



**MU News Bureau**

*Daily Clips Packet*

December 22, 2017

# ST. LOUIS POST-DISPATCH

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## Longtime Mizzou professor, leader named interim provost

By: Ashley Jost

**ST. LOUIS • A longtime Tiger is moving into a new role at the University of Missouri-Columbia as the school's interim chief academic officer.**

Jim Spain starts as the interim provost — a position considered to be the second-in-command at universities — Feb. 1, according to an announcement from Chancellor Alexander Cartwright.

"Dr. Spain displays a passion and dedication for Mizzou that is unmatched," Cartwright said in the announcement.

Spain joined the flagship university in 1990 as an assistant professor focused on animal science. He gained tenure at Mizzou, continuing to teach in the College of Agriculture, Food and Natural Resources to this day despite being an administrator.

Working for a decade as the vice provost for undergraduate studies, Spain is also responsible for Mizzou's online education operation.

Spain will serve as interim provost while Cartwright looks to replace Garnett Stokes. Stokes, who was hired in early 2015 by former Chancellor R. Bowen Loftin, starts March 1 as the president at the University of New Mexico.

Cartwright hopes that by spring 2018, finalist candidates for the permanent provost job will be on campus for interviews.



## Longtime Missouri Professor Named Interim Provost

A longtime Missouri professor will be the new interim provost at the University of Missouri.

COLUMBIA, Mo. (AP) — A longtime Missouri professor will be the new interim provost at the University of Missouri.

Chancellor Alexander Cartwright announced Thursday that Jim Spain will take over the job Feb. 1.

Spain has taught at the Columbia university since 1990 in the College of Agriculture, Food and Natural Resources.

Spain also has been vice provost for undergraduate studies for a decade.

Cartwright is searching for a permanent provost to replace Garnett Stokes, who has been named president at the University of [New Mexico](#).

## Spain named interim provost at University of Missouri

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By Rudi Keller

**The search for a new provost for the University of Missouri will be a more public process than other recent major personnel decisions.**

Jim Spain, vice provost for undergraduate studies and a professor of animal science, will become interim provost after the departure of Garnett Stokes on Jan. 31, Chancellor Alexander Cartwright wrote in an email to students, faculty and staff sent Thursday afternoon. In an email sent Wednesday, Cartwright named a 21-member search committee to select a permanent replacement for Stokes, writing that the committee “will identify candidates and carry out the open search process.”

Stokes was hired in 2014 after a search that included public campus visits by four finalists. The search will follow that precedent, MU spokesman Christian Basi wrote in an email.

“Committee meetings will not be open to the public; however, we expect to invite three to four finalists to campus who will be required to answer questions during an open, public forum,” Basi wrote.

Spain, a member of the faculty since 1990, has extensive administrative experience, Cartwright wrote, taking on roles that also include vice provost for eLearning and assistant dean in the College of Agriculture, Food and Natural Resources.

“Dr. Spain displays a passion and dedication for Mizzou that is unmatched, and I am confident that he will serve the university well in this role,” Cartwright wrote. “He has received several awards for his work as an educator, and I’m very grateful that he has agreed to step into this position at this time.”

Cartwright selected Spain after receiving “many thoughtful nominations,” he wrote.

Joi Moore, director of the School of Information Science and Learning Technologies and Marshall Stewart, vice chancellor for extension and engagement, were named as co-chairs of the search committee. In the email announcing the committee, Cartwright wrote that he expects the replacement for Garnett Stokes to be selected by May.

Stokes will leave her post Jan. 31 to become president of the University of New Mexico. Stokes was hired in 2014 after a search that included [public campus visits by four finalists](#). The search will follow that precedent, MU spokesman Christian Basi wrote in an email.

# MISSOURIAN

## [Jim Spain picked as MU's interim provost](#)

BY YUTONG YUAN

**MU Chancellor Alexander Cartwright announced Jim Spain as MU's interim provost and executive vice chancellor in an email Thursday.**

Spain has worked at MU since 1990 as vice provost for undergraduate studies, vice provost for eLearning, assistant dean of academic programs for the College of Agriculture, Food and Natural Resources, and director of the MU Student Success Center. Spain holds doctorate in animal sciences from Virginia Tech University.

Spain will begin serving as interim provost on Feb. 1 and will return to his current position as vice provost for undergraduate studies when the [MU provost search committee](#) decides the nomination of next provost. Cartwright is asking the committee to have their search done by May.

