

## Mizzou Weekly

Jan. 24, 2013 Volume 35, No. 16

### **The University of Missouri budget director gradually settling in to new role**



Rhonda Gibler became the new budget director Jan. 1. Gibler has worked for MU for nearly 20 years, serving the past 15 years in MU Extension. She helped manage extension's grant portfolio from approximately \$2 million in 1997 to more than \$20 million today. Photo by Shane Epping.

#### MU BUDGET OFFICE

Gibler earned her master's degree and doctorate at the university

Rhonda Gibler is still knee deep in transitioning to her new position as MU's budget director, succeeding Tim Rooney, who retired in December after 36 years.

"I'm happy to follow Tim," Gibler said. "I think one of the strengths he has brought to the position that I want to emulate is that he has been open with people about the budget and what is driving some of the funding concerns."

Gibler is confident that with continued campuswide collaboration, the university will meet its fiscal responsibilities despite the challenging public-funding climate.

“There is a lot to be done,” she said. “We know that the environment we live and work in can be difficult. But with the kinds of minds we have at this university working together to tackle concerns and issues, I am confident that we can plot a course that accomplishes more amazing things.”

Gibler has worked for MU for 19 years, serving the past 15 years in MU Extension. She helped manage extension’s grant portfolio from approximately \$2 million in 1997 to more than \$20 million today.

Over time, her roles changed and other responsibilities were added, including serving on numerous University of Missouri System and MU committees that deal with budget issues, human resources, benefits and retirement plans.

In April 2011, she was appointed associate vice provost of extension, where she oversaw information technology for the statewide extension network, news reporting, and web and internal communications.

“I’ve enjoyed my time in extension, but I also have a passion for research and instruction,” she said. “I am excited about getting to contribute to all the missions of the university.”

Gibler is a native Missourian, growing up on a farm on the Macon–Randolph County line. After graduating from high school, she earned a bachelor’s degree in mathematics from Truman State University. She went on to earn a master’s degree in economics and doctorate in consumer and family economics at MU.

Before joining the university, Gibler taught college algebra part time at Moberly Area Community College. Many of her students were 18 to 22 years old.

Her students held down day jobs while pursuing a college degree at night.

“It was rewarding to work with them and help them relate mathematics to what they did in their daily lives,” she said.

Gibler hopes to return to teaching one day because she’s seen firsthand what a “tremendous difference higher education can make in individuals’ futures, our state and its citizens,” she said.

For several weeks in December, Gibler shadowed Rooney to learn more about the daily duties of the MU budget director. She admits she’s still learning, but her transition was made easier by the gracious help of her predecessor.

“Tim has spent a significant amount of time showing me where things stand on certain issues and trying to ensure that we have a smooth transition,” Gibler said.

“The initial hand off of day-to-day responsibilities was smooth, and I feel I have been given a great start to be successful.”

— Sue Richardson

## Jan. 24, 2013 Issue

- [The University of Missouri budget director gradually settling in to new role](#) Gibler earned her master’s degree and doctorate at the university
- [Mizzou researcher to receive prestigious National Medal of Science in Washington](#) President Obama made the announcement in December
- [Study suggests some common ground between the faithful and nonbelievers](#) Agnostics were the only ones to embrace all faiths when contemplating death
- [2012–13 University of Missouri directory to be final printed edition](#) Online directory searches find students and employees
- [A university senior accountant moonlights as a high school football coach](#) The coach also tries to prepare his players for life’s challenges
- [School of Nursing’s academy program helps students develop leadership and managerial skills to expand career options](#) Effective nursing homes require leadership, clinical expertise and excellent communication skills

- [UM System president announces reorganization to address new challenges](#) Consolidation of positions, departments to take place
- [2012 was warmest Missouri year on record, MU climatologist says](#) A rain-challenged spring set the stage for the summer drought
- [Young Advisers](#)
- [Start your UM wellness log today](#)
- [TV judge to speak at Columbia event](#)
- [Nominate a staff coworker](#)
- [Don't forget to change password](#)

[More in the archive »](#)

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### **Mizzou researcher to receive prestigious National Medal of Science in Washington**



Hawthorne Going to Washington M. Frederick Hawthorne came to MU in 2006 because of its science and humanities disciplines, the MU Research Reactor and its biomedicine departments, he said. Courtesy of MU News.

