

Students cheer on mission countries in World Cup

By CALEB TURNER

The 2018 World Cup kicks off Thursday, June 14 in Russia, and plenty of excitement and intrigue surround this year's tournament. The world's largest international sporting event, held once every four years, attracts fans from all walks of life, and BYU students are no exception. This year's competition will be a little different for the majority of students, however, as the United States did not qualify for the trip to Russia.

This is the first time the U.S. has failed to reach the World Cup since 1984, and it was seen as a huge disappointment to many. With their home country not in the mix, many American BYU students have expressed their intention to cheer for the countries where they served missions for the LDS Church.

For those who serve missions in areas such as South America and Europe, a mission is likely their first and most intense exposure to soccer. Such was the case for Calvin Westfall, a junior at BYU who served in Barcelona, Spain.

"Since I lived in Spain for two and half years, and most of my soccer involvement has been there, I can definitely associate with them a lot more than the U.S. team," Westfall said. "I have a lot of friends who definitely root for their mission country, even if the U.S. was in the World Cup."

In 2016, 65 percent of BYU students were returned missionaries, according to BYU Magazine, and 70 percent of the church's missions lie outside the United States, creating numerous connections between students and foreign countries.

According to BYU Magazine, three of the most well-represented countries among BYU returned missionaries are France, Germany and Japan, all three of which are featured in this year's tournament.

For Westfall, soccer is synonymous with his mission in Spain. As a



Quin Daily

From left: Study abroad students Quin Daly, Ben Marker, Sam Heywood and Trevor McKenzie attend a Real Madrid match. American soccer fans such as these students will now have to cheer on other countries with the USA absent from this year's World Cup.

missionary, he played twice a week and witnessed firsthand the deep passion fans have for the sport there.

"My very first night in the mission, the (Barcelona) stadium was pretty close, and you could hear the cheers from the stadium," Westfall said. "Every person we contacted was going to the game."

Westfall returned to Spain in fall 2016 for a study abroad in Madrid following his mission and said he intended to cheer for Spain in the World Cup even before the U.S. was eliminated.

"I don't have a problem with

latching on to teams. Spain has my favorite player of all time, Andrés Iniesta, and this will probably be his last World Cup," Westfall said. "I think Spain has a legitimate chance of winning it."

Sam Heywood and Ben Marker, two students currently on the BYU Spain study abroad in Madrid, echoed Westfall's experience and connection to the Spain team, having attended a Real Madrid game and witnessed the fans' excitement and involvement.

"After the game, it's all the locals talk about for the rest of the week," Heywood

said. Marker added that when he picked up a newspaper in Madrid, every story was about soccer and the current status of players and teams.

With soccer making up such an integral part of the culture in countries such as Spain, it becomes difficult for missionaries and study abroad students to avoid becoming involved in following and cheering for the teams and players.

Trevor McKenzie, another Spain study abroad student, said he will be cheering for Sweden in this year's World Cup.

"I have family that live in Stockholm,

so I feel it's appropriate to root for Sweden," McKenzie said. "(Zlatan) Ibrahimovic is an amazing player, and I think he's going to be playing this World Cup. He isn't done."

Heywood said he will be cheering for Mexico.

"I'm obviously disheartened about the U.S. not being in the World Cup, but the next closest place I can call home is Mexico where I served my mission," Heywood said.

For other students, their family's country of origin presents another option for whom to cheer on.

BYU graduate Sebastian Romero, whose family emigrated from Mexico to Dallas during his early childhood, expressed his intention to root for his birth country in the absence of the U.S.

Mexico, the only North American country to qualify, becomes an attractive and popular option for many soccer fans, especially since Mexican immigrants make up 11 percent of the U.S. population (U.S. Census Bureau 2016).

For international students who make up four percent of the BYU student body, the absence of the United States in the World Cup will make no difference for them. South Korea is the third-most represented country at BYU and is also featured in this year's World Cup.

"I will be rooting for Korea because it's my home," BYU student Josh Lee said. "But I don't expect much, so I'm mainly going to watch for the fun of it!"

Only one country will remain at the end of the tournament, meaning the majority of the world — and BYU students — will be disappointed at some moment. As Lee said, however, the worldwide competition is entertaining and exciting at every stage, even if one's home country is no longer in the running.

The tournament begins with the group stage from June 14–28, followed by the Round of 16 featuring the top two teams from each group. The final will be played in Moscow on July 15.

BYU alum curates cultural experiences abroad

By SAM BIGELOW

BYU alumna and entrepreneur Kylie Chenn loves traveling the world and learning about the people around her. During her undergraduate degree in business at BYU, Chenn spent time studying abroad, which inspired her to found Acanela Expeditions.

As the CEO of Acanela Expeditions, Chenn hopes to give others the opportunity to see what she sees.

Acanela Expeditions is a boutique travel service located in Los Angeles, Boston and Lehi. Acanela works with local "artisans" around the world to plan tour experiences. According to the company's website, it offers private and group expeditions to over 80 countries. A few activities offered include photo explorations, culinary trips, cultural excursions, train journeys, immersive experiences and educational programs.

Even though Chenn notes there will always be "DIY" travelers looking to personally customize their trips, she sees the future of the travel industry shifting toward Acanela's business model.

"There will continue to be a huge audience for a tour, an experience that's been curated for travelers to experience everything in a few weeks while leaving a positive impact on the communities they visit," Chenn said.

Chenn relocated to Los Angeles after graduating BYU to build her network and influence in the travel industry. Now, at 25, Chenn has returned to Utah Valley, where she manages Acanela from its office in Lehi.

Chenn said the atmosphere in Utah Valley as a motivating factor in relocating Acanela to Lehi. Chenn said talented individuals from local colleges and universities like BYU and UVU are an asset to her company.

"As a growing company, we're looking for people that can fill many hats. We have openings, experience-based internships and a lot of people who intern with us end up joining our team,"



Kylie Chenn/Acanela Expeditions

BYU alumna Kylie Chenn visits the Basilica of Our Lady Copacabana in Copacabana, Bolivia. Chenn began traveling the world through study abroad programs while attending BYU. Scan the photo with the **Universe Plus** app to listen to a Portuguese translation of this story.

Chenn said.

Some of Acanela's most popular trips include a safari in Botswana, Africa, sightseeing in Peru, and visits to the Taj Mahal in India. Chenn notes that many of these locations can be high-risk for travelers. By planning a tour through Acanela, tourists can explore other cultures with some extra support.

Chenn said Acanela is focused on giving travelers an opportunity to explore the world while leaving a positive impact. While customers experience a fresh, interesting cultural experience, designated artisans see a direct benefit. This model is what makes Acanela different from other touring companies.

Acanela's business model focuses on

working with artisans who are often hand-picked by Chenn and her team. Artisans are contracted for each trip and receive the profit for their work, according to Chenn.

"We are paying them well to provide their services, and we're always looking to build our artisans up," Chenn said. "The way we like to work with our artisans is they are on our team. They're not a third-party and really are part of the organization."

Chenn said while artisans are invited to work with Acanela, they're not expected to act as exclusive business partners. Chenn said she sees this as helping artisans build sustainable business models and promoting autonomy

and independence.

Even though artisans are often hand-picked, Chenn said Acanela receives offers and proposals from prospective artisans around the world.

One of these artisans is Abdul, a guide for Acanela's Mount Kilimanjaro expedition in Tanzania. "When I first met Abdul, he was working for another company. He wasn't making enough to sustain his family, so we helped him grow his business," Chenn said.

Under his previous employer, Abdul was paid very little and was expected to work long hours, which limited his enjoyment doing his job, Chenn said. Acanela approached Abdul because of his leadership skills and talent in

leading expeditions and proposed a partnership.

"We helped him get some shoes, camping gear and other equipment he needed to start his own business," Chenn said. "We also helped build some infrastructure that allowed him, as a leader, to select the right people for his team."

Today, Abdul is able to employ his entire village as guides and support thanks to Acanela's assistance in spotlighting his services. By arranging tours in the area, Chenn and Acanela give travelers the opportunity to give back to the local economies.

Chenn said Acanela's contracted artisans are what truly makes Acanela unique.

"Why not take an experience that will be beautiful for you as a traveler and make it equally as beautiful for the talented people in the area you're traveling to?" Chenn said.

Thanks to Acanela's rapid growth, Chenn doesn't picture herself leaving anytime in the future. Instead, she hopes to step away from day-to-day responsibilities so employees with fresh ideas can help grow the company.

"My focus is to build my team and train other people to be a part of what we do today so we can continue to positively impact the world," Chenn said.

Although many women in business face challenges or are disadvantaged, Chenn said she sees her status as a female entrepreneur as a positive influence and an asset. She said it's exciting to be a woman in business, and she lends a different perspective to a traditionally male-dominated field.

"Men and women think differently, and we have different talents and skill sets. Having a better (gender) balance is beneficial," Chenn said.

Chenn said she hasn't seen any professional challenges or setbacks due to her gender. Instead, she feels like she receives more support in her role as CEO of a growing company.

"Being a woman in business is different, interesting and something worth sharing," Chenn said. "It's a huge asset, and I'm going to ride it while I can."

