

## Mizzou Weekly

Nov. 13, 2014 Volume 36, No. 12

### Comments sought on MU and its academic programs

The [Higher Learning Commission \(https://www.ncahlc.org/\)](https://www.ncahlc.org/) is seeking comments on the University of Missouri in preparation for the institution's periodic evaluation. The public's comments are sought on the quality of the institution and its academic programs.

On Feb. 23-24, 2015, MU will host a team from the Higher Learning Commission. The team will review the institution's ongoing ability to meet the commission's criteria for accreditation. The university has been accredited by the commission since 1913.

The public can mail comments to:

Third Party Comment on the University of Missouri, The Higher Learning Commission, 230 S. LaSalle St., Suite 7-500, Chicago, Illinois 60604-1411

The public can also [submit comments online \(https://www.ncahlc.org/HLC-Institutions/third-party-comment.html\)](https://www.ncahlc.org/HLC-Institutions/third-party-comment.html).

Signed comments must be received by Jan. 26, 2015.

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### **Final provost candidate speaks of leadership and faculty morale**

Garnett Stokes has dealt with a federal investigation of Florida State's handling of Title IX cases



Garnett Stokes led at Florida State University the creation of a system that rewards high-achieving faculty with permanent salary increases. Photo by Rob Hill.

Garnett Stokes, provost and executive vice president of academic affairs at Florida State University, was the fourth and final candidate to participate in an open forum for the University of Missouri's provost position.

Stokes, who also served as Florida State's interim president for seven months this year, said Nov. 10 in Lefevre Hall that her approach to the position is one of collaboration. She's a straight talker but also a "careful decision-maker."

Her goal as provost has been to build faculty morale, raise Florida State's research profile and establish the university as a candidate for membership in the Association of American Universities (AAU).

Stokes earned her doctorate in 1982 in industrial and organizational psychology at the University of Georgia. Three years later, she joined the Georgia faculty. From 1999 to 2004, she led Georgia's psychology department, then was named dean of Franklin College of Arts and Sciences, a position she held for seven years.

In 2011, Stokes became provost of Florida State, a public university in Tallahassee with more than 41,000 students.

To build faculty morale and raise the university's academic reputation, Stokes launched the Extraordinary Accomplishments Program two years ago. The program rewards high-achieving faculty by giving them permanent salary increases. In a letter to Florida State faculty in June 2013, she wrote that the pay raises were partly to encourage faculty achievements to help the university become "AAU-ready."

The program's committee based rewards on metrics established by the National Research Council (NRC). The metrics cover a range of STEM and non-STEM disciplines. There was a two-tier system. One tier involves honors recognized within AAU metrics, such as a Guggenheim Fellowship or a National Medal of Science. The second tier involves honors outside AAU metrics but still significant to the NRC, such as participation in the Fulbright Scholar program or winning the Modern Language Association Prize for a First Book.

"The biggest winners were [faculty] in the humanities," Stokes said. Last year, more than 100 faculty received merit raises through the program, she said, including an English professor who won a Guggenheim and got a \$15,000 annual salary increase.

Stokes said non-STEM faculty need to be recognized for achievements.

"A great university has strengths across many disciplines," she said. "It is not just about the AAU metrics. It's also about finding the role that every college plays in creating the reputation of the institution."

Florida State is among 55 American higher learning institutions under federal investigation for their handling of Title IX cases. During her time as interim president, Stokes experienced "the firestorm," she said.

Stokes was circumspect on Title IX issues, though she did express the need for levelheadedness. "I believe in being as fair to our students as possible," she said, "and I believe that decisions can't be driven by what the media might or might not say."

In September, Florida Sen. John Thrasher (R-St. Augustine) was named Florida State's president. This week, Stokes returned to her role as the university's provost.

Asked why she is interested in MU's opening, Stokes said she's always heard great things about the University of Missouri. She also mentioned being impressed by *Illumination*, a science magazine edited by Charles Reineke and published twice a year by MU's Office of Research.

