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June 12, 2008
University of Missouri

A matter of degree

PERSEVERANCE

Years of sacrifice finally pay off

Mary Austin felt like she was living in a dream, as she stood looking out across Francis Quadrangle. Black and gold banners, plastered with the university's values, hung on the sun-soaked Columns, while "Pomp and Circumstance" filled the air. After 27 years, the hard-working, single mother finally walked across the stage and received her degree.

In August 1981, the small town girl from rural Missouri first found herself at MU as a student. Personal issues pulled her away, and she was forced to withdraw from classes after gaining only one credit hour. A few months later, she returned but not to the classroom. Austin took a job as a receptionist making \$3.85 an hour. She then moved into a chief clerk position until the athletics department had an opening for a senior secretary in 1987.

Although she was advancing her career quite nicely without a degree, Austin began to get restless about not having one. She enrolled in classes in 1990, but once again had

to put her education on hold. When a large compliance case dropped, she moved into a specialty role within athletic compliance and the new position kept her too busy for course work. Undeterred, she started again four years later.

In 1995, Austin got a huge vote of confidence from Athletic Director Mike Alden when he made her director of athletic compliance. "He took a huge risk on me," she says. "He said, 'I'm going to give you this position because you've earned it, degree or no degree.'" Alden then encouraged her to finish her bachelor's degree as a requisite to her new job.

She used the educational assistance program offered to all staff and faculty members of the university to help pay for her schooling. Although the financial assistance was greatly appreciated, Austin credits her friends, family and co-workers for providing the most support.

"I had an amazing safety net with my family and friends," she says. "It took a lot of help from those around me. My 13-year-old son learned to cook and pretty much fend for himself."

Juggling a full-time job, an



Nic Benner photo

JUST DO IT After nearly three decades of juggling school and a full-time job, MU staff member Mary Austin earns her sheepskin with the help of family, friends, co-workers and the university's Educational Assistance Program.

adolescent son and classes meant Austin had to sacrifice a lot. "It was just a matter of never having any open time," she says. "I didn't have weekends and time off like most people do. It was a lot of working until midnight or later."

It was not easy, but she persevered. "There were a lot of tough times — a lot of stress on me and my family," Austin says. But that sacrifice

and her pact with Alden to get a degree motivated her. "I just couldn't quit, even in those times when it was really hard and I could have given up, those things kept me going."

On May 17, 2008, she graduated *magna cum laude*, receiving her bachelor's degree in personal finance management.

"I could not stop smiling," Austin says. "Had I graduated younger, it might not have

affected me the same way. I have a different perspective, I know exactly how important this degree is and exactly how it can be put to use in my life."

Although it is never too late, Austin learned firsthand it is better to not wait. "When you are younger, you don't have as much responsibility," she says. "There's always an excuse, there's always a reason to do it later. Don't wait. Do it now."

Faculty retention, recruitment are a top priority, Forsee says

SALARY UPGRADE

Retirement fund performance frees up salary

The University of Missouri Board of Curators approved the university's 2009 operating budget May 6 at its meeting in Columbia. The budget includes \$7.1 million for a competitive compensation program for ranked faculty.

Gary Forsee, UM System president, has identified faculty retention and recruitment as a top priority. To retain and recruit top faculty, the university needs to make a three-year special investment in competitive market compensation totaling

\$21.6 million. This amount is necessary to bring the average salary of ranked faculty to the current, average salary levels among comparable research institutions.

"High-quality faculty are the cornerstone of this university," said Curator Doug Russell, who is chair of the board's finance and audit committee. "They provide excellence in teaching, research, public service, economic development and patient care. In order to continue this high level of service, salaries for ranked faculty must be competitive. I applaud the university for finding the resources to fund the program this year."

The university had originally

asked the state to share the cost of this investment over a three-year period with the state and university contributing \$3.55 million each for three years. Funding for this initiative was not included in the university's 2009 state appropriations.

Some of the funds will come from other sources, including a reduction in the university's required contribution to the retirement plan trust fund. An analysis completed in March showed that the university's required contribution to the retirement fund could be less in 2009 because of the fund's strong investment performance during the last few years.