INTERNATIONAL INSTITUTE OF NANO AND MOLECULAR MEDICINE

President Obama made the announcement in December

**A** University of Missouri researcher will receive the National Medal of Science, the nation's highest honor for American scientists, on Feb. 1 in Washington, D.C.

The recipient, M. Frederick Hawthorne, is director of the MU International Institute of Nano and Molecular Medicine, and Curators Distinguished Professor of Chemistry and Radiology.

President Barack Obama named Hawthorne, who's been at MU since 2006, one of 12 National Medal of Science honorees because of the researcher's work involving the chemical element boron in fighting cancer.

"I am proud to honor these inspiring American innovators," Obama said in a December news release. "They represent the ingenuity and imagination that has long made this nation great, and they remind us of the enormous impact a few good ideas can have when these creative qualities are unleashed in an entrepreneurial environment."

Hawthorne developed the technique called Boron Neuron Capture Therapy. Cancer cells are injected with boron. Neurons, courtesy of the MU Research Reactor, batter the cancer cells and are absorbed by the boron. The chemical reaction kills the cancer cells. The therapy, which eliminates most of the need for chemotherapy treatment, may be in hospital clinics in five years.

The technique may also be used to treat arthritis, heart disease and Alzheimer's, Hawthorne said.

Chancellor Brady J. Deaton said Hawthorne helped advance the university's national leadership in nanomedicine and cancer research.

"This acknowledgement by President Obama of Dr. Hawthorne's work is especially gratifying and well deserved," Deaton said.

MU's International Institute of Nano and Molecular Medicine was created largely to facilitate Hawthorne's research. Besides studies on boron, the institute focuses on applications of nanotechnology in medicine, engineering microscopic motors, inventing methods to store hydrogen fuel and designing materials to store energy.

Hawthorne was a researcher at the University of California–Los Angeles before coming to MU. He gave three reasons for choosing to come to Columbia.

"First, it is an example of a small number of universities in the United States with a large number of science disciplines and humanities on the same campus," Hawthorne said.

"Second, the largest university research nuclear reactor is located at MU. Finally, it has very strong, collegial biomedicine departments. This combination is unique."

Hawthorne will receive his award along with the other recipients at a White House ceremony.

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- [A university senior accountant moonlights as a high school football coach](#) The coach also tries to prepare his players for life's challenges
- [School of Nursing's academy program helps students develop leadership and managerial skills to expand career options](#) Effective nursing homes require leadership, clinical expertise and excellent communication skills
- [UM System president announces reorganization to address new challenges](#) Consolidation of positions, departments to take place
- [2012 was warmest Missouri year on record, MU climatologist says](#) A rain-challenged spring set the stage for the summer drought
- [Young Advisers](#)
- [Start your UM wellness log today](#)
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### **Study suggests some common ground between the faithful and nonbelievers**

#### THOUGHTS ON DEATH

Agnostics were the only ones to embrace all faiths when contemplating death

There are no atheists in foxholes, goes the saying, a leftover from World War II when soldiers dodged bullets as they hunkered low in human-made trenches.

The implication is that when death is close, even atheists experience a heartfelt tug toward the divine.

But Kenneth Vail, a doctoral student in psychological sciences in the College of Arts and Science, suggests another view. Atheists remain unbelievers in the Judeo-Christian God, or any other supernatural entity, even in the face of death, Vail said.

Vail's study — undertaken with Jamie Arndt, MU professor of psychological sciences, and Abdolhossein Abdollahi, of the Islamic Azad University in Iran — explores the existential function of religious belief or nonbelief among Christians, Muslims, atheists and agnostics. The paper was published last October in the journal the *Personality and Social Psychology Bulletin*.