Spain's appointment comes after the announcement that [Provost Garnett Stokes will be leaving MU](#) to become president of the University of New Mexico, an appointment that will begin March 1.



## [Jim Spain named MU interim provost](#)

By: Chelsea Haynes

Watch the story: <http://www.komu.com/news/jim-spain-named-mu-interim-provost>

**COLUMBIA - The University of Missouri announced Jim Spain as the new interim provost and executive vice chancellor on Thursday. He will be replacing Garnett Stokes, who served for three years.**

“I am humbled. I am honored, and I am excited,” he said.

Spain has been on MU's faculty since 1990 and he has held numerous positions, including vice provost for undergraduate studies, vice provost for eLearning, assistant dean of academic programs for the College of Agriculture, Food and Natural Resources and director of the MU Student Success Center.

Chancellor Alexander Cartwright said Spain "has a strong track record on enhancing educational outcomes for our students and is dedicated to the success of faculty and students at Mizzou."

He said he believes Spain is a good choice to serve until a permanent provost can be named.

"Dr. Spain displays a passion and dedication for Mizzou that is unmatched, and I am confident that he will serve the university well in this role," Cartwright said.

He'll be part of the national search for a new provost. Spain said he believes the community would like to see someone with “a strong record of scholarship and someone who has worked in a comprehensive research institution in an AAU university setting.”

Spain said the university would benefit from someone who understands the depth and breadth of MU, as one of the most comprehensive universities in the country.

“If we do our job right in the next six to eight months, it will be a really, really attractive job to provide the right person, and will be a really exciting opportunity when they get here,” he said.

Spain has no aspirations to place himself in the running for the provost position.

“It was clear between myself and Chancellor Cartwright that my role was to get the position ready for the permanent provost,” he said.

Spain said, once the position is filled, he’ll go back to the job he deeply loves, which is working with undergraduate programs.

The university’s current plan for Spain is to perform both his current and new responsibilities. Spain said he will delegate tasks to faculty fellows who have demonstrated superior work, and will broaden their current obligations.

He said his next two or three weeks will really be about becoming better educated on several key issues:

“What are the major projects and initiatives, where they’re at, what are the next steps, and what can I do to help support network,” he said.

Spain said he has three priorities: finalizing next steps for the assessment of academic programs that fail to meet state requirements; the strategic enrollment planning process; and student success rates.

As interim provost, Spain will serve as the chief academic officer of MU and will be responsible for the academic and budgetary affairs of the university. He will collaborate with UM system president Mun Choi to set the academic priorities of the university and allocate the funds to execute these actions.

Spain said he expects to get a lot of help from outgoing interim provost Garnett Stokes.

“The provost works on things that haven’t necessarily been in my wheelhouse, so she needs to bring me up to speed on what some of those things are, where they’re at and some of the next steps as she sees them.”

Spain plans to connect with deans of the schools and colleges across campus to see what projects and initiatives they are working on to begin to give them the support they need to be successful in their endeavors.

“I love this place. I love the people this place represents and have a deep feeling about this work. I am humbled and honored, but excited about the opportunity to contribute to the future success that I am sure Mizzou is going to enjoy.”

Spain is the father of KOMU 8 Anchor Emily Spain.

He will start to work as interim provost on Feb. 1.



## MU names Jim Spain as interim provost

By: Alyssa Toomey

Watch the story: <http://www.abc17news.com/news/mu-names-jim-spain-as-interim-provost-/675923753>

**COLUMBIA, Mo. - The University of Missouri has named Jim Spain as interim provost on Friday. Spain is the vice provost for undergraduate studies. He said he will not be putting his name in the running for the permanent position and said he is "humbled and honored" to be serving in the interim role.**

"If we do our job right in the next six to eight months it will be a really really attractive job that will provide the right person a really exciting opportunity when they get here," Spain told ABC 17 News of the search for the permanent provost.

Yesterday, MU Chancellor Alexander Cartwright [announced the members of the search committee](#) that will help select the next provost and executive vice chancellor for MU.

Dr. Garnett Stokes had served as Mizzou's provost. She has accepted a position as president of the University of New Mexico. Her last day at the university is January 31.

Cartwright said the search will be completed by May 2018, and finalists will be interviewed on campus in late April/early May 2018.

Joi Moore, professor and director of the School of Information & Science Learning Technologies, and Marshall Stewart, vice chancellor for Extension and Engagement, will co-chair the committee. Cartwright said they will identify candidates and carry out the open search process.

