

The Next Century
AAU president discusses the role of research universities.
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MU's Karate Kids
Professor stresses emotional commitment to karate.
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Dec. 11, 2008
University of Missouri

This is the final Mizzou Weekly issue of the semester. See you again Jan. 22, 2009.

Equity access



Clay McGlaughlin photo

WELCOME TO MIZZOU Noel English, director of the MU Equity Office, says her mission is to help members of the university community satisfactorily resolve equity-related problems.

CAMPUS CLIMATE

Program aims to make Mizzou more inclusive

Several years ago, when a research team conducted an exhaustive study of the campus climate for diversity at MU, some survey respondents said they thought the university could do a better job of handling complaints about harassment and discrimination.

A campus climate task force appointed by Deputy Chancellor Mike Middleton recommended that MU create what it called an "equity assistance office." As director of the MU Equity Office for the past two years, Noel English has quietly taken on a role that she describes as "a traffic cop" who responds to equity complaints and concerns from across the university community.

That role is sometimes complicated by the many different campus offices that can and do handle concerns about harassment and bias: the campus ombudsman and mediation service, equal opportunity officers and the formal grievance processes that cover faculty and staff, to name a few.

"Part of the problem is that we have so many options that people don't always know which one is appropriate. It really can be confusing, and some people do feel like they're getting a

runaround," English says.

In findings from the Campus Climate Study, "We discovered that people often did not know where to find information about making a complaint about harassment or how to go about addressing problems they encountered on campus because the information they could find was hard to understand or difficult to access," says Roger Worthington, MU's chief diversity officer and the study's lead investigator.

"The Equity Office was created so that anybody could come here with any kind of question," English says. "As part of the Chancellor's Diversity Initiative, we have access to people and programs throughout campus. So without giving you any runaround we can say, 'Here are your options. Here's who you need to see.'"

Working out of an office in S303 Memorial Union, English says her primary mission is simple and straightforward. "We help members of the MU community satisfactorily resolve equity-related problems," she says. "We also identify systemic equity problems and work to correct them."

For instance, her office is planning to hold workshops to train faculty search committees. When ranked faculty leave

MU, she invites them to complete an exit interview about their experiences here.

The Equity Office recently launched a new process that allows people to report bias incidents that they observe on campus. "The bottom line is that anybody who experiences or witnesses any kind of bias incident is encouraged to either call here and talk to me about it, or you can fill out a report online," she says. "People can report a bias incident anonymously online or if they choose to give their name we will follow up with them."

"We want people to feel welcome here; we want people to feel that they're being treated as a member of this community," English says. "It's true that life isn't always fair and that you can't resolve every problem, but to the extent that we can I think we would like to try."

"With all the resources we have on campus, we're coming at these issues of diversity from a number of angles — all with the purpose of making this a better, more welcoming and more inclusive place for everybody, regardless of their background and regardless of their point of view."

More information about the MU Equity Office is available online at equity.missouri.edu.

New campus policy prohibits smoking within 20 feet of building entrances

HEALTH PROMOTION

Policy also urges cooperation from both smokers and nonsmokers

Acting on recommendations from a campus smoking policy task force, MU has announced a revision to its smoking policy. Effective Jan. 20, 2009, the new policy prohibits smoking on university owned or leased property within 20 feet of building entrances, open windows and air intake systems.

According to the policy, approved by Chancellor Brady Deaton and released earlier this week, "The university

reserves the right to specify additional designated smoking and non-smoking areas on its campus grounds."

The new policy also says the university is "establishing the goal of being smoke-free" by Jan. 1, 2014, in all its owned or leased buildings and in university owned or leased vehicles.

"I am pleased with our new policy because it promotes good health while allowing faculty, staff and students time to make adjustments through each of its phases," Deaton said. "I appreciate the hard work of the task force in gathering information and making their

recommendations while giving consideration to the diversity of opinion on this topic within our campus community."

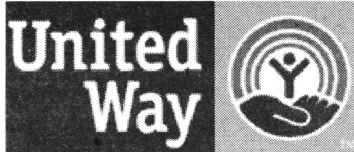
Jackie Jones, vice chancellor for administrative services, appointed the smoking policy task force in spring 2006 to take an impartial look at whether revisions were needed in the university's original smoking policy, which was first put in place in 1988 and reviewed in 1998.

"I am pleased with our new (smoking) policy because it promotes good health while allowing faculty, staff and students time to make adjustments through each of its phases." — Chancellor Brady Deaton

areas. The old policy also suggested "if possible each building should have at least one designated smoking area."

The smoking policy task force held a series of open forums and conducted a campuswide survey on attitudes toward smoking. The task force forwarded its recommendations to Jones. She and her staff reviewed those recommendations with MU's Faculty Council, Staff Advisory Council, the Missouri Students Association and the Graduate Professional Council, and made several revisions to the proposed policy.

SEE SMOKING on Page 3



donated \$600,922 to exceed the university's goal of \$600,000. "That doesn't include some additional donations and pledges that we know are coming in and just haven't been counted yet," says Jim Spain, vice provost for undergraduate studies, who is one of three co-chairs of the 2008 campus campaign.

The university's successful campaign is especially important this year, he says, because the uncertain economy is generating even more need for the services that 32 United Way-supported agencies provide in Columbia and central Missouri. "We had an increase

in participation this year across the board, which was the only way we could accomplish this year's goal," Spain says.

He stresses that it's not too late to contribute to the university campaign. "The need is still significant, and donations and pledges would still do additional good in the community," Spain says. "We appreciate the tremendous work the campaign team did to make this success possible."

