MU News Bureau

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Budget issues force University of Missouri faculty cuts

By Rudi Keller

An unknown number of the University of Missouri’s 846 non-tenured faculty received letters Wednesday saying they would not be offered a contract for the coming academic year, according to a notice sent to the campus by interim Provost Jim Spain.

Another decline in enrollment in the fall and uncertain state funding mean the university must cut payroll, Spain wrote.

“These are always very difficult decisions, and I ask for your help in respecting our colleagues who are receiving notices today,” Spain wrote. “We are grateful for their service to MU, and we regret the difficulties these decisions will create for these individuals and their families.”

The university was unable on Wednesday afternoon to provide figures on the number of faculty who would not be retained. There are 31 fewer non-tenure track faculty on campus this year than in the 2016-17 academic year, mainly because of cuts made in June.

The decisions on which faculty would be let go were made by deans and department chairs and no directive was given about honoring seniority or other factors, said Christian Basi, spokesman for the university.

“The university central administration is not requiring these to be done in certain way,” he said. “That is based on the need and the budget restrictions of each school or college.”

Non-tenured faculty have been pushing for greater job security, asking for longer-term contracts for veteran faculty. Their proposal, backed by the Faculty Council but rejected by the Council of Deans, called for two-year contracts for non-tenured faculty on campus at least three years and a three-year contract for faculty with the rank of full professor.

Nicole Monnier, a teaching professor of Russian, has been on campus for 18 years and led the committee that drafted the proposed contract terms. She said she hasn’t received a notice she won’t have a job but the way cuts have been handled in the past make her unsure what that means.

The university’s rules allow MU to cancel contracts if financial reasons require it, she noted.
“Before last year, when you had not gotten a positive letter of renewal, you thought nothing of it,” she said. “Now, not getting a positive letter makes you feel uncertain.”

There are 857 tenured faculty and 266 on track for tenure. The 846 non-tenured faculty include more than 400 clinical appointments in the School of Medicine and a number of other clinical appointments in veterinary medicine and other departments. Monnier estimated that about 425 non-tenured faculty are in the group that will receive the non-renewal notices.

The decisions made Wednesday highlight the need for a new policy to protect veteran non-tenured faculty, Monnier said.

“That makes it more vivid that it is not in place and will not be in place in the immediate future,” she said.

The funding uncertainty is because Gov. Eric Greitens proposed a 10 percent cut in appropriations for higher education institutions. Legislative leaders have promised to find money to prevent the cuts but Greitens can alter the budget through the line-item veto and other powers.

Enrollment is expected to continue to decline as the largest senior class in MU history graduates. There are 7,900 students classified as seniors and if past trends hold true, the class will be about 7,250 next year.

The university has reported some good news on enrollment, which this year is 13 percent below the record set in 2015. Applications for the fall are up over last year. Based on past trends, the incoming class will increase by about 250 students.

Enrollment declines mean less tuition revenue but also less need for teaching professors to handle the load, Basi said.

“During the boom in student population and enrollment, we hired a lot of non-tenure track teaching faculty,” he said. “The basis of that was that we needed the individuals because we needed so many sections to be taught. We have to re-evaluate what is needed and make adjustments as necessary.”
Some non-tenure-track faculty at MU were told Wednesday their contracts will not be renewed for the 2018-2019 school year, according to an email from Interim Provost Jim Spain.

“This is a very hard day for everybody,” MU spokesman Christian Basi said.

The number of affected faculty will differ from school to school, and the total number was not immediately available Wednesday afternoon, Basi said.

The school is required to notify non-tenure-track, or NTT, faculty 90 days in advance of the end of their contracts if it chooses not to renew them. Most whose contracts are year-to-year expire in May, Basi said, and Wednesday was the latest they could be informed.

Affected NTT faculty will receive some money from the school to help with the transition. To qualify for the assistance, they must be non-clinical faculty, be eligible for benefits and have worked at least three years. Their non-renewal also must be a result of the budget cuts, not because of poor performance.

- Faculty who have worked at MU between three and 10 years will receive a lump sum of $5,000.
- Those employed between 10 and 15 years will receive $10,000.
- Those who have worked at MU for more than 15 years will receive $12,500.

In 2017, about 43 percent of MU’s faculty were NTT, or 846 of the total 1,969 faculty members, according to data from MU’s Institutional Research & Quality Improvement. NTT faculty
members are hired on one- to three-year renewable contracts without the possibility of tenure, which carries long-term job security.

Tenure-track and tenured faculty are evaluated in three ways: teaching, research and service — which includes participating in departmental and other committees and advising students. Non-tenure-track faculty are evaluated in two of those three categories, depending on their job descriptions.

**Who will make the decisions?**

Each MU unit — colleges, divisions and various offices — has been tasked with planning for 10, 12.5 and 15 percent budget cut possibilities, Basi said. The budget picture for next year is far from set in stone, he said, and decisions are being made based on current budget and enrollment projections that are subject to change.

The three plans — for 10, 12.5 and 15 percent, or $48.6 million, $59.1 million or $69.6 million in cuts — will be submitted to the chancellor’s office, which will review all potential cuts, Basi said. The final cuts will not necessarily be distributed evenly across all divisions, he said, and the decisions by deans for Wednesday’s NTT non-renewals are based on the knowledge that a substantial budget cut is highly likely.

The other system campuses were not engaged in the same process Wednesday. “The other schools are handling their own budgets as they see fit,” Basi said.

MU is “planning for the worst, but hoping for the best,” Basi said.

Some NTT faculty who were told they will not be renewed may have that change later this spring, Basi said, but it could be too late to stop them from leaving for other opportunities.

“Do we run the risk of potentially losing people? Yes, that is a concern,” Basi said.

“If the information on the budget stays the same as today, and doesn’t change, when it’s finalized in May and June these decisions will stand,” he said.
MU staff are, so far, not touched by projected budget cuts. However, Basi pointed out that hundreds — about 500 — of staff positions were eliminated in June to meet last year’s budget, so those areas of the budget may already be as trimmed as they can be.

**Budget woes**

The projected budget shortfalls are based on problems familiar to MU since 2015: declining state funding and enrollment.

