to make a change in leadership," according to the lawsuit.

Brown, who is white, claims that the school made the decision due to her ideas on how to improve diversity at the school. The federal Liaison Committee for Medical Education, which accredits medical schools, cited MU in a recent review for its diversity management. Brown said she wanted the school to hire a consultant to help organize the "fragmented and misaligned" diversity initiatives the school had.

The lawsuit mentions the "significant campus unrest" at MU in 2015 that focused on the lack of diversity within the student body and faculty. Brown said she wanted the medical school to focus not just on racial and ethnic minority applicants, fearing legal risks, and wanted to consult the school's attorneys on such policies.

This, the lawsuit claims, led to Delafontaine and Dr. Warren Lockette, associate dean for diversity and inclusion, leaving her out of discussions on diversity programs. Lockette, the lawsuit claims, accused Brown of "obstructing change" at an August diversity meeting. Lockette had pushed for "an aggressive increase in the number of out-of-state students at the School of Medicine," the lawsuit said, and increasing the number of scholarships for "underrepresented" racial and ethnic applicants.

Brown brought up the potential for civil rights issues with trying to get a certain percentage of "underrepresented" students and "did not constitute unlawful race preferences," the lawsuit said. The petition said Lockette attacked Brown's position and in-state students.

"Lockette believed that Missouri students were too parochial and referred to Missouri resident students as 'bumpkins, hicks and illiterates who lived in Hootersville,'" according to the lawsuit. "Lockette made similar statements about Missouri medical resident students on more than one occasion.

Two months after that meeting, Delafontaine told Brown he would be replacing her with Dr. Laine Young-Walker, an African-American professor of child psychiatry.

"Delafontaine succumbed to outside pressure in removing Dr. Brown from the Associate Dean position because she opposed race preferences that had not been reviewed by legal counsel for compliance with the civil rights laws," the lawsuit said.

A spokesperson for the school of medicine declined to comment on an active lawsuit.

Paul Gardner and Patrick Starke, the Blue Springs-based attorneys for Brown, did not return a request for comment.

Brown's treatment and removal caused an uproar among students and faculty there. A town hall held between students and Delafontaine in Nov. 2016 went into a ["tense and divided"](#)

[feeling](#) among students. Dr. Linda Headrick, senior associate dean of education, left her post in Dec. 2016 over Brown's treatment.

The LCME also noted a need for improvement in the medical school's student treatment, affiliation agreements and curriculum management by 2018.

The medical school's most recent incoming class has 128 students, 32 percent of which identified as an ethnic minority. Nine percent of the class come from "underrepresented" minority classes. 81 percent are from Missouri.



## **MU Health Care timekeeping settlement worth \$3.6 million**

By LUCAS GEISLER

COLUMBIA, Mo. - **Clinical employees at MU Health Care may get a piece of a \$3.6 million settlement over the hospital's timekeeping system, according to proposed terms obtained by ABC 17 News.**

The settlement terms must still be approved by the Boone County court. ABC 17 News reported on Monday that a proposed settlement had been reached in the lawsuit.

The proposal would allow clinical employees of MU Health Care to file a claim for payment related to [the hospital's use of automatic time deductions](#) through its Kronos timekeeping system. Richard Hunsley, a former clinical employee, and Donna Reeves, a current employee, filed the suit in 2016 over the automatic deductions.

Brendan Donelon, attorney for Hunsley and Reeves, told ABC 17 News earlier this month that 2,601 employees may be affected.

Employees at MU Health are given a 30 minute break, barring patient needs, according to the lawsuit. Kronos would take 30 minutes out of their work shift, even if the employee worked through the break, the lawsuit claimed. MU Health put an end to the practice after employees complained about it, and offered Reeves and Hunsley three weeks of back pay. The lawsuit sought several years worth of back pay.

Hunsley and Reeves would each receive \$5,000 in the settlement. Their attorneys would be able to apply for one-third of the settlement total for their work. After those fees are paid off, clinical employees would be able to file a claim for a piece of the settlement.

MU Health Care spokeswoman Jennifer Coffman said the settlement avoids the issue going through an even longer legal battle.

"While MU Health Care believes that it has acted in accordance with law regarding its payroll practices, the settlement prevents further legal expenses and ends any uncertainty created by the pending litigation," Coffman said. "The parties will be presenting the settlement to the court for preliminary approval, after which class members will be provided with a notice containing additional information."

Donelon told ABC 17 News on Tuesday that the matter was resolved to everyone's satisfaction. He hopes to have preliminary plans on distributing the settlement ready for the judge's approval by the end of the month.