UNIVERSE news briefs

FROM THE ASSOCIATED PRESS



New World Trade Center Tower

An 80-story office building set to open this week at the World Trade Center will be the latest completed skyscraper at the site where the twin towers stood.

The June 11 ribbon-cutting for the 1,079-foot (329-meter) 3 World Trade Center is a major step in the rebuilding of the site, stalled for years by disputes among government agencies, trade center developer Larry Silverstein, insurers and 9/11 victims' family members who wanted the entire site to be preserved for eternity as a memorial.



Mattis says 'all's quiet,' militarily, in North Korea

Latest on a summit between North Korean leader Kim Jong Un and President Donald Trump in Singapore. Defense Secretary Jim Mattis says the U.S. has picked up no indications that North Korea's military is in a heightened state of alert in the run-up to the Singapore summit.

Mattis told reporters at the Pentagon on Monday that "All's quiet" in North Korea. Mattis is declining to discuss his expectations for President Donald Trump's meeting with North Korean dictator Kim Jong Un.



Civil rights pioneer Dorothy Cotton dies

Dorothy Cotton, a civil rights pioneer who worked closely with the Rev. Martin Luther King Jr., has died. Southern Christian Leadership Conference spokesman Maynard Eaton told The Associated Press that Dorothy Cotton died Sunday.

She was among a handful of women on the executive staff of the SCLC during the civil rights era, and she led the Atlanta-based civil rights group's Citizenship Education Program. Cotton became one of King's closest colleagues and worked at the SCLC for more than a decade.



Student wants adult charges in Indiana shooting

The latest on a court appearance by a 13-year-old boy accused of shooting a teacher and classmate at an Indiana school.

A friend of the 13-year-old girl badly wounded at an Indianapolis middle school says she wishes the accused shooter could face criminal charges in adult court. Kylie Cook, a 12-year-old, told reporters the boy charged in the shooting made an adult decision by bringing a gun to Noblesville West Middle School. She spoke after the boy appeared before a juvenile court judge on June 11.



Parkland drama teacher honored at Tony Awards

A drama teacher recalled lessons she learned in the arts as she barricaded students in a closet during the school shooting in Parkland, Florida.

Melody Herzfeld was presented with the 2018 Excellence in Theatre Education Award during the Tony Awards on Sunday.

She described how drama teachers create a circle of trust and during the shooting those lessons would be called upon "to set into action, letting the stronger be our collective voice and supporting the rest that needed time."

Campus News

COLLEGE OF Humanities

Emily Schaffer, a student in the BYU/Kyung Hee University direct enrollment program, participated in the peace festival held in Seoul, South Korea on May 12 and was named an International Student Peace Ambassador for North and South Korea.



Emily Schaffer



Jani Radebaugh

The International Peace Ambassadors is a program created by the Global Peace Foundation and the Korean International Student Services Association to provide students the opportunity to explore the Demilitarized Zone (DMZ), which marks the border of North and South Korea.

noticed Pluto's earth-like features apparent in the presence of not only a glacier but also dunes. She has since co-authored a "Science" article detailing the discovery.

SIMMONS CENTER FOR Cancer Research

Applications are now open to apply for the Simmons Center for Cancer Research Year-Round Ph.D. Fellowship. The award includes full-time compensation including tuition and housing.

Applications are open and will be accepted online until June 22, 2018

COLLEGE OF Physical and Mathematical Sciences

BYU geology professor **Jani Radebaugh** revealed discoveries about Pluto. Looking at a NASA photograph in 2015, Radebaugh

at 5 p.m. Submissions must have a mentor's letter of support and list of publications submitted to be considered complete and ready to review. More information is available on the SCCR website.

COLLEGE OF Fine Arts and Communications

BYU Theatre announces the show schedule for the 2018-2019 season. The upcoming set appeals to all audiences, featuring mystery, historical fiction, fantasy and family friendly.

Some titles include "Wonderland," "The World's Strongest Librarian," "The Mousetrap" and "Rosencrantz and Guildenstern are Dead."

Season tickets are now on sale or individual tickets are available four to six weeks before the performance.



Mormon Newsroom

Elder Adrián Ochoa, a General Authority Seventy and president of the Central America Area, assists in volcano relief efforts at a collection center in Guatemala City, Monday, June 4. Scan the photo with the **Universe Plus** app to listen to a Portuguese translation of this story.

Mormons help in volcano relief efforts in Guatemala

By CAMILLE BAKER

Mormon volunteers are helping in the relief efforts from the Fuego Volcano eruption in Guatemala, according to a news release from Mormon Newsroom.

The volcano, located just 25 miles southwest of Guatemala

City, erupted on Sunday, June 3, according to the news release.

Over 60 people were killed and more are missing, the news release said, with two Mormon members among those missing and at least five church members hospitalized for "severe burns."

The news release also states all missionaries in the area are

safe.

"More than 100 Mormon Helping Hands volunteers have gathered at a collection center with other organizations to help distribute food and other supplies to displaced residents," according to the news release. "Thousands of people are staying in shelters, which includes the church's Escuintla Guatemala Stake Center."

Police Beat

BYU

SEX OFFENSE

June 4 - An individual was apprehended at Wymount after looking in apartment windows.

HARASSMENT

June 8 - Officers responded to a report of an inappropriate

text exchange between a juvenile and an unknown individual.

Provo

MISSING PERSON

June 10 - Eighteen-year-old Kaethe Crouch was reported missing Sunday morning. She was last seen at the South Jordan

Library around 10 a.m., and responders said they are concerned for her welfare due to her diminished mental capacity. Provo police said she operated at the mental capacity of an eight- or nine-year-old. Kaethe is a resident of Provo, is Caucasian and has short red hair.

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letters@byu.edu
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Romney appears to embrace Trump presidency

ASSOCIATED PRESS

On the edge of a mountain-top in Utah, it's getting complicated for Mitt Romney.

With the sun setting over his shoulder, the former Republican presidential nominee and would-be senator tells his audience, gathered on the patio of a resort, that President Donald

Trump will win a second term. Romney also says that annual \$1 trillion deficits under President Trump are "highly stimulative."

And ignoring President Romney's new trade tariffs, Romney says there's nothing already on the horizon that will push the U.S. into a recession.

On the face of the "Never Trump" movement, Romney appears to be embracing President Trump's presidency as he

re-enters national politics, this time as a 71-year-old candidate for the Senate from Utah.

Perhaps no Republican leader demonstrates the transformation of the modern-day party better than Romney.

Two years ago, Romney attacked President Trump's very same policies on trade, spending and national security. Today, like other candidates across the country this election season, Romney is taking an approach that suggests there's no room for an outspoken Trump critic in Republican Party.

"Whatever the disagreements have been, I think they've put them behind each other," said Anthony Scaramucci, a former Romney fundraiser who briefly served as President Trump's communications director.

Scaramucci was among dozens of high-profile business and political leaders at Romney's annual summit in Park City this weekend. Outspoken Trump supporters were scarce.

The president has forgiven Romney, Scaramucci said, and Romney "can be an ally."



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American history museum coming to Utah

By JENNIFER BALL

Folk painter Eric Dowdle sat on the back porch of Mount Vernon, the plantation house of George Washington, and had a vision of the future. That was nearly three decades ago.

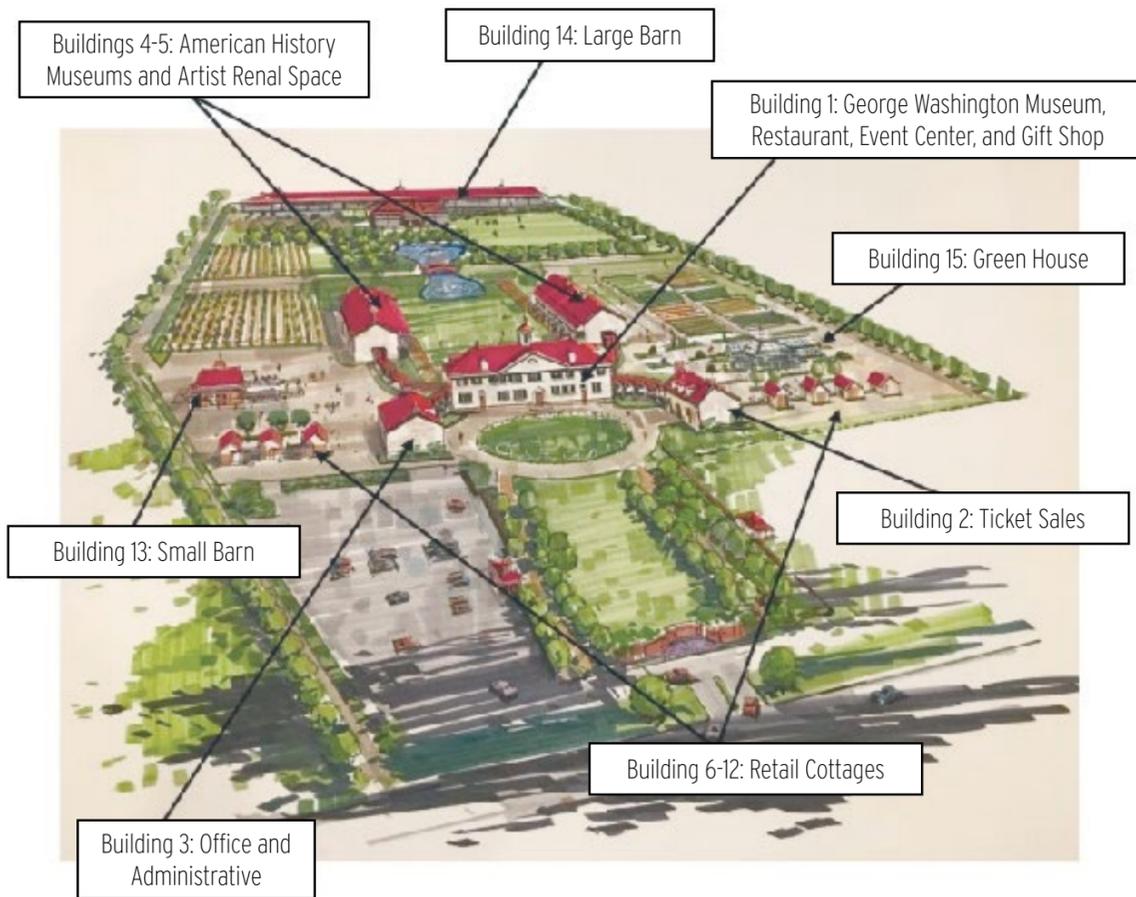
"I had this thought that I wanted to bring this patriotism to the West," Dowdle said. "When I moved from the West to the East, I experienced a resurgence of American history. Utah has a great passion around pioneer heritage, but I want to bring the fullness of our history to the state."