Gov. Eric Greitens’ proposed budget would cut funding for the University of Missouri System by $43 million. Members of the legislature have said they do not support those cuts, but whether those cuts will be reduced, and by how much, likely won’t become clearer for weeks.

Sen. Dan Brown, head of the Senate Appropriations Committee, said the goal is to find a level for higher-education funding that’s “somewhere in between” the amount the governor proposed and the current funding level. That would mean that higher education funding would still be cut, but not as severely as the governor has recommended. He said more details should be worked out at the end of this month.

UM President Mun Choi said he could not comment specifically on the layoffs. He was at the Capitol on Wednesday lobbying for restoration of the system’s core budget.

“The proposed $40 million cut to our budget will have dramatic impact on our university,” Choi said.

Choi also advocated for bills that would increase the state-imposed tuition cap.

House Budget Chairman Rep. Scott Fitzpatrick said he and Choi are working on a deal that would restore funding to the UM System in exchange for an agreement on tuition rates for this upcoming school year.
“We want to make sure that there’s a correlation between the amount of money that we put back and the amount of money that’s coming out of the pockets of Missouri families that are paying to send their kids to school here.”

Fitzpatrick said the funds given back could vary anywhere from a small percentage of the cuts to a full restoration.

Despite the much-heralded bloom in applications to MU for this fall, total enrollment is expected to go down next academic year. MU’s first-time college enrollment peaked in 2014 at 6,515 students and was 6,191 in 2015, but has declined by almost exactly a third since.

A number of the students who came to MU when enrollment was booming will graduate this year and net enrollment will decrease — with tuition money going along for the ride.

The different unit leaders of MU’s divisions, schools and colleges were also free to seek areas for budget cuts besides NTT faculty non-renewals, but specific information for each unit was not immediately available.

“As the budget picture solidifies, we may have to make some more hard choices,” Basi said.

“We’re watching it very closely.”

MU Chancellor Alexander Cartwright joined Choi and Spain at the Capitol on Wednesday to advocate for the school and its importance to the state.

Today’s cuts send a message to the legislature and the rest of the state that MU’s budget is already extraordinarily tight, Basi said.

“We have had nothing in our budget planning but cuts for the last several years,” Basi said.

Higher education state funding was cut by 9 percent last year. MU cut $60 million by laying off about 500 employees and spending $20 million from its reserves. It cut degree programs and closed a school-operated bed and breakfast, as well as a $10 million research institute ran by an award-winning scientist.
Choi also launched a top-to-bottom review of MU’s academic programs and the system and campuses’ administration. Accounting firm PriceWaterhouseCoopers cautioned that the UM System could have a deficit of $160 million in five years if cuts and consolidations aren’t made to benefits, information technology or several other areas.

In late January, the academic review task force released recommendations calling for closure, further review or combination of dozens of graduate programs. Final decisions for those cuts will be announced by the end of this semester, Cartwright said at a press conference at the time.

MU not renewing contracts for some non-tenure track faculty

COLUMBIA - The University of Missouri will not renew contracts for some non-tenure track faculty for the 2018-19 school year.

Interim Provost Jim Spain made the announcement in a letter sent Wednesday morning. He cited budget issues as the reason for the cuts. Spain did not give exact numbers for how many contracts will not be renewed.

Those faculty whose contracts will not be renewed received notice of the situation on Wednesday. Spain said the university will provide them transition assistance.

Read the full text of Spain's letter below:

"Dear Colleagues,

"As you know, despite our best efforts, the University of Missouri continues to face significant budget challenges. While we work productively with our legislators, it remains prudent for us to plan on a potential significant drop in state revenue for the upcoming fiscal year. Additionally,
our incoming class for fall 2018 will be smaller than the number of graduates departing this May, leaving us with less tuition revenue due to a smaller overall enrollment.

"Because of this potential revenue loss and deadline requirements related to teaching contracts, a number of non-tenure track faculty will be receiving notices today that their contracts will not be renewed for the 2018-19 academic year. These are always very difficult decisions, and I ask for your help in respecting our colleagues who are receiving notices today. We are grateful for their service to MU, and we regret the difficulties these decisions will create for these individuals and their families.

"We continue to advocate with legislators for the restoration of our funding. Even today, Chancellor Cartwright and I will be at the state capitol with President Choi communicating the importance of supporting the University of Missouri. We remain hopeful that the budget could change for the better. As the budget picture is clarified, we will be able to make additional decisions, including potential renewals of NTT faculty later in the spring. If that happens, we could hire some of these individuals back; however, we're not in a position currently to renew all contracts for next year.

"In addition to the 90-day notice some NTT faculty are receiving today, they will receive transition assistance.

"This is not an easy time, and these were not easy decisions to make. Thank you for all you do for Mizzou.

"Sincerely,

"Jim Spain, Ph.D."

Falling enrollment, budget challenges cause faculty cuts at MU

By ELIZABETH DUESENBERG AND LUCAS GEISLER

COLUMBIA, Mo. - UPDATE, 10 p.m.: **ABC 17 News spoke with Jim Spain, interim provost, about the decision to notify non-tenure track faculty that their contracts would not be renewed.**

"They're people," Spain said. "They've got families, they've got careers and this is certainly disruptive, and this is difficult for us."

Spain said the faculty members that received the notice could possibly be brought back when the school's budget becomes clear. MU will have a better sense of its enrollment for the 2018-2019 school year in May and the state budget will most likely be signed in June. Once both funding sources are clear, Spain said the school could offer those people a job, if still available.

Ben Trachtenberg, a law professor and member of the MU Faculty Council, said he felt bad for those that received the bad news.

"They are losing their jobs because of a budget crisis and not because of anything they did wrong," Trachtenberg said.

UM System leaders met with state legislators on Wednesday in Jefferson City for the four-campus system's showcase. Spain said the school continues to work on its relationship with lawmakers to convince them that public investment in higher education comes with a beneficial return.

"We're demonstrating to them that this investment that they make in higher education is really a positive investment in the state of Missouri," Spain said.

**UPDATE 2:05 pm:** Dean David Kurpius reacted to the cuts by writing a letter to the faculty and staff at The Journalism School.

