

Mizzou Weekly

April 24, 2014 Volume 35, No. 28

International engagement

The 2014 International Engagement Awards Ceremony is 3 p.m. April 29 in Memorial Union's Benton Bingham Ballroom. Students, staff and faculty will be honored for their outstanding contributions to international studies.

Register by calling Bridget Caddell at 882-9061, or emailing caddellb@missour.edu.



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Children's emergency room opens

Today at 10 a.m., the Women's and Children's Hospital, 404 N. Keene St., will open the only pediatric emergency room in mid Missouri. A public tour will follow.



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Financial seminars for employees

An information session is being held 4–6 p.m. April 29 on retirement planning.

Learn how to secure your financial future at this session in Memorial Union's Jesse Wrench Auditorium.

Register at umsystem.edu/forms/preretirement-seminar (<http://umsystem.edu/forms/preretirement-seminar>).



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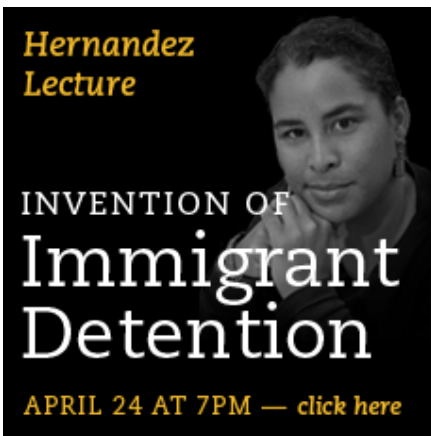
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Free skin cancer screening

Ellis Fischel Cancer Center is offering 1–3 p.m. May 16 free skin cancer screenings for men and women age 18 and older. Screenings are on the center's second floor at One Hospital Drive and should take only 10 minutes.

Register by contacting Pam Garfias at 882-4289, or emailing garfiasp@health.missouri.edu.



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Librarian wins Hoduski award



Marie Concannon oversees government documents in Ellis Library, which houses 1.7 million federal works. Photo by Rob Hill

Marie Concannon, MU Libraries [government documents regional director](http://www.library.missouri.edu/gov-docs/index.php.html) (<http://www.library.missouri.edu/gov-docs/index.php.html>), is the recipient of the 2014 Bernadine Abbott Hoduski Founders Award. The award recognizes document librarians who have made significant contributions to the field of state, international, local or federal documents.

Her leadership and creative collaboration with selective depositories resulted in a distributed regional and sub-regional model, where other institutions accept regional responsibilities for housing collections and providing service and training, according to an MU Libraries statement.





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Public forum to discuss attributes of next provost

Representatives from executive search firm will gather information

A public forum will be held April 30 to discuss the attributes wanted in MU's next provost and executive vice chancellor for academic affairs.

Faculty, staff and students are encouraged to attend the 5–6 p.m. event in the Christopher S. Bond Life Sciences Center's Monsanto Auditorium.

Three representatives from Isaacson, Miller, an executive search firm headquartered in Boston, will be part of the forum. The firm will gather information that will influence selection of who to present to MU administrators as candidates.

Top categories to be discussed at the forum are:

Objectives for the new provost. What do you want the new Provost to accomplish? What are the desired outcomes for the role and for the institution? How will you know in three to five years that the right person was hired? What will have changed on campus?

Qualifications and experience. Based on the objectives identified, what do you think are the qualifications and experiences of an ideal candidate? What is essential and what might be helpful?

Personal qualities. What are the personal attributes most important for this role?

After the search firm meets with campus constituencies, it will synthesize the forum information into a position profile.

The profile document should offer a realistic and enticing summary of the challenges, measures of success and ideal qualifications for the position. Once the search committee has reviewed and approved this document, the firm will share it broadly with prospective candidates and key sources.

The forum will be led by the chair of the provost search committee, Judy Wall, Curators Professor in the Biochemistry Division and the Molecular Microbiology and Immunology Department.





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MU Connect helping students succeed academically

The system is accessed online through Blackboard

Mizzou is taking a proactive approach in its continuing effort to help students succeed.

Based on a recommendation from the Commission for Student Success, the university has developed MU Connect to improve the student success rate (also referred to as retention rate), increase graduation rate and decrease the time it takes to graduate.

All four campuses in the University of Missouri System are using Starfish, a product that supports technology that facilitates student success and aids faculty and staff in helping students succeed.

