

## Mizzou Weekly

Oct. 23, 2014 Volume 36, No. 9

### Friday and Saturday packed with Homecoming activities



Last year's Homecoming Parade drew hundreds of people. Photo by Rob Hill.

Traditions Plaza will be dedicated at 3 p.m. Friday

The [Mizzou Alumni Association \(http://mizzou.com/s/1002/start2013.aspx?gid=1001&pgid=61\)](http://mizzou.com/s/1002/start2013.aspx?gid=1001&pgid=61) (MAA) invites the campus and Columbia community to "Celebrating Our Stripes" during the University of Missouri's 103<sup>rd</sup> Homecoming celebration.

This year, in honor of MU's 175<sup>th</sup> anniversary, descendants of people in Boone County who gave land, money or other resources to help ensure the founding of MU in 1839 will serve as honorary grand marshals in the Homecoming Parade. MAA expects more than 50 families descended from the original donors to attend the homecoming festivities.

Everyone is invited to attend.

#### **Friday:**

##### **Noon–5 p.m. Homecoming Headquarters**

Visitors can check in and get information for the Homecoming weekend, meet with friends and purchase Homecoming merchandise at Carnahan Quad on the corner of Tiger and Conley avenues.

##### **3 p.m. Traditions Plaza Dedication**

MAA and Chancellor R. Bowen Loftin will dedicate Mizzou's newest landmark on Carnahan Quad. The plaza is an outdoor amphitheater that will provide a gathering and programming space for use by students, faculty, staff, visitors and alumni. More details can be found [here \(http://mizzou.com/s/1002/index.aspx?sid=1002&gid=1001&pgid=4174\)](http://mizzou.com/s/1002/index.aspx?sid=1002&gid=1001&pgid=4174).

## 6–9:30 p.m. Campus Decorations

Students and alumni can gather in Greek Town to view skits performed by the MU Greek community .

Jazz band the Mike Neu Quartet will perform at Traditions Plaza, on the north end of Carnahan Quad. Free refreshments for Mizzou Alumni Association members will be provided.

## Saturday:

### 9 a.m. Homecoming Parade

The parade will start on campus and make its way through downtown Columbia. A map of the parade route can be found [here \(http://mizzou.com/s/1002/index.aspx?sid=1002&gid=1001&pgid=1046\)](http://mizzou.com/s/1002/index.aspx?sid=1002&gid=1001&pgid=1046).

### 3 p.m. Missouri vs. Vanderbilt kickoff

The Missouri Tigers will play the Vanderbilt Commodores at Memorial Stadium. At halftime, results of the student vote will be announced at the MU Homecoming king and queen will be crowned. Single game tickets are on sale at [mutigers.com](http://mutigers.com) (<http://mutigers.com>) or 1-800-CAT-PAWS.

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### **Human Resource Services training conference coming in November**

More than 40 sessions will be held

Human Resource Services will present its annual training conference Nov. 5 and 6 at Memorial Union North.

Beginning at 8:30 a.m. Nov 5, Chancellor R. Bowen Loftin will give a short welcoming address in Stotler Lounge. Following the address, the conference will get underway with more than 40 concurrent sessions designed to help attendees grow both professionally and personally.

A schedule of sessions and times and registration forms can be found by clicking [here \(http://hrs.missouri.edu/training/all-employees/hrs-training-conference/index.php\)](http://hrs.missouri.edu/training/all-employees/hrs-training-conference/index.php).

“Reduced budgets make it difficult for departments to send employees to off-campus training and development opportunities,” said Susan Groshong, training and development coordinator for [Human Resource Services \(http://hrs.missouri.edu\)](http://hrs.missouri.edu). “However, for several years, Human Resource Services has offered a cost-effective solution by way of this conference. It allows staff to get free, top-notch training right here on campus.”

Employees of MU Extension, the University of Missouri System and MU Health Care are also welcome to attend, Groshong said.

For more information, call Susan Groshong at 882-2943 or e-mail [groshongs@missouri.edu \(mailto:groshongs@missouri.edu\)](mailto:groshongs@missouri.edu).

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### **If Ebola strikes, greater Columbia is prepared, officials say**

MU Health Care routinely treats Missouri patients with infectious diseases

The likelihood that Ebola, the virus that has taken thousands of lives in West Africa and one in America, will arrive in mid-Missouri is very low, a point repeated multiple times during a Tuesday news conference at the Columbia/Boone County Department of Public and Human Services in Columbia.