At the U.S. Capitol on June 7, Dowdle announced his plans for bringing his vision to life: the George Washington Museum of American History.

"The light has not dimmed, and now is the right time to move forward," Dowdle said.

The museum experience will be installed in Utah in 2026, the year of the United States' 250th anniversary. The museum's location has yet to be decided. It will contain 250 pieces representing the greatest moments of American history as told through art installations, storytelling and musical compositions. Fifty of the pieces will go on tour throughout America in the year prior to the museum's opening in an exhibit called "Land That I Love."

The museum is to become the largest American History museum west of the Mississippi and will consist of 18 acres of land. It will include a likeness



The George Washington Museum of American History is to be the largest such museum west of the Mississippi, with 250 displays and an immersive historical experience. Scan the photo with the **Universe Plus** app to watch a video explaining more about the museum's plans.



of Mount Vernon, two large museum buildings, a working farm, barns, retail cottages and

a greenhouse. Dowdle hopes the museum will be more of an immersive

historical experience than one finds with most museums. Visitors will enjoy carriage rides,

an equestrian barn, a garden, a blacksmith shop, a bakery and other boutiques.

4 fun things to do in Provo this summer

By SAM BIGELOW

Here are several free and paid activities for adventurous BYU students looking for things to do in their downtime.

Explore the outdoors

Provo offers a ton of opportunities for enjoying the outdoors, ranging from nature walks to more demanding hikes. An ever-popular choice for BYU students is hiking the Y, where hikers can look down on Provo and the surrounding valley.

Other popular locations include Rock Canyon and the Utah Lake shoreline trail. Both hikes are moderate in difficulty and can be completed in a few hours. Rock Canyon also features a park perfect for picnics and a variety of sports, including volleyball and horseshoes.

More experienced hikers can also travel north to Mount Timpanogos, Utah's second-highest peak. It features several different trails and sights, including Emerald Lake and a WWII bomber crash site.

More information on local parks and amenities can be found on Provo's website.

Visit a museum

Utah Valley is home to many great museums. BYU campus offers a variety of free experiences, including the Museum of Art, where Dana Gluckstein's "DIGNITY" exhibit is on display.

The Monte L. Bean Life Science Museum features exhibits based on global habitats as well as free live animal shows every night. The Museum of Peoples and Cultures and the Museum of Paleontology also offer unique experiences for budding archaeologists and anthropologists alike.

The Royden G. Derrick Planetarium on BYU campus also offers affordable shows on Mondays and Fridays. Monday night showings begin at 7 p.m. and cost \$4 per adult. Friday shows start at 7 p.m. and 9 p.m. and only cost \$3. Each week features a different show topic, and more information is available on the planetarium's monthly calendar.

Date night on Center Street

From restaurants to arts and crafts, Center Street in Provo is a great place to spend an afternoon or evening. Joe Vera's and Brasas serve authentic Mexican food. Station 22 and Bruges Waffles and Frites both offer

European-American cuisine. Rockwell Ice Cream and Roll With It Creamery offer both traditional and unique ice cream as well as inviting social spaces.

Center Street is also home to Lulu's Crafty Corner, a ceramics shop that allows customers to paint their own mugs and vases. Walk-in appointments are welcomed, and customers can book time for a group activity. The Soap Factory also allows customers to make their own soap, lotion or lip balm.

Other popular activities on Center Street include stand-up

and improvisational comedy shows at the Dry Bar and Comedy Sportz and browsing antique stores and bookstores.

Take a ghost tour

Provo plays host to two separate ghost tours. Both are great opportunities to learn more about Provo's history from different points of view. The first tour is led by Danny B. Stewart, a self-professed "anomalist."

The walking tour lasts two hours and explains the city's history through a lens of folklore, mythology and occult lore,

according to the tour's Facebook page. Tour dates are announced in advance and cost \$14 for adults and \$7 for students.

Provo's second ghost tour is Pedal Provo Ghost Tours. This

bike tour features two routes: a cemetery-city tour and a river trail tour. Both experiences are tonally similar and offer unique stories.

Tours are offered on Friday

and Saturday nights and can be booked on Pedal Provo's website. Both tours cost \$15, and there is a \$25 date night special. If you don't own a bicycle, you can rent one for an additional \$10.

BYU ARTS

byuarts.com | 801-422-2981

Anne of Green Gables
Adapted by Peter DeLaurier
From the novel by L. M. Montgomery
Directed by Teresa Dayley Love
June 1-2, 7-9, 13-15, 7:00 p.m.
June 2, 7, 9, 15, 16, 2:00 p.m.
Pardoe Theatre



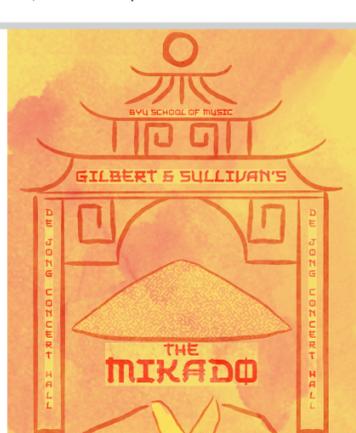
For more than a century, this beloved tale of the feisty, red-headed orphan has enchanted readers, young and old alike. Fast-paced and highly theatrical, this stage adaptation brings Anne Shirley's story to life with her imaginative mind, inventive temper, sharp intelligence, and loving heart. Come follow Anne as she wins hearts and turns the stodgy, rural Canadian community of Avonlea into a bright world of "kindred spirits."

Visit BYUarts.com to learn about free lunch and learn activities prior to some matinees.

Jazz Legacy
Dixieland Band
Steve Call, director
Tuesday, June 5, 8 p.m.
Madsen Recital Hall
Free, tickets not required



The Mikado
Directed by Joshua Lindsey
Conducted by Nicholas Ayala
June 13-16, 7:30 p.m.
de Jong Concert Hall



Gilbert and Sullivan's comic operetta combines all the wit, intrigue, charm, and fabulous music and lyrics you have come to know and love.

Come be transported to the town of Titipu, to see if the heartsick musician Nanki-Poo can win the heart of the school girl Yum-Yum, before it is too late.

BYUarts

Events are ticketed unless indicated otherwise.

TODAY

UNIVERSITY DEVOTIONAL
Tuesday, June 12, 11:05 a.m.
de Jong Concert Hall

This event will also be broadcast to the JSB Auditorium.



Beth Luthy
Associate Professor, BYU College of Nursing

Beth Luthy is a family nurse practitioner and associate professor in the BYU College of Nursing. Beth teaches in the graduate program, where she prepares students to be family nurse practitioners.

She is a strong advocate for the health of children, especially when it comes to immunizations, and works with the Shot at Life Program and the United Nations Foundation to eliminate polio from around the world. Beth currently serves as chair of the Advisory Commission on Childhood Vaccines, where she works

with the United States Department of Health and Human Services. In 2016 Beth was recognized by the Centers for Disease Control and Prevention with the "Childhood Immunization Champion" Award.

Beth's proudest achievement, however, is her family. She and her husband, Mike, have two sons, two daughters-in-law, a grandson, and a new granddaughter coming soon in September. Beth currently serves as a Relief Society teacher in the Summit Ridge 1st Ward in Santaquin, Utah.

Selected speeches available at speeches.byu.edu.

NEXT: UNIVERSITY DEVOTIONAL



Steven L. Shumway
*Associate Professor,
College of Engineering
and Technology*

June 26, 11:05 a.m.
de Jong Concert Hall

PLAN NOW TO ATTEND.

Millennials seek better job benefits, culture

Provo business sits down for family meals

By MICHAELA PROCTOR

Former BYU basketball player Travis Hansen spent nearly 10 years playing professional basketball before he retired to work in business.