If you attended Garnett Stokes' open forum on Nov. 10, and did not already fill out an evaluation, please provide your feedback at the following link. The link closes at 5 p.m. Friday.

<https://www.surveymonkey.com/s/BPZ2RBB> (<https://www.surveymonkey.com/s/BPZ2RBB>)

Besides Stokes, MU's provost candidates are:

- [Michele Wheatly \(.../36-10/candidate/index.php.html\)](#), a former provost of West Virginia University who was a finalist for president of Florida State University
- [John Wiencek \(.../36-11/candidate/index.php.html\)](#), interim provost at Virginia Commonwealth University
- Nancy Brickhouse, deputy provost at the University of Delaware

Chancellor R. Bowen Loftin will make the final decision on whom to hire.

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### **Intercampus Faculty Council examining Title IX policies regarding instructors**

Faculty Council

The [Intercampus Faculty Council \(http://www.umsystem.edu/ums/aa/faculty/ifc\)](http://www.umsystem.edu/ums/aa/faculty/ifc) has formed a subcommittee to address faculty behavior in the area of sexual misconduct as it relates to [Title IX policies and procedures \(.../36-5/rules/index.php.html\)](http://www.umsystem.edu/ums/rules/index.php.html). Dennis Miller, MU associate professor of psychological sciences and Faculty Council member, will represent MU and serve as subcommittee chair.

University of Missouri System President Tim Wolfe hopes to present proposed additions and revisions to the Collected Rules and Regulations recommended by the subcommittee to the Board of Curators in February, Miller said. The subcommittee is working closely with lawyer Marsha Fischer in the system's general counsel office.

Miller told Faculty Council Nov. 6 that the equity resolution process described in [section 200.025 \(http://www.umsystem.edu/ums/rules/collected\\_rules/programs/ch200/200.025\\_equity\\_resolution\\_process\\_for\\_resolving\\_compl\)](http://www.umsystem.edu/ums/rules/collected_rules/programs/ch200/200.025_equity_resolution_process_for_resolving_compl) lacks information on how to proceed if a faculty member is accused of sexual misconduct. The subcommittee wants to develop policies that address faculty behavior in these areas. The policies would include procedures for adjudication of complaints and the penalty process, including loss of tenure, Miller said.

Miller also said that the sexual misconduct hearing panel should include a faculty member. Currently it does not.

Conduct policies are more likely to be accepted by faculty members if they are able to contribute meaningfully to the formation of the policies, Miller said.

In addition to working with system's general counsel, the Intercampus Faculty Council is researching sexual misconduct policies and procedures at other higher learning institutions and meeting with campus groups that are involved in issues of sexual discrimination, harassment and misconduct.

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### Provost candidate talks about collaboration and empowering faculty



At an open forum in Memorial Union, provost candidate Nancy Brickhouse said she strives to keep faculty involved in administrative discussions. Photo by Rob Hill.

Nancy Brickhouse is deputy provost at the University of Delaware

At an open forum Nov. 5, provost candidate Nancy Brickhouse addressed questions on leadership, direction, collaboration and retaining top faculty.

Asked about her leadership philosophy, Brickhouse said there needs to be “commonly shared goals” and everyone needs to “buy into the vision.” Rather than micromanage, she strives to “empower people” by giving them the “freedom to grow in their area.”

She supports shared governance by keeping faculty involved in administrative discussions. “You bring them in early, keeping them in the loop, keeping the lines of communication clear so that no one is ever surprised,” Brickhouse said. “Shared governance is important because change is not possible without it.”

Like candidates [Michele Wheatly \(../36-10/candidate/index.php.html\)](http://www.missouri.edu/36-10/candidate/index.php.html) and [John Wienczek \(../36-11/candidate/index.php.html\)](http://www.missouri.edu/36-11/candidate/index.php.html), Brickhouse comes from a science background. She holds a master’s in chemistry and a doctorate in science education from Purdue University. Before attending Purdue, she was a high school science teacher in Texas.