The university has also hired search firm Isaacson Miller. That's the same firm used in the both the [UM System president](#) and the [MU chancellor search](#).

At the UM Board of Curators' meeting earlier this month, UM System President Mun Choi said the interim provost will have to help make decisions about the future of some academic programs.

"[Cartwright's] trying to identify a person who has [a] very strong and academic research record, an individual who can make the difficult decisions that can support the reallocation of resources that we need to grow the academic enterprise," Choi said.

[As ABC 17 News has previously reported](#), an MU task force is currently evaluating every academic program. Their final report is due to the provost's office on Jan. 15.

University leaders have said they will begin making decisions on program investments, consolidation, and cuts in the spring.

# ST. LOUIS POST-DISPATCH

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## 'Enough money to matter:' College budgets likely to be tied to outcomes

By: Ashley Jost

While Missouri's college leaders fret over dwindling state dollars, a proposal could tie 10 percent of that money to how well they produce graduates and keep costs down.

Ten percent may not sound like a lot of money, but it's "enough to matter," said Zora Mulligan, Missouri's higher education commissioner.

**The plan would mean that \$970,000 could be on the line for Harris-Stowe State University, while \$41.9 million could be at stake for the University of Missouri system.**

Performance funding [has been around for several years](#) but was tied only to new money for higher education. This past year there were no new dollars to dole out, making the funding method moot.

The shift to making some core state funding for each school be at stake "is a really fundamental change," Mulligan said.

The proposed change is expected to come up for a vote Jan. 2 by the Coordinating Board for Higher Education. At the same meeting, the board is likely to vote to ask the governor to fund higher education at the same level as this year, when Missouri schools [took a 9 percent hit in state dollars](#).

The 9 percent cut amounted to \$88 million and led to hundreds of layoffs [statewide at two- and four-year](#) schools.

While college presidents are largely supportive of the revamped measures for performance, they're less thrilled about the budget prospects.

The higher education budget is [\\$909 million for the current year](#). The state department is [proposing \\$908 million for next year](#).

“It really is almost breathtaking to think that this board would say, in effect, that we're funded fine,” Paul Wagner, executive director of the Council on Public Higher Education in Missouri, told the coordinating board at a meeting this month. His organization represents all 13 public universities.

Chuck Ambrose, president of the University of Central Missouri, said not asking for more funding sent a message about what Missouri considered to be a worthwhile investment. [A statewide tuition cap further complicates](#) the issue for college presidents, who are struggling to find ways to make up the lost state dollars.

On top of the budget plateau, Mulligan said the department didn't plan to ask for money for any school's building projects.

College leaders have another week to submit their thoughts on the budget proposal before the vote. Because of that, multiple university presidents declined to comment for this story.

## **New measures**

A task force of higher education leaders across the state helped develop the new performance measures. The revised standards are technical, and details vary by type of school. But they generally answer these questions:

- Are students completing degrees and certificates?
- Are they mastering what they study?
- Are graduates getting jobs or continuing their education?
- Are colleges affordable?
- Are schools spending money judiciously?

The push toward outcomes-based funding has Gov. Eric Greitens' stamp of approval.

“We support the move to increase accountability for performance across our government, including in higher education,” Greitens' chief operating officer Drew Erdmann said in a statement.

The new formula includes a system to help institutions that don't hit all of their performance standards.

Harris-Stowe, for example, hit only [one of the five previous performance categories](#) in 2014-15. Just one other institution in the state, Northwest Missouri State University, missed a category that year.

If the proposal passes, the money that schools lose when they miss a target will go back to the state Department of Higher Education so it can use those dollars to help the institution improve.

Erdmann called the idea “interesting and innovative” in a statement.

The revisions are an effort to address concerns raised by higher education leaders, legislators and the state auditor about the old measures and about how the state was verifying data the schools reported.

The old measures let universities pick which other schools they would be compared with on some standards. Missouri Auditor Nicole Galloway criticized how schools picked those peer institutions, [according to a report released earlier this year](#). The new system allows universities to show progress based on their own growth.

Also, many college leaders had argued that graduation rates should include more than just full-time students who start and finish at the same college, in an era when the number of nontraditional, part-time students is growing. The new measures account for that change in student demographics.

# **T** COLUMBIA DAILY **TRIBUNE**

## [MU School of Medicine names division for former chief](#)

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The Division of Nephrology in the University of Missouri School of Medicine will now be known as the Karl D. Nolph Division of Nephrology in honor of the long-time division chief who died in 2014.