Over the past five years, he has worked to build Tesani Companies, a local holding company that incubates businesses from the ground up. Through his experience building businesses, Hansen has come to realize that creating a positive company culture is key to encouraging the best work and relationships within the office.

Hansen said he sees his employees more like family than anything else. Creating a business culture where people genuinely connect as friends may be difficult, but Tesani employees come together around food — just like a family might do.

“Food is such an important part of a culture,” Hansen said. “We measured out the time it takes an employee to decide where to eat, to go to pick up some fast food and to come back — we just lose so much productivity, and also you lose the ability to build relationships and eat together.”

Tesani has an in-house chef, Mindy Kirkman, who knows the dietary needs of each of the more than 50 employees. They call her the heart and soul of the company — the office mom. Hansen said one could look at a hundred different companies with catered food and never find something quite like Mindy’s Café.

Employee relationships and connections are vital to culture, especially when it comes

to personal attitudes toward work and play, Hansen said. Tesani takes team trips to Lake Powell, Disneyland and countries where they do humanitarian work, enhancing these relationships and ultimately helping their employees be the best they can be.

“Human connection is something that is undervalued in benefits. It’s not just about your health benefits. That human touch and knowing you are important and special to the company and someone recognizes you and does something personal for you is a benefit that we’ve done really well at keeping, even as we’ve scaled,” said Noelle Stolworthy, managing director at Tesani.

Strong leadership and opportunities to develop leadership skills also strengthen employee connections. Tesani gives employees “leadership offsites” to allow them to hear from leaders outside the company, emphasizing mentorship within the office.

“If I were looking for a job, I wouldn’t look at the job or what the job entails or what the pay is and all these other things. I would look for leadership,” Hansen said.

As the founder and CEO of Tesani, Hansen has deliberately self-funded his ventures and has not brought on shareholders to invest because the expectations of investors may take away from the freedom Tesani has to build its own culture.

“The Tesani world is funded entirely by itself. That is a benefit that is very rare and enables other benefits — going to Lake Powell, doing Tesani trips, etc.,” said Caleb Wilkins, Tesani vice president of sales.

The two leaders agree that without the need to please shareholders, there is an adaptability that enables Tesani to create memories and not just get work done, ultimately creating a culture where they can both work hard and play hard.



Tesani

Tesani employees enjoy their company perks, one of which is boating. Caleb Wilkins, vice president of sales at Tesani Companies, said businesses are moving towards more personalized benefits.

Workers value benefits beyond healthcare, time off

By MICHAELA PROCTOR

As BYU students graduate and move into the workforce, they are among a population of millennials who expect more benefits than companies offered even a few years ago. Not only have the types of jobs changed with advances in technology and innovation, but what millennials look for in jobs has also shifted.

Though traditional benefits include health insurance, retirement plans and life insurance, the rising generation is expecting more personalized perks when searching for a job.

Employers offer these benefits not only to attract potential employees to their companies but to retain workers and use their strengths effectively.

“Smart business leaders recognize one of their most valuable assets is their employees,” said Pat Bluth, former director of human resource operations for The Church of Jesus

Christ of Latter-day Saints. “Many companies don’t see that and especially don’t act like employees are important to their business. Good leaders know what it takes to motivate and energize employees so they will perform well.”

According to Glassdoor, employers must understand that much of what motivates the millennial generation in looking for a job is work culture and opportunities for growth.

Though some millennials are still in school, Glassdoor says employers can expect that by 2025 millennials will make up the majority of their workforce. This means benefits not only need to fulfill traditional expectations, but benefits must contribute to a company culture and environment.

Nu Skin’s organizational development program director Andrea Christensen said the company has recently added an in-house gym to keep up with business trends that offer more personal benefits. The company also hopes to encourage a culture of health with programs such as weight management, balanced diets and exercise. Another trend Nu Skin has followed is providing employees with financial training to prepare them for the future and give them opportunity for personal development.

In examining the movement in employer benefit trends,

Caleb Wilkins, vice president of sales at Tesani Companies, a holding company that builds businesses from the ground up, said that while some traditional benefits remain more constant, the greatest change he has observed in benefits is a shift from universality as millennials come into the job market.

“The general trend in benefits is to move away from cookie cutter to more personalized benefits,” Wilkins said. “That’s really hard to execute, especially at scale, but I think Tesani has done a great job on how to build a foundation that is based on people individually rather than just the aggregate group. It’s cheaper to pay for the aggregate group — put everyone in a big insurance pool, find the cheapest one for the company — but the employees suffer.”

According to a Business News Daily article, another personalized benefit millennials are seeking is freedom from rigid schedules.

Giving young professionals flexibility is vital in retaining employees who tend to stay at companies for only a short time. Statistics from a Pay Scale and Millennial Branding Study show that while 41 percent of baby boomers think workers should stay at a job for at least five years before looking for a new job, only 13 percent of millennials agree.

“Individual values have

changed what’s important in life. We don’t see a generation of potential employees looking to stay at the same company for their career, but (a generation) looking to work somewhere they can have fun, move up the ladder quickly, learn and move on to the next experience. So as a company, I need to offer elements that will support these values,” said Sarah Tuddenham, former human resource generalist for WesTech Engineering.

Millennials anticipating to learn and rise through the company hierarchy expect mentors and leaders who will be more than bosses to them. Travis Hansen, CEO of Tesani Companies, said he sees business leaders as a vital benefit millennials are looking for above and beyond more traditional benefits.

“I think benefits are going to change. I think culture will consistently change and companies will change. I think millennials will push change because there’s no reason they should not be happy with their current status,” Hansen said. “They should push and go for better, and then they should expect more from their leaders. They should expect them to be advisers and mentors and to know them on a personal level. You should never look for a job, you should look for a leader that will care for you and will genuinely help you to move forward.”



Tesani

Mindy Kirkman cooks meals for more than 50 employees everyday at Tesani, helping the owners to create a family culture at work.

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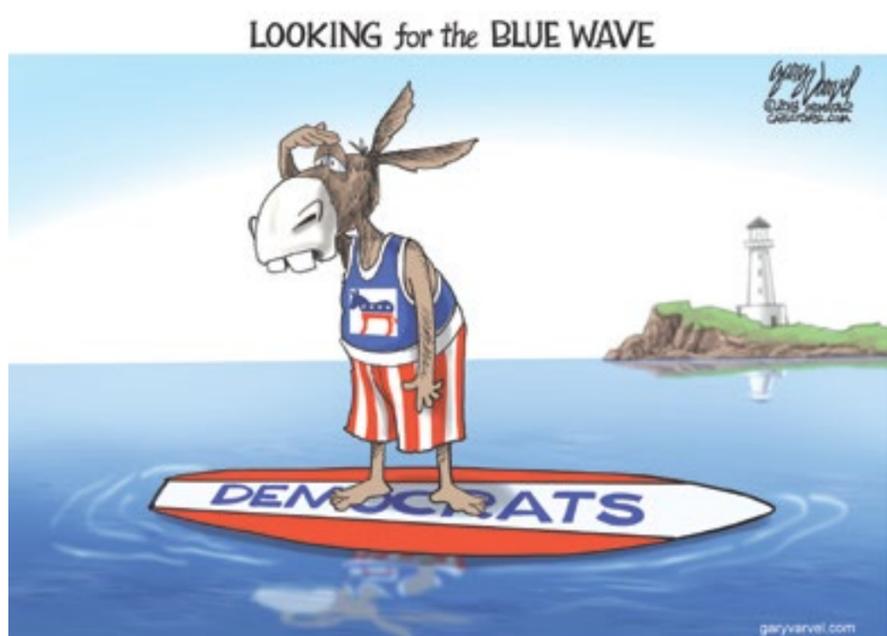
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Available on racks now



[ISSUES & IDEAS]



Tweet Beat

#HeardAtBYU

Want to see your tweet in print? Tweet something about life around you with #BYUprobs or #BYU and hopefully it makes the cut.

Leave comments at universe.byu.edu or @UniverseBYU

@TannrTodd

Ok. Literally just saw a @BYU professor roll down the hallway and into his office. IN #HEELYS! what a legend.

@alexandriak00

me, sitting outside of the Marriott, chillin *Group of v tall bros stroll by*

Bro: you GUYS you know what we should do??

Other bros: what bro

Bro: we should take a shirtless pic and caption it with something about finals!!

Other bros: yah bro thats a great idea

@HeardAtBYU

@sunshinekats

Right after they announced the release of our bishop, my mom's phone notification went off, which happened to be people clapping

@soozbradford

EFY kid on campus: "honestly if I had been a pioneer I don't think I would've gone"

@HeardAtBYU

@xcgirl1995

Sunday school teacher: "How was Ruth a righteous heroine?"

Classmate: "Heroine is a drug, why would she want to be that?"

#sundayschool

@easton_matty

efy counselor: hey guys here is today's schedule

9: loitering

10: loitering

11: loitering

12: lunch while loitering

1: loitering

@iliannasierraa

"So I download Mutual again bc I hate myself..."

@HeardAtBYU

@k_toone

Friend just told me about a girl he took on a date. Getting in to the car she said "Would you mind if I brought my scriptures? I haven't done my personal study yet today" !!!!!!!!!

@Frosties4life

"You should marry him cause when he is an apostle he will have the coolest name."