Honoring excellence

In 1942, Robert Naka was forced to leave the University of California-Los Angeles where he was a sophomore engineering major. Naka, along with 120,000 other Japanese-Americans, was taken to a Japanese internment camp for what was intended to be the duration of World War II. Instead, after nine months, he was relocated to the University of Missouri.

More than 46 years later, the MU alumnus will be awarded an honorary degree for his lifetime of work in national security and his philanthropy. Naka will join B.W. Robinson,

known as the "father" of vocational education in the state of Missouri, in receiving the award, one of the highest honors a university can bestow.

Naka and Robinson will receive their honorary degrees at the Graduate School's commencement ceremony at 8 p.m., Friday, Dec. 19 at the Hearnes Center. Throughout the commencement weekend, 1,931 individuals will receive degrees from MU. The university will award 1,409 bachelor's degrees, 673 graduate degrees and seven professional degrees. Naka earned a bachelor's degree in engineering from

Over the top

Members of the university community will add an extra measure of holiday cheer for the mid-Missouri community this year through their support for the 2008 United Way campaign. Leaders of the university portion of the campaign announced that the campus went over the top earlier this week.

As of Dec. 9, faculty, staff, students and retirees had



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Departments may purchase temporary permits for special events or to keep on hand for the use of their guests. The permits are \$3 per day or \$9 per week and are available for various lots/garages throughout campus. All permit orders should be made two weeks prior to event. Permits may be ordered through our office by phone at 882-4568 or through our Internet address at parking.missouri.edu

Balancing nature's buffers

ENVIRONMENTALLY FRIENDLY
Researcher looks to unlock secrets of riparian wetlands

Plants that grow alongside streams play an important role in keeping those streams healthy. Grasses, shrubs and trees improve the ability of streamside wetlands to absorb water, nutrients and pollutants while helping control erosion and stream sediment. Trees moderate fluctuations in stream temperature by providing shade. Removing vegetation or otherwise reducing these wetlands and buffers can degrade water quality, with serious consequences for plants and animals in and along the stream, and for human health.

This presents a challenge when it comes to developing land or harvesting timber near streams, particularly because scientists don't fully understand how riparian buffers work. "Riparian" refers to the interface between land and a river or stream. An MU scientist has received a \$399,995 grant from the Environmental Protection

Agency for a four-year project aimed at unlocking some of the secrets of riparian buffers.

"We know very little about the physical processes that govern riparian systems," says Jason Hubbart, assistant professor of forestry. "Relatively few studies have been conducted to quantify the efficacy of best management practices in riparian buffers. Questions remain concerning how wide buffers should be and how many trees can be harvested without damaging riparian ecosystem health."

Hubbart's investigation will measure the flow of water and nutrients between streams and riparian wetlands and study how the width and density of riparian buffers affect water quality in various ways, including stream temperature.

"People classically do not think of stream temperature as a potential water-quality issue, but it's been a huge problem in the West for decades and is a growing issue in the Midwest," Hubbart says. "Land managers are becoming increasingly concerned because vegetation

removal is leading to increases in stream water temperature, which can be detrimental to in-stream riparian life."

Riparian wetlands and associated buffers act as natural sponges that trap and gradually release water. That makes them essential in preventing or limiting flooding and lets them make collected water available when needed. "Wetlands are very useful water storage reservoirs," he said. "By returning moisture to the subsurface aquifer, they can increase the available groundwater and ease the impact of drought."

Collecting the data will involve an instrumentation network of about a half-dozen monitoring sites on two central-Missouri streams. Hubbart will measure the flow of water and nutrients as well as the microclimate at each stream. His research instruments will include fully automated, solar-powered hydro-meteorological stations that will collect data at 15-minute intervals around the clock.

Please Join Us

For a reception honoring
Judy Wittenberger
As she retires from
University of Missouri Extension
Vice Provost's Office

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3:30-5:00 p.m.

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MU in 1945 and spent most of his professional career working for the United States Air Force where he developed the technology used in U2 spy planes. Under Robinson's leadership, Missouri developed 53 vocational education programs throughout the state.

Notable speakers at this year's commencement ceremonies include: Gary Forsee, president of the UM System, will speak at the College of Agriculture Food and Natural Resources commencement ceremony at 3 p.m. Dec. 20 in the Hearnes Center. Jay Nixon, governor-elect of Missouri, will deliver

a virtual address for the MU online commencement ceremonies, which will go live on Tuesday, Dec. 16 at mudirect.missouri.edu/onlinecommencement.

This Bud's for Mizzou

Ever since he can remember, Robert Weiser has been interested in fossils, minerals and rocks. Weiser studied geology at the University of Missouri; had a successful career that included geological, engineering and management positions for Exxon Mobil; owned a consulting business; and traveled throughout the country and the world. Now, he is investing in his alma mater by donating \$4.6 million to the Department of Geological Sciences. From the donation, 75 percent will support research, faculty, undergraduate and graduate

students in the department; 25 percent will fund scholarships for Hermann High School graduates who attend MU.

"While earning my geology degrees at MU, I was taught by some of the best teachers in the world. I greatly admired and appreciated them," Weiser said. "The education and experience I gained at MU has helped me succeed in my career. My mom used to say that education was important — people can lose everything, but an education is something that is never lost." He received his bachelor's degree from MU in 1958 and his master's degree from MU in 1960.

