

Welcoming Workplace

Online training helps MU employees understand sexual harassment issues.

Page 2

Dec. 4, 2008

University of Missouri

The next issue of Mizzou Weekly on Dec. 11 will be the last of the fall semester. We'll resume publishing next semester on Jan. 22.

Making a world of difference

WORLD AIDS DAY

Quilt panels commemorate victims of AIDS

The continuing global onslaught of AIDS and HIV infections may seem insurmountable, but on Dec. 1 Mizzou joined with campus and community organizations to recognize World AIDS Day and to put a personal face on the grim disease.

Four panels from the AIDS Memorial Quilt were displayed from balconies in the Bond Life Science Center's McQuinn Atrium. Founded in 1987, each of the memorial quilt's 40,000 panels memorializes the life of a person lost to AIDS.

Earlier that day, in Memorial Union's Stotler Lounge, MU students and others presented "Remember the Living, the Lost, the Loved," where survivors and supporters shared stories of experience and personal encouragement. Dozens of Mizzou students received free, confidential HIV screenings.

Following an afternoon memorial service at the Firestone Baars Chapel at Stephens College, event participants marched down College Avenue to the Life Sciences Center to view the quilt panels and to hear about five MU scientists whose research

is quietly making a difference in the fight against AIDS:

Donald Burke, associate professor of molecular microbiology and immunology, and his colleagues are using biochemistry and molecular genetics to engineer RNA molecules that the cells of the human immune system can use as an added line of antiviral defenses when HIV and other viruses penetrate primary natural defenses to cause disease.

Marc Johnson, assistant professor of molecular microbiology and immunology, studies how HIV infects cells of the immune system and forces these cells to produce many more viruses. He and his colleagues use advanced imaging systems to study how viruses put themselves together in order to find new ways of preventing viral replication.

Stefan Sarafianos, assistant professor of molecular microbiology and immunology, and his colleagues are working to unravel mechanisms of drug resistance and to develop novel antiviral strategies for the treatment and prevention of HIV infections.

William Folk, professor of biochemistry, and colleagues in medicine and engineering study

indigenous phytotherapies used for the treatment of AIDS and secondary infections, including TB and cervical cancer. His lab currently focuses on animal and human trials of *Sutherlandia* and *Artemisia*, plant therapeutics used in South Africa.

Chun Tang, assistant professor of biochemistry, and his colleagues are determined to map the pathways of how the protein shell of the HIV-1 virus particle assembles from individual building blocks, and to understand upon viral maturation how the protein shell is transformed into a different shape.

GRIM REMINDER

Bill Folk, professor of biochemistry, stood before panels of the AIDS Memorial Quilt on display in the Bond Life Sciences Center Dec. 1, as he discussed his research on the effectiveness of traditional African plant remedies in treating AIDS and secondary infections.

Rob Hill photo



Hiring freeze guidelines will provide MU 'maximum flexibility'

COMMITMENT TO QUALITY

Effective teaching will continue to be a priority

Calling the plan a way for Mizzou to maintain "maximum flexibility" in perilous economic times, Chancellor Brady Deaton recently announced details about new campus guidelines that spell out how MU will respond to a hiring freeze the University of Missouri System put in place Nov. 17.

Deaton's comments came at a

Nov. 25 news conference where he and other campus leaders discussed the new guidelines at length. He pledged that the hiring freeze will not derail MU's commitment to quality.

"I commit to you that we will honor our core mission of teaching, research, service and economic development and will not waiver from our commitment to our students and to our campus values of respect, responsibility, discovery and excellence," Deaton said.

He also called on the campus

to come together and continue its "culture of collaboration" to meet the fiscal challenges. "It will take knowledge, innovation, civility, belt tightening, cooperation, adherence to our principles and a strong dose of Mizzou spirit to get us through this unusual time, but we will emerge stronger than ever," Deaton said.

He explained that the guidelines call for several automatic exceptions to the hiring freeze. Those exceptions include positions that are funded completely through

external grants or contracts and by gift or endowment positions. Work-study student positions are exempted from the freeze if they are paid for through federal funds.

For positions that don't meet those criteria, administrators will carefully review each one to ensure it meets priorities established by the guidelines: Is the position essential for core instructional needs, patient care or to keep core campus functions running? Would failure to fill the opening create immediate

public safety or compliance issues? Is it required to recruit, admit or retain students?

Each campus in the UM System developed its own plan "that fits its culture and its size and complexity. Certainly, we are by far the largest and more complex," Deaton said. "But we have good people making those decisions. They're experienced, and we have processes in place. We simply don't see this creating an unusual set of difficulties."