@HeardAtBYU

Trending Topics

@SenatorHassan

Today, #NetNeutrality ends, but the fight to save the internet does not. The Senate voted to restore these critical protections and the House must act now. Your voices are vital in this fight, don't stop speaking up for a free and open internet.

@WalshFreedom

#NetNeutrality ends today and yet we're still alive. Imagine that.

@Amy_Siskind

#NetNeutrality R.I.P.

Repeat effective today. Vote this November!!!!

@janschakowsky

In the 21st century, access to a free and open Internet isn't a privilege, it's a right. I'm fighting for #NetNeutrality to protect that right by forcing a vote in the House.

@IHob



Dear Internet, we appreciate your patience. Now let's see who guessed right. B-hold!!!!

#IHob

JaidenAnimation

International house of betrayal

@Wendys

Remember when you were like 7 and thought changing your name to Thunder BearSword would be super cool?

Like that, but our cheeseburgers are still better.

@LeftAtLondon

Look, all I'm saying is that it was still IHOP when Obama was president.

@katilancollins

Dennis Rodman has arrived in Singapore

-- spotted by CNN at baggage claim in the airport.

@GideonKlein

Which cabinet position is Dennis Rodman vying for?

Tweets are unedited

[CAMPUS PULSE]

Bilingual education

Bilingual education is a very unique opportunity that should be more freely offered to students. Bilingual education allows students to get out of their comfort zones and learn in a new and challenging environment. Not only will this help cross cultural and language barriers, but it will advance the education of those participating.

Studies have shown that bilingual children have higher oral, reading and writing scores on average than monolingual children. Being bilingual also helps prevent neurological diseases like dementia and Alzheimer's. Because of the benefits to bilingual education, it should be incorporated from an early age.

In my school, taking a second language wasn't offered until age 13, making it extremely difficult to grasp concepts and speak the language without a heavy accent. Learning a language later on in life is a slower and less fluid process than if it is done at an earlier age. I am bilingual and have spoken Spanish since I was a child. It has opened so many opportunities and has helped me advance in many different fields of study. These opportunities should be available to all who wish to participate. Bilingual education is the new frontier of cultural and educational advancements and should be implemented from an early age in all schools.

—Mariah Hoy
Waynesboro, Virginia

BYU parking

"Nineteen percent (of BYU students) live in BYU college-owned, -operated or -affiliated housing, while 81 percent of students live off campus" (www.usnews.com). BYU students are required to live in BYU-approved housing but are forced to live far away from campus because UVU students compete for that housing. Students must drive, causing parking shortages. A lack of parking impacts students, faculty, staff and neighboring communities.

One BYU faculty member stated, "There isn't the proper infrastructure for two universities living in Provo. ... It's mayhem when school is in session; apartments are full, and there isn't enough parking for the people who live there. Parking blocks from where you live is ridiculous." BYU wants to be a walking campus, but students aren't able to walk these distances in a timely manner. Housing doesn't provide

parking for each tenant, forcing street parking in city neighborhoods, often many blocks away from home or campus.

The bus rapid transit system between BYU and UVU won't fix the issue. Not all BYU students are able to live near BYU, and this creates the need for cars and parking. A rapid transit system doesn't address this. BYU must build more parking garages and/or require approved housing to do the same, possibly requiring approved housing to be made available first to BYU students. Parking is an issue impacting university students, faculty, staff and community members at and around BYU.

By building more parking areas on campus and requiring approved housing to do the same, everyone will have needed parking while being good neighbors. Enough's enough.

—Capri Baker
Parker, Colorado

Creating new vocabulary

Educators, students and every person around the world should put effort into creating "mixed-feeling words." There are numerous feeling-expressing words; however, is there vocabulary to use whenever you have mixed feelings? No.

Numerous languages have been created during the past decades — then why not vocabularies? In particular, we need vocabulary for expressing our delicate feelings. When I say I'm "mad," I could mean "I am really mad right now" or "I am about to explode"; however, I could also mean "I am mad but desperately need a shoulder to rely on." Currently, perfect words for our feelings do exist. Apathetic or indifferent — which means "disinterested" — or inquisitive—which means "interested" are good examples.

So, why are there no words for mixed feelings? We frequently experience more than just one feeling. Using vocabulary that only indicates single emotions is not enough. Whenever I have gone through hard situations and had mixed feelings, I was frustrated — it was hard for me to convey my feelings because there were no good words to express how I felt. People around me were also frustrated because they could not understand me.

How would the world look if we had enough words to express our confusing feelings? Everything might be much easier. Vocabulary words for mixed feelings should be created.

—Mihyun Kim
South Korea

[OPINION OUTPOST]

The Opinion Outpost features opinions and commentary on the latest hot topics from national news sources.

Masterpiece Cakeshop case

Anyone who thinks the case was decided in favor of those who want the law to protect discrimination against LGBT people stands to be sadly disappointed. People of faith have been given a chance, if they are wise and open enough to take it, to reverse the growing disillusionment with religion by finding a way to accommodate respect for same-sex couples within their values. If they can't, then no number of ambiguous or even supportive Supreme Court rulings will hold back the judgment of history and further weaken the influence of organized religion.

—Editorial Board
The Salt Lake Tribune

Freedom of speech

Freedom of speech on college campuses is under enough

pressure without the federal government adding to the problem by threatening to withdraw funding to punish people for expressing their political opinions. That would be a real possibility if Congress enacted and President Trump signed a bill called the Anti-Semitism Awareness Act of 2018. ... The proposed legislation should be shelved.

—Editorial Board
Los Angeles Times

Apple monitoring software

Apple plans to release new software in September that will allow people to set limits on their own use of smartphones and, most importantly, allow parents to monitor and limit the time their children spend on those devices. To be most effective, Apple will need to monitor the effectiveness of its new software, make those results public and find ways to tweak and update it as needed. It should enlist the help of experts and groups dedicated to solving the problem. Simply

introducing the concept will not be enough.

—Editorial Board
Deseret News

Korea summit

Even if concrete steps are agreed, this is, in essence, a spectacle. The U.S. president will make history when (barring last minute upsets, not entirely impossible) he sits down with the leader of North Korea in Singapore. But he will do so only in the narrowest sense: that he is doing something unprecedented. His motives are too egotistical and essentially trivial for lasting progress; and there are good reasons why his predecessors didn't go first.

—Editorial Board
The Guardian

Disaster relief

The federal government should revise the bureaucratic structure of its emergency response, empowering states and local decision-makers to call

the shots in sensitive situations where communication is limited. Ensuring that all locales have the adequate support and funding to make those choices is essential in closing the gaps in support between wealthy, urban areas and disadvantaged regions. ... Allowing those efforts to spring from the direct needs of those in crisis will better offer hope and help to those devastated by the worst of the weather.

—Editorial Board
Deseret News

Drug approval

Requiring at least two successful clinical trials for any drug — as the government did until

recently — would be a great start; it would sharply reduce the odds of false positives (drugs that show benefit but only by pure chance). It would also help to set minimum benefit standards, requiring that a drug improve patients' lives and health by a certain, measurable amount. Another thing federal officials can do is to use independent cost-benefit analysis to set a drug's list price. The United States is the only developed country in the world that doesn't do this.

—Editorial Board
The New York Times

Coal plants

Coal and, to the lesser extent

it has always been, nuclear are fading from the scene on their own. Because of the threat they pose to the environment, most of us won't miss them. But the real reason those energy sources are being replaced by renewable sources and, to a much larger extent, cleaner natural gas is because they are cheaper. Yes, it's about the money. The administration's move to keep zombie coal plants walking flows from the fact that the president, in his campaign and since, foolishly promised to protect coal mines, coal miners and, mostly, coal mine owners from the progress of technology and the wisdom of the free market.

—Editorial Board
The Salt Lake Tribune

WE WANT TO HEAR FROM YOU

The Universe encourages students, faculty and BYU staff to add their voice to ours by writing letters to the editor and guest editorials, or by submitting editorial cartoons.

- All letters should be submitted by email to ideas@gmail.com. The topic of the letter should be included in the subject line.
- Letters should also include the author's name, hometown (for students), campus position (for faculty and staff) and phone number. Anonymous letters will

- not be published.
 - Letters should be no more than 250 words and may be edited for length, clarity or style.
 - Guest editorials should be 500 to 700 words and are encouraged from individuals with professional or academic expertise on the topic.
 - Original cartoons are also welcome.
- Opinion editor Ciera Lundberg can be reached at universe.ideas@gmail.com.

Warriors pioneer Major League Rugby in Utah

By NATALIE ORR

Boasting a roster filled with All-American athletes, former NFL players and BYU alumni, Utah's newest professional rugby team, the Utah Warriors (3-6), interacted with locals at "Pies and Tries" on June 6 in Lehi.

The Warriors, along with six other teams across the nation, are pioneers of Major League Rugby (MLR).

A 2010 survey by the National Sporting Goods Manufacturers Association revealed rugby as the fastest growing sport in the U.S. With the recent creation of Major League Rugby in the United States, this event created a sense of community as the Warriors gathered to eat traditional New Zealand meat pies and teach locals the tips and tricks of rugby.

The Warriors call Zions Bank Stadium home. After tryouts last fall, the team kicked off its season on March 30, led by coach Alf Daniels.