A study of ranked faculty at public institutions of the Association of American Universities—a group of the nation's most prestigious public and private research institutions—showed that the Columbia campus ranked last out of 33 public AAU universities in the growth of base faculty salaries from fall 1997 to fall 2006, and 32 out of 33 public AAU universities when ranked according to the current average base salary for ranked faculty for fall 2006. The UM System's 2009 general operations budget is approximately \$1 billion. State appropriations in FY 09 constitutes \$439,037,968, an increase of \$19.9 million from

2008, and includes a 4.2 percent increase for operations plus \$2.36 million in net new appropriations to address funding inequities at the University of Missouri-St. Louis.

Net tuition and fee revenues are based on the 4.1 percent increases in graduate and undergraduate tuition and associated fees approved at the April board meeting. Budgeted expenditures include a merit salary adjustment pool equal to 4 percent of the university's salary and wage base, the faculty competitive compensation program, and increases in other costs such as utilities, insurance and ongoing operational costs.

Scholars academy closes in on its first quarter century

It has almost become a truism among faculty and staff: Every year, MU students look younger and younger. But if you come across a group of especially youthful students on campus this month, it's probably not just your imagination. From June 8 to 28, a group of 330 high school students from across Missouri are taking part in the Missouri Scholars Academy on the Mizzou campus.

Established in 1985, the academy provides Missouri's gifted youth with opportunities

for learning and personal development, while MU faculty teach students about their roles and responsibilities as academically gifted members of society. Participating students are among the top 0.5 percent in the state academically and will start their junior year of high school in the fall. During the program, they choose an academic major and minor from humanities, social studies, math or sciences and live at Mark Twain Hall. Students participate in two classes, one from their major and one from their minor.

The Missouri Department of Elementary and Secondary

Education conducts the program with the help of 60 faculty and staff from around the state. "The academy allows bright and talented students to realize there are others out there like them," said Ted Tarkow, associate dean of arts and science. "Sometimes, they feel like outcasts. They feel like it's a liability to be bright and talented. The academy validates that it's OK to be bright and talented."

Alden and athletics receive kudos

MU Athletic Director Mike Alden was honored by

the National Association of Collegiate Directors of Athletics this week, when he was named the AstroTurf Athletics Director of the Year for the Football Bowl Subdivision's Central Region. Alden received the award June 10 at the association's annual convention in Dallas.

Overall, the Tigers had 16 of 20 sport programs qualify for postseason competition, including Gary Pinkel's football team, which achieved a No. 1 national ranking, a Big 12 North Division crown and a resounding Cotton Bowl win over Arkansas. In addition, the baseball program had

another NCAA Regional appearance, and the softball program earned a NCAA Super Regional berth.

Academically, Missouri once again set the standard for Academic Progress Rates (APR) in the league, with seven of 20 programs being cited nationally for excellence in the classroom. Those seven nationally recognized programs ranked among the Top 25 in America, alongside such programs as Harvard, Stanford and Yale. Overall, Missouri led the Big 12 in APR in nine sports and had 14 of 20 teams rank among the Big 12's top two.

Making Mizzou better through inclusive diversity

INCLUSIVE EXCELLENCE

New awards recognize faculty, staff and students for contributions to diversity

A group of 10 University of Missouri faculty, staff and students was honored May 5 with the 2008 Mizzou Inclusive Excellence Award given through the Chancellor's Diversity Initiative. The individuals were recognized for exemplary contributions to any area of diversity, including gender issues, racial-ethnic background, language, religious beliefs, sexual orientation, abilities and disabilities, national and geographical origin, economic strata and political views.

Diversity makes us better, says Roger Worthington, assistant deputy chancellor and chief diversity officer.

"That is the basic assumption behind the term inclusive excellence," he says. "In order to be an outstanding world-class institution, it is essential that we have a campus that is inclusive of the diversity that exists in our society."

"The Mizzou Inclusive Excellence Award winners are people who have made our institution better by working to make it more inclusive and respectful of diversity."