# ST. LOUIS POST-DISPATCH

---

## [Katy Trail boosters fight proposed home development around Missouri Bluffs Golf Club](#)

**By: Mark Schlinkmann**

**ST. CHARLES COUNTY** • Some boosters of the Katy Trail are opposing a [plan](#) to build more than 400 homes into forested Missouri River bluffs across from Chesterfield.

Officials with Trailnet, the area wide trail advocacy organization, and the Katy Land Trust contend that the plan by NT Home Builders would mar the landscape and detract from the experience of bicyclists and walkers using the nearby Katy Trail.

"We've developed an entire economy based on serenity and alternative mobility," Trailnet CEO Ralph Pfremer said Tuesday of the less populated part of the county southwest of Highway 40 (Interstate 64). "It's going to congest that area."

Pfremer, who said development should stay on the other side of "the 64 corridor," sent emails urging trail supporters to attend a county Planning and Zoning Commission hearing Wednesday night on the plan.

Another critic is Hilda “Pat” Jones of Williamsburg, Mo., who with her late husband, Edward T. “Ted” Jones Jr., donated over \$2 million to buy the right-of-way space from railroads that got the trail started.

In letters to the Post-Dispatch and the county Planning and Zoning Commission, she contended that the subdivision would degrade the area’s natural beauty.

But developer Greg Whittaker, who heads NT, insisted that the look and feel of the area wouldn’t be adversely affected and that major efforts would be taken to preserve the forested, hilly terrain at the site.

He said the whole point of the project, the Bluffs, is to blend into the surroundings and create a resort-type feel. Elevation changes would be preserved, along with 185 acres of trees. Moreover, he said, streets would be narrower than usual.

Plans call for 315 single-family homes on about 200 acres, plus 120 attached housing units. He said the development would occur gradually and take as long as 12 to 15 years to complete.

He added that the homes would be atop 140-foot-high bluffs and set back by a buffer of 150 to 700 feet. “You’re not going to ever see it from the Katy Trail” on the flat land below, Whittaker said.

The county’s planning staff has recommended that the county approve rezoning needed.

In a report last week, the staff said the project generally doesn’t comply with the county master plan because the area was envisioned as remaining undeveloped due to the rolling terrain.

“However, due to the proposed density, connectivity and minimal impact of development, staff does believe it would meet the general intent of the master plan,” the report said.

**Pfremmer, with Trailnet, also criticized the University of Missouri, which owns the tract, for agreeing to sell to a private developer and complained that the university’s plan wasn’t made public until recently.**

The site is near corporate offices and labs in the Missouri Research Park, which was developed by the university, near Highways 40 and 94. The homes would be on the periphery of the Missouri Bluffs Golf Club, which is on university-owned property.

A university spokesman declined to comment Tuesday.

Greg Kelly, who lives in the nearby village of Weldon Spring Heights, also is opposed and worries about increased traffic.

# MISSOURIAN

## MU professor Flore Zéphir was warm, kind and devoted to others

By KASEY CARLSON

**Flore Zéphir will be remembered by MU as an excellent scholar but also as a selfless leader who worked hard for her colleagues' and students' success.**

Ms. Zéphir died on Friday at the University Hospital due to complications following a surgical procedure. She was 59 years old.

Ms. Zéphir taught at MU starting in 1988. She was the chair of MU's Department of Romance Languages and Literatures.

Mary Jo Muratore, a longtime colleague and close friend of Ms. Zéphir's in the romance language department, thinks that Ms. Zéphir would like to be remembered for her decency and the way she championed the underdog.

"She believed her objective was to serve those below, so she always fought for the little guy," Muratore said. "And the littler, the harder she fought."

Muratore also said Ms. Zéphir was fearless, tireless, devoted and decent. She said that Ms. Zéphir was never ruffled and rarely angry, and only when she felt people were being mistreated — never for her own loss or disappointments.

"She was totally selfless," Muratore said.

Muratore also said that Ms. Zéphir worked every day from 7 a.m. to 7 p.m., every day except for Saturday, which she devoted to her mother.

"She just moved heaven and earth to make sure her students and colleagues succeeded," Muratore said.

Patricia Okker, dean of MU's College of Arts and Science, had known Ms. Zéphir since Okker joined the faculty in 1990. Okker said in an email that Ms. Zéphir was a wonderful scholar and teacher, but that it is her warmth and kindness that she will remember most.

"She had a way of greeting people — with a big smile and often a bigger hug — that always made me feel special and grateful just to be in her presence," Okker said. "I really saw her as a

powerful force of good on our campus, and I am truly honored that I had the opportunity to work with her closely."

