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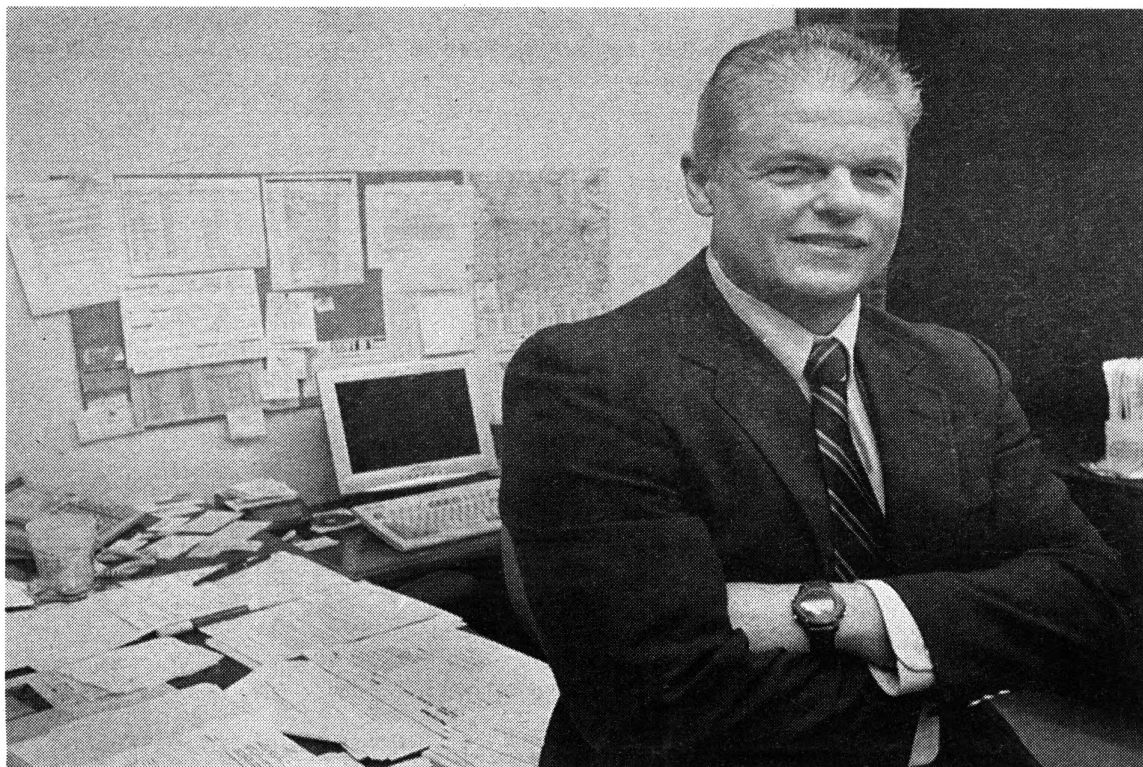
TECH TRANSFER

Grants help harness entrepreneurial talent on campus

Missouri's entrepreneurs and university researchers interested in marketing their technological innovations now have a home-team advantage.

The Missouri Small Business Development Centers, an outreach program of University of Missouri Outreach and Extension, have set up the Missouri Federal and State Technology Assistance Center at three locations across the state, with MoFAST's headquarters at Mizzou.

Under the direction of Michael Nichols, an MU alumnus, the center has one simple goal: help Missouri businesses and researchers win more Small Business Innovation Research (SBIR) and Small Business Technology Transfer



Rob Hill photo

HIGH-TECH FAST TRACK Michael Nichols, director of the new MoFAST assistance centers, wants to help faculty get the federal grants they need to commercialize their research innovations.

(STTR) awards. These federal grants come from a variety of agencies that fund projects to

meet their specific needs. They are set aside for businesses or people on the threshold of

turning an innovation or idea into a product that will displace technology currently on the

market, much like the hand-held calculator ousted the slide rule.

"Each year, the federal government makes approximately \$1.5 billion of seed capital funding available for early-stage research and development projects," says Nichols, who came to MU six months ago. "These agencies want to harness the talent that is available in the entrepreneurial community and within institutions of higher learning to turn technology into useful products for this nation's private sector."

Missouri's history of securing these grants is quite low. Nichols says that from 1983 to 2000, the state secured a total of 178 awards. "There are some states that get that many a year," he says.

No one knows exactly why Missouri consistently ranks between 29th and 30th nationwide in earning SBIR/STTR grants. Part of the reason may be that people are not aware of what is available and how to take advantage of the opportunity. That is why Nichols' office was created by a

SEE MoFAST on Page 7

Elson Floyd will become 21st UM president

UNANIMOUS CHOICE

Western Michigan University leader brings broad range of administrative experience

The Board of Curators announced yesterday that it had selected Elson S. Floyd to become the 21st president of the University of Missouri. Floyd will visit all four UM campuses today, including an 11 a.m. news conference at Memorial Union.

Floyd, 46, currently serves as president of Western Michigan University. Prior to his service in Michigan, he was executive vice president at the University of North Carolina-Chapel Hill. He will assume his duties as president of the UM System Jan. 6, 2003.

Floyd's selection concludes a national search that began in March. The Board of Curators unanimously selected Floyd as their top candidate and voted

Nov. 11 to offer him the position. Floyd will succeed Manuel T. Pacheco, who will retire Dec. 31.