Nevertheless, area officials in education, public safety and health services presented a united front with a clear message: If Ebola arrives, Columbia is ready and able to handle it.

MU Health Care has a “robust and experienced infection control department,” said Chief Medical Officer Stevan Whitt. Missouri patients with infectious diseases are routinely treated at University Hospital, said Whitt, one of seven news conference panelists that included representatives from Columbia Public Schools, MU Police Department and Columbia Fire Department.

“We take care of life-threatening infections all the time,” Whitt said.

The news conference was organized by the Boone County Department of Public Health.

Despite the low likelihood of an Ebola case in Columbia, a multidisciplinary team headed by MU Health Care’s infection control department is combing through its procedures to be sure they align with the new infectious-disease recommendations from the Centers for Disease Control and Prevention, Whitt said.

Eric Evans, MU’s emergency management coordinator, said in an interview that no students are in or planning trips to the West African countries of Liberia, Guinea and Sierra Leone, where the Ebola outbreak began. Also, State Department travel restrictions are being watched closely, he said.

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### **Lafferre Hall renovation to receive \$38.5 million bond**

MU continues to play catch-up in building renovations. In recent years, a lot has been completed, such as Mark Twain Hall, Gwynn Hall, Memorial Stadium Press Box and phase 1 of the East Campus Chiller Plant. And currently about a dozen projects are underway, including the \$22.3 million Renew Mizzou project that encompasses Jesse, Swallow and Pickard halls.

Tens of millions of dollars go into these building projects. So it was welcome news Oct. 16 when the Missouri Board of Public Buildings approved \$38.5 million in bonding to fix Lafferre Hall, one of more than 25 education and general buildings on campus in need of renovations, according to the 2014 Campus Master Plan.

Lafferre Hall is used by the College of Engineering. It's in such bad shape that the second floor is bifurcated, meaning someone on the east side can't get to the west side, and vice versa, without using stairs from the first floor.

On the approving board were Gov. Jay Nixon, Lt. Gov. Peter Kinder and Attorney General Chris Koster.

Lafferre Hall is more than 120 years old.

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### **MU receives \$1 million grant to help researchers share, analyze data**

A new position funded by grant will manage the network



Chi-Ren Shyu. Courtesy of MU News Bureau.

The National Science Foundation (NSF) awarded \$1 million in two grants last month to the University of Missouri to install a supercomputer enabling data-intensive research and education at MU in fields such as bioinformatics, geoinformatics, high performance computing and engineering applications.

The grants also will fund the position of a cyberinfrastructure (CI) engineer at MU. Together, the equipment and expert personnel will lead a network of data analysis capabilities at MU that will be shared with other campuses within the University of Missouri System.

“Research advancements sometimes are hampered by the ability to process the huge amounts of data scientists are collecting,” said Chi-Ren Shyu, chair of the [Department of Electrical and Computer Engineering](http://engineering.missouri.edu/ece/) (<http://engineering.missouri.edu/ece/>) in the [College of Engineering](http://engineering.missouri.edu/) (<http://engineering.missouri.edu/>) and director of the [Informatics Institute](http://muii.missouri.edu/) (<http://muii.missouri.edu/>) at MU.

“The advanced equipment provided by this grant will enable scientists and engineers to team with computational researchers to understand the bottleneck of data analytics and identify efficient hybrid computer cloud environments for faster and more accurate scientific discoveries,” Shyu said.

The initiative will create a secure cloud network that can seamlessly connect local and remote users as well as public cloud infrastructures to meet the data-intensive research needs of its users.

Shyu and his team have collaborated with several MU researchers who are conducting studies that will use the state-of-the-art technologies.

The CI engineer, meanwhile, will collaborate with researchers to develop new tools and provide the expertise needed to quickly adapt the network, analyze it for efficiency and ensure that scientists are receiving proper insights from their data.

Shyu predicts that the equipment and new CI expertise will provide cost savings for future research projects.

The research and education initiative highlights the support of the development of the data science and analytics master’s degree program from [Mizzou Advantage \(http://mizzouadvantage.missouri.edu/\)](http://mizzouadvantage.missouri.edu/), an initiative that fosters interdisciplinary collaboration among faculty, staff, students and external partners to solve real-world problems in four areas of strength identified at MU.