Weiser and his wife, Sue, made the donation to the department to benefit research, faculty and students interested in geology. "Investing in students is like investing in the stock market," Weiser said. "If you educate someone, then they are educated for life. Hopefully, the investment will pay dividends, and those students will be able to invest in the world and in other students for many years."

SMOKING from Page 1

The new policy spells out several exceptions to the smoking bans:

- Areas specifically designated for smoking
- academic research approved by the campus Institutional Review Board, provided that the research is conducted in an appropriately ventilated area.

It also notes that University of Missouri Health Care "will continue with its current smoke-free policy." MU will work with the Atkins Wellness Program to provide smoking cessation programs to employees and will work through MU's Wellness Resource Center to provide such programs to students.

Beginning Jan. 1, 2009,

the university's prescription drug program will provide more coverage for smoking cessation medications. Those medications will be covered at the same level of benefits as other prescription drugs. More information is available at the Faculty and Staff Benefits Web site at www.umsystem.edu/ums/departments/hr/benefits.

The policy also urges cooperation from both smokers and nonsmokers. "The success of this policy relies on the thoughtfulness, consideration and cooperation of smokers and nonsmokers for its success," the policy says.

"All members of the university community share the responsibility of adhering to and

enforcing the policy and have the responsibility for bringing it to the attention of visitors. Any complaints should be brought to the attention of the appropriate university authorities. If conflicts or problems should arise, environmental, safety and health considerations will prevail."

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*photos by Jimmy Katz

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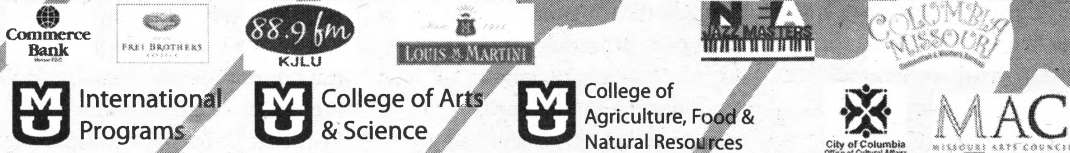
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MU celebrates 100 years of AAU membership

The University of Missouri celebrated its centennial anniversary of membership in the Association of American Universities (AAU) with the help of AAU President Robert Berdahl.

The AAU is a nonprofit association of 60 leading U.S. and two Canadian public and private research universities.

Berdahl joined Chancellor Brady Deaton and other distinguished speakers at the Bond Life Sciences Center Oct. 27, 2008, to celebrate MU's 100 years of AAU membership.

Photos by Clay McGlaughlin

As Missouri's first great and only flagship university, we play a very significant role in the history and future of this institution," Deaton said of the AAU.

Berdahl's centennial address titled, "Research Universities: Addressing Societal Issues of the 21st Century," recounted the genesis of the AAU and explained the importance of the organization. Read excerpts of the speech below.

roots in the Midwest and my time spent at the Universities of Minnesota and Illinois.

Whenever I'm on a campus like this, I am awed by the kind of commitment and vision it required to build it. When the 900 citizens of Boone County put up \$118,000 to win the location of the university here in Columbia, they made an incredible commitment to the notion that a public university is important. I suspect that few of them had ever attended a college

understood the importance of books. They probably didn't know a great deal about classical Greece, but they understood that it was a glorious moment in the history of thought and so they built Academic Hall representing that ideal, the Ionic columns of which still stand as a reminder of their vision.

When the University of Missouri was elected to membership in the Association of American Universities, or AAU, in 1908, it joined a very small group of American universities which at that time were committed to excellence in research and graduate education.

The AAU was established in 1900 by fourteen American universities – three publics (the universities of California, Wisconsin and Michigan), and 11 privates (six of the Ivys, plus Chicago, Hopkins, Stanford, Clark and Catholic, the latter two of which were at that time engaged in doctoral education).

The AAU was established as a means of asserting the quality of American graduate education, which was regarded with disdain by European universities at that time, and it sought to establish common standards for doctoral education. The initial imbalance between public and private universities was corrected with the addition of the University of Virginia in 1904, Missouri, Illinois, and Minnesota in 1908, and Nebraska, Kansas, and Iowa, and Indiana in 1909.

Eleven additional universities joined AAU prior to World War II, bringing the total to 33; with the growth of higher education from the 1950s onward, AAU continued to grow until today it comprises 60 of the leading U.S. and TWO Canadian research universities.

Throughout its early years it functioned as something of an accreditation association, certifying not only its own institutions, but others throughout the

nation. Developed by the graduate deans, the "AAU Accepted List" indicated the institutions whose graduates had received an education preparing them for graduate work.

American universities played a vital role in winning World War II, and as the federal government began to invest in university-based research through NSF and NIH, the departments of energy and defense, and later NASA, and as AAU grew in its size and importance, the presidents began to play a more important role in national research and education policy discussions. In 1977, AAU established a permanent office in Washington; today we have a staff of 21 and work with all the federal agencies funding research as well as with Congress on measures affecting higher education generally.

So we have come along way since 1900 or 1908. There was no world-wide ranking of universities at the beginning of the 20th century, but if there had been, the top 20 on the list would have been dominated by European universities, primarily in Germany and Britain. Today, American universities lead the world. Of the top 20 listed in the international survey produced by Jiao Tong University in Shanghai, 17 are American; 2 are British, and one is Japanese. Forty of the top 50 are American.

Surveying America's capacity to compete in a globalized world, political commentator Fareed Zakaria has declared: "Indeed, higher education is the United States' best industry. In no other field is the United States' advantage so overwhelming. ... And although China and India are opening new institutions, it is not that easy to create a world-class university out whole cloth in a few decades.