This year's recipients, along with one of their many contributions to making the campus more diverse are:

- **Kevin Babbitt**, a doctoral candidate in the theater department, for his work with the MU Interactive Theatre Troupe that performs sketches focused on race, gender, class, religion and sexual orientation;

- **Heather Carver**, associate professor of theater, for using her own life's story to raise awareness of breast health in women of all ages and backgrounds;

- **John David**, associate professor of biological sciences, for increasing the diversity of students and faculty by substantial numbers while serving as division director;

- **Ranadhir Mitra**, associate professor of pathology and anatomical sciences, for promoting diversity communitywide through cultural events involving music and the performing arts;

- **Lance Pierce**, junior business major, for founding an organization that educates the campus about the importance of lesbian, gay, bisexual and transgender issues;

- **Anand Prahlad**, professor of English, for mentoring students and faculty of color;

- **Carol Snively**, assistant

professor of social work, for spearheading the effort to have "sexual orientation" included in the nondiscrimination policy in the University of Missouri System;

- The 11-member **MU Extension Catalyst Team** for developing the diversity strategic plan for MU Extension;

- **Jeffrey Williams**, director of access and urban outreach in enrollment management, for working with local youth through the Columbia school system;

- **Gary Wunder**, programmer analyst expert of information technology business applications, for service on the Chancellor's Committee for Persons with Disabilities.

Winners were acknowledged during the inaugural Mizzou Diversity Summit, held May 4 and 5 at the Bond Life Sciences Center and the Tiger Hotel at 23 S. Eighth St. The meeting was designed to reflect upon the progress made in the past two years toward goals that identify MU as a multicultural institution as well as identify specific steps that must be taken during next three years to move forward in

reaching those goals.

Worthington says the summit was an unprecedented event on campus — a culmination of three years of effort in the Chancellor's Diversity Initiative as well as a beginning to help propel MU into the future with respect to diversity. "This was the first time ever that students, faculty, staff and administrators all came together in a single summit in order to discuss campuswide issues of diversity," he says. "We plan to do this periodically into the future."

Detailed information about the summit can be found at mizzoudiversity.missouri.edu. "The Web site is becoming a living document of the summit and provides us with an opportunity to take a look at what people are doing on campus and how they are following up on the recommendations that came out of the various presentations," Worthington says. "We will spend some time in the fall visiting with different groups on campus that have invited us to come and talk with them about how to work on a variety of diversity issues in their particular college, division or department."



Parking & Transportation Services

Turner Avenue Garage

Level 2

882-4568

Parking Structure #7 Update

As of June 3, 2008, a total of 341 of the parking structure's 1,600 precast pieces have been erected, an average of eight per day.

The contractors are ready now to start topping slabs on the center erected section. The first topping slab may be placed this week.

The criteria for placing topping is that precast welds are completed and inspected and temporary erection braces are in place.

Topping slab areas have been broken down into approximately 50 pours, with the plan being to place two to three per week.

parking.missouri.edu

classifieds

FOR LEASE

Nearby Grasslands: hospitals, stadium, MKT trail, 1/3 acre wooded setting, quiet, 3 bdrm, 3 bath, fireplace, patio, deck, Berber carpet & tiled floors, w/d, ns, no pets. \$1,000. includes lawn care. CONTACT: BHW3602@aol.com or (573) 256-8554.

LOST RING

Looking for lost ring: Deep red Garnet stone with 4 diamonds on each side and is set in 14k yellow gold. If found, please call Beverly at (913) 424-2153.

The classified advertising section is open to faculty and staff members and retirees.

Home phone number required.

No campus numbers will be printed.

Rates: 30-word maximum \$9

Deadline: Noon Thursday of week before publication.

No refunds for cancelled ads.

Mizzou Weekly Classifieds: Make check payable to University of Missouri and send to Classifieds, Mizzou Weekly, 407 Reynolds Alumni Center, Columbia, Mo. 65211

MizzouWeekly

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calendar



Exhibits

MUSEUM OF ART & ARCHAEOLOGY:

- "The Fine Art of Living: Luxury Objects From the East and West" is on display through spring 2009.
- "The Poetry of Nature in Japanese Woodblock Prints" is on display through Aug. 24.
- "Dreams of the Surreal" is on display through July 13.