— Jeff Sossamon

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### **MU/UM United Way Campaign emphasizes Community Impact**

University researchers contribute expertise to program



Heart of Missouri United Way

“A rising tide lifts all boats,” the aphorism says. And so it is with the [Heart of Missouri United Way's](http://www.uwheartmo.org) [Community Impact](http://www.uwheartmo.org), now in its third year.

By helping people in greater Columbia challenged by homelessness, poverty, food insecurity and an unstable household, everyone in the region benefits. Those receiving aid can become productive in society and help grow the economy.

The Community Impact model aspires to teach people and help them discover how they can be successful. The program focuses on youth to break the cycle of poverty.

The MU community continues to give generously to the [MU/UM United Way Campaign](https://secureas.missouri.edu/unitedway) (<https://secureas.missouri.edu/unitedway>). As of Oct. 28, nearly \$400,000 has been raised toward the goal of \$600,000. Online donations end Nov. 21, though donations will be accepted through year's end.

What's more, a number of MU faculty have acted as consultants on the Community Impact model.

Chancellor R. Bowen Loftin, a campaign honorary chair, has participated in several United Way events, including his and wife Karin's hosting of a fundraiser during summer. An effort to encourage more [Leadership Circle](http://www.uwheartmo.org/leadership-circle) (<http://www.uwheartmo.org/leadership-circle>) givers (who contribute more than \$1,000) has increased pledges, and giving is up among employees at University Hospital and Clinics and the School of Medicine.

“Awareness is really the key for the United Way Campaign,” said Andrew Grinch, a campaign tri-chair and associate assistant director of external operations and content at Mizzou Athletics. “We work very hard with ‘chairs’ in the various departments, colleges and schools to raise awareness of the campaign and all the good that the Heart of Missouri United Way does for the community.”



All proceeds from the film *Girl Rising*, showing Nov. 3 at Missouri Theatre, go to the MU/UM United Way Campaign. Courtesy of the Heart of Missouri United Way.

On Nov. 3, the film [Girl Rising \(http://www.uwheartmo.org/girl-rising\)](http://www.uwheartmo.org/girl-rising), an award-winning documentary about young women overcoming social challenges, will be shown at 6:30 p.m. at the Missouri Theatre. The College of Education collaborated with Heart of Missouri to bring the film to Columbia. Tickets are \$10. All proceeds go to the MU/UM campaign.

### **Challenges Remain**

But even as people open up their hearts, minds and pocketbooks, more is needed. The programs funded by United Way need \$4.2 million to function optimally, said Tim Rich, executive director of Heart of Missouri United Way. So far, \$1.3 million has been donated. Last year, \$3 million and some change were given.

Closer to home, MU administrators set a goal of 25 percent participation from employees. As of Oct. 28, nearly 14 percent have taken part. Last year, MU missed its \$600,000 goal by \$75,000.

Betsy Rodriguez, lead tri-chair of the MU/UM campaign and the University of Missouri System vice president of human resources, marveled at the variations in departmental giving within divisions, colleges and schools. Some departments don't participate at all, while others have 40 percent participation, Rodriguez said.

"That tells me that someone in the [giving] departments is getting out the message, and it's resonating with faculty and staff," Rodriguez said. "We rely on on-the-ground volunteers in each department. Some are enthusiastic, and others are either too busy or less interested."

### **Faculty Expertise Contributes**

MU faculty have been lending their expertise to Community Impact. Aaron Thompson, assistant professor in the School of Social Work, and social work graduate students evaluated the application process United Way uses to choose the health and human service agencies who receive funding, Rich said. After evaluating 19 proposals this year, the MU team found that only two agencies clearly understood outcome measurement.

So Thompson organized three 90-minute sessions to teach the agencies the input-outcome model used in social work training. The training enabled the agencies to more accurately measure change in the lives of clients. United Way now has an MU graduate fellow working in Community Impact for one year.

In the Columbia region, four areas of considerable concern are homelessness, affordable housing priorities, domestic violence and food insecurity, based on findings presented in the Boone County Issue Analysis released July 2013.

Marjorie Sable, a campaign tri-chair and director of the School of Social Work, has provided expertise in a number of the four categories, including domestic violence, an issue that has garnered national attention after the recent arrests of several NFL players. Domestic violence is often overlooked as a contributing factor to a family's economic problems. Children growing up in a household of violence can carry the trauma into adulthood.