She has spent her academic career at the University of Delaware, a public land-grant institution. A tenured associate professor by 1994, Brickhouse went on to become dean of the School of Education and then deputy dean of the College of

Education and Human Development. In 2011 she was named deputy provost, a role she returned to in August 2013 after serving as interim provost for 15 months.

Brickhouse supports efforts to raise MU's ranking in the Association of American Universities (AAU). Though the association's metrics favor the sciences, she said all units benefit from the prestige of being in the association. She expects to see more interdisciplinary work among the sciences and the humanities and social sciences as academic research is "pushed to be more relevant to the world." This might be a way for non-STEM disciplines to receive greater AAU recognition, Brickhouse said.

She represented herself as someone who embraces change and creative thinking. Delaware, for example, redesigned much of the science curriculum to keep pace with best learning practices. The curriculum focused on "gateway courses, not gatekeeping courses," she said.

As for adaptability in changing circumstances, Brickhouse talked about Delaware's failed pursuit of a star professor to fill an endowed chair in the hard sciences. Brickhouse led the effort to instead use the \$3 million endowment to create three chair positions in economics, history and chemistry for high-achieving midcareer faculty. This solved a faculty issue that Brickhouse did not elaborate on but appeared to be related to retaining faculty who are rising stars.

As for the future of higher learning, Brickhouse said institutions need to constantly evaluate if they are properly preparing students for a changing world. Institutions that don't will be left behind. "We have to keep up our game," she said. "There is a lot of competition out there."

If you attended Nancy Brickhouse's open forum on Nov. 5, and did not already fill out an evaluation, please provide your feedback at the following link. The link closes at 5 p.m. Friday.

<https://www.surveymonkey.com/s/RTGNSHR> (<https://www.surveymonkey.com/s/RTGNSHR>)

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### **Staffer new to archery shatters record at national contest**

Candace Sall's 8-year-old daughter won at contest, too



Candace Sall, shown in the Museum Support Center among artifacts of the Grayson Archery Collection, set a world record by shooting an arrow 802 feet at the National Flight Championships. Photo by Nicholas Benner.

As the last round of the championships neared, Candy Sall was anxious.

After all, she had been shooting bow and arrow for only two years. This was her second archery competition. And she was borrowing a bow because hers was broken. The borrowed bow was for right-handers. Sall is left-handed.

Her aspiration was to beat the amateur record of 400 feet she set at last year's competition. She did, and then some.

On the hot, dusty Bonneville Salt Flats of Utah Aug. 30, Sall set a world record in the National Flight Championships by firing an arrow 802 feet.

Sall is associate curator of the Museum of Anthropology, which includes the [Grayson Archery Collection](http://anthromuseum.missouri.edu/grayson/grayson.shtml) (<http://anthromuseum.missouri.edu/grayson/grayson.shtml>). The collection has 5,300 pieces at the Museum Support Center

on Rock Quarry Road. (The collection can be viewed by appointment.) It will become part of the museum at [Mizzou North \(.../36-11/mizzounorth/index.php.html\)](http://mizzounorth/index.php.html) next year.

Breaking the archery record reinvigorated Sall's interest in the collection, which was donated by Charles Grayson in the early 1990s. Grayson was a physician who died at age 98 in 2009. Sall feels some affinity with the collector. "He was a left-handed archer just like me," she said.

Sall mostly practices in her backyard shooting at hay bales. Sometimes her 8-year-old daughter, Izzie, shoots with her. At the August championships, Izzie won in her age group.

Sall's youngest daughter, 6-year-old Beth, shoots, too, and even found a special use for her 10-pound bow and arrow. Beth recently pulled a wiggly baby tooth by tying one end of a string to the tooth and the other end to an arrow and shooting, Sall said.

Typically by August, the Bonneville Salt Flats are drowned in water because of Utah's monsoons. Yet by Aug. 28, the first day of the three-day National Flight Championships, the plain was dry and crusty white.