Daniels, a native of New Zealand, carries 30 years of coaching experience and received the Representative Coach of the Year award from Waikato Rugby of New Zealand in 2016. He said he personally guides his players with a laid-back coaching style.

"My style is probably fairly relaxed because I want to help them be aware of what they are doing and why mistakes happen," Daniels said. "That way they can be self-aware when they get on the field and can correct things a lot easier and better themselves."

Leaving behind his home country, which treats "rugby as their religion," Daniels jumped on the opportunity to be a founding coach in Major League Rugby. Daniels moved to Utah in January to prepare his team for its 11-game season. With only two games left in the regular season, he commented on his team's progress in the past five months.

"There's two ways to look at it," Daniels said. "If we're looking at wins and losses, that's not so good for us. But, if we're looking at the growth and development of the team and the progress they've made from week to week, we're doing exceptionally well."

Daniels established a sense of family among the players, who come from a variety of backgrounds.

Unlike most of his teammates who started playing rugby as toddlers in Fiji and Tonga, Dallas native lock and flanker Kenny Scott discovered his love and natural ability for the game while attending Kansas State University.

"Not in my lifetime did I think I would ever play professionally," Scott said. "But I've been known to have a little bit of speed here and there, so I'm a pest, I guess."

His late start was not an issue, however, as he quickly became captain of the Kansas City Blues. This past leadership role instilled the importance of teamwork into his gameplay.

"Our team motto this season is 'stand together, stand as one,'" Scott said. "We decided at the beginning of the season that we were going to be a brotherhood and be protective of each other."

Twin brothers Jared and Joshua



Davey Wilson

Utah Warriors' Kurth Morath kicks the ball against the Glendale Raptors on May 5. Morath leads the Tongan national rugby team in all-time points scored.

Whippy are favorites among Cougar fans, having recently graduated from BYU. They are familiar with the idea of

the team being a brotherhood and carried their national champion titles and memories with them when recruited by

the Warriors.

"I have to give thanks to the coaches (at BYU) for allowing me to go to school there," Jared Whippy said. "And, I'm grateful for all the life lessons I learned on campus."

Throughout this life change, Jared Whippy commented on the unexpected, seamless transition.

"The thing I loved about BYU was our team and the bond we had with each other," Jared Whippy said. "And, it's the same over here. But the main difference is that the level of play is different between college and professional."

Although assets to the team, the brothers both suffered leg fractures and will be recovering until next season.

The Warriors received help this season by recently signing Kurt Morath, a six-foot fly-half who leads the Tongan national team in all-time points scored.

"I've seen some exciting things happening in Utah," Morath said when he joined the team in April. "The local community has shown some great support, and the energy is absolutely electric. I'm looking forward to working hard with my teammates and providing some exciting rugby for Warrior Nation."

With only two home games left this season, the team hopes to qualify for the semi-finals on June 30 in Glendale, Colorado.

The Warriors will face NOLA Gold at home on June 16 for their next match. Visit the team's official website to find ticket discounts for youth, military, seniors and families.

2018 WORLD CUP GROUPS

Group A

- Russia
- Saudi Arabia
- Egypt
- Uruguay

Group B

- Portugal
- Spain
- Morocco
- IR Iran

Group C

- France
- Australia
- Peru
- Denmark

Group D

- Argentina
- Iceland
- Croatia
- Nigeria

Group E

- Brazil
- Switzerland
- Costa Rica
- Serbia

Group F

- Germany
- Mexico
- Sweden
- Korea

Group G

- Belgium
- Panama
- Tunisia
- England

Group H

- Poland
- Senegal
- Colombia
- Japan

Danny Burnham

The World Cup tournament begins with the group stage from June 14-28, followed by Round of 16 featuring the top two teams from each group. The final will be held in Moscow on July 15.

Fans await World Cup coming to US

By CALEB TURNER

The United States might not be going to Russia for the World Cup this year, but American soccer fans will be happy to hear the tournament could soon be returning to U.S. soil as part of a North American bid, where the host country is automatically included in the qualified teams.

The United States is the face of the North American bid to host the 2026 World Cup, an event that has not been held in the U.S. since 1994. Though the stadiums in Utah, including Real Salt Lake's Rio Tinto, are too small for the massive event, nearby states such as California and Colorado could host thousands of soccer fans and the teams they support.

North America and Morocco are the two finalists that will be presented to a public vote on June 13. Their fate will then be decided by 207 football nations. FIFA recently released an evaluation report, placing North America as the clear favorite and frontrunner in the two-country race.

"The amount of new infrastructure required for the Morocco 2026 bid to become reality cannot be overstated," the bid evaluation task force said.

No part of North America's proposals was called high risk, and FIFA said it "has a clear lead" to advance the governing body's mission to "push new boundaries in terms of sports-related



Associated Press

United States fans during the International Friendly match at the Aviva Stadium, Dublin, Ireland, Saturday, June 2. The U.S. is included in a North American bid to host the 2026 World Cup.

technology and engagement" since stadiums and hotels already exist.

"FIFA (could) focus on a number of exciting initiatives relating to sports science, fan engagement, multimedia interaction and other new forms of digitalization," the report said.

The U.S., which hosted the 1994 World Cup, would host 60 games in 2026, including everything from the quarterfinal stage. Mexico, which was the sole host in 1970 and 1986, would have to settle for 10 games in the 2026 World Cup, and Canada would do the same.

The North Americans scored the only maximum five mark from FIFA for its ticketing and hospitality plans,

which helped drive a forecast revenue for the tournament of \$14.3 billion, "significantly higher" than Morocco's \$7.2 billion, according to the report.

Proposed venues include the Rose Bowl in Los Angeles, Sports Authority Field in Denver and CenturyLink Field in Seattle, which all seat over 70,000 people. Utah's lack of an NFL team or large public university put it at a disadvantage to host.

BYU's LaVell Edwards Stadium holds 63,470, more than the proposed Camping World Stadium in Orlando, but was not considered due to its ban on alcoholic beverages. The next largest venue in Utah, the University of Utah's Rice-Eccles Stadium, holds just 45,807.



BYU Photo

West Coast Conference commissioner Gloria Nevarez, on left, presents the 2018 WCC Commissioner's Cup to BYU senior associate athletic director Liz Darger, BYU president Kevin Worthen and BYU athletic director Tom Holmoe. This is BYU's sixth-consecutive Commissioner's Cup.

BYU wins sixth-consecutive WCC Commissioner's Cup

By CALEB TURNER

BYU President Kevin J Worthen, Athletic Director Tom Holmoe and Senior Associate Athletic Director Liz Darger accepted the school's sixth-consecutive West Coast Conference Commissioner's Cup, awarded to the WCC institution enjoying the most success during conference play.

The Cougars have taken home the cup six out of its seven years in the WCC, surpassing the University of San Diego for the most overall and consecutive Commissioner Cup victories.

The Toreros won five straight cups from 2008-12. Pepperdine University ranks third on the all-time list with three, while Santa Clara University and Loyola Marymount University also own cup triumphs.

Over the past two seasons, the Cougars set records for winning point margins in the cup competition, but the 2017-18 race was much closer.

After an impressive spring surge, BYU registered 94 points to edge out Loyola Marymount's 89. Gonzaga finished third overall with 83 points. The awards were handed out as part of the ninth-annual West Coast Conference Honors Dinner, held June 6 at the Dolce Hayes Mansion in San Jose, California.

The West Coast Conference Commissioner's Cup is an all-sports award presented at the end of each

academic year to the league's top performing school in conference play and is based on a point system, reflecting the finish of each team in conference play. The institution with the highest total points after combining the men's and women's points is honored with the Commissioner's Cup.

This season BYU captured outright championships in men's cross country and women's golf and softball. BYU also shared the volleyball title and earned the runner-up spot in women's cross country.

The Cougars also earned top-three finishes in men's and women's basketball, women's cross country, men's tennis and men's golf.

BYU won the women's all-sports trophy race for the sixth-straight year with a tally of 58.5 points after collecting three titles. Loyola Marymount was second in a close race with 56.5 points, finishing strong with runner-up showings in softball and rowing. Gonzaga was third with 50 points.

The University of San Francisco snapped BYU's winning streak in the men's all-sports trophy race, topping BYU's 35.5 points with 37.5 of its own.

Overall, the Cougars compiled 94.0 Commissioner's Cup points at the conclusion of the academic year, which includes men's and women's cross country, men's and women's soccer, women's volleyball, men's and women's basketball, men's and women's golf, beach volleyball, men's and women's tennis, softball, women's rowing and baseball.

Dilbert®

Panel 1: Dilbert asks, "CAN YOU MENTOR ME ON HOW TO BE SUCCESSFUL?"

Panel 2: Boss replies, "YOUR BEST STRATEGY IS A COMBINATION OF LYING AND BEING RELATED TO RICH PEOPLE."

Panel 3: Dilbert asks, "WHAT IS THE SECOND-BEST STRATEGY?"

Panel 4: Boss replies, "CRIME IS SECOND. WINNING A LOTTERY IS THIRD."

Panel 5: Dilbert asks, "EVERY TIME I ASK A SUCCESSFUL PERSON FOR CAREER ADVICE, I GET A DIFFERENT ANSWER."