Daniel Sipe, an associate professor of French studies at MU, said in an email that Ms. Zéphir had a great sense of humor.

"Flore made us laugh all the time," Sipe said. "Referring to her Haitian roots, she liked to say how she planned on injecting 'some rhythm and spice' into what were normally prosaic university affairs."

When Sipe's wife was pregnant, he said Ms. Zéphir suggested that he name his child Florian, after her. While the couple went with a different name, Sipe and Ms. Zéphir would jokingly refer to his son as Florian when they talked about him.

Mamadou Badiane, associate professor of Hispanic studies at MU, said that Ms. Zéphir began as a colleague and slowly became a friend, a mentor and, eventually, like a mother to him.

"She very well knew how to guide you," Badiane said.

Badiane said that Ms. Zéphir was excellent at resolving conflicts, and then when the conflict was over, she always encouraged people to move on.

"It's weird. If we don't agree on anything, we agree that she can be the leader," Badiane said.

Badiane said that he has never seen a colleague that put so many hours in at the university.

"I don't know how we're going to replace her," Badiane said.

Muratore said that if you asked Ms. Zéphir about the highlights of her career, she would mention other people and never herself.

"The things she cared about were other people's success," Muratore said. "And she meant it, she didn't just say it."

# the maneater

## [MU endowment surpasses \\$1 billion](#)

By WILLIAM SKIPWORTH

Generated from News Bureau Press Release: [MU endowment surpasses \\$1 billion, reaches record high](#)

**The MU endowment has surpassed \$1 billion, according to university officials at a press conference Wednesday morning in Jesse Hall.**

Tom Hiles, vice chancellor for advancement, said the endowment currently stands at around \$1.3 billion.

MU uses the financial endowment to provide ongoing support for the university through investments that bring increased returns for future spending. This allows donations to have an impact over a longer period of time.

“Endowed gifts are a great way to leave a lasting legacy,” Hiles said. “It is inspiring to know that 100 years from now, these gifts will continue to make a difference.”

This milestone comes six years after the launch of the Mizzou: Our Time to Lead campaign, an initiative aimed at raising money for the university through donations in three priority areas.

These priority areas include creating new signature centers and institutes focused on fueling research and service to the public, creating new campus buildings and increasing the endowment.

Since the campaign’s official launch in October of 2015, the endowment has increased by over \$400 million.

Chancellor Alexander Cartwright expressed his gratitude and optimism for the overwhelming support from donors.

“Generations of donors have graciously invested in our students and faculty, and we cannot thank them enough for their long-term vision and generosity,” Cartwright said. “Our students and faculty achieve great things when we give them the support they need to pursue their passions in education, research and engagement.”

At the press conference, several key donors and beneficiaries spoke on the importance the endowment has for the university.

Mark Wilkins, who donated \$1 million to create the Mark A. Wilkins Fund for Excellence in the College of Arts and Science in 2015, cited his primary motivations for donating.

“I strongly, strongly believe in a liberal arts education,” Wilkins said.

Susan Empson, who holds the endowed Richard Miller Chair of Mathematics Education in the College of Education, discussed the role the endowment plays in her work. For Empson, the endowment allows her to implement the research done at MU into real classrooms.

"I wouldn't be here at Mizzou if it weren't for the endowment," Empson said.

The final featured speaker, Alicia Curran, became a project coordinator at the endowment-supported Thompson Center for Autism and Neurodevelopmental Disorders after she received support for her autism-affected son from the center.

"The care we received is exactly why I wanted to be a part of the Thompson Center," Curran said.

Many at the university are optimistic about not only the support the endowment can provide but also about what it means in terms of community sentiment for the university.

"In 2015...we had all these protests on campus, and the president and the chancellor both resigned, and with that, we got a lot of negative national coverage, so we didn't look too good and a lot of people were worried, but even with the concern, our alumni set a record of donating over \$171 million that year," Hiles said. "So we would not be in the position to celebrate this landmark occasion without the support and loyalty of our alums and friends of the university."

## THE CHRONICLE OF HIGHER EDUCATION

### [New Tax Law Takes Aim at Higher Education's Millionaires Club](#)

#### NO MENTION

*By Adam Harris and Dan Bauman* DECEMBER 19, 2017

The bill would impose a 21-percent tax on annual compensation in excess of \$1 million paid to the five highest-paid employees of a nonprofit group — including college presidents, chancellors, and coaches. For medical professionals, however, compensation that is directly related to medical or veterinary services would not be taken into account.