Deaton was asked if the

SEE FREEZE on Page 4

Deck the halls

Student clubs and organizations add a lot to campus life at Mizzou. They can also add a little yuletide ambiance to your family's holiday season. Members of MU's Horticulture Club and Forestry Club will be selling a pair of traditional seasonal accoutrements — Christmas trees and poinsettias — beginning today.

Horticulture Club members will hold their annual poinsettia sale from 9 a.m. to 5 p.m. today, Dec. 4, and tomorrow, Dec. 5, in the lobby of the Natural Resources Building. Also today, Forestry Club members will have a wide

variety of Christmas trees for sale on the east side of Memorial Stadium from 7 a.m. to 7 p.m. today through Dec. 7. The cost is \$6 a foot for trees up to 6 feet and \$7 a foot for trees taller than 6 feet.

Party planning

Before long, the holiday work party season will be in full swing. Robert Baum, associate professor of religious studies, says when planning this year's party it's important to be inclusive and sensitive of the diversity of religious beliefs.

"By being aware and making a small effort to be inclusive of different religious beliefs, workplace holiday parties can be an enjoyable time for employees and also a learning experience about other traditions," Baum says. "People do not need to give up their own holiday traditions; providing

options and alternatives creates a pleasurable environment for all guests."

When planning office events, Baum suggests checking to make sure the event does not conflict with other religious celebrations. When deciding on decoration and food, Baum encourages party planners to choose winter-themed items and provide choices for their guests.

"Office Christmas trees are fine if the decorations on the tree are celebratory neutral; use things like snowflakes and white or multiple color lights," Baum said. "It is important to have choices

when it comes to food, as many religions have dietary rules."

Baum gives the following tips when planning holiday celebration activities:

- Acknowledge the diversity of religions celebrated when sending invitations and giving speeches.
- Avoid religious humor.
- Choose songs with a holiday or winter theme, or songs from different parts of the world.
- Be sensitive when playing office grab-bag games, avoid giving gifts like wine, food and clothing.

Online training helps MU employees understand sexual harassment issues

WELCOMING WORKPLACE

Training will be required by April 2009

A pat on the back is always appreciated, and you can never go wrong lightening up a dull meeting by telling a good joke, even if it is a little off-color. Right?

Not really, especially if that pat on the back has unwelcome sexual overtones or if co-workers find that off-color joke inappropriate and unwelcome. In fact, both activities could very well cross the line into sexual harassment.

This fall, the University of Missouri System launched a program that trains faculty, staff and students about preventing sexual harassment

in the workplace. The training program, developed especially for the higher education community by New Media Learning, has been available online at webapps.umsystem.edu through a link at "Human Resources Training." The training program and a follow-up exam take approximately 40 minutes to complete.

"We care about our people, and we want to make sure we educate them about sexual harassment," says Karen Touzeau, assistant vice chancellor for Human Resources Services. "Not only is it illegal, but it is not consistent with our university values to have an environment that includes sexual harassment."

As of Nov. 11, more

than 7,000 of MU's 11,000 employees have taken the online training. By April 2009, the training will be required for all full-time employees and is encouraged for all part-time and student employees.

"This is very consistent with university policy on creating a positive work and learning environment," Touzeau says. "We encourage people who haven't taken the training to take it and then give us their feedback."

The training program covers issues such as what comprises sexual harassment and what is and is not appropriate in the workplace, she says. Equally important, though, the program also tells members of the university community what to do and where to go if they feel they have been victims of sexual harassment.

The program has been designed to cover specific issues that different categories of employees might encounter in the workplace.

The training also tackles some of the myths about sexual harassment. "The biggest myth is that if sexual harassment is occurring in the workplace it will dissipate on its own," Touzeau says. "In fact, without some kind of intervention the situation usually gets worse before it gets better. Sexual harassment can have a profoundly negative effect on the workplace."

She has this message for members of the MU community who might be experiencing sexual harassment: "I would encourage them not to suffer in silence," Touzeau says. "Make contact with Human Resource Services or other appropriate campus

offices, such as the MU Equity Office. Talk with someone you trust in your department, but don't allow it to persist. Sexual harassment will not be tolerated at the University of Missouri."