Panel 6: Boss replies, "MY PLAN FOR SUCCESS IS TO LULL MY BOSS INTO A FATAL ACCIDENT AND TAKE OVER HIS IDENTITY."

Panel 7: Dilbert asks, "I'M NOT ASKING UNSUCCESSFUL PEOPLE FOR ADVICE."

Panel 8: Boss replies, "IS THAT HOW YOU TALK TO YOUR FUTURE BOSS?"

Pickles®

Panel 1: Pickles asks, "WHO WAS THAT ON THE PHONE?"

Panel 2: Pickles replies, "JUST SOME PEST CONTROL COMPANY LOOKING FOR BUSINESS."

Panel 3: Pickles says, "I TOLD THEM I ONLY HAVE ONE PEST IN THE HOUSE AND I'M GOING TO KEEP HIM."

Panel 4: Pickles asks, "WHERE ARE YOUR GLASSES? AND WHAT HAPPENED TO YOUR EYE?"

Panel 5: Pickles replies, "I BROKE THEM."

Panel 6: Pickles asks, "HOW?"

Panel 7: Pickles replies, "DON'T ASK. TELL ME."

Panel 8: Pickles says, "I PUNCHED MYSELF IN THE FACE TRYING TO PULL A QUILT OUT OF THE DRYER."

Garfield®

Panel 1: Garfield is lying on a box.

Panel 2: Garfield says, "OH, GARFIEELD."

Panel 3: Garfield thinks, "THAT CAN'T BE ANYTHING GOOD."

Panel 4: Garfield is sitting at a table with a birthday cake.

Panel 5: Garfield says, "ANOTHER BIRTHDAY IS OUT TO GET ME."

Zits®

Panel 1: Zits asks, "PRINT OR SOLID?"

Panel 2: Zits asks, "TUCKED OR UNTUCKED?"

Panel 3: Zits asks, "FRAPPUCCINO DRIBBLE OR SRIRACHA SMEAR?"

Panel 4: Zits asks, "DOES THIS SHIRT LOOK OKAY?"

Panel 5: Zits replies, "IT MAKES YOU LOOK SLIM."

Panel 6: Zits asks, "GREAT. WHERE DO YOU FIND CLOTHES THAT MAKE YOU LOOK WIDER?"

Panel 7: Zits replies, "BESIDES YOUR CLOSET!"

Non Sequitur®

Panel 1: A sign reads "WORST FABLES MASH-UP EVER".

Panel 2: A man says, "HEY, I JUST THOUGHT OF ONE... ANACHRONISM!".

Panel 3: A man says, "I THOUGHT I COULD, I THOUGHT I COULD, I THOUGHT I COULD."

Panel 4: A man says, "NOW WHAT?".

Panel 5: A sign reads "WEBSTER'S FIRST EDITION".

Peanuts®

Panel 1: Snoopy asks, "I GUESS THAT'S ABOUT ENOUGH FOR TODAY..."

Panel 2: Snoopy says, "ALL SECRETARIES SHOULD BE ALLOWED TO GO HOME AN HOUR EARLY EVERY NOW AND THEN."

Panel 3: Snoopy says, "I CAN'T BELIEVE IT!"

Panel 4: Snoopy says, "WOODSTOCK HAS FALLEN IN LOVE WITH A WORM!"

Sudoku

Use the numbers 1-9 once in each row, column and marked grid of 9. Puzzles increase in difficulty from left to right. Solutions are at universe.byu.edu/sudoku.

	4	5		2		9	1	
1								3
9			4		8			2
		8	5		9	2		
7								6
	1	6		7	4			
4			7		2			8
6								4
	3	7		6		1	2	

			4	3	8			
	2			1			4	
		7	6		2	8		
6	5					9	8	
7	8						2	6
3	2					4	7	
		3	7		4	2		
	7			9			1	
				1	2	5		

9		6	4				5	
	1	9	5		6			
		8	2		9			
6	9					4	2	
		4	6		3			
7	3					9	6	
		7	9		4			
	2	3	1		7			
3		5	8			1		

		6	5				1	
	2							8
3	4	2						
		8	7	2				
7			3	1			6	
			5	4	3			
					3	8	5	
	1							9
	8		6	7				

The New York Times Crossword

Edited by Will Shortz No. 0507

- ACROSS**
- 1 Peak near Tokyo: Abbr.
 - 7 Facts and figures
 - 11 Guy's date
 - 14 Stuff that may make you go "Ah-choo!"
 - 15 Actor Wilson of "Midnight in Paris"
 - 16 Cheer at a bullfight
 - 17 Group preparing a ball field for a game
 - 19 Homes on wheels, for short
 - 20 Slippery fish
 - 21 Like Monday crosswords, relatively speaking
 - 22 Protection
 - 24 Blown away
 - 26 DuPont fiber
 - 27 1972 platinum album by the Allman Brothers Band
 - 31 "___ out of it!"
 - 33 Opposite of a liability
 - 34 Window section
 - 36 Bit of acne
 - 37 Globe: Abbr.
 - 38 Locale of all the circled items in this puzzle
 - 41 Suffix with pay
 - 42 Running total at a bar
 - 43 Apartment building overseer, informally
 - 44 Gets whiter
 - 46 Not working
 - 48 Doesn't get near
 - 51 Peter who compiled a book of synonyms
 - 53 James of jazz
- DOWN**
- 1 Fuel economy measure, for short
 - 2 Ripped
 - 3 Ice sheet
 - 4 Wall in grief
 - 5 Actress Aniston, to friends
 - 6 Seriously involved
 - 7 E.R. figures
 - 8 Off-kilter
 - 9 Shirt that might have a slogan on it
 - 10 Egypt's Sadat
 - 11 Blue-veined Italian cheese
 - 12 American Dance Theater founder
 - 13 Not so much
 - 18 "Smooth Operator" singer, 1985
 - 54 The Audi symbol has four of them
 - 55 Fly high
 - 57 Musical cousin of calypso
 - 60 Ancient
 - 61 Japanese delicacy served in thin slices
 - 65 Hearty brew
 - 66 Send off, as rays
 - 67 One always making adjustments on the job?
 - 68 ___ Moines, Iowa
 - 69 Releases of Drake and Cardi B
 - 70 Tune out

- PUZZLE BY JULIE BÉRUBÉ**
- 23 Aboveground
 - 25 Light bulb units
 - 26 "Say it isn't so!"
 - 27 Shoe that ties around the ankle
 - 28 Some women with light-colored hair
 - 29 Cop (confess in return for lighter punishment)
 - 30 Taxi
 - 32 School grps.
 - 33 Sparkling Italian wine
 - 35 One living abroad, informally
 - 39 Boot out
 - 40 Make a choice
 - 45 Completely covered with
 - 47 Shape of a Silly Putty container
 - 49 Affirmative votes
 - 50 Sheetlike gray clouds
 - 52 Ending with poly-
 - 54 The Beatles' "Abbey ___"
 - 55 Scissors sound
 - 56 Honey Bunches of ___
 - 58 About 2.2 pounds, for short
 - 59 Latin love
 - 62 Actress Thurman
 - 63 What shoulders may do after a disappointment
 - 64 Fury

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The New York Times Crossword

Edited by Will Shortz No. 0508

- ACROSS**
- 1 Bunch of wolves
 - 5 Book composed of 10-Across
 - 10 See 5-Across
 - 14 Word after computer or fashion
 - 15 Port-au-Prince's land
 - 16 Satan's doings
 - 17 "What's there to lose?"
 - 19 Ankle-length dress
 - 20 Sleep disorder
 - 21 Patriotic finger-pointer
 - 23 Way to run or ski
 - 26 Sauce in a Bloody Mary
 - 29 Radiate
 - 30 Tortilla sandwich
 - 31 Bunny action
 - 33 Wastes time, with "off"
 - 37 Not feeling well
 - 38 Band with the 12x platinum album "Slippery When Wet"
 - 41 2016 Olympics locale
 - 42 "I kid you not!"
 - 44 Pronoun for a ship
 - 45 Concert venue
 - 46 Singer McEntire
 - 49 Board game with black-and-white pieces
 - 51 Like some August sales
 - 55 Comment made while covering someone's eyes
 - 56 67-69, gradewise
 - 60 West Coast gas brand
 - 61 Ignite something ... or what the first words of 17-, 23-, 38- and 51-Across do?
 - 64 Seriously wound
 - 65 ___ point (concise)
 - 66 Sch. that plays home football games at the Rose Bowl
 - 67 "Legally Blonde" girl
 - 68 Satirical news site, with "The"
 - 69 Minus
- DOWN**
- 1 City with a noted tower
 - 2 "And we'll tak' ___ o' kindness yet": Burns
 - 3 Ears that can't hear
 - 4 Patella
 - 5 Sound of contentment
 - 6 Scotland's Firth of ___
 - 7 "Peanuts" boy with a blanket
 - 8 Immediately
 - 9 "Parks and Recreation," e.g.
 - 10 Keepsake
 - 11 Sailor's cry
 - 12 Animation studio with a lamp mascot
 - 13 Morally reprehensible
 - 18 Hawks push them
 - 22 Nintendo brother
 - 24 Tres y cinco
 - 25 Procrastinator's promise

- PUZZLE BY ORI BRIAN**
- 26 Certain bed size
 - 27 Folk singer Guthrie
 - 28 Event for Cinderella
 - 32 Nighttime attire, briefly
 - 34 Kind of exam
 - 35 Occupy completely
 - 36 Han who's the title role of a 2018 film
 - 38 Borscht ingredients
 - 39 "Pick me! Pick me!"
 - 40 Presidential prerogative
 - 43 Irritating
 - 45 Lending a hand
 - 47 Greets respectfully
 - 48 Kutcher of "That '70s Show"
 - 50 "Today" co-host Kotb
 - 51 Not one's best effort, in sports
 - 52 Hearing-related
 - 53 The "C" of C.S. Forester
 - 54 Relative of a raccoon
 - 57 Canine woe
 - 58 Web addresses
 - 59 Wet septet
 - 62 Letter after pi
 - 63 Full count

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Community action helps keep mentally ill out of jail

By CARLEY PORTER

Nic Carroll joined a gang when he was 11.