"Dr. Floyd is a strong leader who inspires the people around him," UM Board President John Mathes said. "The selection committee found that he is highly regarded by all who come in contact with him, from faculty, staff and students to officials at the highest levels of state government and higher education."

Floyd brings a wide range of administrative experience to UM, as well as valuable systemwide and statewide perspectives on higher education issues and policies. Floyd has served as the chief executive officer for Western Michigan University since Aug. 1, 1998. WMU is the third largest university in the state of Michigan with an enrollment of 28,657 students and more than 3,300 faculty and

"The selection committee found that he is highly regarded by all who come in contact with him, from faculty, staff and students to officials at the highest levels of state government and higher education." — John Mathes, Board of Curators president

staff. The Carnegie Foundation for the Advancement of Teaching classifies the institution as a Doctoral/Research Extensive institution, placing it among 102 public universities to receive this designation.

Prior to joining Western Michigan University, Floyd served as executive vice chancellor of the University of North Carolina at Chapel Hill for three years. In that role he served as chief administrative and operating officer and the senior

official responsible for business and finance, human resources, auxiliary enterprises, student affairs, information technology, university advancement and development, and enrollment management.

Floyd began his career in 1978 at UNC-Chapel Hill, one of the nation's leading research institutions. He subsequently spent a total of 13 years with the university in positions that included dean posts in the Division of Student Affairs, the General College and the College of Arts and Sciences. From 1988 to 1990, he was assistant vice president for student services for the UNC system office, where he helped develop and articulate policy in student affairs and academic affairs for the 16-campus university system.

From 1990 to 1993, he served at Eastern Washington University as vice president for student services, vice president for administration, and later as executive vice president. In the latter capacity, he was the

university's chief operating officer.

Before returning to UNC-Chapel Hill in 1995, Floyd spent two years as executive director of the Washington State Higher Education Coordinating Board. This agency is responsible for statewide coordination, planning, oversight, policy analysis and student financial aid programs for Washington's statewide post-secondary education system.

A native of Henderson, N.C., Floyd has three degrees from UNC-Chapel Hill, — a bachelor of arts degree in political science and speech, a master of education degree in adult education, and a doctor of philosophy degree in higher and adult education. While president of Western Michigan, he has been a tenured faculty member in the Department of Counselor Education and Counseling Psychology and in the Department of Teaching, Learning and Leadership. Both departments are part of the College of Education at WMU.

Deadline is Nov. 22 for benefits changes

Faculty and staff have until Nov. 22 to make any changes in their benefits package – including life insurance and long-term care plans in addition to medical and dental insurance. The changes will go into effect Jan. 1, 2003.

Information packets were mailed to all eligible employees in mid-October. The information is also available online at www.system.missouri.edu/hrs/benefits.

No response is necessary if you don't wish to change any of your insurance options.

However, those who take advantage of tax savings on dependent care and out-of-pocket medical expenses through a flexible spending account, should remember that they must re-enroll each year by Dec. 31.

MU's Korea connection

A new exhibit has opened at Rogers Gallery in Stanley Hall that highlights the traditional dress of Korea and its modern adaptations. Titled "Korean Hanbok and Hanoak," the exhibit features 15 Korean garments, including two from MU's Historic Costume Collection. Also included are large photographs of traditional Korean housing. The exhibit, which runs through Nov. 27, highlights the studies of visiting professors Suk-Hyang Yang and Sun-Sim Kim. Rogers Gallery is open from 8 a.m. to 5 p.m. Monday to Friday.

Best of the best

Earlier this year, MU animal sciences Professor Randy Prather made headlines around the world when he and his collaborators announced they had successfully cloned pigs whose organs might one day be transplanted into humans. Prather's research was aimed at "knocking out" a gene in the pig that produces a sugar on the donor organ's cells. That sugar triggers an immune response from a potential organ donor.

Popular Science magazine recently recognized that achievement, selecting the research as its "Best of What's

New" grand award winner in its medical technology category.

"When I look through the microscope at an early pig embryo, I used to see pork chops," Prather told the magazine's reporter. "But I'm starting to see organs that can be used for humans."

Working wonders together

To the University community:

Winston Churchill once wrote, "You make a living by what you get, but you make a life by what you give." These words are more relevant today than ever before.

Every day when you turn on the news you hear about the challenges families are facing due to the recession, state budget

cuts and corporate downsizing. The natural inclination is to worry about the security of your own family and to become very conservative, cutting back on things like charitable giving. However, now more than ever before, we need your help.

Hunger relief agencies like the Salvation Army and the Central Missouri Food Bank & Pantry are experiencing huge increases in need with an average of 12 new families per week requiring food assistance. The

Food Bank has already distributed 12 million pounds of food this year with the two biggest months still looming ahead.

With the state budget cuts, the Family Health Center has seen a dramatic increase in demand for medical care. Families of low income without health insurance need health and dental care for their children. When your child gets sick you want – you need – someone to care. The Family Health Center is currently seeing 1,000 more people per month, but has \$375,000 less operating revenue for the year.

Statistics also show that as stress increases in a family due to financial pressure and job security concerns, abuse and neglect occur more frequently. Health professionals at the Family Health Center say more abuse victims are seeking medical attention at their facility. The Women's Shelter has seen a 21 percent increase in the number of victims of violence served in 2002. Likewise, Rainbow House

is experiencing an increase in requests for services and is caring for as many children as they can accommodate.