Mizzou's system is called MU Connect, which can be accessed online through Blackboard.

"We believe students should have a support network to guide them on a path for success," said Jim Spain, vice provost for undergraduate studies.

"While our faculty and staff already do great things to foster student success, MU Connect will aid them in supporting students, while also serving as a valuable resource for the students."

Students are alerted immediately when a concern is raised about their academic performance. They are then directed to available support services.

"The goal is to be proactive when it comes to helping students succeed," said Tina Balsler, coordinator of the Student Success Initiatives. "We want to identify issues before they become larger concerns."

"It benefits the student, but also makes it easier for faculty, advisers and other support services to help students thrive," she said.

CONNECT

Connect is the first component to be phased in on the MU campus. It provides a one-stop shop that connects students to support offices and individuals who can assist, and facilitates meaningful contact between students and their advisers, instructors, tutors and other campus personnel. The Learning Center and the Writing Center are also available through the system.

"There are a multitude of support services that are designed to help students with challenges they may encounter while in college," Balsler said. "Connect provides a clear navigation to those resources."

Each student has a personal "My Success Network" that includes their academic adviser and specific campus services that provide online scheduling, making it easy to set up in-person meetings and group appointments.

"At a research institution like ours, faculty are extremely busy," said Hani Salim, associate professor of civil and environmental engineering.

"Faculty can benefit by keeping their schedules up to date so that students will be able to utilize available times for advising and academic needs."

Last spring, MU used Connect as a pilot program in the College of Engineering.

The system was added last fall to the College of Agriculture Food and Natural Resources, the College of Arts and Science, and the Academic Exploration and Advising Services.

The Trulaske College of Business was added earlier this semester. The College of Education and School of Health Professions will be added by the end of Spring 2014. The remaining academic units will be implemented by the end of the fall 2014 semester.

Seventy percent of undergraduate students will have access by the end of this semester, with 100 percent being on board by the end of Fall 2014.

“It is extremely convenient to make an advising appointment online at 3 a.m. or whenever students are thinking about it and not having to wait until our office is open,” said Shannon Breske, director of undergraduate advising for the Trulaske College of Business.

“MU Connect also sends reminders, which has dramatically helped with the number of students not showing up for their appointments,” she said.

EARLY ALERT

The Early Alert component, currently in the pilot phase, identifies students at risk academically before they withdraw. Instructors can flag at-risk students manually or set up the system to flag automatically based on online grade book data. Recommendations from support services are communicated to the student and appropriate personnel are informed of the flags.

Students receiving a flag are put in contact with appropriate support offices, instructors or advisers. They can use Connect’s online appointment system to schedule meetings.

“As an educator, my main goal is to reach out to students to ensure that they are keeping up with their progress,” Salim said.

“Using the early warning system is helping me greatly achieve my objective.”

Instructors can also give “kudos” to students for improved performance or outstanding work, and share notes on students with one another and support staff.

“If I send a student to Arts and Science advising, I can then see any notes that the adviser puts into the student’s file,” said Ian Aberbach, director of undergraduate studies for the Department of Mathematics.

SIGNS OF SUCCESS

Students flagged for poor academic performance typically resolve their flags by being tutored to improve their homework methods and test scores.

“I was very impressed by the students’ responses to a recent progress report I sent to them after the first exam of my online course,” Salim said. “Students, with both excellent and poor grades, responded with commitments to continue to work hard and to look for ways to improve their performance.

“With the new program in place,” Salim continued, “I have seen a significant improvement in the dedication of students toward their learning.”

— *Josh Murray*





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Nursing professor develops app for students in abusive relationships

Women ages 18 to 24 are at highest risk for abuse from partners



Tina Bloom. Courtesy of MU News Bureau.

In the early years of Tina Bloom's 19 years as a clinical nurse, she cared for many hundreds of hospitalized women in abusive relationships. Intimate partner violence represents 22 percent of assaults against females 12 years old and older, a study shows.