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.

BINGHAM GALLERY: The "Lifetime Achievement Showcase," featuring work in a variety of media by MU emeritus art faculty members William Berry, Oliver Schuchard and Robert Bussabarger, is on display through July 10. A reception will be held from 4-6 p.m. June 12. The gallery, located in the Fine Art Building, is open from 8 a.m.-5 p.m. weekdays.

STATE HISTORICAL SOCIETY:

- "Thomas Hart Benton in the 1930s" features Benton's artwork from the decade and provides insight into America's social climate during

the Great Depression will be on display in the Main Gallery through Aug. 9.

- "Student Life, Circa 1912: The University of Missouri School of Journalism Scrapbooks" will be on display through Aug. 2 in the Corridor Gallery.

The main gallery is open 9 a.m.-4 p.m. Tuesday to Saturday and 5-8 p.m. Tuesday. The corridor galleries are open 8 a.m.-4:30 p.m. Monday to Saturday and until 9 p.m. Tuesdays.

Courses & Workshops

Thursday, June 19

MUSEUM KIDS WORKSHOP: "The World of Art: Dale Chihuly-Glass" is an art experience for children in grades 1-8 and accompanying adults from 1:30-3 p.m. in the Museum of Art and Archaeology in Pickard Hall. Registration is required; call 882-9498.

Thursday, June 26

MUSEUM KIDS WORKSHOP: "The World of Art: Faith Ringgold-Quilts" is an art experience for children in grades 1-8 and accompanying adults from 1:30-3 p.m. in the Museum of Art and Archaeology

in Pickard Hall. Registration is required; call 882-9498.

Films

Thursday, June 19

MUSEUM FILM SERIES: *That Hamilton Woman*, starring Vivien Leigh and Laurence Olivier, will be shown from 7-9 p.m. at the Museum of Art and Archaeology in Pickard Hall.

Conferences

Friday, June 20

BIODESIGN CONFERENCE: MU's Biodesign and Innovation Program will present "Napkin 2 Market: Medical Innovations" from 8 a.m.-2 p.m. in Reynolds Alumni Center. MU faculty and national experts at this half-day conference will teach the steps in creating new medical devices and discuss their importance. For more information, visit www.mubiodesign.com or call 884-2058.

Lectures & Seminars

Wednesday, June 18

COMPLIANCE & QUALITY SEMINAR: Kevin Weinfurt, associate professor of psychiatry and behavioral Sciences at Duke University, will present "Current Research on Conflict of Interest" at 1 p.m. in Acuff Auditorium, MA217 Medical Sciences Building.

Tiger treasures



Rob Hill photo

GOOD TO GO Nearly 200 volunteers spent hundreds of hours preparing items donated by departing MU students for the gigantic "Tiger Treasures" rummage sale held May 21 at Memorial Stadium.

BARGAINS GALORE

Annual MU event is 'rummage sale of the year'

Nearly 800 people poured through the gates at 6 a.m. May 31 to delve into shelves laden with goodies at MU's second Tiger Treasures rummage sale held at Memorial Stadium.

Each of these early birds paid \$5 for the first chance to sort through 17 tons of items donated by students who moved out of MU's residence halls, sororities and fraternities this spring. After 7 a.m., admission to the event was free. When noon rolled around, a total of 2,500 shoppers had claimed their bargains.

"The students' generosity makes this whole thing possible," says Steve Burdic, solid waste coordinator for Campus Facilities-Landscape Services.

Recycling carts were placed in the residence hall complexes. By the time students left for summer vacation, they had donated roughly 34,000 pounds of items, from appliances to wearable goods, to the cause. Burdic says about 75 percent of the collection was women's clothing. He estimates that 182 volunteers worked 1,170 hours gathering, sorting, pricing and preparing the items for sale day.

Ordinarily many of these goods would go to the landfill, but for past two years, they have gone to benefit charity. Keeping refuse out of the landfill saves money and helps curb pollution

and indirect costs associated with mining, manufacturing and transporting the items.