The Executive Committee of the UM Board of Curators approved the renaming Thursday on a recommendation from Columbia campus Chancellor Alexander Cartwright, system President Mun Choi and others involved in the decision.

Nolph led the division for 25 years from 1974 to 1999 and was a pioneer in the field of peritoneal dialysis, a method of cleansing the blood after kidney failure that allows patients to be treated at home with much more freedom of movement compared to hemodialysis. Nolph was honored locally, nationally and internationally for his important work, including lifetime achievement and research awards, according to materials submitted to the board.

# MISSOURIAN

## Missouri Athletics creative video intern Davis tells the Tigers' stories; this is his

By: Anne Rogers

Orange and red leaves on trees around campus flash across the screen. The street lights lining Ninth Street. The statue at Tiger Plaza and Memorial Student Union. Ellis Library and Jesse Hall and the historic Columns and the wooden walls of Shakespeare's Pizza.

Eric Church's song "Give Me Back My Hometown" fades in.

"Show me a place like this," a voice continues as more pictures flash onto the screen. "A place that brings back memories like these."

The rest of the 2-minute, 41-second video continues with Church's song and voice-overs by former football players.

And as the camera pans over fans at Memorial Stadium, the words "WELCOME HOME" appear on the screen.

"We've missed you."

Watch the 2016 Homecoming video: [https://youtu.be/nSaBCI-1s\\_I](https://youtu.be/nSaBCI-1s_I)

**The video — created for Missouri's 2016 Homecoming game — is an Eichel Davis masterpiece. Davis is a digital storytelling senior at MU. He's also a Missouri Athletics creative video intern.**

He's otherwise known as the "Mizzou hype man."

You might recognize some of his videos from various MU Athletics social media accounts.

Watch the Mizzou Basketball hype video:

<https://twitter.com/MizzouHoops/status/928767225191788544>

"(Eichel Davis) showed me a week earlier the hype video for (the Nov. 10 men's basketball game against Iowa State)," Missouri assistant director of strategic communications Shawn Davis said. "And I was like, 'Oh, my god. The roof is going to blow off that building.' When it does come on, I'm looking around, and the place is going bananas. And he was kind of the hype man."

For all the hype he creates, Eichel Davis is a calm guy who has a passion for video and sports. He uses video as a creative outlet to tell people's stories, but there's more to him than the videos he creates. The people who know Davis call him one of the coolest guys they know. He's goofy, and he's kind. He's a right-hand man. He's the kind of guy you call when you're in trouble.

Davis likes to tell other people's stories. This is his.

### **From weather to video**

Davis grew up in St. Louis. He went to Westminster Christian Academy, also home of Missouri baseball player Brett Bond. Davis and Bond have been friends since sophomore year of high school. Bond played, and Davis was a manager.

"I wanted to play for like five seconds," Davis said. "I'm not very athletic, if you can believe that."

Instead of playing, Davis turned to managing and videos. But, when he came to MU, he came as a meteorology major. He switched after his first semester — a conversation with a friend sticks out as one of the reasons why.

“We were talking about what we did in high school, and I told her everything I did, and she was like, ‘Why the hell are you doing meteorology?’” Davis said. “And I was like, ‘I don’t know; I like weather.’”

Davis thought about it, and he realized he needed to use his video skillset in a future job. So he switched his area of study to journalism and then digital storytelling.

He also began working as a manager for the Missouri baseball team when he arrived on campus and created videos for social media. But it wasn’t until two years later that he expanded his talents across the athletic department.

Shawn Davis, Eichel Davis’ boss while he worked on baseball content, called the student manager into his office one day in the summer of 2016. The sports information director saw potential in the soon-to-be junior, but Shawn Davis needed more proof. So, instead of strictly managing the baseball team at Taylor Stadium, he proposed that Eichel Davis come over and work with him at the Hearn Center.

The simple meeting had turned Eichel Davis’ life around.

“I didn’t think it would impact my life for the next two years,” he said. “I guess you never know that those moments will impact your life.”

Ever since Davis joined forces with Caroline Hall — another creative video intern who works primarily with the football team — the two have been unstoppable. Davis calls Hall one of the best in the business.

Hall and Eichel Davis have changed the landscape of what Mizzou Athletics does with video on social media, Shawn Davis said.