Vail contends that, by understanding how thoughts of mortality influence religious belief, we might learn how to ease tensions between people of different faiths.

Atheists and agnostics are becoming more common. Thirteen million Americans, or 6 percent of the population, self-identify as atheists or agnostics.

Thirty-three million Americans, or 14 percent of the population, follow no particular religion, according to a report released last fall by the Pew Forum on Religion and Public Life.

The MU study found that thoughts of death entrenched the convictions of atheists, Christians and Muslims. Christians, for example, found solace in their belief in God and heaven. Atheists rest assured that death is by-and-large painless and no more dramatic than going to sleep without awakening. Because consciousness doesn't survive the body's death, there's no opportunity to regret or feel badly about leaving this world. The "world view" of atheists is rooted in the empiricism of science.

Yet believers and nonbelievers share common ground. "Our study suggests that atheists' and religious believers' worldviews have the same practical goal," Vail said. "Both groups seek a coherent world view to manage the fear of death.

"If people were more aware of this psychological similarity, perhaps there might be more understanding and less conflict among groups with different beliefs," Vail continued.

The study suggests that morbid imagery, such as caricatures of enemies in war propaganda, can reinforce nationalistic and religious views by keeping death's reality ever present and subconsciously encouraging denial of opposing ideologies.

Religious stories and symbols of death, such as Jesus's passion and the crucifix, subconsciously remind the faithful of mortality and reinforce Christian tenets to the exclusion of competing beliefs, Vail said.

For the study, Vail and his colleagues conducted a series of three experiments. They encouraged American Christians and atheists selected for the study to respond to a questionnaire about death. The responses indicated that Christians' awareness of death increased their belief in God and denial of other religious traditions. Atheists, meanwhile, remained nonbelievers and didn't bother denying afterlife tales found in all the major religions.

The second experiment, conducted in Islamic Azad University in Iran, found that Muslims reacted similarly to Christians when contemplating mortality. A third trial observed agnostics, or those unsure if a deity or deities exist; this study found that thoughts of death tended to increase respondents' belief in a higher supernatural power. Unlike Christians, agnostics did not deny the faiths outside of Christianity. Unlike Muslims, they did not deny the faiths outside Islam.

In other words, agnostics were the only group in the survey to accept all faiths when thoughts were prevalent of the Grim Reaper knocking at the door.

"In our study, individuals' minds appeared to rally around certain personal guiding concepts when faced with fear of death," Vail said.

"Agnostics seemed to hedge their spiritual bets. They believed more firmly in a higher power. Yet, at the same time, they expressed continued belief that the specific nature of that power was beyond human knowledge."

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- [A university senior accountant moonlights as a high school football coach](#) The coach also tries to prepare his players for life's challenges
- [School of Nursing's academy program helps students develop leadership and managerial skills to expand career options](#) Effective nursing homes require leadership, clinical expertise and excellent communication skills
- [UM System president announces reorganization to address new challenges](#) Consolidation of positions, departments to take place
- [2012 was warmest Missouri year on record, MU climatologist says](#) A rain-challenged spring set the stage for the summer drought
- [Young Advisers](#)
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### **2012–13 University of Missouri directory to be final printed edition**

#### CHANGING TIMES

Online directory searches find students and employees

Looking for a phone number for a campus employee or a student? Most MU faculty, staff and students search online. Some years past, they would have pulled out a copy of the MU directory to find that number or to reach a campus office or department.

But times — and information sources — have changed.

Due to a 40 percent decrease in campus demand over the last three years, and changes in search patterns from print to online, the MU Student, Faculty and Staff Telephone Directory will no longer be printed.

The 2012–13 directory, printed last October, will be the final book, said Karen Worley, director of Publications and Alumni Communication. Over the years with the rise of the Internet, the online directory gained in popularity, while demand for the printed version has declined.

The MU community's online directories remain available at [missouri.edu/directories](http://missouri.edu/directories). Visitors can search by entering a name, and can fine-tune the search by including a phone number, email or department.

