



Brian O'Shaughnessy/Index

Former University President Dixon resigned from her position in October 2008. The details of Dixon's resignation are still unclear.

DIXON | Truman pays Dixon \$215,000 to compile a report during her year as consultant

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Board's consultant that same day, and her consultant contract ended Oct. 15 of this year.

Dixon received a \$10,000 bonus for successfully completing all tasks the Board assigned to her as consultant, a stipulation that was outlined in Dixon's severance contract. Including the bonus, Dixon made \$215,050 in her consultant role.

Dixon's severance contract outlined that as the Board's consultant, she might be asked to attend University functions, assist in the search for a new president or assist in fund raising efforts. Dixon said the Board never asked her to perform such duties.

"The way my contract with the Board read was, they could've asked me to do just about anything and I would've had to comply if I wanted to fulfill the terms of my contract, which I certainly would have," Dixon said.

Cozette said that because of Krueger's past experience with Truman, it was not necessary to keep Dixon as involved as she might have been had the University hired an interim president who was not already familiar with the University. Krueger previously worked for Truman from 1971 to 1989, first as an assistant professor and then as a dean of instruction and vice president of academic affairs.

Cozette said Dixon's severance contract was signed before it became apparent that Krueger would become interim president.

Former Board chair Mark Wasinger signed Dixon's severance contract Sept. 15, 2008. The University reached an agreement Sept. 18, 2008, with Krueger to become interim president, and the University made an official announcement the next day.

"When you're making those kind of decisions and you are making them in a sequential manner, you don't always know what the next step is going to look like," Cozette said. "I think the Board acted judicially. Like I said, the Board made the best decision with the information we had at the time."

Cozette said it is not unusual for a university to retain a former president as a consultant.

She also said Dixon might be understating her work as consultant when Dixon said she completed one task during her 12-month tenure. Cozette said Dixon completed some duties during the presidential transition that Dixon might consider final presidential duties but could otherwise be viewed as consultant tasks.

Salary could have been spent elsewhere

Budget Director Dave Rector said Dixon's consultant salary came out of a reserve fund that is built into the budget to cover unexpected expenses. Rector said that had the \$215,050 not been spent on Dixon's consultant salary, it could have been spent in a variety of areas, including helping cover a loss in state funding.

Gov. Jay Nixon announced last month that public universities likely will face a 5.2 percent cut in state funding next fiscal year, which would mean a \$2.3 million cut for Truman. Missouri public universities also have agreed not to raise undergraduate tuition next year for in-state students.

Krueger said there is a definite possibility that some students will be asked to pay a fee next year to fuse the funding gap. Rector said it would take a student vote to pass a fee for all students.

Krueger said he hopes students will not use Dixon's consultant salary as a

reason not to support a student fee if that option comes to a student vote.

"I think [students] will look forward, not backward," Krueger said. "What can we do about the past? And like I said, I've tried to earn my pay. And that's what I can speak to. You can try and hold me accountable to see if I earn my pay."

Other avenues for compensating for the loss in state funding include raising out-of-state tuition and faculty and staff cuts. The average salary for Truman professors as of last academic year was about \$60,000, Rector said, meaning that Dixon's consultant salary could have paid the salaries of about 3.5 professors for a year.

The budget report

Krueger said the budget report Dixon compiled as consultant was insightful.

"It went over a lot of specific areas and raised a lot of important points, I think all that we were thinking of already as I recall it," he said.

In the report, Dixon suggested that the University could save money by requiring some entities, such as the University Press, to be self-funded. Dixon said she also suggested that Truman closely evaluate how much scholarship money it awards.

Studies show that if a university discounts tuition to students by an overall average of more than 35 percent, it could create some financial difficulty for the university, Dixon said.

"My suggestion was that the Board and that the administration look very carefully at what the tuition discount was and to not let it get out of hand," she said.

Regina Morin, associate vice president for enrollment management, said Truman's overall tuition discount is right around 35 percent. She said the University is reviewing its tuition discount rate with hopes of possibly lowering it by a couple percentage points.

Morin said she was not surprised Dixon included tuition discount in her report. Morin said Dixon was concerned with Truman's tuition discount rate since she became president in 2003.

Resignation a mystery

The details of Dixon's resignation are still unclear. Dixon said only that she and the Board had some disagreements, reiterating the reasoning she issued when she resigned from her presidential post last year.

"The Board and I simply couldn't come to any agreement on what they wanted me to do and what I thought was the right thing to do for the University," Dixon said. "I decided that the best thing [to do was to resign]."