"Not only is this sale a way to help protect the environment, but it also is a way to benefit the community economically," Burdic says.

MU's sale — labeled "the rummage sale of the year" — is patterned after ones held at other universities, and was first held on campus in 2007. "This year's was more successful in terms of the amount of material we received and the number of people who came to buy, and we had a higher gross of receipts than last year," Burdic says. "Since this is a fairly high-profile event, the best benefit we get from it is that it raises the campus' awareness of recycling. Students are particularly good on that because they are learning lifelong skills that will help them be more conserving and thinking about reusing and recycling as they grow older."

Organized by Campus Facilities, Intercollegiate Athletics, Residential Life and Surplus Property and other organizations in the community, the sale raised more than \$10,000, to benefit United Way agencies: Big Brothers Big Sisters of Central Missouri; Meals on Wheels; Phoenix Programs, an agency that treats individuals with addictions; the Salvation Army; and the Voluntary Action Center, an organization that serves low-income families.

The Graduate School is proud to announce

The 2008 Multicultural Teaching Scholars



Ms. Marlon R. Moore
Doctoral Candidate: English
 University of Florida
Sponsoring Department: English & Women's and Gender Studies
Course: *Major Anglophone Africana Women Writers 1890-Present (WGST 4489)*
12:10 p.m. - 2:10 p.m. M-F
209 Strickland Hall
First Summer Session: June 9- July 3, 2008



Ms. Tehia V. Starker
Doctoral Candidate: Psychological Studies in Education
 University of Nebraska- Lincoln
Sponsoring Department: Educational, School and Counseling Psychology
Course: *Foundation of Teacher Prep I (TDP 7000)*
1:30 p.m. - 4:00 p.m. M-R
206 Townsend Hall
First Summer Session: June 9- July 3, 2008



Dr. Maryanne N. Williams
 Doctor of Psychology, 2005
 Chicago School of Professional Psychology, Chicago, IL
Sponsoring Department: Psychological Sciences
Course: *Health Psychology (PSYCH 3830)*
12:10 p.m. - 2:10 p.m. M-F
102 McAlester Hall
First Summer Session: June 9- July 3, 2008

For more information about the Multicultural Teaching Scholars program, contact Norma Jackson, Coordinator of Student Recruitment and Activities
 573-882-3292 JacksonNJ@missouri.edu



Graduate School
 Creating Tomorrows

Memorable Mizzou mentors

ZEST FOR DISCOVERY

Awards recognize faculty contributions to undergrad research at MU

When paired with professors engaged in multidisciplinary vanguard research, MU's undergraduate students enhance their abilities to build a strong foundation for their future.

Each year, undergraduates across campus have abundant opportunities to assist some of Mizzou's most renowned scholars with their research. For the students, these investigators turn out to be more than just teachers; they become mentors who encourage a spirit of inquiry in the students, demonstrate the ability to train the next generation of thinkers and creators, and set examples for dedication and commitment to excellence in education.

And each year, the students get to express their gratitude for these faculty members by nominating them for an Outstanding Undergraduate Research Mentor Award. Chris Pires and Judy Wall received the awards this spring.

Pires, an assistant professor of biological sciences, came to MU three years ago and started his laboratory in which he studies the domestication of crop plants, specifically Brassica, the genus that includes cabbage, cauliflower and broccoli.

The zeal for science he brings to the classroom inspires his students to feel the same way

about the work they will do in the future. "He deserves this award because of his example setting, hard work and devotion toward developing young minds to improve their life so that one day they can enjoy their career as much as he enjoys his," one student says.

Having mentors who were passionate about what they did was a critical part of Pires' undergraduate education and, he says, passing that trait on is so important. "We have a big impact on the direction undergraduates take," he says. "They have no idea of what it means to be a researcher, and watching them find out whether science is for them and that they can be passionate about it is extremely satisfying for me."

At MU for 30 years, Judy Wall relishes the enthusiasm of undergraduate students. "It is refreshing to be challenged by them on a routine basis, because they are looking at the world differently and not limited by the assumptions we automatically make in the laboratory," says Wall, professor of biochemistry.