“Wherever they go, they’re going to take that school or organization to the next level,” Shawn Davis said. “It’s like, ‘Holy cow, I hope they’re here.’ It’s like a five-star recruit, but a video kid.”

## **More than just a hype man**

Davis has three goals:

1. Be a Division I athletic director.
2. Be an author.
3. Have a show on Netflix — preferably one of his book series coming to life.

In short: A novel-writing athletic director who just happens to have a show on Netflix.

“It sounds cool, doesn’t it?” he said.

Davis likes people — it’s why he likes to tell their stories through video. He calls himself “people-centric,” and he notices that Missouri football coach Barry Odom and athletic director Jim Sterk are people-centric, too. It’s how Davis hopes he’ll run his athletic department one day.

“People first,” Davis said. “People, stories, relationships — that’s how it should be run. The best businesses, the institutions that last, are the ones that are built on people.”

He does have one more overarching, people-centric, goal: Make the world a better place.

He wants to accomplish Goals 1 through 3, but he wants it done the right way. He calls himself a social warrior.

“Always being a nice person, treating every person with empathy, because every person deserves empathy,” Davis said. “It’s the thing that every person should demand from anyone: the ability to be seen as a human being.”

Ask anyone who knows Davis, though, and they would probably say he’s made the world a better place already.

Senior Matt Berler, an infielder for the Missouri baseball team, met Davis in August of 2016. They were next-door neighbors after Berler transferred from Meridian Community College. Once strangers, the two now have a tradition of going out to eat every Sunday night to catch up, no matter how busy they might be.

“He’s like my second guardian,” Berler said. “He’s my spell check. He’s the guy I’m going to bounce ideas off of. He’s the constant rock that points me in the right direction.”

His second goal — being an author — is already on its way to being checked off the list.

The only time Davis ever got in trouble in high school was when he was writing a book and he wasn’t supposed to be. He calls it his pastime — when he’s not working for the athletic department, at a sporting event, in class or watching TV, he’s writing.

Right now, he’s working on novel No. 10. Each installment of his latest series, called “The Varsity,” is around 300 pages. It’s an intricate storyline — one he thinks could be perfect for a Netflix series — but you won’t find any spoilers here.

“You build worlds in sports, but you never build worlds in sports like this, where you legit come up with your own mythology,” Davis said.

He publishes his books through LuLu, an online self-publishing site, and creates his own cover art. You can buy the novels on his website, which features his blog, his videos and his other projects. The Eichel Davis hub, as he calls it.

Davis is thoughtful and passionate. He’s a quiet person at first, but when he starts to open up, you can’t get him to stop. He’ll talk about anything — race, baseball, film, even shoes.

He really likes shoes. His mother called him the worst dresser when he was little, but he’s developed his own style while at college. His customized Nikes are Missouri colors, and they just happen to have Davis’ nickname on the back of them: “Eich Daddy.”

He's not sure where the nickname came from, but he said it was most likely the baseball team. Now, he's accepted the nickname.

"I'm a person that likes to have fun," Davis said. "So I bought shoes that say, 'Eich Daddy.' I've learned to just accept it. It happens. Everyone has nicknames."

### **Idea, concept, story**

You might have heard Davis' name — maybe just "Eichel" — being chanted at Missouri sporting events.

It's usually the Missouri baseball players cheering on their biggest fan. The players are probably Davis' biggest fans, too.

"I know he gets embarrassed of us," Berler said. "He always looks around and gets the biggest grin. He's trying to be all professional, but he can't keep it in."

Berler's favorite video Davis has created — besides the ones of Berler himself, of course — is the Missouri basketball hype video ahead of the season opener against Iowa State. It was the proudest Berler had ever been of his friend, as a sold-out Mizzou Arena — 15,061 people — watched Davis' creation on the video board just before the game started.

That video threw Davis into the spotlight.

"I didn't think much of it, but little did I know I was about to step into a new world of notoriety at Mizzou," Davis said. "It's fun having people know who you are in a place you love so much."

So, how does it all come together? It seems like magic watching it, but it's countless hours of staring at a computer screen for Davis.

He has a big Mac computer at the Hearnes Center, where he does most of his work. He uses Final Cut Pro — he's not an Adobe Premiere guy, yet.

Sometimes, he'll work in a conference room at Taylor Stadium with his laptop. Around pictures of Max Scherzer, Ian Kinsler and Rob Zastryzny, Missouri baseball coach Steve Bieser does some recruiting at the same table.

Where the “culture of excellence happens,” Davis said.