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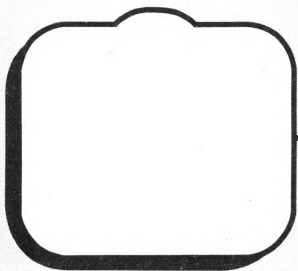
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For more information on Mr. Harkness, visit our Web site: truman.missouri.edu/newsandevents/calendar.asp

calendar



Concerts & Plays

Thursday, December 4

THEATER SERIES: John Pielmeier's *Agnes of God*, a haunting treatise on psychology and religion, will be presented at 8 p.m. today, Dec. 5 and 6, and at 2 p.m. Dec. 7 in the Corner Playhouse. For ticket information call 882-7529.

UNIVERSITY CONCERT SERIES: The Nebraska Theatre Caravan will perform *A Christmas Carol* at 7 p.m. in Jesse Auditorium. For ticket information, call 882-3781.

Friday, December 5

CHAMBER MUSIC RECITAL: They Odyssey Chamber Music Series will perform at 7 p.m. in the First Baptist Church.

Saturday, December 6

UNIVERSITY CONCERT SERIES: The St. Louis Ballet will perform *The Nutcracker* at 2 and 7 p.m. in Jesse Auditorium. For ticket information, call 882-3781.

Tuesday, December 9

UNIVERSITY CONCERT SERIES: Chip Davis, founder of the New Age group Mannheim Steamroller, will perform *Christmas Music* at 7 p.m. in Jesse Auditorium. For ticket information, call 882-3781.

Exhibits

BINGHAM GALLERY:

• "Visiting Professors Exhibition" featuring the works of Jessica Thornton and Nathan Sullivan is on display. A reception will be held Thursday, Dec. 4 from 4-6 p.m.

The museum, located in the Fine Arts Building, is open from 8 a.m.-5 p.m. weekdays.

MUSEUM OF ART & ARCHAEOLOGY:

• "Missouri Through Lens and Palette" features artwork and photography that shows small-town Missouri in the 20th century through Dec. 24.

The museum, located in Pickard Hall, is open from 9 a.m.-4 p.m. Tuesday-Friday and from noon-4 p.m. Saturday and Sunday.

STATE HISTORICAL SOCIETY:

• "1908-2008: 100 Years of Election Cartoons" will feature original editorial cartoon drawings that provide critique and commentary on a century of presidential elections in the United States is on display through January 3.

Gallery hours are 9 a.m. to 4:30 p.m. Tuesday to Friday and 9 a.m. to 3:15 p.m. Saturday.

Lectures & Seminars

Friday, December 5

WOMEN'S & GENDER STUDIES COLLOQUIUM:

Rebecca Dingo, assistant professor of women's and gender studies and English, will present "Transnational Feminism and Representation" from 3:30-5 p.m. in 325 Strickland Hall (formerly GCB).

Saturday, December 6

SATURDAY MORNING SCIENCE:

Henry White, professor of physics and astronomy, will present "New Light" at 10:30 a.m. in the Life Sciences Center's Monsanto Auditorium.

RELIGION & PROFESSIONS

PANEL: As part of the "Sects and the City" conversation series

'on the intersection of faith and life, Laura Schopp, associate professor of health psychology, and James Campbell, professor of family and community medicine, will discuss "The Role of Forgiveness in Healing" at 11 a.m. at Cherry Street Artisan, 111 S. Ninth St.

Tuesday, December 9

PHARMACOLOGY & PHYSIOLOGY SEMINAR:

Graduate student Rebecca Burkhalter will present "Integrin Regulation of Beta-Catenin Signaling in Ovarian Carcinoma" at 9 a.m. in Acuff Auditorium, MA217 Medical Sciences Building.

Wednesday, December 10

COMPLIANCE & QUALITY

SEMINAR: Joe Sanning and Ericka Kranitz from MU's Sponsored Programs Administration will present "What Are External Award Auditors Looking For?" at noon in Acuff Auditorium, MA217 Medical Sciences Building.

BIOLOGICAL SCIENCES

SEMINAR: Don White, assistant professor of wildlife ecology, will present "Population Abundance of Black Bears in the Ouachita National Forest, Arkansas,

Using DNA-Based Mark-Recapture Analysis" at 3:30 p.m. in 106 Lefevre Hall.