Dixon would not elaborate on the specific issues she and the Board could not agree on.

Cody Sumter, student representative to the Board, said Dixon's resignation was her decision and not something the Board pushed her into.

"The resignation was her choice, most definitely," Sumter said. "I can say that completely. I did not see it coming when it happened."

Sumter and Cozette said Dixon's consultant contract was not a case of the University paying Dixon to prevent her from giving details of her resignation.

Since her resignation, Dixon has been residing in Mt. Pleasant, Mich. She recently started working for Myers McRae, a consulting firm that is involved in hiring searches for higher education institutions.

TWEAKS | Faculty still adjusting to Dixon's academic reorganization

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publicly linked to her resignation.

Provost Troy Paino further broke down the three colleges into five in March 2009. This allowed the College of Arts and Sciences, comprised of 19 departments and about 80 percent of the faculty, to divide into more manageable groups. The other schools were composed of approximately two to four departments each.

Dixon's original setup had one dean and two associate deans heading the College of Arts and Sciences, but Paino's plan leveled out the structure to have three deans with semi-equal groups to manage. Paino said that in the former system, he had trouble receiving the information he needed from the single dean at the time, Doug Davenport.

"At a bigger university where you have more resources, a school that size is not unusual, but here the resources are very thin," he said. "It put a lot of extra burden on the dean."

Paino said his tweaks to the system allow him to better communicate with the faculty and meet their needs. An added bonus derives from the department's abilities to better communicate cross-disciplines, an incentive from the old system that many faculty miss. But under the new system, faculty still might find fewer opportunities to meet these conversation needs, and thus, prefer the old method of organization, he said.

"I hear both sides," Paino said. "I understand. It's not my intent to go back to 2006 and have those old fights again because what's done is done. But what I can tell people is that in the foreseeable future,

at least as long as I'm here, we're not going to go through another reorganization. It's time now to move beyond those issues of organizational structure and tackle what I think are the more important, substantive issues that are facing the University."

Faculty Senate has since worked toward refining the new system to meet each of the division's needs. Faculty Senate president James Guffey said Paino's second phase in revising Dixon's original plan hardly affected Senate because their representation had already divided into departments, spurred by the original reorganization.

He said Senate now must focus on how to repopulate University-wide committees, such as faculty development, writing across the curriculum and Lyceum. Each committee used to have eight representatives, one from each division.

This step in the process has come after completing day-to-day tasks and figuring out how to refine departments, governance and representation within the Senate. The transition from three to five schools has made this easier, he said.

"We were trying to do some things still based on the old divisional system ... until we could get other parts of the University in line with the organization," Guffey said. "It's a complex thing, it takes a lot of time, and it just takes things to trickle down."

Guffey said he sees long-term benefits in the smaller groupings, including more efficient meetings and better dean support for departmental grants.

RHODES | Senior Andrew McCall named Rhodes Scholar on Nov. 23

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because of the low number of students applying for the scholarship, although Truman has had finalists in the past.

Interim President Darrell Krueger said Truman already has received international attention because of McCall.

"This is one of the most important, significant awards a student at the University has ever received," Krueger said. "This is fabulous. ... It's history!"

Krueger said he thinks more Truman students might apply to be a Rhodes scholar because they now see there is a chance for them to be selected. McCall's reception of this scholarship also shows Truman students that they have as much potential as students at an Ivy League school, he said. The Board of Governors will recognize McCall's achievement Saturday.

"It gives us great pride," Krueger said. "Former presidents of the University, the alumni — everybody's proud."

Burton met McCall while he was visiting Truman as a prospective student, she said. McCall has taken three of Burton's classes.

"He had the opportunity to go to Columbia [University], to Princeton [University], but he really was enthusiastic about Truman's liberal arts opportunities, while still allowing him to do so many of the things he loves," Burton said.

Burton said applying for the Rhodes scholarship is hard work and planning for it should start at least a year in advance. Burton has been working with Rhodes applicants for about 20 years and encouraged McCall to apply, she said.

"Personal traits that set Andrew apart are his high standards of excellence and his quietly vigorous love [of] inquiry in so many area[s]," Burton said. "We have so many phenomenal Truman students. I am surprised this is our first Rhodes scholar. I'm not that surprised that Andrew

[McCall] got it."

Graduate student Nicole Moore played violin with McCall in the University orchestra for more than three years and tutored him for music theory and aural skills.

"[McCall] is incredibly kind, for one thing," Moore said. "Any time I've talked to him, he's very amiable, intelligent [and a] hard worker."