Contact information for departments, colleges and offices can also be searched.

Plans for the Online Department Directory began around 2000, said Lori Croy, director of Web Communications. Publications and Web Communications partnered with the Division of IT to develop it.

“At the time, the print directory was still heavily used across campus,” Croy said, “but it was obvious that change was on its way.”

After about a year, training sessions were created to introduce the MU community to the online directory.

About 400 departmental information editors were trained to input data to the site, keeping the online information current at all times.

The online directory has at least two advantages over its printed counterpart.

First, the online version is more convenient, allowing people to do searches from wherever they have Internet access.

Second, the directory can be updated by department editors throughout the year; the printed directory was updated only yearly with a new edition.

Copies of the final 2012–13 edition may be purchased from Printing Services at [ps.missouri.edu](http://ps.missouri.edu) (<http://ps.missouri.edu>).

Cost is \$3 per book for up to 10 purchases, and \$1 per book for 11 or more purchases.

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- [2012 was warmest Missouri year on record, MU climatologist says](#) A rain-challenged spring set the stage for the summer drought
- [Young Advisers](#)
- [Start your UM wellness log today](#)
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### **A university senior accountant moonlights as a high school football coach**



HIKE! Marvin Williams said accounting and football are similar in that numbers are important. But they differ in that football is unpredictable, while accounting, grounded in math, follows a firm methodology. Photo by Rachel Coward.

#### PLAYING BY THE NUMBERS

The coach also tries to prepare his players for life's challenges

By day, Marvin Williams is a mild-mannered senior accountant in the sponsored programs office in Jesse Hall. But during football season, he changes into a rough-and-tumble defensive line coach for Columbia's Rock Bridge High School Bruins.

A Columbia native, Williams graduated from Hickman High School in 2002. He attended Missouri Western College in St. Joseph, Mo., for three semesters. He then attended MU for two years beginning in fall 2004. During his second year on campus, he was a walk-on for the football Tigers playing defensive tackle.

The game took a toll on Williams, whose playing weight was 300 pounds, and he quit football and transferred to Central Methodist University in Fayette, Mo. "You have to hit someone every play," Williams said of playing tackle. "It is very demanding on your body."

In 2007 he earned a bachelor's in finance with a minor in mathematics from Central Methodist. Soon after, he was hired by the sponsored programs office.

This year marks Williams' fifth year with Rock Bridge coaching varsity football. "It is an opportunity to give back to the kids," he said. "It is fun and keeps me connected with the sports world, so it gives me my football fix."

He is responsible for making sure the athletes are prepared each week — going over drills, teaching the defensive line how to block, and developing and executing game plans.

But Williams also prepares the players for the challenges of life. "I give them knowledge about the game I wish I would have gotten in high school," he said. "I try to be a role model from the standpoint of someone who stayed out of trouble."

He teaches athletes to respect themselves and others. "One of the ways I do that is to show them respect as well," Williams said. "I don't treat them like kids, but like the young adults they are. They value me, not out of fear but out of respect, and they don't want to let me down or disappoint me."

Through personal experience, Williams learned the importance of a good education and that there are other avenues besides sports in which to be successful. "The majority of us need those other avenues," Williams said.

Like many athletes, Williams envisioned being part of the NFL draft before he was injured. "A lot of people thought I might make it coming out of high school," he said.

Being extremely talented in sports does not guarantee athletes that they are going to make a career in sports, he said. [High school football] players want to make it [to the NFL], and it would be great if they did. But they still have to have a backup plan once that phase of their life is over.

"The NFL is a dream, but you don't want to be so blinded by those dreams that you don't do other things necessary to make sure you are successful and have a good life," Williams said.

A successful season often is reward enough for the team and its fans. But Williams gets a deeper satisfaction from coaching.

"Seeing the athletes grow and transform from where they started their high school careers to where they finish, and to see them develop as young men is rewarding to me," he said. "It is a joy to be around the kids. They teach you a lot, and they grow on you. It is good to have those kinds of relationships with kids."