We have come a long way in the last century.

But America's lead may be less secure than Zakaria suggests. Neither the University of California, San Diego (ranked 14th by Jiao Tong) nor the University of California, Santa Barbara (ranked 35th) existed 50 years ago. And China, at least, is pouring substantial resources into building a number of world-class universities, while oil-rich Saudi Arabia is intent upon building a research university in the next few years to equal the best universities anywhere. King Abdullah University of Science and Technology, or KAUST, is recruiting the best faculty it can find anywhere in the world and it is being launched with an endowment that will, from the outset, be larger than any university endowment in the world except for Harvard and Yale.

The competitive advantage the

United States currently enjoys is obvious, but retaining it should not be taken for granted; the support from state governments for their "flagship" public universities and the partnership between research universities and the federal government must be renewed and enhanced if America's lead is to be sustained.

The future of public research universities

Maintaining public research universities is important because strong public institutions provide the competition that makes the private universities better. Berkeley is better because it compares itself with Stanford, and Stanford is better because it competes as well as collaborates with Berkeley.

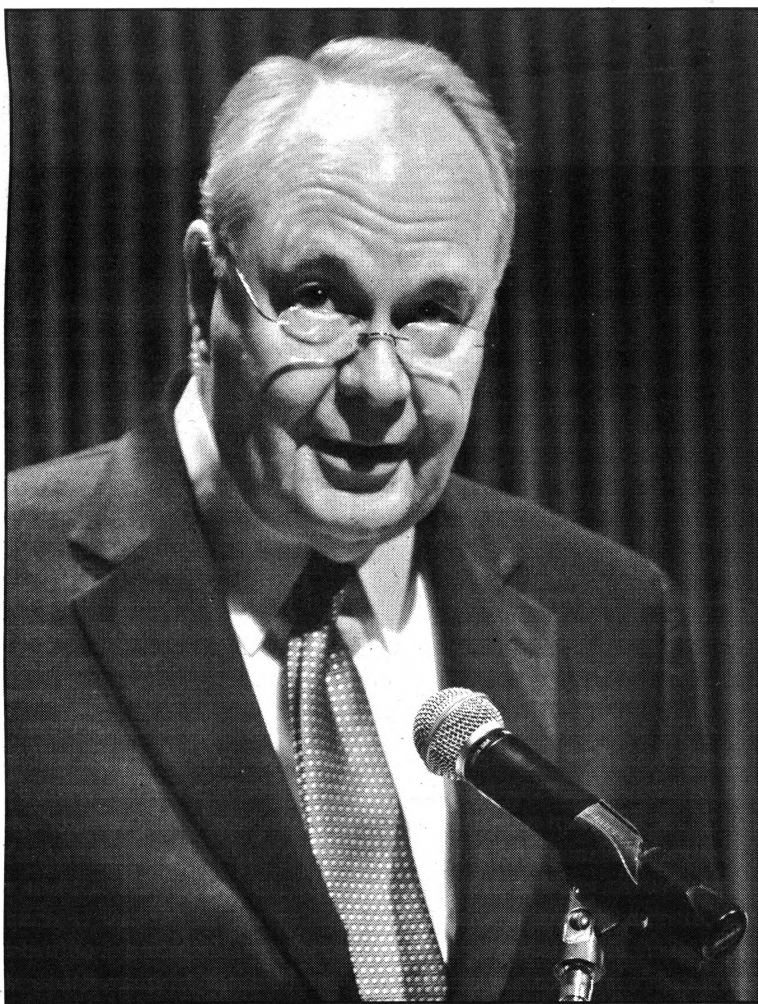
Other countries, whose ministries of education have generally provided essentially equal resources to all their universities, are changing direction because they realize they cannot develop competitive excellence without selective support for excellence.

China has identified a dozen institutions into which it is pouring a disproportionate percentage of resources. Australia is about to initiate a program for investment in five or six of its universities in the hope of advancing them to world-class competitive status. Germany has launched an "excellence initiative," a competition among its universities for the infusion of differential funding into a few institutions in order to enhance their quality and international position.

In this context, it would be utterly foolhardy to move in the opposite direction and allow the excellence we have built in our public research universities to decline. While it may take several decades to build a world-class university, it takes much less time to destroy one by neglect.

The structure of American public higher education makes it somewhat more difficult to develop a coordinated national strategy because public education is largely in the jurisdiction of the states. As we have noted, the politics of state legislatures often works to the disadvantage of flagships; indeed, I was chastised at both Illinois and Berkeley for referring to my campus as a "flagship." So I was pleased to note that Mizzou unabashedly refers to itself as "Missouri's Flagship University."

Without disparaging the substantial contributions of other state colleges and universities, I believe we must recapture the identity of the flagship metaphor — the ship in the fleet that bears the admiral's flag, where fleet strategy and



We've come a long way
I love to walk across the campuses of these great Midwestern universities in the fall, with the leaves turning, the weather crisp, and the excitement of new classes or Saturday football in the air. It reminds me of my own

or university; they were farmers, shopkeepers, blacksmiths, bankers, preachers, and teachers. But they had a vision of the public good that could come from building a great university.

Some, undoubtedly, were not terribly literate, but they



direction is developed; it is the ship which sails in collaboration with the rest of the fleet, with its fire power enhanced and protected by the rest of the fleet.

How will we do this?