Moore said McCall's overall success and dedication helped him receive the scholarship.

The orchestra is a big commitment with more than four hours of rehearsal per week, not including the practice outside of the classroom and at least three concerts a semester with dress rehearsals in the mornings during week-ends, she said.

"The orchestra, ... that's not something he's required to do," Moore said. "But he does it every single semester ... I really have nothing bad to say about [McCall]."

TRIAL | Junior Brandon Griffin to appear in court on rape charges

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comment on the case because the hearing is not yet completed. He said in some hearings where someone has violated a law, the plaintiff has asked a prosecutor to criminally investigate.

"Sometimes it ties our hands to [not] do a conduct hearing until the legal issues are resolved," Hoffman said. "We have to let that process play out because their lawyers

don't want them saying something in the hearing that could cause them problems in the court case."

He said it does happen, particularly in sexual assault cases, and that if the University believes a student is a threat to the University, it can place him or her on interim suspension.

"We try to navigate the best interest of the plaintiff and the accused and the

University community, and that's often difficult in 'he said, she said' allegations," Hoffman said.

Griffin was a member of the men's basketball team last season. Jack Schrader, men's basketball head coach, said before the season that Griffin was suspended indefinitely for conduct detrimental to the team. He is not participating in practices or games.

SIG TAU | Sig Tau placed on second probation after five violations of the Student Conduct Code rules that occurred on Sept. 19

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Gamma Fraternity Nationals and Truman alumni, said in an e-mail response to an interview request, "Sigma Tau Gamma Fraternity takes allegations of alcohol abuse very seriously. The Fraternity has enlisted the help of Beta chapter alumni and fraternity staff to provide support and education to the chapter at Truman State."

Sig Tau's most recent probation resulted in new sanctions, including loss of privileges to host any events with alcohol in the fraternity house for the remainder of the probationary period, according to conduct board hearing results. They also must give a report of each event for the semester to their adviser Salvatore Costa, Director of Greek Life Beth Tuttle and the university conduct officer at the beginning of the semester. Any events not included on the list will be a violation of their probation.

All Sig Tau members must attend a risk management workshop and complete a competency test by Jan. 29, 2010, repeat the process by Sept. 3, 2010, and again by Jan. 21, 2011, according to the report. Executive officers and risk management committee members must complete Training for Intervention Procedures by Jan. 29, 2010, and all new officers or members of the risk management committee will need to complete the training by Jan. 31, 2011. All members and subsequent new members must complete

Student Alcohol Responsibility Training, and 90 percent of the current members must pass the training.

"In this case, the [conduct] board decided to extend probation and gave them a number of sanctions to do, so [this is] much more restrictive [than] in the past," Hoffman said. "Last year when they were on probation, they had to review their risk management policy and educate their members, so you can see this is much more intense."

He said the conduct board is trying to be more proactive about education of risk management. Hoffman said the board has a policy of progressive discipline in which the first level is probation that creates stricter sanctions on an organization. The second tier is probation during which the University does not recognize an organization for a period of time. For Greek organizations, the last level is a loss of charter, which means the organization is permanently banned from the University.

"When Alpha Kappa Lambda was suspended [in 2007], they continued to function as an independent organization, so some of what the board has to look at is 'Do you have more control by still recognizing them and imposing conditions on them?'" Hoffman said.

He said that if an organization is suspended it doesn't have any University privileges, but the University also doesn't have any control over the organization. He said suspension

was potentially on the table at Sig Tau's Nov. 6 board hearing, but the board chose not to do so.

Hoffman said organizations have been under the Student Conduct Code since 2003 and the board has suspended only Alpha Kappa Lambda, which received a two-year suspension for an alcohol-related incident. He said any punishment is possible for future conduct hearings for Sig Tau's ongoing conduct hearing.

In the May case against Granberg, Williams said law enforcement had received notice that Granberg, who was an international student from Sweden, was going to leave immediately after his finals.

"Law enforcement was on campus on the day of the final — on the day we got the warrant," Williams said. "I don't know if he had received some information that the warrant was coming, but basically we couldn't find him."

Williams said that usually after a warrant is issued it goes into a system that prevents the suspect from boarding an airplane. He said there are allegations Granberg is in Sweden, but law enforcement hasn't been able to verify his location.

"The case is stagnant," Williams said. "We are just waiting on the resolution of the warrant. If he gets picked up abroad, we will be contacted, and then we have to decide if we can get the extradition accomplished — that's all we can do."