— Sue Richardson

## Jan. 24, 2013 Issue

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- [2012 was warmest Missouri year on record, MU climatologist says](#) A rain-challenged spring set the stage for the summer drought
- [Young Advisers](#)
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### **School of Nursing's academy program helps students develop leadership and managerial skills to expand career options**

Enhanced leadership development academy

Effective nursing homes require leadership, clinical expertise and excellent communication skills

In today's nursing homes and other long-term care facilities, registered nurses are often called upon to serve not just as clinicians but as leaders and managers — roles for which the typical nursing school curriculum does not prepare them.

The MU Sinclair School of Nursing helps fill that gap through its Enhanced Leadership Development Academy (ELDA), a nine-month program that combines monthly in-person classes with interactive television sessions, online instruction, and mentoring by nursing faculty.

"In long-term care, most nurses are graduates of two-year programs where they learn how to give good nursing care," said Shirley Farrah, assistant dean for outreach at the Sinclair School of Nursing.

Though essential, clinical training alone can leave registered nurses (RNs) feeling ill-equipped for positions in long-term care — where they are expected to lead other nurses and staff, identify and solve problems, effect change, and ensure compliance with numerous state and federal regulations.

"There are tremendous opportunities for RNs in leadership positions, but we lose a lot of very talented people because they don't have the skills to deal with the things they are facing every day," said Lynne Ott, ELDA co-faculty and vice president for patient services at Fitzgibbon Hospital in Marshall, Mo.

Adding to the challenge are the changes in long-term care over the last couple decades, said Amy Vogelsmeier, the MU assistant professor of nursing who helped develop the ELDA curriculum.

Nursing homes today typically employ fewer RNs than in the past and rely more on licensed practical nurses (LPNs), who have less education than RNs. At the same time, nursing home care is more complicated. Care that once took place in hospitals — such as extended recovery from an operation, illness or injury — now often takes place in nursing homes.

For a growing number of residents, the nursing home is not a permanent destination but a temporary stop between the hospital and their own home, Vogelsmeier said.

Effective leadership in such an environment requires clinical expertise coupled with good communication skills, Farrah said.

According to the Missouri State Board of Nursing Home Administrators, when someone gets in trouble, it's usually because of a breakdown in communications. "You can't just post a memo or develop new forms. You have to start at the grass-roots level," Farrah said.

"An important part of the program is helping participants understand the influence they have over the work environment," she continued. "Staff look to them as leaders, and how they interact with staff is critical."

The program also helps participants learn to communicate with administrators through classes on such topics as how to make the fiscal case for change. ELDA also encourages institutions to enroll nursing home administrators with their RNs for all or part of the program.

Farrah said having administrators participate enriches the experience for everyone. “When you have a good administrator and a good director of nursing, they’re an unstoppable force,” she said.

By spreading ELDA over a portion of the year, participants can share their experiences, trying to apply what they learned, and talk about what did and did not work.

This is something usually not available either in full-time graduate programs or in one- or two-day workshops, said Alexis Roam, lead faculty and project manager for ELDA and a clinical instructor in the MU School of Nursing.

“They’ll come back and say, ‘This change stuff sounds great, but how do I sustain that and get people on board?’” Roam said. “How do I deal with people disrupting meetings? How do I delegate and trust people to do the job I expect? How do I make explanations clear?’ These are the type of issues we explore in the ELDA.”

Brenda Cobb had been an RN for 22 years when she enrolled in the 2011–12 ELDA, but she was new in her job as director of nursing at a St. Louis nursing home.

ELDA helped her with what could have been a daunting transition. “I felt very unsure of what I was doing and how to do it,” she said. “This course allowed me to fine-tune my strengths. I have a clear vision of what I want to accomplish and how to implement it.”

Over the last five years, more than 140 people from 130 Missouri nursing homes and other long-term care facilities have participated in the program.

The academy has been proven to increase leadership skills and improve participants’ confidence in their ability to perform as leaders, Farrah said.