I believe it will require some changing perceptions both within state legislatures and within the universities themselves. Legislatures will need to recognize the advantages of sustaining flagship research universities and be willing to invest in them differently than in other institutions. At

the same time, legislators will need to recognize that for these universities to realize their potential, they will need to liberate them from many of the constraints that currently hobble their freedom of action.

This has already happened in a number of places like Virginia, Texas, Oregon, and elsewhere. It may mean things like recruiting excellent non-resident students by offering them resident tuition rates, like the program between the Universities of Minnesota and Wisconsin. It will require rethinking how universities should be accountable to their states, with different measures for different types of institutions. ...

It is essential that we cultivate a new public attitude toward universities, one more akin to that attitude that I suspect moved those courageous citizens of Boone County and the state of Missouri 170 years ago. It was an attitude that looked at the long term, an attitude that trusted in the future, recognizing that the founding of university would have some immediate benefit for them, but that the real

beneficiaries of their action would be their children, grandchildren, and great-grandchildren.

In a society driven by a consumer ethic of instant gratification, we are not inclined to think about the long term. And neither are our political leaders. We tend to look upon higher education as a commodity we purchase and whose utility should be immediate. Thus, we are less inclined to invest in the humanities and the arts, which have the longer term benefit of educating citizens and enhancing the civilized discourse we need as a people, but which don't necessarily translate into immediate employment or contribute to economic development.

For a variety of obvious reasons, Americans have lost trust in many of our institutions and leadership; although universities still are seen as essential, they, too have been subject to many criticisms that have eroded public confidence. Universities must be accountable; the public must believe that they use their resources wisely, as I believe

they do. The public must believe that our work is important and in the public interest.

But to succeed in their mission of open discovery, their effort to explore new vistas of knowledge, to explore new avenues of learning, universities require maximum degrees of freedom — freedom from unnecessary controls or processes that push them toward short term obsessions. Academic freedom is the only framework in which innovation can flourish. The freedom to inquire, debate, criticize and speak truth to power is essential to the vitality of a university.

But the ability to exercise freedom requires trust, trust in people, trust in institutions, and trust in the future. The public needs to understand the long, arduous journey to the acquisition of new knowledge, and trust in the ultimate benefit of the journey and its outcomes. But those of us in universities must also do everything in our power to earn and justify that trust.

In addition to trust, and

perhaps dependent on a recovery of trust, if the great public good that our public universities represent is to be fully realized, Americans need restore a commitment to a common good. If my measure of any public policy is solely how it will benefit me, and yours is the same, we will have lost a commitment to the common good, and with it, a common future. If we are not called upon to make sacrifices for each other, especially in a time of crisis, we are less of a people, and those institutions, like universities, which are built for a common future, cannot flourish.

So, as we gather here today to celebrate the centennial of the University of Missouri's recognition as a major national research and graduate university, let us recall those noble few who launched this institution on its path and those thousands who have carried it and continue to carry it forward, holding it as a public trust, obligated both to the past and to the future. Let us recall their commitment to sustaining the common good and let us continue it.

calendar



Concerts & Plays

Sunday, December 14

UNIVERSITY CONCERT

SERIES: *American Idol* winner Ruben Studdard and fellow Idol contestant Frenchie Davis will perform *Ain't Misbehavin'* at 7 p.m. in Jesse Auditorium. For ticket information, call 882-3781.

Courses & Workshops

Sunday, December 14

MUSEUM KIDS' WORKSHOP:

"Writing Just Right," an art experience for children in grades 1-8 and accompanying adults, will be offered from 2-3:30 p.m. at the Museum of Art & Archaeology. Registration is required; call 882-9498.

Monday, December 15

COMPUTER TRAINING:

- "Access 2007 Macros & Data" will be offered at 1 p.m. in 4D11 East Ellis Library. Online registration is required at training.missouri.edu.

Tuesday, December 16

COMPUTER TRAINING:

- "OneNote 2007" will be offered at 8:30 a.m. in N3 Memorial Union. Online registration is required at training.missouri.edu.

Wednesday, December 17

COMPUTER TRAINING:

- "Excel 2007 Charts & Graphics" will be offered at 8:30 a.m. in N3 Memorial Union.

will be offered at 8:30 a.m. in N3 Memorial Union.

- "Acrobat 8 Professional" will be offered at 8:30 a.m. in 4D11 East Ellis Library. Online registration is required at training.missouri.edu.

Thursday, December 18

COMPUTER TRAINING:

- "XHTML: Includes, Image maps & Meta Tags" will be offered at 8:30 a.m. in N3 Memorial Union.
- "Flash CS3 3: Buttons & Basic ActionScript 3.0" will be offered at 1 p.m. in 4D11 East Ellis Library. Online registration is required at training.missouri.edu.

Exhibits

BINGHAM GALLERY: "What the Sleep-Starved See," an exhibition of work by graduating seniors in art, that features paintings, drawings, prints, graphic designs, sculpture, and photography is on display through Dec. 19. A reception will be held from 5-7 p.m. Dec. 19. The museum, located at the corner of Hitt and University at A125 Fine Arts Building, is open from 8 a.m.-5 p.m. weekdays.

MUSEUM OF ART & ARCHAEOLOGY

- "The Fine Art of Living: Luxury Objects From the East and West" is on display through spring 2009.
- "Missouri Through Lens and Palette" will be on display through Dec. 24.

The museum, located in Pickard Hall, is open from 9 a.m.-4 p.m. Tuesday-Friday and from noon-4 p.m. Saturday and Sunday.