It's likely that the state's economic woes will continue in the future and will place an increasingly severe strain on the delivery of local human services. Advent Enterprises Inc. is serving 13 percent more people this year, 34 percent of which are people accessing youth-at-risk services.

This escalating need is compounded by a 36 percent decrease in state funding for Advent's youth programs.

Big Brothers Big Sisters, another youth-oriented program, lost 25 percent of its budget due to cuts at the federal government. These cuts may mean that 250 to 300 children may not be matched with a mentor next year. Despite hardships, Big Brothers Big Sisters is beginning its 35th year in Boone County and was named 13th in the nation out of 500 agencies in the number of at-risk children served.

We take pride in the quality of life we have in our community and in the quality of health and human services we make accessible to all people. Without your help, the 31 United Way

affiliated agencies may not be able to keep pace with the unprecedented demand that is occurring in our community. You can make a real difference in the life of someone in need with your support of our United Way.

Ultimately, it is up to us to determine the quality of life that will be available to our neighbors, co-workers and families. The annual fund-raising campaign is going on right now. You can help by making a contribution. Together we can work wonders in the lives of our neighbors in need. For whatever you can do, thank you.

Peggy Kirkpatrick
Central Missouri Food Bank

Sharon Tepper
Rainbow House

Leigh Voltmer
The Women's Shelter

J. Russell Dumas
Advent Enterprises Inc.

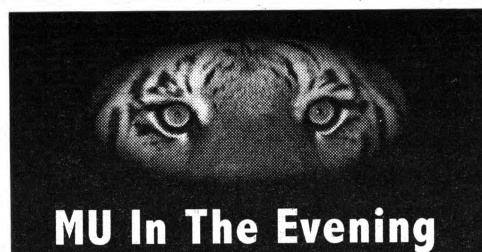
Georgalu Swoboda
Big Brothers Big Sisters



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MizzouWeekly

Volume 24 No. 12
A publication for the faculty and staff of the University of Missouri-Columbia, published every Thursday during the academic year and twice a month during the summer by Publications and Alumni Communication, a department of University Affairs, 407 Reynolds Alumni and Visitor Center, 882-7357. News deadline is noon Thursday the week before publication. Annual subscriptions are available for \$30.

Editor John Beahler
Advertising Scott Reeter
Assistant Anne Johnson
Photographers Rob Hill, Steve Morse
Writer/designer Sue Richardson

Mizzou's gifted undergrads

One of the strongest indicators that MU continues to attract Missouri's very brightest students is in the number of its undergraduates that qualify for merit-based scholarships.

Figures from the University registrar's office show that for the fall 2002 semester, MU's student body profile of 19,698 undergraduates included:

- Curator Scholars – 1,585
- Bright Flight Scholars – 2,475
- National Merit Scholars – 113

The overall number of undergraduates receiving some

type of academic scholarship is 7,202, and the mean undergraduate ACT composite test score is 25.4.

Safety first

Life sometimes can seem frantic on a state flagship campus the size of Mizzou – a

population that approximates a small city compacted into an area of just more than one square mile. That means that pedestrian and traffic safety

issues can be an important topic for the University community.

The campus safety committee will focus on just that issue at its next meeting at 1:30 p.m. Monday, Nov. 18 in N201/202 Memorial Union. Representatives from the city of Columbia also will be present to take part in the discussion. Members of the campus community who are interested in the subject are welcome to attend as well.



Taking a broad look at campus climate

ENGAGED AND WELCOME

National study targets treatment of underrepresented campus groups

Over the past year, more than 3,300 members of the University community have weighed in on detailed surveys that explored the campus climate for underrepresented groups.

The effort here at MU is part of a national research study examining campus climate at more than a dozen other colleges and universities around the country. That national study is led by Sue Rankin at Pennsylvania State University.

The study targets groups subject to harassment, stereotypes and discrimination on campuses around the country: people of color, women, people with disabilities, non-native English speakers, non-Christian religious minorities, and gay, lesbian, bisexual and transgender (LGBT) persons.

At this point, the national aggregate data collected in the study is not yet available. When that data is released in several months, it will allow MU to compare its campus survey findings to the national aggregate. In the near future, the MU researchers plan to make their study results available to the campus through campus conferences.

Late last month, the campus research team released findings and preliminary analyses. (Please see accompanying articles on survey samples and survey findings.) Roger Worthington, assistant professor of educational and counseling psychology, is principal investigator on the campus survey.

A QUESTION OF ATTITUDE

"I think a lot of people talk about what the campus climate is, just

from their own experience," Worthington says. "There have been a number of more or less anecdotal studies on campus, small focus groups or specific target groups that really don't amount to a scientific investigation of what the campus climate is.

"This gives us an opportunity to look more broadly at a whole range of different folks at all levels, give them access to the survey and have them let us know what they think and what their experiences are.

"By opening the dialogue, it's going to give people the opportunity to make suggestions about what can be done to improve the campus," he says. "Campuses all across the country have trouble with the campus climate in different ways, and our campus is no different. We have our own unique set of issues that we need to address."

Chancellor Richard Wallace says he welcomes the research team's efforts and sees the findings as a way to promote more progress in campus diversity initiatives. In the survey, a number of respondents question whether the administration is doing enough in that area.

"Provost Brady Deaton and I have made diversity a priority on this campus and we're proud of the progress we've made," Wallace says. "However, I realize people look to us for leadership in this area, and I know everyone has very high expectations. We are working hard to meet those expectations." Both the chancellor's and provost's offices contributed to the funding that made the campus study possible.