"Domestic violence is a community problem," Sable said. "We have to change the culture of how we treat each other. This cannot be addressed just by working with individuals. Communities need to take a look at what we are doing that supports this type of interpersonal violence."

### **The Model Is Working**

Outcomes from Community Impact agencies funded by the 2013 campaign are impressive. For example, there has been a 62 percent reduction in the use of illegal drugs by adolescent participants in the area of health services; 10,640 students received dental health services; and 24,752 individuals received needed food assistance.

To review the full report of the 2013 Community Impact results, visit [www.uwheartmo.org \(http://tr.subscribermail.com/cc.cfm?sendto=http%3A%2F%2Fwww%2Euwheartmo%2Eorg&tempid=a43284478c0b40d3a574eb6f30de375e&mailid=ab1537279c874e7a85dceb6f30de375e\)](http://tr.subscribermail.com/cc.cfm?sendto=http%3A%2F%2Fwww%2Euwheartmo%2Eorg&tempid=a43284478c0b40d3a574eb6f30de375e&mailid=ab1537279c874e7a85dceb6f30de375e).

"United Way can't do it all," Rich said. "Our agencies can't do it all. But as a community, if we come together and are exposed to the challenges, we start changing hearts and minds and, literally, the life experience on the ground in Columbia."

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### **Staff open forum addresses MU's challenges**

Staff Advisory Council's role expands under Loftin's leadership

Health benefits, the Division of Information Technology restructuring and raises were hot topics at the staff open forum with Chancellor R. Bowen Loftin Oct. 15 at the Missouri Theatre. The Staff Advisory Council hosted the panel that included Loftin; Betsy Rodriguez, vice president of human resources; Karen Touzeau, associate vice chancellor for human resources; and Todd Mackley, associate director of finance and accounting.



From left are Chancellor R. Bowen Loftin, Betsy Rodriguez, Karen Touzeau and Todd Mackley.

Several hundred of MU's more than 8,000 administrative, service and support employees attended, and more watched the live stream. Staff had the opportunity to email questions to the advisory council ahead of time and ask questions at the event. All questions and answers will be posted on the council's website and Facebook page in coming days.

#### **Annual Enrollment**

Rodriguez gave a 20-minute presentation on the three plan options: the Healthy Savings Plan (formerly myOptions), the Custom Network Plan (new for 2015) and the PPO Plan (formerly myChoice). The new plan, she said, is in response to the recommendations of the Total Rewards Ad Hoc Task Force, formed in June 2013 to reimagine benefits in the face of dramatic fiscal challenges.

"One of the things they thought was important was flexibility," Rodriguez said. "We're trying to put some more flexibility and add a little more choice into benefit programs."

Also new this year is that benefit-eligible employees must choose a plan or opt out during the Oct. 20-31 enrollment period. If no action is taken, employees will default to the Healthy Savings Plan and pay taxes on the premiums.

"This is a huge investment," Rodriguez said of choosing a benefit plan. Employees spend anywhere from \$1,800 to \$5,000 annually on medical premiums. "There's almost nothing in your personal life that you'd spend that much money on that you wouldn't have a big discussion about and you wouldn't research," Rodriguez said. "That's all we're asking you to do."

Another recommendation from the task force was to encourage healthful behavior. In 2015, the Healthy for Life wellness program will offer a two-tiered financial incentive. Employees can earn \$150 in Tier 1 “Educate Yourself” and \$300 in Tier 2 “Invest in Yourself.”

Rodriguez also answered a question on the Voluntary Separation Program for tenured faculty who are retirement eligible and at least 62 years old as of Aug. 31, 2015. She clarified that the program is not an early retirement program but an opportunity for tenured faculty to get a one-time payout for retiring, relinquishing tenure and separating from the university. There will be no similar offering for staff, Rodriguez said.

For more information on staff benefits, contact a [campus benefits representative](#) ([http://www.umsystem.edu/totalrewards/benefits/benefits\\_representative/](http://www.umsystem.edu/totalrewards/benefits/benefits_representative/)), the HR Service Center at (573) 882-2146 or [HRServiceCenter@umsystem.edu](mailto:HRServiceCenter@umsystem.edu) (<mailto:HRServiceCenter@umsystem.edu>).