STATE HISTORICAL SOCIETY:

- "1908-2008: 100 Years of Election Cartoons" features original editorial cartoon drawings that provide critique and commentary on a century of presidential elections in the United States and is on display through January 3.
- "Engelhardt on Elections" will feature Thomas Engelhardt works from the society's collection as well as Engelhardt's personal collection and is on display through Jan. 17.
- "Politics and the Press: 200 Years of Missouri Newspapers" is on display through January 2009. Gallery hours are 9 a.m.-4:30 p.m. Tuesday to Friday and 9 a.m.-3:15 p.m. Saturday.

WESTERN MANUSCRIPTS COLLECTION:

"Between the Lions" explores the connection between the Missouri School of Journalism and China in the early 20th century and will be on display through January 2009 at the Western Historical Manuscripts Collection on the west side of Ellis Library. The collection hours are 8 a.m.-4:45 p.m. weekdays and 8 a.m.-3:30 p.m. Saturday.

Lectures & Seminars

Thursday, December 11

MICROBIOLOGY & IMMUNOLOGY SEMINAR:

John Tavis, professor of molecular microbiology and immunology at St. Louis University Health Sciences Center, will present "Quirky RNA Binding by the Hepadnavirus Reverse Transcriptase: Mechanism and Implications for Drug Design" at 11 a.m. in the Life Science Center's Monsanto Auditorium.

Saturday, December 13

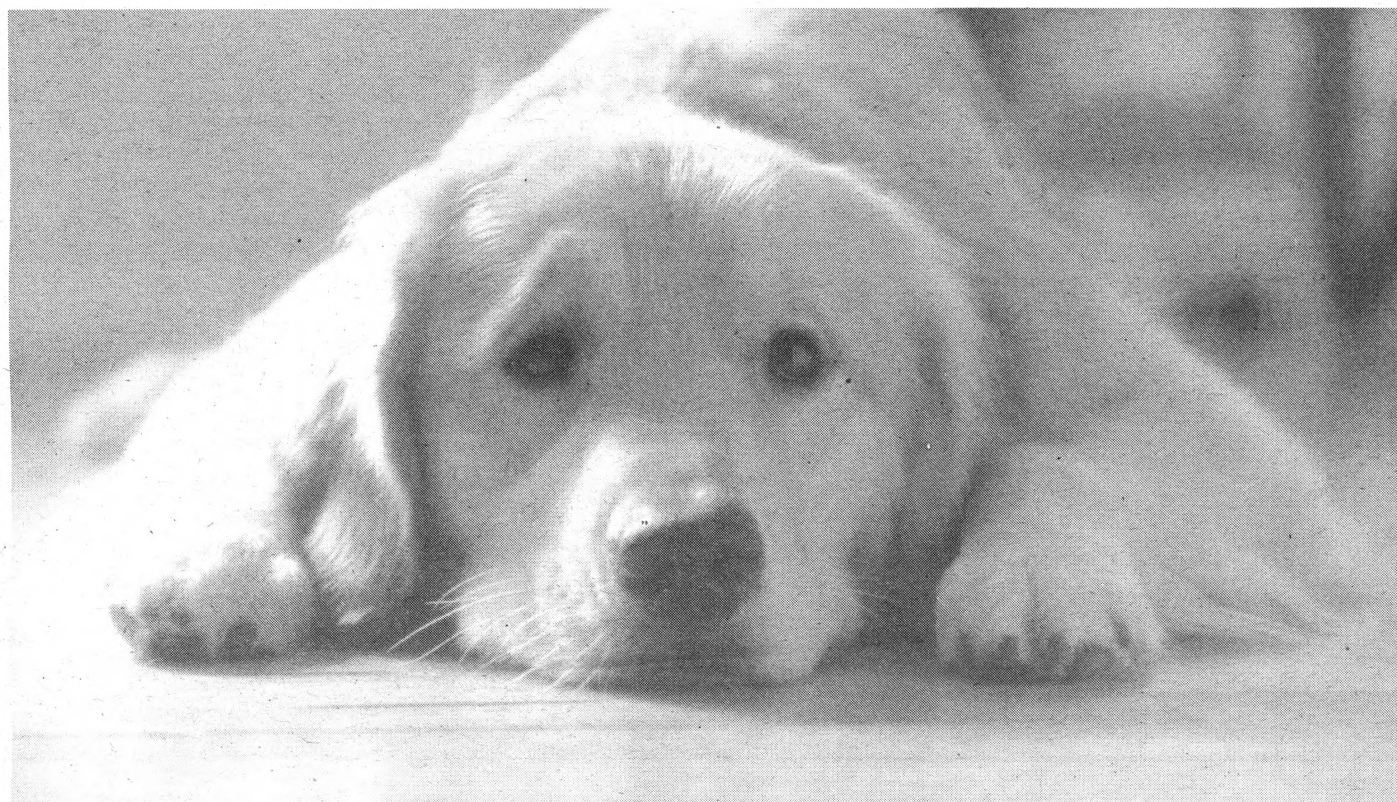
SATURDAY MORNING SCIENCE:

Matthew Ravosa, professor of pathology and anatomical sciences, will present "Skulls Are Made For Chewing" at 10:30 a.m. in the Life Sciences Center's Monsanto Auditorium.

Films

Thursday, December 18

MUSEUM FILM SERIES: *Age of Innocence* will be shown at 7 p.m. in 106 Pickard Hall.



"Rufus. Guess who's home?"