Kurpius writes that the school was asked to prepare budget scenarios that included possible reductions. Kurpius said officials explored every option possible to minimize the impact of the budget cut.

The letter states that there would be no staff layoffs to meet the directive.

Kurpius ended the letter by saying, "This is not easy, and we have tried to make these cuts in a way that is respectful of all of our faculty and staff. Efforts are underway by the Provost Office and Budget Office to create bridge funding to reduce the impact."

**ORIGINAL STORY:** Falling enrollment at the University of Missouri is causing faculty cuts.

In a letter written by Interim Provost Jim Spain, it says that a number of non-tenure track faculty received notices on Wednesday that their contracts would not be renewed for the 2018-19 academic year.
Spain said the university continues to face significant budget challenges and officials are planning on a potential significant drop in state revenue.

The incoming class for fall 2018 will be smaller than the number of graduates leaving in May, which means less tuition revenue, Spain said.

ABC 17 previously reported that admission applications were up for every single UM system campus. According to the data, there were 15,060 applications for Mizzou in 2017 and 17,583 in 2018 showing a 16.8% increase.

The letter goes on to say that University officials are continuing to advocate with legislators for the restoration of funding.

Spain said that officials are remaining hopeful that the budget could change for the better and there could be potential renewals of NTT faculty in the spring.

The faculty who did receive the 90-day notices will be getting transition assistance.

Spain ended the letter by saying, "This is not an easy time, and these were not easy decisions to make. Thank you for all you do for Mizzou."

MU balances budget cuts, emergency preparation with spotlight on campus safety

By: Kathryn Palmer

The Feb. 14 massacre at a Florida high school reignited the national debate on how schools can better prepare for threats to campus safety. At many colleges and universities, a dedicated head of emergency management is responsible for planning how to handle campus crises.

There used to be one at MU. Now, emergency planning is shared by two people who already have other duties.

Members of the Campus Safety Committee say that goes against best practices. But MU administration and campus police say they are prepared to protect the more than 40,000 faculty, staff and students even without a full-time emergency management coordinator. “A large campus
like this with so many people, with so much real estate and so many different things going on, it seems to me that thinking about emergency and safety planning is a full-time job,” said Brian Houston, chair of the Campus Safety Committee.

“The duties of emergency preparations have not been compromised,” MU spokesman Christian Basi said. “They are carried out by two individuals who work with emergencies as part of their jobs. Because we’ve been able to distribute those duties, you don’t have to have someone who is an expert in every emergency situation.”

Up until last summer, Eric Evans served as coordinator of emergency management for MU and the entire UM System. However, legislative budget cuts, totaling $13,775,470 to the Division of Operations since 2016, resulted in the decision to terminate the position. Evans, who is also a FEMA contractor, was paid an annual salary of $78,003 to develop campus safety plans, training and exercises for more than 40,000 people studying and working at the largest public university in the state.

Now those responsibilities are split between Douglas Schwandt, MU’s chief of police, and Todd Houts, MU director of Environmental Health and Safety.

Annual salary reports from fiscal year 2016-17 indicate that Houts makes $131,006 per year and Schwandt $125,500. Neither Schwandt nor Houts received a pay increase for the expansion of their duties.

“Chief Schwandt and Todd (Houts) are phenomenal people doing great work, and they’re qualified and well-trained in everything they do,” Houston said. However, he and other Campus Safety Committee members think the campus would be best served with a full-time emergency manager. They maintain that Schwandt and Houts already were occupied with full-time and essential job functions before Evans was let go, according to committee minutes from a May 2017 meeting.

Schwandt said he and Houts have delegated some of the new responsibilities throughout their departments.
“Todd and I are well capable and have made room on our plate to oversee these activities, which we did in many ways when we had an emergency manager,” Schwandt said.

“Eric (Evans) reported to me, so I was well familiar with the responsibilities and workload,” he said.

“Missouri has not prioritized higher-education funding, but you work with what you have,” Schwandt said.

Although he said some longer-term projects, such as coordinating automated external defibrillator (AED) access across campus divisions, have seen reduced attention without the coordinator position, Schwandt said MU’s emergency management needs are still being met.

“We’re leaner and meaner,” he said. “The safety of our campus is our top priority.”

When an emergency situation arises, the MU Police Department oversees the emergency notification system, MU Alert. The on-duty supervisor makes the decision to send out an alert, Schwandt said.

Basi said the coordinator position Evans held was “about preparation, not response,” and emphasized MU has adequate resources and personnel to respond to a variety of campus safety concerns.

“In a hostile shooter situation, the chief of police has and always will be in charge of emergency response,” Basi said.

Basi said the MU Police Department has increased its budget by $1.5 million in the past three years, adding 13 police officers and six police dispatchers, totaling 50 and eight positions, respectively.

In 2018, the National Council for Home Safety and Security ranked MU the 76th safest campus in the United States of 243 surveyed.
Still, the Campus Safety Committee sees room for improvement.

Houston, who also serves as director of the Disaster and Community Crisis Center at MU, pointed to the range of other possible crises that could hit a school like MU — including natural disasters like tornadoes and ice storms, lab accidents and the potential for chaos unfolding at Faurot Field.

The past three years alone, multiple incidents have occurred on or near campus warranting concern and reaction from emergency personnel, including reported bomb threats, armed suspects on campus, dangerous road conditions precipitated by inclement weather and outbreaks of infectious disease. After each incident, the coordinator of emergency management was responsible for considering how to better prepare the campus in the event of future occurrences.

The 17 dead in Florida have pushed the active-shooter scenario to the forefront of the campus safety dialogue.

“No school wants to be in that situation where something goes wrong,” said MU senior Daniel Noonan, who serves on the Campus Safety Committee as a representative of the Missouri Students Association.

Noonan acknowledged school shootings are not always predictable but added, “Most students would like to know the university is taking the necessary steps to prevent those things from happening.”

In 2008, one year after a lone gunman killed 32 people at Virginia Tech, the school hired its first director of emergency management and now lists three separate emergency coordinators on staff.

The tragedy there spurred the growth of emergency management programs at institutions of higher learning across the country. MU made Evans its first coordinator in 2013.