Worthington warns that the report findings must be taken in the context of the study. "We cannot assume that the sample of participants is a completely accurate representation of the

campus population because of specific limitations in the methods of sampling and data collection," he says. "The findings provided in these reports reflect only the participants in the study and cannot necessarily be tied back to the entire campus."

Some of those findings stand out. For example, the primary complaint about harassment involved derogatory remarks. A majority of the survey respondents said those remarks came most often from students.

"We did some supplementary analyses and found that, in fact, faculty were more likely than the other groups to report derogatory remarks on the part of faculty," he says. "And staff and administrators were more likely to report derogatory remarks from staff and administrators. So peer groups are also an important place where people are hearing derogatory remarks and experiencing harassment."

One of the most encouraging findings came from respondents to the lesbian, gay, bisexual and transgender survey, Worthington says. "None of our LGBT respondents reported physical violence as a type of harassment they had experienced. That's a pretty common and widespread problem at campuses all across the country. That's not to say that it doesn't happen here or it's never happened here, but it's not been reported by the folks who responded to our survey."

Another finding was that the various groups of respondents – men, women, whites, racial and ethnic minorities, LGBT individuals, etc. – had very similar perceptions about which groups were most and least accepted on campus. "All of these different groups more or less agreed that men, whites and women were the most accepted

groups on campus in general," Worthington says.

"Racial and ethnic minorities, non-native English speakers and LGBT individuals were the least accepted. You might expect that there would be some variation, because people might tend to believe that their group has it more difficult maybe than other groups. That didn't come out in the data. In fact, everybody more or less perceived the same hierarchy."

A STARTING POINT FOR CHANGE

As multicultural affairs director

for the Office of Student Life, Pablo Mendoza was one of several campus program administrators who was considering doing similar research on his own. When he learned the survey team was being formed, Mendoza jumped at the chance to participate.

"My office had done some focus groups and surveys with racial and ethnic minorities, but most had a fairly low response rate," he says. "This survey has a much broader sample and a much stronger methodology, and it includes the entire campus."

Mendoza says the survey results will be an important tool, not only for the work of his unit, but across the University. "It

SEE Climate on Page 6

BETTER

MEETINGS

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calendar



Concerts & Plays

Friday, November 15

SHOW-ME OPERA

CONCERT: Show-Me Opera will perform tonight and Nov. 16 at 8 p.m. in Whitmore Recital Hall at the Fine Arts Building. A \$5 donation is suggested.

Sunday, November 17

STUDENT RECITAL: Concert Chorale will perform at 2 p.m. in the First Baptist Church. A \$5 donation is suggested.

JAZZ SERIES: Vocalist René Marie and her trio will perform at 3:30 and 7 p.m. at Murry's, 3107 Green Meadows Way. Ticket information is available at all Ticketmaster locations or call 449-3001.

Monday, November 18

STUDENT RECITAL: The MU Tuba and Euphonium Ensemble will perform at 7 p.m. in Whitmore Recital Hall at the Fine Arts Building. A \$5 donation is suggested.

Tuesday, November 19

THEATER SERIES: *Anton in Show Business* will be performed today through Nov. 21 and Dec. 5-8 at 8 p.m. with Sunday matinees at 2 p.m. in the Rhynsburger Theatre. For ticket information call 882-PLAY.

STUDENT RECITAL: Hitt Street Harmony will perform at 7 p.m. in Stotler Lounge. A \$5 donation is suggested.

UNIVERSITY CONCERT

SERIES: The Rossetti String Quartet will perform at 8 p.m. in Jesse Auditorium. For ticket information, call 882-3781.

Wednesday, November 20

STUDENT RECITAL:

Symphonic Wind Ensemble will perform at 8 p.m. at the Missouri Theater. A \$5 donation is suggested.

Thursday, November 21

STUDENT RECITAL: The Symphonic Band will perform at 8 p.m. at the Missouri Theater. A \$5 donation is suggested.

Courses & Workshops

Friday, November 15

LIBRARY WORKSHOP:

"Electronic Reserves," a workshop to inform faculty and staff on how to provide online readings, exams and other instructional materials to students, will be presented from 12:30-1:45 p.m. in Ellis Library. To register, call 882-4692.

Monday, November 18

HUMAN RESOURCES

WORKSHOP: "An Overview of Legal Responsibilities of Supervisors" will be presented from 1-5 p.m. in S203 Memorial Union. Registration is required; call 882-2603.

Tuesday, November 19

CRAFT STUDIO

WORKSHOP: Create mugs, bowls and other ceramic forms using hand building techniques from 6:30-9 p.m. in 203 Brady Commons. To register, call 882-4640. Cost: \$10.

Wednesday, November 20

NEW EMPLOYEE

ORIENTATION: This orientation is open to all new MU staff members from 1:30-5

p.m. in N214/215 Memorial Union. Registration is not required.

Exhibits

BRADY COMMONS

GALLERY:

"Current Salt-Fired Stoneware," by ceramic artist Fergus P. Moore, is on display through Nov. 15.

Current artwork by members of the Student Art Education Association will be on display Nov. 18-Dec. 13.

The gallery, located at 203 Brady Commons, is open from 10 a.m.-6 p.m. Monday-Thursday, from 10 a.m.-5 p.m. Friday, from 10:30 a.m.-4 p.m. Saturday, and from 1:30-5 p.m. Sunday.