You've got better places to be than in a hospital. Coming home early is important to you. And those who wait for you.

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EMERGENCY NOTIFICATION

Employees will be required to opt in or out of emergency mass notification system

Recent tragedies on college campuses have pushed campuses across the nation to implement mass notification systems to warn faculty, staff and students in the event of an emergency. The University of Missouri implemented an emergency mass notification system last November.

On Nov. 10, university officials completed a campuswide test of the emergency mass notification system. The system sent approximately 16,000 text and more than 47,000 e-mail messages to faculty, staff and students within an average of 17 minutes. These tests will continue to be conducted annually to monitor the alert system's reliability.

Although numbers of faculty, staff and students registered in the system have increased over the past few months, officials are still trying to bolster these numbers. The university aims to increase faculty and staff participation to 75 percent.

As of Nov. 10, approximately 13 percent of faculty and staff (2,458 employees) have registered their text message information, and approximately 25 percent (4,787 employees) have registered their cell phone number. In comparison, approximately 45 percent of students have provided their text messaging information, and approximately 70 percent have provided cell phone contact information.

Based on employees' lower response rates, effective Dec. 9, faculty and staff who use myHR will be required to either opt in or opt out of the mass emergency notification system. Students have been required to opt in or opt out of the alert system through myZou since Aug. 26, 2008.

More than 7,000 MU faculty and staff are currently using myHR, the counterpart to the student myZou Web application. MyHR provides employees a variety of services such as viewing current and past paycheck details, maintaining current contact information, and viewing vacation, sick and personal leave balances.

In order to receive emergency notices, faculty and staff must sign into myHR at myhr.umsystem.edu and provide emergency contact information. This includes landline phones, cell phones (voice and/or text messaging), e-mail and pagers. Employees who do not use computers should ask their supervisors for assistance

accessing a computer or a self-service kiosk. If employees choose to opt out of the alert system, they will be notified in the event of an emergency only via university phone and e-mail.

Employees may update their emergency contact information at any time. Faculty and staff who use myHR will receive annual reminders through the Web application to update

their information or opt out of the notification system.

A very small percentage of university employees who use the most recent version of Safari software may have trouble accessing the site. Those individuals should try using an alternative browser. If they still experience difficulties they should contact the Division of IT help desk at 882-5000 for assistance. For more information, visit doit.missouri.edu/accounts/mass-notification.html.