He's actually an ex-criminal and ex-gang member.

He was inspired by gangster movies such as "The Godfather" and motivated by a desire to protect his mother from an abusive stepfather.

He said he wanted to be the next Scarface. "All I really knew was crime."

His criminal activities heavily involved drugs, which led to his own drug addiction. In his own words, Carroll said doing drugs for a number of years messed him up mentally.

"I believe a lot of my mental illness ... (is) mostly from drugs."

Carroll said he would self-medicate in an effort to stay high.

Everything changed when Carroll was facing prison again and realized he didn't want to miss his three kids — Trey, Maliyah and Harlee — growing up.

Carroll convinced the Utah County Mental Health Court program to give him a fourth chance — he had already used his first, second and third chances — and thankfully, they gave it to him, putting him back on the road to recovery.

"Mental Health Court was a great foundation," Carroll said. "It's where I started."

Now, Carroll doesn't take any medication, not even Aleve or ibuprofen for pain, because taking Aleve just once made him feel the pull toward addiction again.

"I just have to put it in God's hands," he said. "I'm completely substance free."

Approximately 24 percent of state prisoners nationwide have a recent history of a mental health condition, according to the National Alliance on Mental Illness website.

However, more and more states are working to help people with mental illness stay out of prison and get the treatment they need through the Crisis Intervention

Team and mental health courts.

Crisis Intervention Team Executive Director Ron Bruno explained that the teams exist to "build partnerships between criminal justice services and behavioral health services within a community."

Crisis Intervention Team provides training for law enforcement, first responders and community members who are in a position to support local law enforcement. Training includes tools and techniques for dealing with crisis situations, particularly with people who might be having some type of emotional crisis.

Bruno said Crisis Intervention Team also works with local law enforcement and behavioral health centers to advocate for more accessible behavioral health services.

Provo law enforcement has taken advantage of the team's training, according to Sgt. Joe Otte.

"It's very good training to be able to help folks with mental health issues," Otte said. "(It) focuses on the specific mental health problems that people can have and different categories that they can fall into and ways you can mitigate their situations and help them — put them in touch with the resources they need to get them through what they're experiencing."

According to Bruno, Crisis Intervention Team officers are often called "to check the welfare of individuals who may have a serious or persistent mental illness" and whose behavior or actions have demonstrated a threat to themselves. Of course, these types of calls would not lead to an arrest.

If someone with a mental illness is arrested for a minor felony or misdemeanor, he or she can be screened for participation in Mental Health Court by attorney request.

According to Utah County mental health professional and the local Mental Health Court coordinator Dean Anderson, a



Nic Carroll

Nic Carroll returned to live with his family in October 2017 after finishing treatment for the 20th time. From left, Maliyah 11, Nic, Harlee 5, Melissa and Trey 12.

person must meet certain qualifications to participate in Mental Health Court.

"It depends on the type of charges (the person has) and the type of illness (he or she) has," Anderson explained. "(The case) goes to the prosecutor and the prosecution; they then look and see if the legal criteria are met for Mental Health Court. If the legal criteria are met and the person seems to be a logical, potentially good choice for the Mental Health Court, then the person is referred to mental health for an assessment."

Mental health professionals at Wasatch Mental Health make the assessments for Utah County, which includes evaluating clinical needs and whether the court can provide the proper resources.

But that's not all. Anderson said the final decision also depends on a person's "willingness to participate and willingness to obey the rules."

Rules include participating in in-patient treatment the court deems appropriate, making regular appearances at court and attending support groups.

"The whole idea is to give them treatment so they can learn how to manage their illness and they don't re-offend," Anderson said.

Bruno referred to the philosophy of mental health courts as "carrot-and-stick."

"The carrot is that if somebody participates in Mental Health Court, they are going to be given access to treatment. They're going to be given access to case management. If they need help getting employment, they can get assistance with that," Bruno said.

Perhaps the biggest pull for participating in Mental Health Court is a compliant person does not have to go to jail.

"They get to live out in the community," Bruno said.

People participating in Mental Health Court are also given

opportunities to improve if they slip up, according to Anderson. But Bruno added that the court can sanction people who slip up with things like community service or serving some time in jail before the next court appearance.

Carroll said his time in the program taught him to take accountability for his actions.

Each time he "slipped up," Carroll would, of his own volition, perform two or more hours of community service because he knew that's what the judge would assign him. He credits Mental Health Court with giving him structure and expectations.

"By doing that, it made me stronger," he said.

Participating in the full Mental Health Court program can last from about 10 months to 18 months, according to Anderson. The program includes three phases, which start with requiring the person in question to appear in court and attend weekly treatments before easing off to once-a-month court visits and treatment as appropriate. At the end of Mental Health Court, the person graduates.

Instead of going home to his family after graduating from Mental Health Court, Carroll chose to seek further treatment at a sober living center in Heber. He spent a total of 67 days there, seeing his kids only once.

During his time there, Carroll became a manager and helped other people in recovery. He also made life-changing friends through Building Beginnings, a non-profit organization founded by Brett Griffiths and Ryan Hymans. The organization provides work experience for people in recovery from drugs and alcohol and helps them find housing. Carroll's focus is housing.

A study published in 2007 found that graduating from mental health court reduced the chance of recidivism by 39 percent for minor felonies and 54 percent for violent crimes, supporting both Anderson's and Bruno's assertions about the

effectiveness of mental health courts.

While mental health court can help people with mental illnesses stay out of jail and reduce repeat offenses, treatment options still have room for improvement.

Anderson said he thinks there is always room for more resources for the mentally ill, especially for people who do not have insurance of any kind.

Bruno agreed. "We can help individuals if we have better access to mental health services," he said.

Bruno is part of a newly formed committee called the Interdepartmental Serious Mental Illness Coordinating Committee. The committee reports to Congress about the state of mental health care in the United States and works to coordinate among all federal departments. The committee's first report was released on Dec. 13, 2017.

Aside from resources, Anderson said another problem when it comes to mental health care in the United States is the stigma around mental illness.

"(Mental health diseases) are biological problems like diabetes," Anderson said. "They're just in the brain."

Otte emphasized the importance of withholding judgement and being kind.

"Because someone has a mental health issue doesn't mean they're a danger to the community. It means it's somebody who's dealing with a hardship," Otte said. "The more compassionate we can be towards people with mental health issues, and help introduce them and encourage them to accept resources that are available, I think that's a step in the right direction."

Carroll said he likes to read with his kids and bring them to work with him. His life is totally different now, and he intends to keep it that way.

"I like to think that God has put all this in my life," Carroll said. "I get to be a husband. I get to be a friend, a leader, a teacher, a dad."

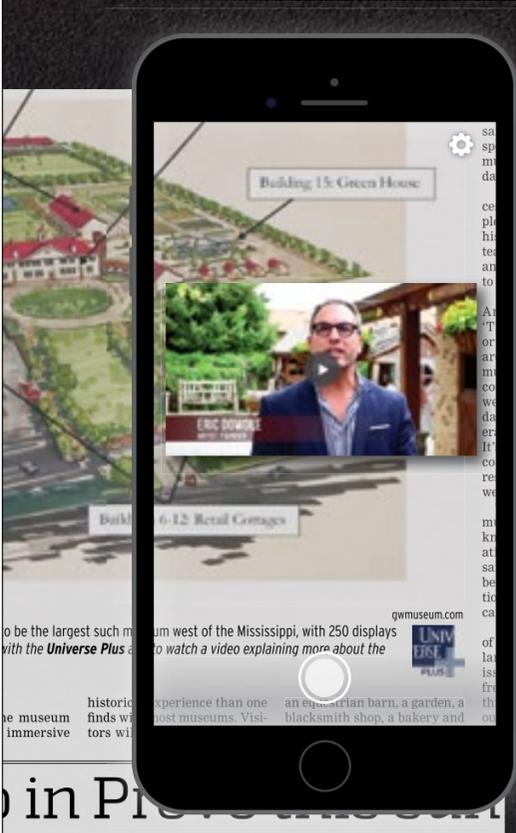
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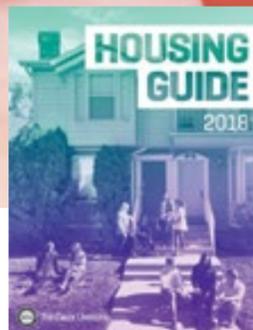
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