Several members of the Association of American Universities — many of which are regarded as MU’s peer institutions — employ an individual solely responsible for thinking about emergency
preparedness, including the University of Florida, Vanderbilt University and the University of Illinois-Urbana Champaign.

“What we’ve seen looking at other campuses is that it’s ideal to have someone that is entirely in charge of emergency management and spends all of their time thinking about those issues,” Houston said.

At Illinois, Lt. Todd Short serves as the head of a full-time, four-person team that works year-round to build the school’s emergency action plans, run drills and initiate responses to safety concerns such as active shooters threats, tornadoes and fires, said Patrick Wade, communications director for the University of Illinois’s police department.

“Seeing the different things that have happened around the country, seeing the shooting at Northern Illinois University (when a University of Illinois graduate student killed five people there in 2008), how close to home that hits every time that happens, can be scary for a lot of universities,” Wade said. “Lt. Short always talks about how it’s not a matter of if — it’s a matter of when.”

“We spend a lot of time and a lot of resources preparing for something we hope never happens here, but we do want to be prepared if it does,” he said.

Missouri State University, an institution also grappling by the state lawmakers’ cuts to higher-education funding, hired its first emergency preparedness manager in December 2016.

Since MU dissolved the emergency management coordinator position, the minutes of the Campus Safety Committee show that members have repeatedly urged the administration to revive it. Minutes from the November 2017 meeting show the committee sent MU Chancellor Alexander Cartwright an email about the issue but received no immediate response.

“Having one person whose sole job is to prepare for campus emergencies is ideal,” said Noonan, the student representative. “Most people on the committee are in favor of bringing the position back.”
Lawmakers clash over proposals to eliminate tenure and tuition caps

By: Stephanie Sandoval

JEFFERSON CITY — A proposal to eliminate tenure for future professors at Missouri’s public schools was sharply criticized during a House committee hearing Wednesday.

Rep. Rick Brattin, R-Harrisonville, said he proposed House Bill 1474 to save taxpayers’ money by getting rid of tenure for professors hired in or after 2019.

But other lawmakers, like Rep. Joe Adams, D-University City, oppose the legislation. Adams, a history professor at St. Louis Community College-Meramec for 32 years, called the bill a “direct attack” on the University of Missouri System.

“I am unalterably opposed, and if this bill makes it to the floor I will be going ballistic,” Adams said. “And if I’m lucky enough next year to be on that other side, it’s definitely going to be dead on arrival. I’m letting you know that right upfront.”

Representatives from the Missouri AFL-CIO, Missouri Western State University, the Missouri National Education Association and Missouri State University in Springfield testified against the bill. Some said it would make it difficult for colleges to recruit and retain faculty.

The bill also would require institutions to post specific information on all degree offerings, such as the estimated cost, types of employment opportunities after graduation and the current job market for people with that degree. Institutions would have to post the information online or in a course catalog.

Lawmakers also were divided over another proposal to increase or eliminate tuition caps.
House Bill 2348, which would change caps at public universities, is similar to Senate Bill 912, which would allow these universities to increase tuition 10 percent above the rate of inflation. Both bills would help schools recover losses in state funding.

“There’s a reason why this bill is here now,” Paul Wagner, executive director of the Council on Public Higher Education, said in favor of the bill.

Gov. Eric Greitens’ proposed budget cut almost $98 million from higher education, including $43 million from the UM System.

“I believe we’ve done our part in terms of holding tuition down, dealing with flat or sometimes reduced state funding, and clearly what we’ve done to accommodate that are things that are not necessarily in the best interest of students,” Wagner said.

The bill’s sponsor, Rep. Charlie Davis, R-Webb City, said a “key” part in the bill allows schools to set their own tuition without a cap if the legislative body doesn’t increase funding through appropriations.

Rep. Greg Razer, D-Kansas City, said he believes in giving schools this option but also believes it is unfair to students.

“I think we should be giving more money in the budgeting process to begin with to take that burden off of the students,” Razer said.

Davis said he has had a lot of students come into his office in support of a tuition increase.

“They said, ‘I would rather pay more tuition to ensure the programs that I have been going through stay at the college universities and that my college university stays viable in our state,’” Davis said.

The next step for both bills will be a vote by the committee. If approved, they go to the House.
Lawmakers battle over possibly removing professor tenure in Missouri

JEFFERSON CITY - The state capital was tense on Wednesday, as lawmakers debated a bill that could prohibit professors from receiving tenure at public state universities.

Right now, all public universities in the state offer a tenure track for faculty.

Rep. Rick Brattin, R-Harrisonville, proposed the bill to the higher education committee, which had several members that vocally opposed the bill. Brattin argued once a professor received tenure, they are impossible to remove.

"It's guaranteed lifetime employment," Brattin said.

Brattin proposed that making changes to this tenure program would ensure professors at the university level are being held accountable. Right now, he said he doesn't think there's a way to know if professors are teaching to their full extent.

According to Brattin, only 38 percent of faculty in the University of Missouri system are tenured, which is the lowest number of faculty compared to all other schools that are a part of the Association of American Universities.

"It's nice for Mizzou to be in the nation's most elite club of research universities. There's only about 60 or so in the country with only about 30 or so public universities in the whole country," Law Professor Ben Trachtenberg said.

Trachtenberg, who is tenured, also said not providing tenure to professors could hurt the university's chances at hiring quality teachers.

"The University of Wisconsin weakened its tenure protections, and they lost a lot of their best people and are finding it difficult to recruit the kind of faculty they want to have," Trachtenberg said.
Rep. Greg Razer, D-Kansas City, said the university should be proud to be a part of the AAU, and it's wildly important not only to the university, but to the state as well.

Mitchell Springer is an executive director for a polytechnic institute outside of Missouri, and fully supports the bill.

"Tenure does not have an economic right to exist," Springer said.

He said tenure provides a negative force towards transformation, basically prohibiting a university from transitioning into new programs.

"Tenure has been proved and documented to be biased, prejudicial and inherently discriminatory," he said.

Springer said this is based on quantitative data he's done over the past 25 years.