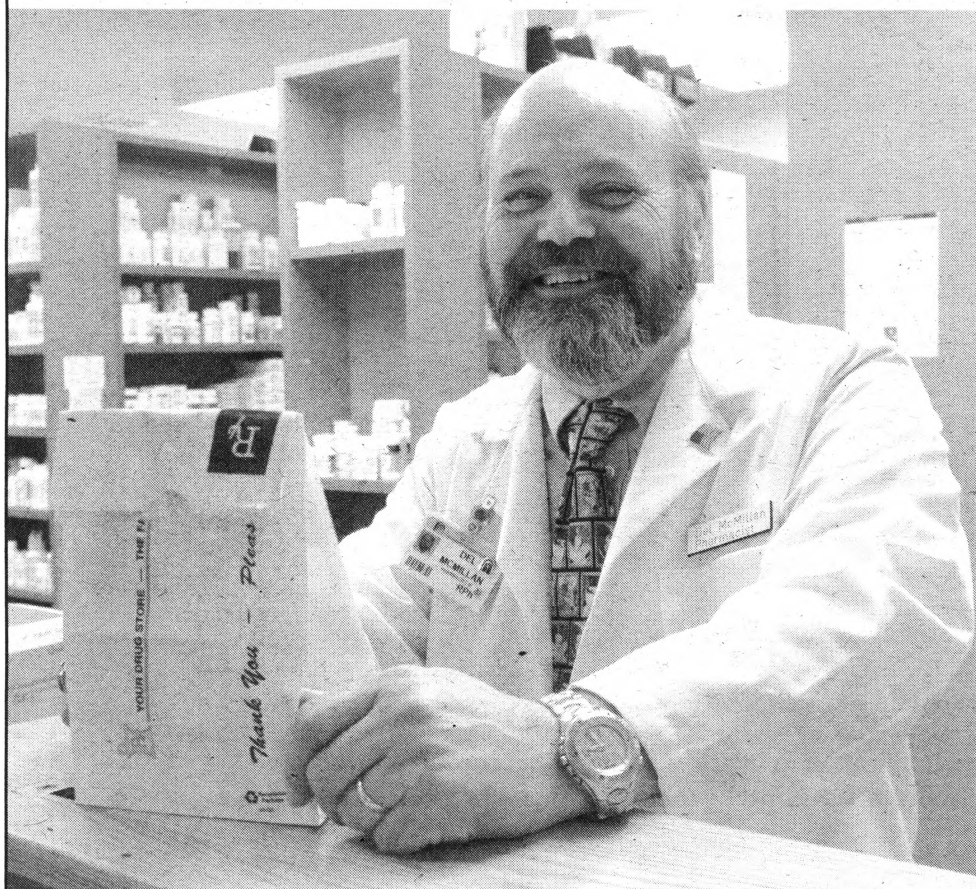
— by Lauren Stine

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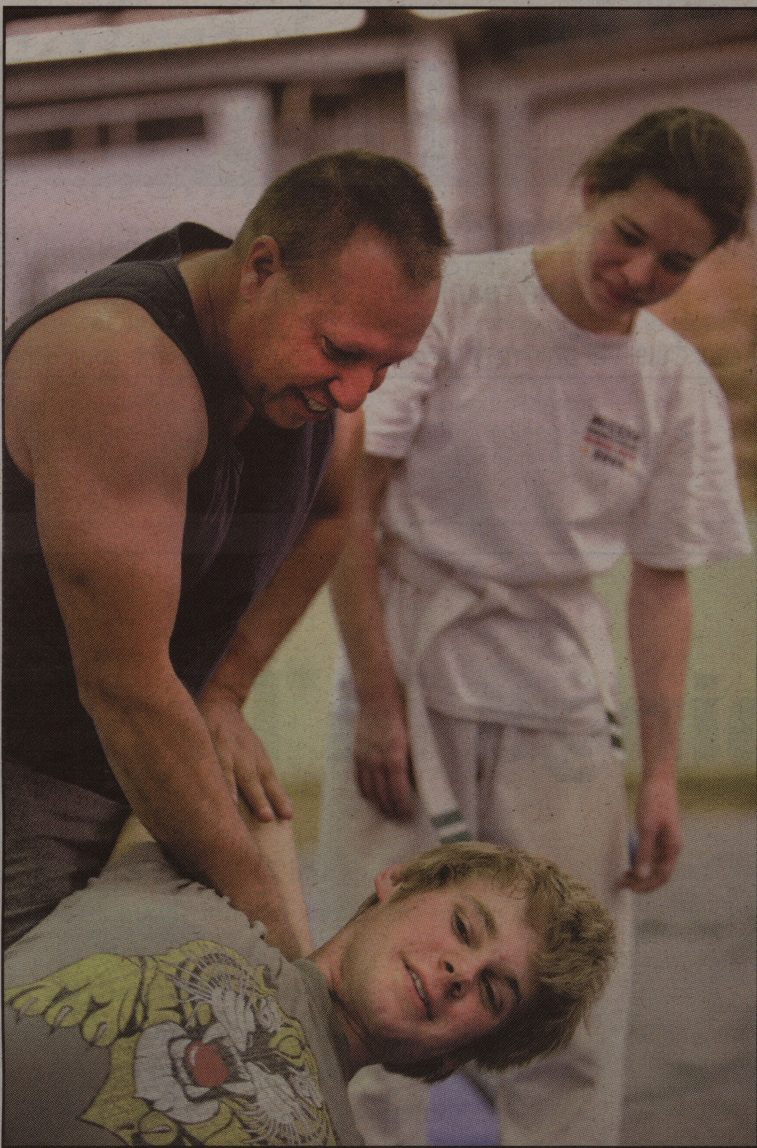
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MU's Karate kids

LEADING BY EXAMPLE

Animal science professor is leader of MU karate club

Jeffrey Firman isn't a superhero, but when you hear his story you might think he's superhuman. A prolific researcher, respected scientist and world-traveling consultant for the U.S. Agency for International Development, Firman has visited 33 countries over the course of his career, five of those in the past year. He has published more than 100 scholarly papers, won a dozen teaching awards and been awarded more than \$2.5 million to fund his research.

Despite his academic accomplishments, Firman isn't content solely with intellectual pursuits. This professor of animal sciences is also a fourth-dan black belt in Goju-Ryu

A MARTIAL MASTER

As leader of MU's Sho-Rei-Shobu-Kan karate club for nearly 20 years, Jeffrey Firman stresses to his students the necessity of mental and emotional commitment to the martial art form.

Clay McElouglin photo

MYou

MU is all about the people who help make this public AAU research university such a fascinating place to work and study. *Mizzou Weekly* highlights a few of the folks who keep our campus humming in an occasional feature that we call "MYou."

Have any ideas for us about who to feature next? If so, contact John Beahler, *Mizzou Weekly* editor, at 882-5918 or e-mail BeahlerJ@missouri.edu.

karate, an Okinawan martial art made famous by the popular Karate Kid movies.

Officially recognized as a martial art in 1933, Goju Ryu, which translates as "Hard-Soft Way," combines powerful kicks and striking techniques with joint locks, throws and grappling. "Goju-Ryu is all based on power," Firman says. "You get power from your opponent, then you use it against them.

It's a very practical style."

Firman began training in Goju-Ryu while earning his undergraduate degree at the University of Nebraska. It was there that he met Shihan John Roseberry, the highest-ranked Goju-Ryu practitioner in the United States. Roseberry's talent in the art inspired Firman to pursue the form, and he studied it for three years before beginning to teach the style.

Firman has been an instructor for more than 20 years, most of them as sensei — or leader — of the Sho-Rei-Shobu-Kan karate club at MU. In the 1980s and 1990s, the club was the most popular martial arts club on campus with more than 100 members. Recently, however, enrollment has been waning and there are now only a couple of dozen regular members.

"People aren't nearly as tough as they used to be," Firman says. "It seems like they don't want to work out and sweat. A lot of students come in looking for a six-week course that will make them into a master, and you just can't learn it that fast. To get good at anything, whether it's a martial art or an academic discipline, you have to be committed mentally, emotionally and spiritually."

Firman blames this lack of commitment and toughness on several factors, primarily the dearth of youth sports and the relative prosperity of recent decades, which allowed many people to relax into a false sense of entitlement. He is concerned that students entering the workforce will be unprepared for the difficulties they will face in a global economy.

Despite those problems he perceives in the future, Firman is confident that the challenges will prove beneficial. "In the long run I think it will be good for American students to compete with international students," he says, "but in the short term I think we're in for some surprises."

— by Clay McLaughlin

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