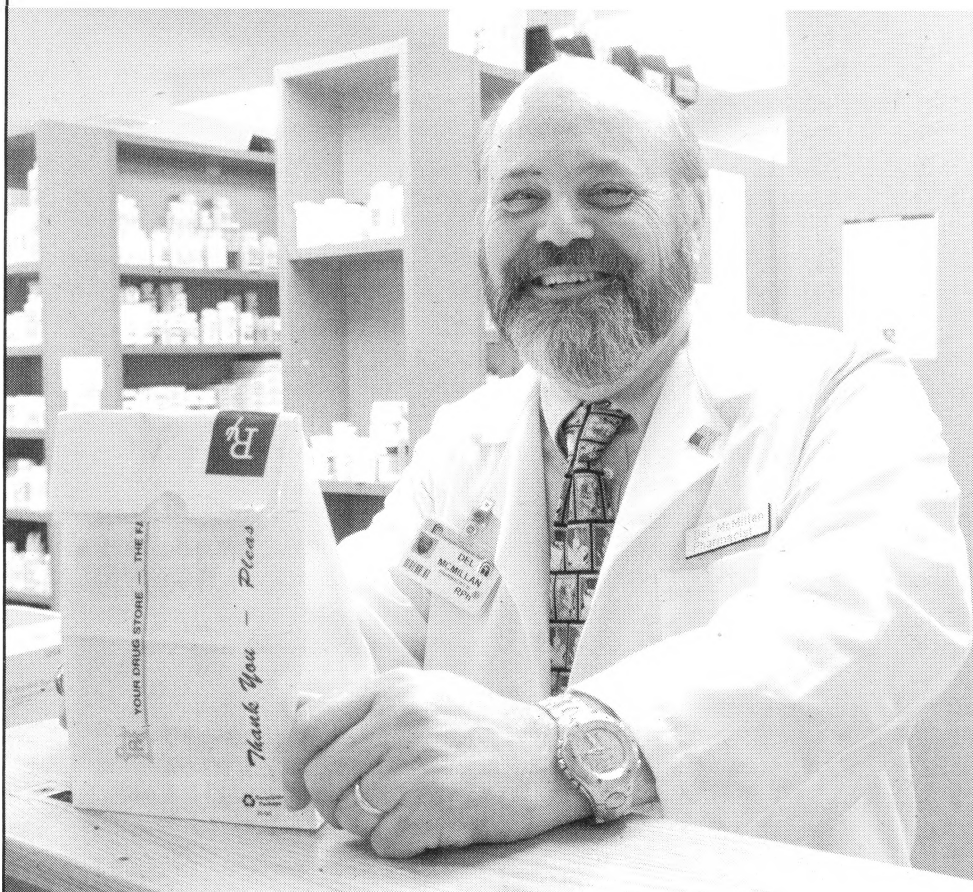
Films

Friday, December 5

MUSEUM FILM SERIES: *All the President's Men* will be shown at 7 p.m. in 106 Pickard Hall.

MSA/GPC FILM: *Pineapple Express* will be shown at 7 & 9:30 p.m. today and Dec. 6 in Memorial Union's Wrench Auditorium.

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FREEZE from Page 1

hiring freeze is likely to impact decisions by prospective students and their parents about whether to attend MU. "I don't think it is going to be a problem. We'll be taking whatever steps we need to ensure effective, quality teaching in the classroom. That is a priority we'll be addressing," Deaton said.

"Our applications right now are growing at a very rapid rate because parents see the quality at this university. That quality

isn't going to be diminished."

Deaton also was asked how long the hiring freeze would remain in place. "We have not set any time frame on it because of the unusual uncertainty associated with the national and international financial situation," he said.

The freeze will last for the "foreseeable future," Deaton added. "But certainly it would take us through this (next) legislative session. At that time we would be making an

assessment of where we are and where the international economy is and then make a decision for the forthcoming year."

He and other campus leaders noted that a careful review before filling open positions is nothing new at MU. The scrutiny on hiring decisions "is something we go through routinely," Provost Brian Foster said. "This kind of prioritization and examination of every dollar we spend happens all the time."

Mizzou's goal is to be a 'veteran friendly' campus

TRANSITION TEAM

MU Veterans Center helps returning vets navigate campus

According to the Department of Defense, there are approximately 140,000 U.S. troops in Iraq and 32,000 troops in Afghanistan, many of whom were college students before being called to duty. In

an effort to support America's servicemen and women, including members of the National Guard, University of Missouri officials have announced the opening of the MU Veterans Center at Mizzou. The center's staff will help veterans navigate the college environment as they return to campus.

"This is an exciting time for our veterans at MU. Making the transition from the military to academia can be a stressful and anxious time for incoming veterans," said Carol Fleisher, interim director of the MU Veterans Center. "The new Veterans Center will make this experience a seamless and positive effort for them."