“Our graduates stay in place longer than average,” she said.

Those who have changed jobs were more likely to remain in the field of long-term care. Reduced turnover among leaders is linked to reduced turnover among other staff, which usually translates to better quality of care.

“Resident care improves when a cohesive team is in place, from RN and administrator down to bedside caregivers,” Farrah said.

A grant from the U.S. Department of Health and Human Services and scholarships from the Missouri Department of Health and Senior Services have allowed the program to keep tuition relatively low.

With the grant ending this year, the School of Nursing is looking for corporate or foundation funding to keep ELDA going, and perhaps even expand it to other states.

For more information about the MU Enhanced Leadership Development Academy, go to [nursingoutreach.missouri.edu/elda.aspx](http://nursingoutreach.missouri.edu/elda.aspx) (<http://nursingoutreach.missouri.edu/elda.aspx>).

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### **UM System president announces reorganization to address new challenges**

University of Missouri System

Consolidation of positions, departments to take place

The president of the University of Missouri System announced Jan. 2 a reorganization of the UM System designed to help keep pace with the changing dynamics of higher education, better serve constituencies on the four campuses and enhance operational efficiencies systemwide.

“It is clear to me that higher education is changing rapidly, and as leaders of public higher education in Missouri, we too must embrace transformational change and adapt our structure to better meet both the opportunities and challenges that come with change,” Tim Wolfe said in a statement.

Wolfe said he will consolidate the previously separate roles of vice presidents of Academic Affairs as well as Research and Economic Development into the position of Vice President for Academic Affairs and Research. The vice president will take the lead role in working with the chief academic officers on each campus. He or she will tackle the significant changes in student learning and educational delivery occurring throughout higher education, and work with the campus chief research and economic development officers to secure federal research dollars and promote economic development within the state.

A national search is underway to fill the position.

“Our mission of research is what sets us apart from many of the other higher education institutions in the state,” Wolfe said. “And our ability to conduct research throughout our system that leads to improved quality of life, enhanced revenue and job creation is one of our greatest benefits to the state and nation.”

Furthermore, Wolfe is folding the system’s Government Relations and Strategic Communications departments into University Relations, to be led by Steve Knorr, currently vice president of Government Relations. University Relations will be responsible for strategic communications, government relations, and external affairs at the national, state and local levels.

Finally, Wolfe announced that Nikki Krawitz, vice president of finance and administration, will retire in June.

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## Mizzou Weekly

Jan. 24, 2013 Volume 35, No. 16

### **2012 was warmest Missouri year on record, MU climatologist says**

#### COMMERCIAL AGRICULTURE PROGRAM

A rain-challenged spring set the stage for the summer drought

Last year was the warmest on record in the United States. It was also the warmest in Missouri since 1895, when formal temperature records began, said Pat Guinan, MU Extension climatologist with the MU Commercial Agriculture Program.

December temperatures were well above normal, punctuating a year dominated by unusually high temperatures and drought. The year could rank among the 10 driest years on record, said Guinan, who presented his finding in December at the MU Crop Management Conference in Columbia.

Only a few months have been below normal temperatures since spring 2010, Guinan said. Last March, temperatures were 14 degrees above normal.

The heat caused plants and trees to bloom early and dry out the soil.

Consecutive sunny days in May and June, coupled with above-normal temperatures and below-normal relative humidity, led to unusually high moisture loss from soils, water surfaces and vegetation, Guinan said. The high evaporative losses and lack of rainfall resulted in a "flash drought" across the state.

Grass and forest fires were reported even with burn bans in place. The extreme conditions affected gardens, lawns, trees and shrubs, with numerous instances of vulnerable species succumbing to water and heat stress. On the Mizzou campus, about [100 trees died during the summer drought \(http://mizzoumag.missouri.edu/2012/11/campus-trees-lost-to-drought/\)](http://mizzoumag.missouri.edu/2012/11/campus-trees-lost-to-drought/), said Pete Millier, director of Campus Facilities–Landscape Services and Mizzou Botanic Garden.