BINGHAM GALLERY:

The Undergraduate Juried Competition is on display through Nov. 15.

"The Art of Artist Teacher: Undergraduate Work by Art Education Students," an exhibition by graduating art education majors, will be on display Nov. 18-22. A closing reception will be held from 4-6 p.m. on Nov. 22.

The gallery, located at A125 Fine Arts Building, is open from 8 a.m.-5 p.m. Monday-Friday.

MUSEUM OF ART AND ARCHAEOLOGY:

"Tradition and Change: Art from Oceania" is on display into 2003.

"Wit and Wine: A New Look at Ancient Iranian Ceramics" is on display through Dec. 22.

"Master Drawings from the Permanent Collection" is on display through spring 2003.

"The Missouri Scene: In The Wake of Lewis and Clark" is on display through next April.

- "Selections of Ancient Glass," an exhibit in memory of Gladys C. Weinberg is on display through 2003.

The museum, located in Pickard Hall, is open from 10 a.m.-4 p.m. Wednesday-Saturday.

ROGERS GALLERY: "Korean Hanbok and Hanoak," an exhibit of traditional Korean dress and housing, is on display through November. The gallery is located in 142 Stanley Hall.

STATE HISTORICAL SOCIETY:

"Faces in History: Nineteenth Century Portraits from the Collection of the State Historical Society of Missouri," including the portraits of notable Missourians who helped shape the state, will be on display through Dec. 27 in the main gallery.

"The Cuban Missile Crisis: October 1962," an exhibit of editorial cartoons from the St. Louis Post-Dispatch, is on display through December in the east-west corridor.

"In Search of Americana: The Work of Victor Joseph Kunz" is on display until March 1 in the north-south corridor gallery. The main gallery is open from 8:30 a.m.-4 p.m. Monday-Friday. Corridor galleries are open from 8 a.m.-4:30 p.m. Monday-Friday and 9 a.m.-4:30 p.m. Saturday.

Lectures & Seminars

Thursday, November 14

NUTRITIONAL SCIENCES

SEMINAR: Julian Schroeder, professor of plant sciences at the University of California-San Diego, will present "Guard Cell Signal Transduction: From Genomics to Cellular Dynamics" at 4 p.m. in 209 Gwynn Hall.

ARTS & HUMANITIES

LECTURE: Gary Moulton, professor of history at the University of Nebraska-Lincoln and editor of the *Journals of the Lewis and Clark Expedition*, will present "Seven Habits of Some Highly Effective Explorers" at 7:30 p.m. in Allen Auditorium in the Arts and Science Building.

Monday, November 18

BLACK STUDIES

COLLOQUIUM: Julius Thompson, director of Black Studies and professor of history, will present "The Age of Lynching in Mississippi" from 4-5:30 p.m. in the Black Culture Center.

Tuesday, November 19

BIOLOGICAL SCIENCES

SEMINAR: Cynthia Weing from the University of Minnesota will present "The Genetic Basis of Life-History Traits in Natural *Arabidopsis* Populations" at 3 p.m. in 18 Tucker Hall.

Wednesday, November 20

ECOLOGY & EVOLUTION

SEMINAR: Moira van Staaden from Bowling Green State University will present "Sensory Systems and Speciation in the Ears of the Beholder" from 4-5 p.m. in 106 Lefevre Hall.

Friday, November 22

LITERARY ARTS LECTURE:

Jonathan Miller, world renowned director of theatre, opera, and film, and a noted physician and neurologist who has written and presented several major television series, will present "An Evening with Jonathan Miller" at 7:30 p.m. in Jesse Hall Auditorium.

Meetings

Friday, November 15


ARTHRITIS & DISABILITIES

TOWN MEETING: This event, which is designed to bring people together to develop recommendations on the needs of people with arthritis and disabilities to be given to public policy makers, will be held from 8:30 a.m.-4:30 p.m. at the Broadway Christian Church at 2601 W. Broadway. This event is free and open to the public. Registration is required by Nov. 5. Contact Dianna Borsi O'Brien at 882-2914.

Wednesday, November 20

MU WOMEN'S NETWORK:

Julie Lowrey and Karlan Seville will present a scrapbooking technique at noon in 234/235 Brady Commons. Guests can bring pictures from a past Christmas to be put together. Supplies will be provided. Membership in the network is open to all women faculty and staff. For more information about the organization, call Linda Wolszon at 882-6701.



Attention Faculty:

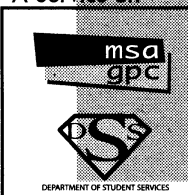
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MU's Jim Spain will receive Governor's Teaching Award

GIFTED TEACHER

Good teaching is "a matter of trust" animal sciences professor says

Jim Spain has won the 2002 Governor's Teaching Award, marking the second time in three years that a professor from the College of Agriculture, Food and Natural Resources has been named the top teacher on the MU campus.

"It's very meaningful," said Spain, associate professor of animal science. "We've got great students in our college. That's a huge advantage for a teacher, to have motivated students in the class who are excited about learning. Our college values teaching in a real and sincere way, and it's a privilege to work and participate in that culture."

Gov. Bob Holden will present the Governor's Teaching Award to Spain and scholars at other state universities in a December ceremony. "I'm really proud to represent this campus, especially knowing the number of deserving people here at Mizzou," Spain said.