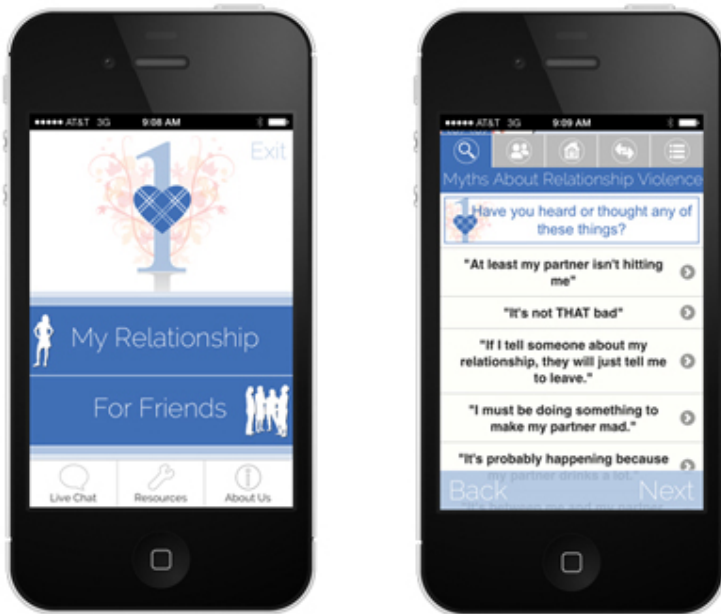
"But I really recognized very few of them," said Bloom, assistant professor in the Sinclair School of Nursing. "It's a hidden health problem."

Intimate partner violence is often undetected, especially in women between ages 18 and 24, who are at the highest risk for abusive relationships. They tend to feel uncomfortable reaching out to hotlines, health care professionals or police on the issue.

Instead, they turn to their peers or the Internet for information. But the responses they get aren't always helpful, Bloom said.

That's why, in collaboration with the One Love Foundation and researchers at Johns Hopkins, Arizona State and Oregon Health and Science universities, Bloom created the One Love My Plan mobile app.

Designed for college-age women in abusive relationships, the app helps users discern between a healthy and unhealthy relationship and create a safety plan when in danger. The app is also helpful for friends and family members who are concerned, featuring sample conversations for approaching a friend who might need help and providing links to local and national resources.



The One Love My Plan mobile app. Input from focus groups of survivors of domestic violence helped determine what information should go in the app. Courtesy of MU News Bureau.

“It can be hard to know if you’re in an abusive relationship, especially if you’re new to relationships, as college students often are, and especially if there isn’t physical violence,” Bloom said. The app also addresses emotional, sexual and financial abuses. The app doesn’t replace counseling or other services offered on campus. Instead, it is another “opportunity to give people tools that are responsive and that help connect them with [those] services. It’s community education and prevention,” Bloom said.

To help determine what interventions would be most effective, researchers conducted focus groups with survivors of intimate partner violence.

“Survivors tell us that no matter where you go, even if you’re just going [somewhere] to cry, you probably have your phone with you. It’s always on hand,” Bloom said. She was surprised that they felt safer finding information on a smartphone. Survivors said they felt that a smartphone was more private than a personal laptop.

The app also works for males experiencing abuse and in same-sex relationships. The One Love My Plan app is free in the iTunes App Store and Google Play (formerly Android App Market). Since launching in late January 2014, almost 200 copies have been downloaded each week.

— *Kelsey Allen*





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Guest lecturer reveals people's hidden biases



Mahzarin R. Banaji, a professor of social ethics at Harvard University, said progress is being made in treating one another fairly, but more work needs to be done. Photo courtesy of Harvard University.

Distinguished Lecture Series in Psychological Sciences

Most in the MU community probably think they are progressive in their views on race, gender equality, women's rights, gay rights and other social issues.

Deans and directors probably think they make decisions on personnel — who to hire, fire, promote — based on cold hard facts involving job performance. Personal biases are not considered.

But that's not true. In fact, purity in those decisions is not true at companies and other institutions anywhere in the world.

Those were among the dramatic assertions made April 17 by Harvard University Professor Mahzarin R. Banaji, speaking at the semester's final installment of the Distinguished Lecture Series in Psychological Sciences. Her lecture was called "Blindspot: The Hidden Biases of Good People."

Cultural influences and primal predispositions from our evolutionary past have sullied our hearts. We don't like people who don't look like us (racism). We favor what our culture favors (thus all kinds of irrational biases). Both men — and women — favor white men for an executive job over a woman who is equally or more qualified.

"Science has told us we might not be the good people we think we are," Banaji said.

The first reaction to Banaji's assertions is defensiveness. This might be true, but lecture attendees excluded. Or my office is excluded. Or I am the exception. Banaji, a professor of social ethics, punctured those balloons by giving the Jesse Wrench Auditorium audience the Implicit Association Test.