Why Missouri bet big on Cuonzo Martin and pay keeps rising in SEC, Big Ten

By: Breant Schrottenboer, Steve Berkowitz and Christopeher Schnaars

Desperate to revive their men’s basketball program after three straight last-place finishes, university leaders at Missouri took a chance last year.

They fired the head coach and hired a new one at more than double the price: $2.7 million instead of $1.2 million last year.

They gave the new coach, Cuonzo Martin, virtually bulletproof job security for at least three seasons, no matter how many games he might lose.

They also increased the pay pool of assistant basketball coaches 68% up to $805,000, including $375,000 per year for the father of a top national recruit, Michael Porter Jr.
“We had done extensive research, and this was an investment for us because we felt there wasn’t that downside,” athletics director Jim Sterk told USA TODAY Sports recently. “We’re going to run a program of integrity. And we’re going to do it the right way. And we’re going to have success.”

That investment is paying off so far. Missouri (19-11) is winning again and bringing in more revenue, with $5 million projected in ticket sales, compared to $3 million last year.

But success isn't guaranteed by hiring a high-priced coach. An injury could wipe out the season of a top recruit, which happened with Porter Jr. in the first game of Missouri’s season. Or another top player could get suspended amid allegations of sexual misconduct, which happened at Missouri in January.

These kinds of bets on coaches are getting bigger and especially more speculative in the two richest leagues in all the land: the Southeastern and Big Ten Conferences, according to an analysis of men’s basketball contracts and compensation by USA TODAY Sports.

Though Martin, 46, had only one losing season in his previous nine, he had coached in only two NCAA tournaments and won one regular-season league title, in 2011. By contrast, Oregon's Dana Altman made $2.65 million in guaranteed pay last year and has coached in 13 NCAA tournaments, including a Final Four, an Elite Eight and a Sweet 16.

Missouri said they had to up the ante with Martin because of market forces, and because they could. The SEC and Big Ten are so flush with rising television and postseason revenue that they are not just giving more to proven marquee coaches, such as John Calipari at Kentucky ($7.45 million this year). They are also giving it to coaches without extensive postseason prosperity or previous success at big-time programs.

“He is not overpaid compared to SEC coaches,” said Maurice Graham, who signed Martin’s contract as a member of University of Missouri Board of Curators, the school’s governing body.

Similar hires in the SEC and Big Ten have had mixed results, such as at Illinois and Louisiana State, which signed 35-year-old Will Wade at $2.5 million annually.

Yet even if they all pan out, industry analysts say the pay spiral has other consequences in terms of appearances at a critical time for college basketball. While the pay keeps going up for coaches, compensation for players is capped by the NCAA at the cost of attending college.

And now that controversial system is being tested by a corruption and bribery scandal at other schools. The FBI and federal prosecutors have been cracking down on those who allegedly tried to give players or their families more than the NCAA limit for the players’ basketball skills. They arrested 10 men as part of the scandal last year, and emerging evidence from it points to a widespread black market for player compensation.
Meanwhile, Martin and Missouri found a similar but legal way to help lure Porter with more money for his family. They simply hired his father, Michael Porter Sr., as an assistant coach and gave him what he wanted – more than $1.1 million over three years. After all, it’s a free market for coaches. And it’s especially loose in the SEC and Big Ten.

**The class divide**

The SEC and Big Ten have become the upper class of the college sports economy – a function of the outsized popularity of their football and men’s basketball teams in the South and Midwest. The SEC is the only league in college sports paying at least $2 million to all of its head men’s basketball coaches this year at public schools, up from two in 2010-11.

In the Big Ten, three of the top five highest-paid coaches are new this season. Each of those three earn at least $2.75 million in guaranteed pay even though they had combined for just two appearances in the Sweet 16 and just one prior season running a Power 5 conference program.

Rising revenues from television deals have enriched both leagues, especially through their own league networks. Their members are spending more because they can. And their incentive to spend less either doesn’t exist or is outweighed by the need to keep up with the competition.

At Missouri, the school reported $97.8 million in athletics revenues in fiscal 2017, up from $83.7 million in fiscal 2014.

“Number one, what we spend is relative to what we bring in, but two, it’s relative to the market we’re competing in,” said Tim Hickman, Missouri’s chief financial officer in athletics. “In our case, most days we’re competing with our fellow SEC teams and trying to be competitive across the board in how we’re doing that. A lot of your spending is driven by that.”

The SEC shared about $40 million with each of its members in fiscal year 2016, up from about $21 million two years earlier. The Big Ten gave about $32 million to each of its 11 longest-standing members in fiscal year 2015 and could reach near $50 million each this year.

By contrast, the Pac-12’s television networks have underperformed amid distribution issues, leading to lesser revenue-sharing with its members at about $25 million each in fiscal 2015, the most recent year available. Missouri hired Martin away from Cal of the Pac-12, where he would have made $1.99 million this season.

Cal then replaced Martin last year with longtime assistant coach Wyking Jones and is paying him $1 million annually. The other new head coach in the Pac-12, Washington’s Mike Hopkins, is earning $1.8 million.

The financial picture has been similar in the Big 12, where there was only one new head coach hired in men’s basketball last year: Mike Boynton, who is earning $1 million this year at Oklahoma State. Boynton, a longtime assistant coach, replaced Brad Underwood, who left for...
richer pastures in the Big Ten at Illinois, which is paying him $2.75 million this year. Like Missouri, Illinois had the money and spent it.

“I know of no (athletic director) who gets a bonus for turning a profit, whereas I know of many who get a bonus for athletic successes of their program,” sports economist and NCAA critic Andy Schwarz told USA TODAY Sports. “And so if there is extra money rattling around, might as well make the coach happy, make the empire a little more peaceful.”

The spending on Underwood at Illinois (4-14 in the Big Ten) isn’t yet paying off. Before his hire there, he had coached only one season at Oklahoma State, where he finished fifth in the Big 12 and earned $1 million guaranteed. Before that, he had won conference championships in his only three seasons at Stephen F. Austin.

Ohio State and LSU did better hiring new coaches with similar backgrounds. Chris Holtmann, 46, had coached three seasons at Butler, earning three NCAA berths, including one in the Sweet 16. He now makes $3 million in guaranteed annual pay at Ohio State, which is ranked in the top 25.