It will mark the latest laurel in his collection. In past years, Spain has won the Kemper Fellowship for Teaching Excellence, the Green Chalk Award, the Outstanding Teacher Award and the Excellence in Education Award.

Asked whether he would need more mantle space, Spain laughed. "You know, it'll be nice to enjoy the ceremony and be

recognized, but the most meaningful thing has been the comments I've gotten from the college faculty and staff - and especially the students - the people who have been there," he said.

"Not to take anything away from the selection committee, but the people who selected me have probably never heard me lecture," he added. "The students have heard the lectures and taken the tests. So, to hear it from them really matters."

He was especially tickled by one student's e-mail that called him "a truly gifted teacher. He even taught a city boy like me a thing or two about cows."

Paul Vaughn, associate dean and director of academic programs at the college, agreed that good teaching and good students are inextricably linked. "We have long had a tradition of attracting the best of the best in students," he said. "It's wonderful to see that our teaching faculty are now being recognized as the best of the best when it comes to teaching performance."

Spain said the status of MU as a Research I university is "a significant advantage for our students." Using a term from animal science, he said the combination of teaching and research "gives us hybrid vigor."

"Our teachers take brand new knowledge into the classroom, knowledge that hasn't even been published in scientific journals yet," he said. "The students come in contact with people who

are passionate about the science. Our research programs enhance our students' entire educational experience. We have undergraduate students doing DNA sequencing of cancer cells here at Mizzou. That's just an incredible experience to add to the lecture material."

Spain traces his dedication to teaching back to his roots in Goldsboro, N.C. "I can't look

back and say I ever had a bad teacher." His grandmother, who taught piano, instilled in him the ethic that "teaching was a service," he said.

"I consider it a matter of trust - the trust of the students and the trust of their families that we'll give them an educational experience that allows them to be successful when the graduate and leave our campus."

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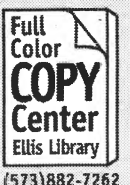
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CLIMATE from Page 3

provides a baseline from which we can develop programs to improve the campus climate," he says.

"It will be a good starting point for my office to look at where we can improve our services and which populations need more attention. I think the survey is going to be very important. It shows how far the University has come with respect to racial and ethnic issues since the 1950s. At the same time, it shows we can still improve."

Noor Azizan-Gardner, another research team member, agrees that the campus climate survey will establish an important reference point for future planning efforts. "Before this, we did have some anecdotal reports, but I don't think we have had something this empirical," says Azizan-Gardner, who is the coordinator for MU's Diversity Initiative.

One of her responsibilities in that job is to work with faculty on instructional issues in the classroom. "The survey findings already have prompted many people to think about what we can do to discuss these issues and come up with ways to improve the classroom climate," she says.

For example, her office is considering workshops for faculty to make them more aware and help them address diversity issues in the classroom. Or,

perhaps faculty could be encouraged to research and write more about diversity and harassment in the classroom.

"What I think was one of the most positive findings is that 75 percent of our respondents said this was a pretty welcoming university in many ways. That's good for all of us to know," Azizan-Gardner says. "At the same time, only a small percentage of our students and our staff - only 13 percent of students and 11 percent of staff who responded - felt that the classroom and workplace climate, respectively, were welcoming. That was very disturbing for all of us."

This spring, as the research team conducts focus groups and continues data analyses, they'll be looking for specific answers to some of the questions the survey raises. "We know we have our work cut out for us," Azizan-Gardner says.

Like other research team members, she cautions that until the survey data are analyzed further, and until comparative statistics are available from other universities, the campus survey results are much like a snapshot taken in isolation.

"We can't take the survey as more than it is; we have to recognize that there are limitations," she says. "It's not quite complete, so there are many questions we still have

about the 'whys' behind the responses."

And, she adds, as MU works to identify campus climate problems and to resolve them, that effort will provide a role model for students. "As a public land-grant institution, it's very important that we make this university open and available to everyone," she says.

"We have an obligation as an institution of higher learning to train future leaders. If we don't attend to issues of harassment, discrimination and other such problems, we're not providing what our students need to help them navigate out in the big, bad world after they graduate."

Cathy Scroggs, interim vice chancellor for student affairs, was one of many campus leaders who provided financial support for the research team's work.

Scroggs agrees that the findings will help her office focus on areas that need improvement.

"The survey talks to me about the experiences of our students from underrepresented groups and will help me create a climate in which they feel involved and welcomed," she says. "That will help make this campus a better place, not just for our underrepresented students, but for all our students."

The survey also could point to areas where the University needs to do a better job of telling its success stories - for example, its record-breaking success in recent years of recruiting and retaining African-American students, Scroggs says. "I'm not sure sometimes that our campus as a whole knows that."

Does she think the study findings are a call to action? "I

didn't commit resources to the survey to have it sit on a shelf," Scroggs says. "I think the

University's willingness to take a look at the campus climate speaks volumes."

WHAT THE SURVEY FOUND:

These are a few of the major findings reported by the research team:

- The majority (more than 75 percent) that responded to the underrepresented groups (URG) survey said the overall campus climate was accepting of those groups.

- More than 60 percent of the URG respondents had not heard insensitive or disparaging remarks about underrepresented groups.

- None of the harassment reported by; lesbian, gay, bisexual and transgender individuals (LGBT) involved physical assault.

- More than 19 percent of the URG respondents said they had experienced harassment (conduct that interfered unreasonably with their ability to work or learn on campus). These were primarily due to gender (61 percent) or race (23 percent).