The audience failed it.

In 1998, Banaji, Tony Greenwald of the University of Washington and Brian Nosek of the University of Virginia founded the Implicit Project, from which was born the Implicit Association Test (IAT).

IAT reveals the unconscious attitudes and beliefs people have. Someone might truly believe, for example, that they aren't racist toward African-Americans, or that they consider women as qualified as men to be scientists. But in many cases the test reveals otherwise.

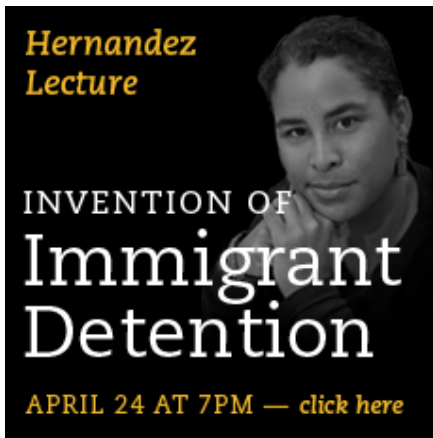
IAT measures the associations among concepts (blacks, gays, women), moral evaluations (good or bad) and cultural stereotypes. Test takers respond quickly, before conscious thought, as images and words flash on a screen. Their responses and response time are logged.

And yet progress toward equality has been made. Banaji pointed out that as late as the 1940s, Yale University had a policy against admitting Jews. A reason given in Yale internal rejection forms was, "He has a Mediterranean nose." Today such a policy would be unthinkable. This month, Brandon Eich resigned as CEO of Silicon Valley-based Mozilla, creator of the browser Firefox, when it was revealed he financially supported a 2008 California amendment banning gay marriage. Only a few years ago, resigning for not supporting gay marriage would be unheard of. And many women today are CEOs of companies and organizations.

But before the Jesse Wrench audience could feel good about progress in social attitudes and beliefs, Banaji said, "Many things we say today will sound [to future generations] like, 'He had a Mediterranean nose.' "

Take the test at implicit.harvard.edu (<http://implicit.harvard.edu>).





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Legal panel discusses options for sexual assault victims



Panelists at the Sexual Assault Legal Panel April 17 were, from left, Kayla Jackson, an intern at True North, a Columbia organization that helps sexual assault victims; Donell Young, director of MU's student conduct office; Doug Schwandt, assistant chief of MU Police; and Steve Concannon, coordinating attorney at MU Student Legal Services. Photo by Rob Hill.

Victims are often reluctant to press charges against a perpetrator

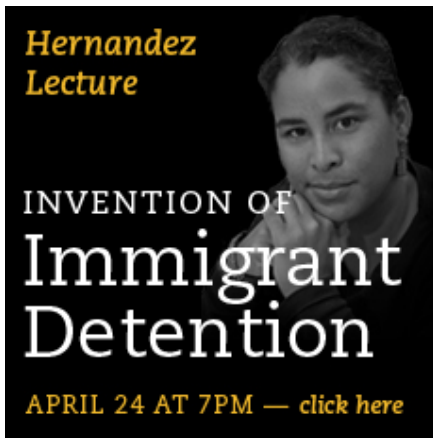
Victims of [sexual assault](http://www.missouri.edu/~1-35-19/health/index.php.html) ([../35-19/health/index.php.html](http://www.missouri.edu/~1-35-19/health/index.php.html)) can find it hard to tell their stories to family and friends, but it tends to get even harder when conversing about it with police, doctors and lawyers.

Four panelists talked about legal options for assault victims at a forum April 17 in Strickland Hall. They also explained and demystified the steps of the reporting process. It's important that victims take action because the perpetrator is likely to harm someone else in the future, several said. But the reality is that most sexual assaults go unreported.

Panelists were Kayla Jackson, an intern at True North, a Columbia organization that helps sexual assault victims; Donell Young, director of MU's student conduct office; Doug Schwandt, assistant chief of MU Police; and Steve Concannon, coordinating attorney at MU Student Legal Services. Schwandt said that, once a victim arrives at a police station to fill out forms, the person can get scared and withhold information. "It's hard to solve issues when there is not enough background," he said. Concannon talked about the challenge of getting victims to press charges.

Panelists also talked of the relationship between the victim and the people trying to help. Jackson said it's important to keep a fine line between counselor and victim and not become emotionally attached to an outcome.

— JeongAn Choi



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