Besides Missouri, LSU is the only other SEC school with a new coach this year. LSU is 16-12 under Wade, who is making $2.5 million guaranteed despite only two NCAA tournaments berths in four prior seasons, never further than the second round. His predecessor finished 10-21 last year and earned $1.5 million guaranteed.

But Missouri went a step further than LSU.

‘Highly unusual’

On page 9 of Martin’s employment contract, a single sentence stands out to Martin Greenberg, an attorney who has worked as a coaches’ agent and has studied coaches’ contracts for decades.

It states the university “shall not have the right to terminate this contract for employment without cause before April 30, 2020.” Losing too many games does not constitute “cause” in this case. That protection extends to April 30, 2021 if Martin wins at least 20 games or gets an NCAA tournament berth in any of his first three seasons.

“That is a highly unusual clause in college coaches’ contracts,” Greenberg said. He notes that such contracts typically give both sides a buyout or exit clause at any time, just because unforeseen circumstances can cause either side to want out.

Martin declined comment through university spokesman, and Martin’s agent didn’t return a message seeking comment.

Sterk told USA TODAY Sports he doesn’t see the guarantee as a risk. After all, Missouri gave three seasons to coach Kim Anderson, whose record was 26-67 before his firing last year. The bond also is somewhat mutual. As long as Sterk is his boss, Martin’s contract says he couldn’t
quit Missouri for another job before April 2021 without owing the university less than $3 million.

“I have no doubt we could have found a lesser expensive coach,” Graham said. But this is the price Graham and Sterk said they had to pay to get the coach they wanted. And their reasons for wanting him went beyond his coaching history.

After racial tension and protests roiled the Missouri campus in 2015, campus leadership sought to change the culture there. Martin, an African-American, brings an inspirational background as a cancer survivor from East St. Louis who previously had success at Missouri State.

Missouri’s enrollment has plummeted since the protests of 2015, falling from 6,191 first-time students that fall to 4,134 last fall, its lowest amount of first-time students since 1999. In athletics, slow ticket sales in men's basketball and football led the Tigers to have $4.5 million more in expenses than revenues last year. But now the picture is brighter.

Martin “is the type of person we needed as a part of the evolving new culture on the University of Missouri campus,” Graham said.

'A coach who can attract top prospects'

NCAA rules generally forbid recruits, players and their families from accepting money beyond cost of attendance and benefits based on the players' athletic status.

Because of this controversial restriction, economists say schools have more money to spend on coaches, whose pay is not limited and goes up according to the free market.

A comparison between the recent FBI case and the coach Porter hiring at Missouri further shows how questionable and arbitrary such NCAA rules might seem:

► In the federal case, the FBI arrested former sports agency employee Christian Dawkins and two men affiliated with Adidas after they allegedly conspired to funnel about $250,000 to high school basketball recruits or their families. Their alleged goal was to entice the recruits to play for Adidas-sponsored universities – Louisville and Miami – and then to sign with Adidas and Dawkins after turning pro.

► In the Porter hiring, Missouri agreed to pay $375,000 annually to a recruit’s father as part of an effort that helped entice his son to play for the Tigers. “At the end of the day, I want to play with my dad,” Porter Jr. said of his recruitment last year in a blog for USA TODAY Sports.

In the FBI case, the alleged payments are considered bribes, and the men are facing prison time for their alleged participation in a black market that exists because some players’ values are higher than their fixed NCAA price. The federal government says the men engaged in a criminal scheme that served to defraud Louisville and Miami because it would break NCAA rules and put the schools at risk of penalties.
By contrast, the Missouri situation is perfectly legal because the father was hired to work as an assistant coach. NCAA rules allow this because it's coaching pay, not extra pay for players or their families. Other schools have made similar package recruiting deals over the past few decades.

“It’s not supposed to make sense in America when you see things like this, and it doesn’t,” college players advocate Ramogi Huma said of the two cases.

Huma, who leads the National College Players Association, said Adidas officials are “just trying to operate their business” in a free market. So is Missouri, which paid for the increased value it saw in the Porter family since early 2016.

Back then, Porter’s son was a rising national prospect but was still more than a year away from college. Porter Sr. was earning $144,200 annually an assistant coach on the Missouri women’s team under his sister-in-law, the head coach.

Then in May 2016, Porter Sr. was hired as an assistant on the Washington men’s team for $300,000, plus a $5,000 monthly housing allowance and a $15,000 annual travel allowance for him and his immediate family, according to the contract obtained by USA TODAY Sports. His 6-10 son committed to play there two months later.

But after the Washington head coach was fired last March, Porter Sr. became a free agent and Missouri pounced. It hired him to join the men’s team at $375,000 per year. That would rank him 11th nationally in assistant coaches' pay at public schools, according to data for last season published by Spencer Fane LLC, which assists USA TODAY Sports with its coaching compensation surveys. His 6-10 son committed to play there two months later.

Porter Sr. declined comment for this story through a university spokesman.

“Revenue is growing rapidly while the cost of the most important input – players – is capped by NCAA rules,” said Roger Noll, a Stanford professor emeritus of economics who has testified against the NCAA in an antitrust case. “Thus, a coach who can attract top prospects adds value equal to the difference between the value of the players and their scholarship costs.”

Sterk and Graham said the Porter family case is different from other package recruiting deals because the family has roots in Missouri.

Unfortunately for the Tigers, Porter Jr. suffered a back injury in the first two minutes of the season opener and hasn’t played since. He might leave for the NBA after this season, too.

Investment returns on that part of the deal were never guaranteed. Only coaches’ contracts are.

Despite Porter Jr.’s injury, the Tigers appear headed to their first NCAA tournament since 2013.
“We need to be successful; we need to support ourselves,” Sterk said. “And this was a strategic investment to move the program forward.”