Students in the Wall lab study a soil microbe that has the capacity for changing the electronic state of heavy metals, causing them to become insoluble in ground water and, she says, this is thought to be a possible method of bioremediation of contaminated ground water.

She has been a faculty mentor to undergraduates

for 25 years, long before the Life Sciences Undergraduate Research Opportunity Program was created on campus.

"This program opens up more opportunities for students across campus to do research and for faculty to get to know the students and their capabilities, attitudes and work ethics in a much greater detail," she says.

What students appreciate most about her is the independence she gives them to learn at their own pace. "Dr. Wall builds confidence and trust in her students," says Dan Hess, one of her students. "When she assigns you a project, she gives you a direction and the freedom to figure out for yourself how to find your own way of doing things. This is really fantastic, because you learn a lot by doing that."

Regardless of how the information is transmitted, Wall says it is "critical for mentors to show the passion they have for the science. If there is no passion, it is not worth doing."

The awards were presented April 28 at the Undergraduate Research and Creative Achievements Forum, sponsored by the Office of Undergraduate Research. "Any student who has the interest and initiative can participate in undergraduate research and scholarship," says Linda Blockus, director of the undergraduate research office. "This is one of the things that makes the Mizzou undergraduate experience great."

Regional realities

GLOBAL ECONOMY

MU center advances regional competitiveness

With high gas prices and slumping home prices clouding the outlook for the U.S. economy, national leaders including Mark Drabenstott, director of the University of Missouri's Center for Regional Competitiveness, gathered recently in Chicago to find ways to help the nation's workers and businesses build a stronger economic future. Drabenstott says that focusing on regions, instead of the entire country, is critical to improving the U.S. economy overall. Counties and communities must think regionally to compete globally, he says.

According to Drabenstott, a research professor in MU's Truman School of Public Affairs, regions are defined as the natural economic geographies that are bound together by workforce, transportation, health care, higher education, business clusters, and unique cultural and landscape features.

"Globalization has made regions the 'athletes' in the global economic Olympics," Drabenstott says. "Simply put, regions are where the real action is in terms of how economies adjust to the increasing tempo of global markets. Regions have become the framework for economic development for

three reasons: size, competitive edge and innovation."

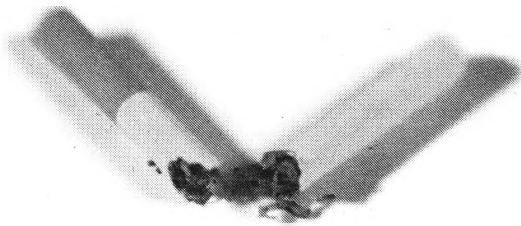
Sufficient size, or critical mass, is necessary to compete against other major economies. For example, Chicago's competition is not Indianapolis or Milwaukee; it's London, Madrid, Paris and Tokyo. Drabenstott says that finding a competitive edge through a few key economic niches is essential to success because many cities and counties throughout America still pursue a 20th century development strategy of business recruitment.

"Regional thinking and action will secure America's position as the leading global economy. There was strong bipartisan agreement at the summit that the question is not whether to compete but how to compete," he says.

Experts at the summit discussed trade, foreign investment, innovation, higher education and business strategies for improving different economic regions. Drabenstott says the consensus was that regions must assemble five essential building blocks to compete well: strategy, partnership, innovation, entrepreneurship and synergies.

"No region is an island unto itself," Drabenstott says. "Every region must utilize neighboring regions to leverage its competitive advantage."


Let's break the habit together!



Healthy for Life: T.E. Atkins University of Missouri Wellness Program is starting a pilot program of individualized **smoking cessation counseling** for employees on the MU Campus. These sessions will last 15 minutes and be conducted on a one-on-one basis. Counseling can be tailored to fit your needs—via phone or brief personal visits.

Interested? Call **Shani Higgins** at 884-1312 to reserve one of our limited spaces.

Together, let's lead 2008 in a healthy direction!

 **Healthy**
T.E. Atkins
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