Every video has to have an idea, story or concept behind it before Davis can start. Music is next, to set the tone of the video. Davis lets the music dictate how everything flows together. Once the song or songs are chosen, he films what he can ... or he goes to the Missouri athletic video archives to find what he needs.

Each season of each sport has its own style, something that he tries to keep consistent throughout all the hype videos he's made. This baseball season, look for the “M.”

“If you're just like everyone else, then why does it matter?” Davis said.

His general rule: Every 30 seconds of the video is about 45 minutes to an hour of work. The basketball video was an exception, because he had to search through video archives. It took about 10 hours.

Davis lets his passion and love for athletics and video guide him as he does his thing. If it gets him excited, it'll get other people excited.

Excitement is what it's all about, but the creative video interns must also bridge the gap between Missouri athletes and the fan community.

Perhaps you've heard of Missouri football's new catchphrase — “Keep It Rollin'” — that it adopted after its win over Idaho and kept through its six-game win streak.

Offensive lineman Kevin Pendleton coined it, Odom used it and Davis and Hall brought it to the community. Davis said the duo prides itself on being able to take Odom's messages to the team to heart like the players do. Everything the head coach says resonates with Davis.

“It’s a simple message, but it’s one that we needed,” Pendleton said. “And it’s cool that (Davis) recognized that. That’s just his mind working alongside ours, to promote that message to our fan base and those that support us.”

Davis spends a good amount of time in the locker room with the football team. He sees himself as its voice, and he wants fans to buy into the message Odom is preaching.

Berler has high praise for Davis’ ability to reach the fans. Davis is able to communicate to the community exactly who the baseball players are.

“His reach to the fans is the reason why Mizzou baseball is starting to become what it used to be,” Berler said. “When the fans understand who we are, it’s easier for them to come out and watch us.”

Davis loves the University of Missouri. It’s evident in his work. St. Louis and Columbia are his two homes that have shaped who he is. He admits it: Home is a place he likes way too much.

But he’s able to use that passion in his videos to make other people who love home so much feel something great.

So Missouri fans, students and alumni can feel a flood of memories rush through them when they hear, “Columbia, Missouri.”



## College basketball coach gives inspiring speech to opposing team after win

By: Scott Stump

**Head coach Cuonzo Martin followed a hard-fought victory by his Missouri men's basketball team on Wednesday by delivering an inspiring speech - to the losing team.**

Martin made a point to go into the visiting locker room after an 82-81 win over Stephen F. Austin to tell the Lumberjacks' players how tough a team they were.

Martin said it was the first time in his 18-year coaching career he'd felt compelled to visit another team's locker room after a game.

"I know you're mad and upset guys, but you shouldn't be mad because you're a talented team," Martin said. "One thing I always tell our players, guys, is it doesn't matter (what's on) the front of the jersey. You all got just as much talent as we've got man.

"I don't tell you that to make you feel good...I tell you real talk, man. I've never done this in my career. You all are a hell of a team, (you have a) hell of a coach."

Martin's team has faced its own adversity after losing freshman Michael Porter Jr., one of the best players in the country, to a season-ending injury last month. Stephen F. Austin called Martin "the epitome of class" in a tweet featuring the video of his speech.

Here's hoping the two teams meet again during March Madness!



## MU Health employee fired, charged with stealing pain medication from hospital

*Morphine, hydromorphone stolen over 6 months*

By: Barry Mangold

Watch the story: <http://www.abc17news.com/news/mu-health-employee-fired-charged-with-stealing-pain-medication-from-hospital/676055260>

**COLUMBIA, Mo. - Jillian Worley, a former MU Health employee, was charged Thursday with five counts of stealing a controlled substance.**

On Dec. 4, MUPD was called to the Women's and Children's Hospital after hospital administrators had discovered evidence that amounts of morphine and hydromorphone had been taken from a drug-dispensing machine.

Worley has a case review scheduled in court for Jan. 10.

According to court documents, the opiates were taken out of the machine, which is only accessible with a fingerprint or badge number, over the course of about five months spanning June to November.

Court documents list specific times, dates and amounts of each drug taken, and say that the machine's logs indicate Worley logged in using a fingerprint. Additionally, documents say there were discrepancies between the amount of drugs withdrawn and the amount given to patients.

The final alleged withdrawal of drugs is listed as Nov. 14. Worley was terminated and arrested Dec. 4.