**University of Missouri Seeks to Double Research Funding**

Generated from News Bureau press release: [MU chancellor announces plan to double research funding, expand research and creative activities that impact Missourians](https://www.missouristateline.com/news/local-news/582298272-university-of-missouri-chancellor-announces-plan-to-double-research-funding,expand-research-and-creative-activities-that-impact-missourians)

**University of Missouri’s chancellor has announced a plan to double the university's funding for research.**

MU Chancellor Alexander Cartwright announced his plan Tuesday, which also calls for expanding research and creative activities that impact the state and beyond, [The Columbian Missourian](https://www.missouristateline.com/news/local-news/582298272-university-of-missouri-chancellor-announces-plan-to-double-research-funding,expand-research-and-creative-activities-that-impact-missourians) reported.

The plan seeks to double research funding from $200 million to $400 million in annual expenditures. The plan's goal would be to decrease the funding gaps between the university and other public schools in the Association of American Universities.

"One of the things we want to do is have people understand we are very serious about becoming a premier Midwestern university," said Cartwright.

Cartwright's plan also includes attracting up to five national research centers over five years.

Cartwright stressed the impact these grants would have on the state economy. He predicted each national research center would provide about $20 million to $25 million in funding over four to five years.
He said the university’s use of the shared facilities and partnerships among different organizations provided by the planned Translational Precision Medicine Complex, or TPMC, will help it obtain outside grant funding.

"Through the TPMC, the university will be able to pursue a collaborative approach to disease treatment and prevention that accounts for individual variability in genes, environment and lifestyle," Cartwright said.

Cartwright said the university is also committed to doubling funding for clinical medical trials to provide local residents with access to new technologies and treatments.

The New York Times

A Governor Is Charged With ‘Invasion of Privacy,’ but What Does That Mean?

By Mitch Smith

Long before a governor’s sex scandal was dominating headlines in Missouri, long before cellphones could even take pictures, a tanning salon owner in Buffalo, a rural community in the state, was caught using a hidden camera to film dozens of unclothed women.

When the authorities discovered those recordings in 1994, prosecutors were stuck. The state had no law against secret videotaping.

Motivated by the case, Missouri legislators made invasion of privacy a felony crime the next year. But the statute was seldom used and went unnoticed by many for years. Then last week, St. Louis grand jurors indicted Gov. Eric Greitens on the charge, sending it suddenly into the public consciousness as part of a sex scandal that has upended the state.

Mr. Greitens, a first-term Republican who is now being urged by some to resign, is accused of taking a nude photograph without consent, and he faces a continuing investigation that could lead to more counts, officials say.

But the charge itself — invasion of privacy — is drawing intense scrutiny. Lawyers for the governor have asked a judge to dismiss it, saying it is being applied in a way lawmakers who wrote the statute never intended. And observers of the case and commentators in Missouri have dissected the language of the little-used statute in an effort to understand precisely what prosecutors are asserting that the governor did. Some were asking: Who else has been charged with this?
The law

Back in the 1990s, Jim Kreider’s constituents in southern Missouri were aghast when prosecutors said that they could not charge the tanning salon owner who was thought to have recorded dozens of naked women. So Mr. Kreider, a Democratic state representative, sponsored a bill that made invasion of privacy a felony.

“It got a lot of press and it got a lot of coverage and letters to the editor, and people were pretty outraged about it,” Mr. Kreider, now a lobbyist in the state capital, said of the tanning salon case. Of the bill, he said, “it passed with relative ease.”

The law makes it a felony to knowingly photograph or film a nude person without consent in a place where they would reasonably expect privacy, and to then distribute that recording or transmit it so it could be seen on a computer.

The law was too late for the tanning salon case from Buffalo, though. Prosecutors found a different route to charge the salon owner. He was accused and convicted of child abuse when it was revealed that some of the people he filmed were minors.

The accusations

Mr. Greitens, a married father of two, acknowledged last month that he had an extramarital affair with a woman in 2015, before he was elected governor. The woman’s husband, who eventually divorced her, made secret recordings that were published last month by local news outlets.

In those recordings, the woman said she had gone to Mr. Greitens’s house and engaged in a consensual sexual encounter. But while she was blindfolded and bound with tape to an exercise machine, she said, Mr. Greitens took a nude photograph of her without permission and threatened to publicize the image if she spoke about their affair.

Mr. Greitens has apologized for the affair, but has denied breaking any laws. He has insisted there was no blackmail. The woman has declined to speak publicly about the matter.

The context

Almost all states have some version of an invasion of privacy charge on the books, according to Mary Anne Franks, a law professor at the University of Miami. And most of them were crafted in the years before cellphone cameras and social media.

Mr. Greitens’s indictment comes amid a newer, national push for “revenge porn” legislation, which makes it illegal to share naked photos without permission. Such bills have passed in several states in recent years. Missouri is one of about 12 states without a revenge porn law, Ms. Franks said.
One prominent invasion of privacy prosecution came in Missouri, where an exotic dancer pleaded guilty to the charge in the late 1990s after he covertly recorded a sexual encounter with his girlfriend.

Over the weekend, after the indictment against Mr. Greitens, the man’s lawyer asked Mr. Greitens to pardon his client, reasoning that the logic used in the governor’s motion to dismiss his own case means his client should never have been convicted.

“What’s good for the governor is good for the gander,” said the man’s lawyer, Albert Watkins.

Mr. Watkins also represents the ex-husband of the woman with whom Mr. Greitens had his affair.

**The defense**

In court filings, Mr. Greitens’s lawyers argue, in essence, that the law was never aimed at a situation like the governor’s. They argued in a nine-page motion that “the law, from the very beginning, has been directed at the activities of people (peeping Toms and voyeurs) of whom the victim is not aware.”

Peter Joy, a law professor at Washington University in St. Louis, said the lawyers’ argument was simple: “They’re basically saying this statute does not prohibit somebody from secretly recording someone engaging in sexual activity with you.”

Statewide statistics were not available, but several Missouri lawyers said the invasion of privacy charge had been used only infrequently over the years. With relatively little case law, they said, it is uncertain how a judge might respond to Mr. Greitens’s motion.

“**Their argument is not silly.**” said Ben Trachtenberg, a law professor at the University of Missouri. “**But I’m not sure it’s going to convince everybody.**”

Mr. Kreider, who crafted the law, seemed skeptical.

“I would be so bold to say if you’re videotaping and she doesn’t know it,” Mr. Kreider said, “you’re invading her privacy whether you’re having a sexual encounter or not.”