- The harassment reported on the URG survey was in the form of derogatory remarks (83 percent) and experienced more often by staff and administrators (23 percent), Middle Easterners (39 percent), bisexual people (42 percent) and women (23 percent).

- All subgroups in the

URG sample tended to rate the acceptance of whites and men as the most positive. Campus acceptance of racial and ethnic minorities, non-native English speakers and LGBT individuals (respectively) was consistently rated as least positive.

- Campus leaders' efforts to foster diversity were not visible to most URG survey respondents; 20 percent believed the curriculum adequately represents the contributions of different groups of people.

- Derogatory remarks were the most common forms of LGBT harassment (85 percent), but other types of harassment included verbal threats (40 percent), graffiti (38 percent) and pressure to conceal one's sexual orientation (36 percent).

- The most common locations where harassment occurred were in public spaces on campus (55 percent), while working at a University job (43 percent) and while walking on campus (40 percent).

(Note: Percentages reflect only the respondents to the survey and cannot be assumed to reflect the entire campus population.)

HOW THE SURVEY WAS CONDUCTED:

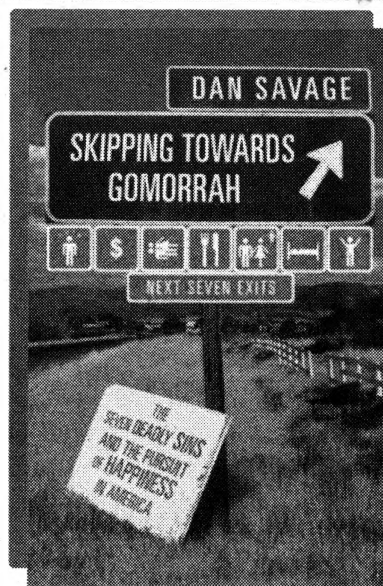
During the first phase, the research team distributed two survey questionnaires that were developed for the national study. One questionnaire asked respondents to assess the campus climate for underrepresented groups (URG).

Any member of the University community was invited to take part in that portion of the survey. There were 3,100 respondents, including 1,746 students, 808 staff, 462 faculty and 80 administrators. Compared to known campus demographics, women, racial and ethnic minorities, and faculty were overrepresented in that sample.

The second questionnaire asked participants to assess the campus climate for LGBT individuals. Distribution of that survey was limited to members of the LGBT community; there were 224 respondents, including 118 students, 73 staff, 30 faculty and 2 administrators.

The vast majority of the respondents participated through the Internet. However, because a segment of staff does not have easy access to computers, paper-and-pencil surveys were made available to that targeted population. For example, Campus Dining Services and Campus Facilities allowed the researchers to contact their staff members during working hours.

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MoFAST from Page 1

Small Business Administration grant program. "We want to bring Missouri up in the rankings and, in doing so, it will bring in more money to the state, which will be used to start businesses and lead to positive feedbacks in employment and revenues."

Nichols knows the ins and outs of the SBIR/STTR programs. He comes to Mizzou with 25 years' experience in high-technology development. As president and founder of his own company, he received several SBIR awards, and he has served for more than a dozen years as a program reviewer. He holds a PhD from MU with emphases in biomedical sciences and bioengineering, and bachelor's and master's degrees with emphases in education, biological sciences and chemistry from the California Polytechnic State University.

The MoFAST team has put its expertise and knowledge into creating a 24-hour link to one of the best resources in the nation and it is online at www.mofast.net. Researchers and entrepreneurs can access information on the different grant programs, the various federal agencies that sponsor awards, new program announcements, solicitation information and dates, tips on preparing and presenting proposals, sample proposals, frequently asked questions and links to other resources and individualized assistance. Users must register, at no charge, to get comprehensive access to all of the services on the Web site.

The team made the Web access opportunity a high priority, Nichols says, and it wants Missourians to take advantage of the online help. His goal is to increase both applications and awards at a minimum rate of 20 percent a year for five years.

Of the two programs, the STTR grants are mainly for researchers at statewide universities and colleges collaborating with small