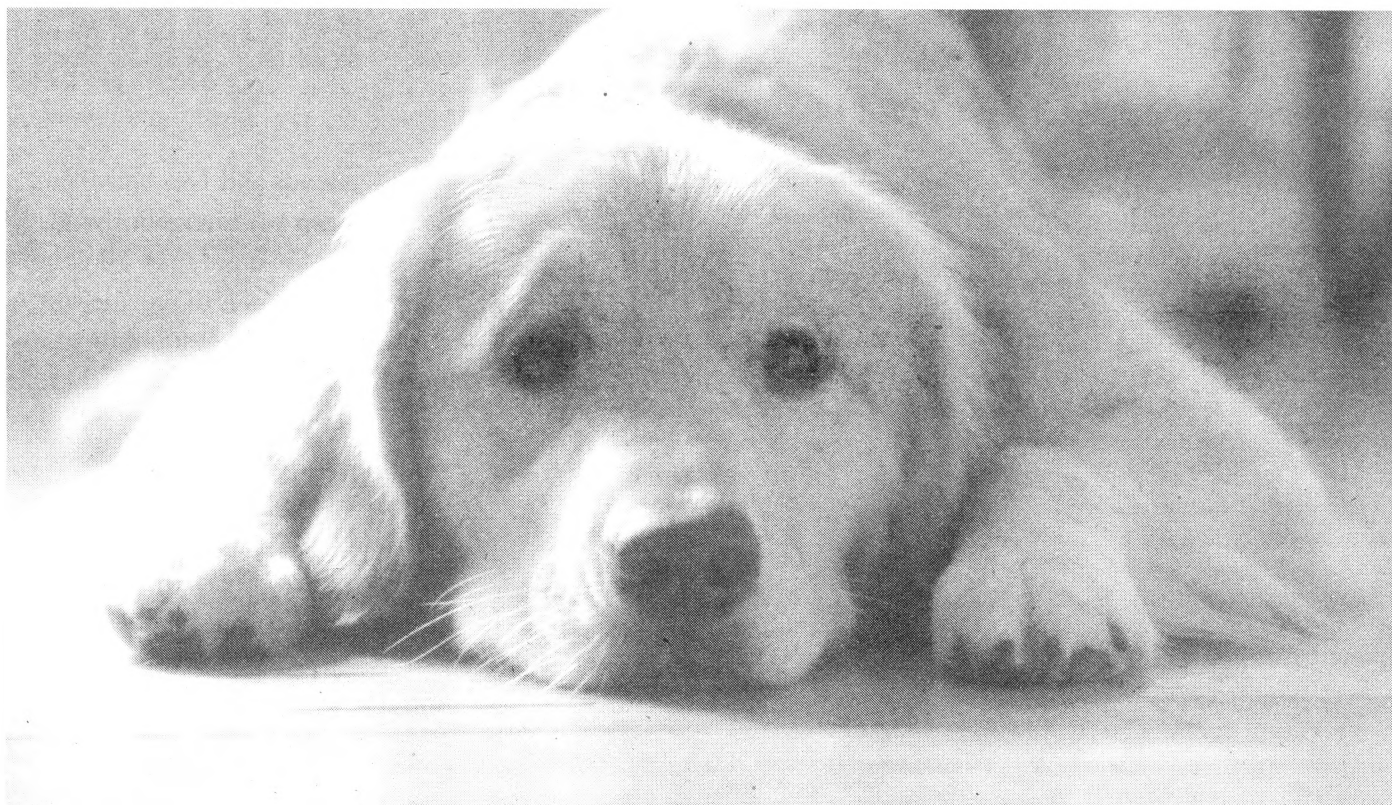
With troop rotations and surges during military operations constantly changing, servicemen and women often are deactivated, enter college or a career, and then are called back to active duty, frequently in the middle of the semester. Students, faculty and staff have a short timeline to settle personal affairs before reporting to their units, which can make withdrawing from classes and jobs difficult.

MU's new center will provide support staff to help veterans manage campus resources, such as registration, financial aid and admissions. Recently, MU was recognized by the Department of Defense as a five-star employer for support of its employees in the Guard and Reserve.

"We realize that the needs of veterans may be different than those of typical incoming freshmen or new employees," said Ann Korschgen, vice provost for enrollment management. "We want to make sure we are doing our part to make the transition from military to college and college to military as easy as possible."

In August 2007, MU Chancellor Brady Deaton established the Task Force for a Veteran-Friendly Campus to examine issues that affect veterans and other military personnel departing and returning to campus as students or employees. "This center is for faculty and staff, as well as our student veterans who choose to come here to pursue higher education degrees," Deaton said.

The center's staff will work with health departments on campus, including the Student Health Center and Counseling Center, on how best to support students, faculty and staff as they transition into and out of military service. The MU Veterans Center also will work to recruit veterans to campus.



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