ABC 17 News reached out to a sergeant at MUPD with questions about the arrest. At the time of this posting, no reply has been received.

ABC 17 News contacted an MU Health spokesman to find out what position Worley held, and how long she had worked at the hospital. The only confirmation they were able to provide was that Worley is no longer an employee with MU Health.

In August, Worley was arrested by Boone County Sheriff's deputies and charged with a DWI and another driving misdemeanor.

# MISSOURIAN

## MU Health Care settles timekeeping lawsuit for \$3.6 million

BY MARIA F. CALLEJON

### **Two employees from University Hospital have reached a \$3.6 million settlement on their timekeeping dispute with MU Health Care.**

The lawsuit was filed in May 2016 by respiratory therapist Richard Hunsley and nurse Donna Reeves against MU Health Care.

The main allegation was that MU Health Care breached its contract and that it had been “unjustly enriched” by the setup of its timekeeping system.

MU Health Care policy is to pay time-and-a-half for each hour worked beyond 40 hours a week. Under the same policy, employees would not be paid for uninterrupted 30-minute meal breaks within their eight-hour shifts.

Kronos was the system used to register the amount of hours worked by the employees, who would punch in and out at the beginning and end of their shifts.

However, MU Health Care could control the logs in the system and would automatically deduct the 30-minute meal breaks from employees’ shifts, even when they were not fully completed or, in some cases, even taken.

Hunsley and Reeves sought to have the suit certified as a class action suit, including over 2,500 current and former employees of University Hospital and related clinics who were in the same situation.

The lawsuit established that the employees were owed compensation for each half hour wrongly registered as a meal break under Kronos for the five years the system has been in use.

The plaintiffs and MU Health Care reached an agreement on Dec. 13.

According to the settlement, Hunsley and Reeves will receive \$5,000 each. The attorneys are entitled to up to a third of the \$3.6 million, and the rest can be distributed among the class employees.

Brendan Donelon, the plaintiffs' attorney, had no comment on details of the arrangement. "We agreed to only comment that the matter was resolved to everybody's satisfaction," he said.

MU Health Care said the following in an official statement published on its [website](#):

"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."

The settlement is yet to be approved by the Boone County District Court after a hearing scheduled for Tuesday was postponed.



## [Debate Continues on Nursing Degrees](#)

A proposed policy statement has reignited the question of whether the associate or bachelor's degree should be the entry-level requirement in the nursing profession.

## [No MU Mention](#)

By: Ashley A. Smith

The argument over which degree should be the decisive credential for entry into the nursing profession has been going on for years.

Should the associate degree in nursing or the bachelor of science in nursing give entry into the profession? While different groups have [come out one way or the other](#) on the question, the American Association of Colleges of Nursing, which represents four-year and graduate nursing educators, is bringing the issue forward again.

Although AACN has not issued an official statement, it is circulating a draft position called "[The Baccalaureate Degree as Entry-Level Preparation for Professional Nursing Practice](#)" in an effort to solicit public opinion on the topic.

The draft paper says the AACN "strongly believes that registered nurses should be minimally prepared with the bachelor of science in nursing or equivalent nursing degree."

"This statement does not say that nurses cannot enter the profession with an associate degree," said Robert Rosseter, chief communications officer for AACN, in an email. "The focus here is on academic progression -- moving nurses on to higher levels of education."

However, more associate-degree nursing graduates receive state licenses than those who have gone the bachelor's-degree route. Currently, state licensure boards license graduates with either degree. According to the Organization for Associate Degree Nursing, in 2016, 81,633 associate-degreed nurses received their licenses compared to 72,637 bachelor's-degreed nurses. While many of the associate-degreed nurses will go on to receive their bachelor's and graduate nursing degrees, the associate-degree route is seen as an important and affordable entry into the field. The AACN draft does acknowledge the historical role associate degree in nursing programs have played in bringing new recruits into the field, especially as university programs have struggled to expand their capacities to meet the demand for more health-care professionals. But registered nurses entering the profession with a bachelor's degree see "faster salary growth and higher lifetime earnings over the course of their careers. They also have greater opportunities for employment ...". The position paper found that 72 percent of nursing directors identified differences in practice between B.S.N.-prepared registered nurses and those with an associate degree or hospital diploma. The paper also cited research that B.S.N.-prepared nurses had better patient outcomes.

Rosseter said the position paper will be reviewed and edited in January and member institutions will vote in March whether to endorse or dismiss the statement.