By the end of July, Missouri had the distinction of having the worst corn and soybean crops and worst pasture conditions in the United States, according to the National Agricultural Statistics Service.

Overall, last year was one of the 10 hottest years in America since records have been kept, and all occurred within the last 15 years, the National Climatic Data Center reported.

For more climate information, go to [climate.missouri.edu \(http://climate.missouri.edu\)](http://climate.missouri.edu).

— Linda Geist

*Correction: 2012 was the warmest year on record for Missouri. A previous headline was inaccurate. — Editor*

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### Young Advisers



The Missouri College Advising Corps (MCAC) is made up of 25 MU graduates. Headquartered at MU, the corps places the graduates in high schools in Kansas City, St. Louis and southcentral rural Missouri, where they help students learn more about the college application process. Advisers counsel high school students on the “best fit” college for them, which may not necessarily be MU, said Beth Tankersley-Bankhead, the corps director (shown in the middle between columns). Students interested in becoming an adviser may attend one of the following information sessions: 3–5 p.m. Jan. 31; 2–4 p.m. Feb. 13; and 1–3 p.m. March 4 in the Student Center, 2205 A&B. For more information, email Cherelle Washington at [washingtoncs@missouri.edu](mailto:washingtoncs@missouri.edu).

Photo by Gene Royer

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### Start your UM wellness log today

UM Wellness's Healthy for Life program offers three easy steps to earn \$100.

- Create your online personal health assessment by April 30 by starting at [healthyforlife.umsystem.edu](http://healthyforlife.umsystem.edu) (<http://healthyforlife.umsystem.edu>).
- Track 240 minutes of your physical activity on your online personal health assessment chart.
- Schedule your free health screening, which measures blood pressure, blood sugar and cholesterol, and also takes your weight and height.

Below are dates and places of free February health screenings.

All times are 8 a.m.–12 p.m.

- Feb. 7, MU Student Center, KC/St. Louis Room
- Feb. 12, Veterinary Medical School
- Feb. 20, Jesse Hall, Auditorium Lobby
- Feb. 21, Memorial Union, Stotler Lounge
- Feb. 26, Cornel Hall, 105
- Feb. 27, Townsend Hall, Lobby
- Feb. 28, Heinkel Building, Room 226

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### TV judge to speak at Columbia event

Judge Glenda Hatchet, star of the eponymous TV show for eight seasons, will lecture 7–8:30 p.m. Jan. 30 in Missouri Theatre, 203 S. Ninth St. The lecture is titled “Dare to Take Charge: How to Live and Lead with Purpose.”

In addition to her syndicated show, Hatchet has written several books and was chief presiding judge of the juvenile court in Fulton County, Ga.

Ticket information is at [mlk.missouri.edu](http://mlk.missouri.edu) (<http://mlk.missouri.edu>).

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### Nominate a staff coworker

Know a staff member performing outstanding work?

Nominate this person for the 2013 Chancellor's Outstanding Staff Awards. The deadline is Jan. 31.

Below are the seven awards to be presented May 20 during the Staff Recognition Awards Ceremony.

- Four Chancellor's Staff Awards, which breaks down to one each in the categories of administrative/professional, office/secretarial, crafts/maintenance and technical/paraprofessional
- Barbara S. Uehling Award for Administrative Excellence
- Mick Deaver Memorial Award
- Mizzou Alumni Association Award for Alumni Relations Excellence

For more information, visit [staffcouncil.missouri.edu](http://staffcouncil.missouri.edu) (<http://staffcouncil.missouri.edu>), or call 882-4269.

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### **Don't forget to change password**

A new year means a new password. Don't put it off.

MU employees are required to change their university password by

Feb. 5. Exempt are employees of University Hospital and Clinics and the School of Health Professions and Medicine.

Visit [doit.missouri.edu](http://doit.missouri.edu) (<http://doit.missouri.edu>) to get started. It takes less than five minutes.

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