Moments from launching her first arrow in the competition, Sall rested her composite recurve wooden bow on her dusty Merrell boots. She heard a crack and looked down to find that the first layer of wood had buckled. Her bow was broken. Sall felt her chances of competing slipping away.

But she had an idea. "I knew if I asked for help, something could happen," Sall said. "Everyone is so generous in the archery community."

Fellow archer Steve Gardner offered her the bow he had crafted out of ash and osage orange. However, some elbow grease had to be put into Gardner's 50-pound right-handed bow.

On Aug. 29, beneath a tent on the salt flats, Gardner shaved the bow down to a 35-pound bow. "Keep it. It's yours now," Gardner told Sall after he glued on the finishing touch: a piece of leather fashioned into a left-handed arrow shelf.

That afternoon, Sall shot the bow in a round, and the following morning, she shot it in another round. Finals were in the afternoon with temperatures nearing 90.

Sall felt a backwind as she took her stance in the finals. Friends had gathered to give tips before she shot. David Lynn Hayes, chair of the USA Archery Flight Committee, told Sall to just let go and touch her shoulder. She did. The arrows flew.

Kay Koppedraye, a competition staffer and record holder in Sall's flight category, walked along the flight path picking up arrows. She stopped near the 800-foot mark and picked up an arrow with Sall's name scribed in Sharpie on the shaft.

"I think you broke my record," she said. Sall shrugged. She knew she wouldn't hear back from the judging committee for days while they collected arrows and calculated distances.

Three days later, Koppedraye arrived in Columbia with the gold Harry Drake medal in hand and an I-told-you-so grin on her face. Sall had shattered the world record — Koppedraye's record — by more than 100 feet.

Sall isn't sure what bow she will use in next year's competition. But since the national contest, she's only used the one Gardner gave her.

— Alaina Lancaster

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### Staffers can apply for education funding

The Staff Education Award assists MU staff in personal development by providing funding for classes or coursework at accredited higher education institutions or from an accredited GED program. The deadline to apply is Nov. 20.

Visit the Staff Advisory Council [website \(http://staffcouncil.missouri.edu/awards/edaward.htm\)](http://staffcouncil.missouri.edu/awards/edaward.htm) for more information, or call the office at 882-4269.

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### Three MU Health Care nurses win Nurses of the Year awards

At an Oct. 25 ceremony in St. Louis, three [MU Health Care](http://www.muhealth.org) nurses were among 20 honored as [March of Dimes 2014 Nurses of the Year](http://www.marchofdimes.org/nursing/index.bm2?cid=00000003&spid=ne_s3_1&tpid=ne_s3_1_6).



- **Lori Lampe**, a pediatric nurse and lactation consultant at MU Women's and Children's Hospital, won the 2014 Pediatric Nurse of the Year award. Lampe, who has 20 years experience as a board-certified lactation consultant, has worked for MU Health Care for 27 years and is the full-time lactation consultant in the Breastfeeding Outpatient Clinic.



- **Susan Scott**, manager of patient safety and risk management, won the 2014 Infection Control and Quality Risk Management Nurse of the Year award. Scott has served in many roles during her 31 years as a nurse with MU Health Care. She currently serves as manager of patient safety and risk management and coordinator of the forYOU team, a peer support program to help health care workers who suffer physically or emotionally following an unanticipated patient event or outcome.



- **Jean Sword**, a nurse in the operating room at Women’s and Children’s Hospital, won the 2014 Surgical Services Nurse of the Year award. Sword, an operating room nurse for 30 years, including eight at MU Health Care, is the nurse liaison for surgical services at Women’s and Children’s Hospital. She works to keep families informed and updated on the surgical process.

More than 585 nurses were nominated for an award, representing more than 70 health care facilities.

“Our nurses deliver an exceptional level of patient-centered care and compassion,” said Deb Pasch, executive director of University Hospital and chief nurse executive for MU Health Care. “These three nurses deserve to be recognized for the leadership, contributions and support they have given to patients, visitors and co-workers at MU Health Care.”

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