AACN's Academic Progression Task Force has been reviewing several models with a goal of increasing the education level of registered nurses as a response to a national call for increasing the education of the country's nurses. In 2010, the former Institute of Medicine, which is now the National Academy of Medicine, published a report recommending the percentage of registered nurses with a B.S.N. increase to 80 percent by 2020.

Still, the draft led to a [joint statement](#) in opposition from the American Association of Community Colleges and the Association of Community College Trustees.

Both groups stated, “While the [AACN] Academic Progression Task Force’s position statement includes good rationale that supports the value of the baccalaureate degree in nursing, we have seen no evidence that the associate degree as the credential for entry into the nursing profession is not preparing students to successfully handle the responsibilities of the job, and that the baccalaureate degree, with its focus on general education courses, will better prepare a nurse.”

ACCT and AACC also pointed out that the associate degree plays an important role particularly in rural communities, doctor’s offices, nursing homes, and urgent- and acute-care facilities. The community college groups also noted that the associate-degree route helps address critical nursing shortages. “These programs have educated 39 percent of the 2.6 million registered nurses practicing in rural and urban health care settings across the nation,” according to the statement. The Bureau of Labor Statistics estimates that more than 1.2 million additional registered nurses will be needed in coming years.

The majority of the nation’s community colleges offer associate-degree nursing programs. More than 800 out of 1,100 two-year institutions offer the degree path to becoming a registered nurse. Donna Meyer, chief executive officer of the Organization for Associate Degree Nursing, said she didn’t see anything new in AACN’s statement that that’s been their view for a long time, and while OADN respects their view, they instead believe the associate degree is also an entry into the field.

“We totally support academic progression,” Meyer said. “Many of the people that teach in the community colleges with doctoral degrees started at the A.D.N. level. It’s a pathway and not everyone can leave their community and go on to university.”

Nursing is just one of a number of allied health fields that have been posing the question of whether or not to increase entry-level credentials into their respective fields, said Mike Hansen, president of the Community College Baccalaureate Association, which promotes four-year degrees at community colleges. For instance, the Accreditation Council for Occupational Therapy Education is currently considering increasing entry-level degree requirements for occupational therapist assistants from an associate to a bachelor’s degree.

Even outside health care, there is a shift in increasing credentials. Earlier this year a [new regulation](#) in the District of Columbia increased entry-level credentials for a child-care center director to at least a bachelor’s degree.

Hansen said while the CCBA doesn’t weigh in on the direction these industries take in deciding their requirement standards for entry, it does want the ability for community colleges to respond to the changes.

“The truth of the matter is that for a larger number of students, they have two barriers to obtaining a B.S.N.,” he said. “One is geographic. They don’t live anywhere near where a traditional university baccalaureate degree is available . . . and the second issue is finances. For many students, the tuition at a traditional four-year university is not something they will be able to afford.”

So, to address those concerns, CCBA is in favor of strong transfer and articulation agreements between community colleges and four-year institutions, creating distance-learning initiatives between institutions, or, more controversially, allowing community colleges to offer those four-year degrees, Hansen said.

The AACN paper also posits that the growth of community colleges' offering bachelor's degree nursing programs "underscores the national need for more programs to raise the education level of the nursing work force."

While OADN supports two-year colleges that are moving in the direction of offering bachelor's degrees in nursing, less than 5 percent of community colleges are doing so, mostly because of legislative barriers, Meyer said.

As of 2015, Education Commission of the States [counted 23 states](#) that allowed community colleges to award bachelor's degrees, however, only a few institutions in those states could offer the programs. The main arguments against allowing community colleges to offer nursing bachelor's-degree programs have been the competition it could create with universities and the potential to disrupt existing transfer agreements.

But the demand for registered nurses is only increasing. According to the Bureau of Labor Statistics, employment of registered nurses is projected to grow 15 percent from 2016 to 2026 -- faster than the average for all occupations.

"There are going to be a lot of nurses that retire, and health care is so much more complex," Meyer said. "That's why the associate-degree pipeline is important."

There are some hospitals, mostly in major cities, that are requiring the B.S.N. for employment, but registered nurses -- regardless of whether they have an associate or bachelor's degree -- are in high demand and will continue to be so, she said.

Despite multiple organizations coming down on the side of the associate degree or the bachelor's as the entry-level credential into nursing, the final decision resides with the National Council of State Boards of Nursing, which is responsible for developing nursing licensure examinations and allows graduates of either degree program to sit for exams.