Lawmakers have long sought to rein in what they see as excessive executive compensation at colleges. Some version of a tax on high levels of nonprofit pay has bounced around for several years. In 2013 the Internal Revenue Service released the results of its [Colleges and Universities Compliance Project](#), which randomly selected institutions and examined their federal tax filings, known as Form 990s, for compensation that could be deemed unreasonable under federal law.

The next year, a draft of tax-reform legislation included a provision similar to the one in the current bill; it levied a 25-percent tax on compensation in excess of \$1 million.

The House version of the current legislation would have placed a 20-percent tax on the compensation. The tax was raised by one percentage point in the House-Senate conference committee.

Colleges would be on the hook for the tax, but it is unclear when or how they would be responsible for paying it.

So who would the tax affect?

According to an analysis by *The Chronicle*, America's private, nonprofit colleges had 158 million-dollar employees in the 2015 calendar year, excluding medical staff members. The highest earners primarily included chief executives, athletics staff members, and investment officers. Mike Krzyzewski, head coach of the men's basketball team at Duke University, topped the list, earning \$7.4 million in 2015.

*The Chronicle's* analysis is based on the latest available Form 990s of the 500 private, nonprofit colleges with the largest endowments. Reportable taxable compensation is the sum of base salaries, bonuses, and other compensation paid to employees by the institution and its related organizations. It remains to be seen whether the IRS will use the same Form 990s to levy this new tax.

These compensation figures might deviate from those reported as part of *The Chronicle's* [annual look](#) at private-college executive compensation, which includes nontaxable benefits in the final figures. Some nonprofit colleges, which don't report the value of their endowments to the Integrated Postsecondary Education Data System, were excluded from our analysis. Private nonprofit colleges that cite a religious exemption from filing the Form 990 were also excluded.

The effect of the new tax on the pay of medical-faculty members is less straightforward than it is for other higher-education executives. In 2015, 93 academic medical personnel earned more than \$1 million. Pay in excess of \$1 million for work related to medical services would be exempt from the compensation tax. But if the pay is related to medical-school or hospital management, it would be subject to the new tax.



## **Enrollment Slide Continues, at Slower Rate**

### **NO MENTION**

College enrollments in the U.S. decline for a sixth straight year -- although at a slower rate -- while the bachelor's degree got more popular.

By

**Paul Fain**

**December 20, 2017**

Overall college enrollments in the U.S. have declined for a sixth straight year, according to [new data](#) from the National Student Clearinghouse Research Center, but at the slowest pace since the slide began.

The 1 percent decline this fall was due to undergraduate enrollments, which fell by nearly 224,000 students, or 1.4 percent. Graduate and professional programs were up by 24,000 students, according to the center, which tracks 97 percent of students who attend degree-granting institutions that are eligible to receive federal financial aid.

And despite the recent focus by policy makers on associate degrees and certificates, four-year degree programs were the only ones up in the new enrollment data.

Among undergraduates, the center found an enrollment decrease of 2.3 percent for associate-degree seekers, and a 10.7 percent drop for students pursuing certificates or other nondegree credentials. But enrollments were up 1.5 percent among four-year-degree seekers.

Part-time-student enrollments fell by 3.3 percent, according to the report, while the number of full-time students increased by 0.3 percent.

The center also found that enrollments were down for first-time college students. This group saw a 2.3 percent decline, of 63,000 students, compared to the previous fall. Most of the decrease was due to adult students, with the number of first-time students over the age of 24 dropping by more than 13 percent. But 23,000 fewer traditional-age students enrolled in college this fall, a drop of 1 percent. (Adult student enrollments over all have declined by 1.5 million since 2010, the center found.)

“This suggests further declines to come over all in the years ahead, which will continue to present planning challenges for institutions and policy makers seeking to adapt to new economic and demographic realities,” said Doug Shapiro, the center’s executive research director.

Enrollment pressure is a primary driver of the small but growing number of [college closures](#) and [mergers](#) that are occurring around the country, experts have said. For-profit colleges

continue to be battered by sliding enrollments and revenue. The center found that 69,000 fewer students enrolled in four-year for-profit institutions this fall. That drop of 7.1 percent follows several years of even larger declines.

Community colleges have been the second-hardest-hit sector in recent years. But the enrollment decline of 1.7 percent this fall (97,000 students) was less than that of previous years, including the 4.4 percent drop in enrollment at community colleges three years ago.

Enrollments at four-year private nonprofit institutions have been down slightly the last 18 months, a trend that continued with a 0.4 percent decline of 14,000 fewer students this fall.

Four-year public institutions, however, had seen slight enrollment increases in recent years. But that shifted this fall with a small decline of 0.2 percent.