**The fallout**

Several lawmakers from both parties have urged Mr. Greitens to resign, but he has resisted. On Monday, Mr. Greitens toured tornado damage in the state’s Bootheel region.

Back in Jefferson City, the capital, the Republican leadership in the House of Representatives was introducing the leaders of a committee to investigate the claims against Mr. Greitens.

Such a committee can be a first step toward impeachment.
What presidential leadership on gun violence might look like

By David Webber

David Webber is a professor of political science at MU

A Presidential Commission on Reducing Gun Violence should be established. We need a facilitator of a national discussion on how to preserve the legitimate use of guns for hunting and self-defense without exposing innocent citizens to gun violence and mass shootings. President Donald Trump is not that facilitator, but he can lead us in making it happen.

It is hard not to be cynical when learning of another school mass shooting and hearing special interest reactions and made-for-TV media commentary and town hall forums. Before Parkland, there was Sandy Hook, Las Vegas, and all the way back in 1999 there was Columbine. The estimated 34,000 fatalities annually from guns — about the same as the number of vehicle fatalities — seem hopelessly high.

But we have solved other seemingly insurmountable problems in the past. We have eradicated smallpox, reduced the prevalence of smoking and reduced traffic fatalities. Yes, vehicular deaths are about 35,000 per year — down from almost 55,000 in the 1970s. Adjusted for population growth the driving fatality rate per 100,000 population has been cut in half. That’s amazing. How did we do it? A variety of public policy decisions and private incentive, that’s how. We reduced the speed limit, increased the drinking age, enforced DWI and seat belt laws, and auto manufacturers improved vehicular design. These changes were driven by research, insurance companies and committed citizens like Mothers Against Drunk Driving.

America can do the same again. We can reduce gun violence and ensuing deaths through persistence along several tracks. For starters, it would be helpful if journalists and politicians carefully examined the politically motivated claim that the “Second Amendment prevents any gun control.” The Supreme Court did not rule this in District of Columbia vs. Heller (2008) because it was limited to hand guns for use in self-defense. Moreover, citizens need to reject the proposed Interstate Conceal and Carry Reconciliation Act that sounds like a victory for freedom but would circumvent local control of concealed weapons in their jurisdiction.

Reasonable gun controls might upset the National Rifle Association but would garner broad public support. Public opinion polls going back to 1975 find that a majority have always favored stricter controls. Presently more than two-thirds of Americans favor some restrictions, primarily on assault weapons.
Gun control advocates should accept half a loaf rather than campaign for a full-course meal. They should be realistic and accept that there are an estimated 300 million guns floating around American society and that political opposition to any change will be fierce. The planned March 24 March for Our Lives should stay focused on reducing gun violence, not defeating the NRA.

President Trump’s discussion after the Parkland, Fla., mass shooting was a good symbolic step, but his suggestion of arming teachers, and his speech a few days later, are wanting. I don’t expect him, or any president, to have solutions to tough problems, but I expect them to lead. Trump should appoint a Presidential Commission on Reducing Gun Violence. Presidents have created similar bipartisan commissions after 9/11, after the riots in 1965 and after the Kennedy assassination. The 9/11 Commission took almost three years to complete its work. We already know the facts about gun violence; we need a consensus on solutions. This can be done in less than one year.

Outgoing Sen. Orrin Hatch, former President George W. Bush and former Missouri governor and Attorney General John Ashcroft might be good practical picks to head the commission. The Gun Violence Commission should do the following.

• Admit we have a gun violence problem and commit to reducing it.

• Encourage research about gun violence. There are presently congressionally imposed restrictions of the Centers for Disease Control and Prevention conducting research about gun violence. The commission should be asked to research “how to reduce gun violence.”

• Ensure only non-dangerous people are permitted to buy guns. Congress should fund national background checks. Given the likely link between mental health and using guns to hurt people, mental health policy needs to be examined to reduce the incidence of mental disturbances.

• Reconsider computer and internet violent games. Surely these are not good.

• Require gun owner insurance or other forms of promoting gun owner responsibility.

• Take a close look at “no tolerance” school provisions intended to promote safe schools that may be contributing to the “school to prison pipelines” without making schools any safer.

Public policy does change. In addition to reduction in traffic fatalities, there have been significant changes in same-sex marriage and decriminalization of marijuana. Even so, advocates of controlling guns have a steep slope to climb.

Best wishes to the March 24 March for Our Lives for keeping gun violence on the public agenda and for giving Trump the courage to lead in reducing gun violence.
Tennessee System Renews Call for Post-Tenure Review. Faculty See a Threat.

By Audrey Williams June

Professors at the University of Tennessee's Knoxville campus are wary of a systemwide proposal that calls for tenured faculty members to go through post-tenure review — a process that many faculty see as punitive and a tool to potentially strip them of tenure.

"What this amounts to is the end of tenure at this university," Monica Black, an associate professor of history and president of the campus’s chapter of the American Association of University Professors, told the Knoxville News Sentinel.

Faculty members at the Knoxville campus met on Tuesday night to discuss the proposed change.

When institutions began implementing post-tenure review in the 1990s, the hope was that it would rid departments of "deadwood" by periodically taking stock of professors' teaching, research, and service to gauge their productivity. It’s an evaluation tool that has long been viewed as ripe for abuse by administrators eager to get rid of tenured faculty.

This isn't the first time Tennessee faculty have pushed back against proposed changes to tenure. In 2015, the Tennessee system's Board of Trustees called for tenure policies to be revisited as part of a cost-cutting plan that included a reference to the potential "enacting of a de-tenure process." That language was later retracted.

The current proposal, put forth by the system administration, follows a two-year review of the methods used to evaluate tenured faculty that was put forth in the 2015 plan, the News Sentinel reported, and it led to a new process that was put in place last fall.

A system spokeswoman told the News Sentinel that the system is still taking input from faculty and that the proposal could change.

Other public institutions have recently proposed changes to their tenure policies. The University of Arkansas system is considering changes that include allowing "a pattern of disruptive conduct or unwillingness to work productively with colleagues" to be among the reasons a professor can be fired. Faculty at Arkansas say that collegiality — or a lack of it — shouldn't be grounds for termination.