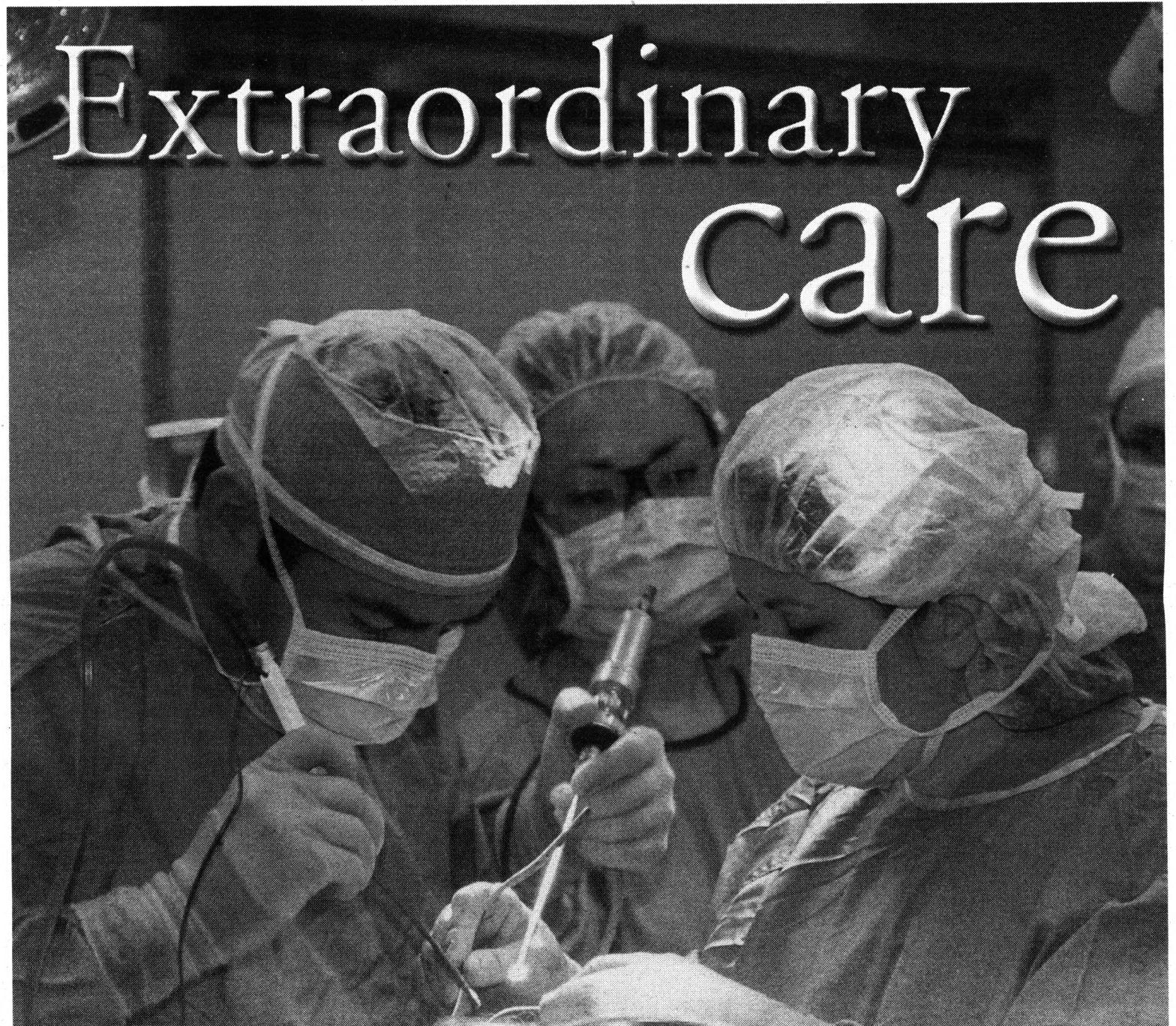
businesses. Five agencies, including the departments of defense and energy, and the National Institutes of Health (NIH) participate in the program. Researchers, working with a small business, can earn top dollar for their innovative ideas. For example, small businesses and faculty who are developing vaccines to fight bioterrorism could qualify for up to \$500,000 annually in Phase 1 from the NIH Small Business

Biodefense Program, and up to \$2 million annually for up to three years in Phase II.

"The STTR was structured for faculty members who want to market their innovations and for universities who want to encourage them to do so," Nichols says. He adds that this is a way to move innovation to a business and at the same time to provide funding back to faculty and departments to fund graduate students.

"We have talented researchers and entrepreneurs, and highly commercializable technology in this state, and we need to help these innovators find the resources such as the SBIR/STTR seed funding to support technology transfer and its development here," Nichols says. "We need to keep this technology and the proceeds from its commercialization in Missouri. MoFAST can make that happen."

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Do ACT scores reflect student maturity?

SUCCESS FACTORS

Study suggests adult role models help students face college challenges

College is viewed as a place where students enter the final phase in their academic lives and discover their identities as individuals. It is a pivotal time in a young adult's life. However, MU researchers have found that colleges are not teaching the life-learning lessons needed to face the challenges of growing up.

"We tend to look at a student's readiness for college

based on academics, such as test scores and grades," said Douglas Hunt, professor of English at MU. "But what is more important to students is the ability to work as adults and to act on their own. This isn't formally part of the college curriculum, but it is crucial to success."

Hunt followed 19 first-year composition students for one semester, taping all their interactions with the teacher, examining their writing, and interviewing them outside class. He wanted to see how ready these students were to function

in their new environments. From this class of 19, Hunt selected six representative cases for close study. Two of the students performed quite well; the other four were handicapped by social and psychological immaturity.

Hunt found, for instance, that one of the female students had extremely low self-esteem. He said that she had performed well and happily in middle school. However, after being derailed by physical changes and the death of her father, the student felt that it was no longer "cool" to be keen on learning. More importantly, Hunt says, she lost her desire to

join the adult world.

"Her setback continued to plague her in college," Hunt said. "Like a 14-year-old, she couldn't work without someone else in her room to socialize with. But to write a good college paper, you have to be able to close the door and be alone with your thoughts."

One male student was so distracted by the expectations and standards his father had set that he had difficulty focusing his thoughts as he wrote. It was as though his father was always in the room with him, warning him that he'd better not fail, Hunt said.

Hunt feels there needs to be

more adults available to students during this difficult time in their lives in order to show them that they too, experienced the same challenges.

"The function of college in our society is a place for people to grow up, but being surrounded by people in the same age group and going through the same problems without any guidance is the wrong setting for many students," Hunt said.

Hunt recently published a book on his study titled, *Misunderstanding the Assignment: Teenage Students, College Writing, and the Pains of Growth.*

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