## **Division of Information Technology**

On Oct. 9, Faculty Council discussed the restructuring of the Division of Information Technology, and the topic came up at the staff forum as well.

Gary Allen, University of Missouri System vice president for information technology and MU chief information officer, is looking into how to streamline MU’s IT department, which has about 300 employees.

There was concern that some IT staff who work in specific units would be reallocated or laid off. Loftin strongly emphasized that staff will not be displaced.

“Everyone who is currently employed by IT is meant to stay exactly where they are right now doing exactly what they’re doing right now,” he said.

The university currently has a hybrid model where some IT employees work for the university centrally while others work for individual schools, colleges and departments. Loftin said that this structure poses challenges for the campus, including providing consistent service and meeting compliance requirements for information security.

“I’ve asked Gary Allen to work with units to effect over time a transition of their unique employees in IT to working for the central system,” Loftin said. “They will stay where they are today doing the same jobs they are doing today, but we’ll have a different kind of accountability to make sure we can provide the support required and also have the ability to provide [information] security across the entire university system.”

In an email to employees Oct. 16, Allen further clarified the MU information technology coordination effort.

## **Raises**

A few staff members shared their frustration with the lack of substantial raises. Staff also asked about increasing the tuition discount for employees’ children who attend Mizzou and having a tiered benefit system so that the lowest paid employees were eligible for more benefits.

Loftin was receptive. “I hear you, and I am very sympathetic,” he said.

Earlier this year, because the university couldn’t provide centralized funding to units for raises, Loftin asked managers to provide a 2 percent pool for merit-based raises for their staff. However, not every unit’s budget was large enough to accommodate that, he said.

Beginning fiscal 2015, base general funds for schools, colleges and operating units were reduced by 2 percent. The reallocation will continue for the next four years as part of the MU Strategic Operating Plan. Loftin will work with an

advisory group to determine how best to reallocate the money. For fiscal 2015, that amounted to \$8.7 million. He hopes to have answers in spring of 2015 and firm decisions for fiscal 2016.

“One of the questions I will be asking them to work on is should we reallocate part of that funding we’ve been able to acquire from the entire university toward things like staff increases that are merit-based,” he said. “I’m mindful of your concerns. I hear them. I feel them directly.”

Gov. Jay Nixon’s recent release of new state money included \$8 million for hiring high-impact faculty and \$1.7 million in recognition that MU did not increase undergraduate resident tuition.

## **Staff Advisory Council**

Touzeau, MU’s associate vice chancellor for human resources, talked about the possibility of developing a shared-leave program in which employees could donate sick time to another employee unable to work due to a health crisis. This was well received by the audience.

Touzeau commended the Staff Advisory Council for bringing the idea to the table. “They’ve really been the driving force in terms of coming up with a plan that will allow you to donate your sick leave to respond to an employee’s crisis,” she said.

Staff Advisory Council Chair Becky Stafford said a reason why the council partnered with Loftin for this event was to help staff better understand the role of the council.

“Although we greatly enjoy hosting Staff Recognition Week each spring, we aren’t just party planners,” Stafford said. “Since Chancellor Loftin arrived in February, our involvement has expanded a great deal. We are very much involved with administrative committees. He really wants staff engaged and is truly understanding of our position here at Mizzou.”

Loftin and the council hope to host an open forum each fall and spring. For more information, visit the Staff Advisory Council [website \(http://staffcouncil.missouri.edu/\)](http://staffcouncil.missouri.edu/).

— Kelsey Allen

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## View solar eclipse at Laws Observatory

A partial eclipse of the sun will happen today, Oct. 23, and be visible from Columbia. It will begin at 4:40 p.m. as the moon passes in front of the sun, when the eclipse will resemble a bite out of the sun's upper right hemisphere. The spectacle will proceed until 5:45 p.m., when the sun will look like a crescent lying on its back.

But don't look at it. You'll hurt your eyes.

For the full experience of this wonder, all are invited to visit Laws Observatory in the Physics Building. Angela Speck, professor of astrophysics and director of astronomy in the College of Arts and Science, will be on hand to explain the eclipse, hand out protective eyewear and offer visitors views through telescopes fitted with a solar filter.

Speck warns that viewing the eclipse with the naked eye or even wearing sunglasses can cause eye damage.

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