

University Council

February 03, 2026

Welcome

Pregnancy-related Support at Missouri State

Julia Holmes, Deputy Compliance Officer
juliaholmes@missouristate.edu

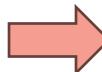
Title IX



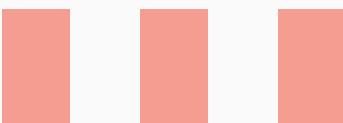
Title IX of the Education Amendments 1972 – *prohibits discrimination on the basis of sex in education programs or activities that received federal financial assistance.*

Athletics

Sexual Harassment, Sexual Assault, other Sexual based violence.



Persons who are pregnant or are experiencing pregnancy-related concerns



Two Additional Laws

Pregnant Worker's Fairness Act –

- Unlawful to take adverse action against an employee who is pregnant.
- Unlawful not to make reasonable accommodations.
- Unlawful to require an employee to accept an accommodation due to pregnancy.
- Unlawful to require an employee to take leave if an alternate accommodation is available.

The Pump Act

- Provides reasonable break time to express breast milk for their nursing child for one year after the child's birth.
- Entitled to a designated space at work, other than a bathroom.

Support

All members of the Missouri State academic community, including potential employees and guests.

Pregnancy-related concerns:

Pregnancy

Loss of pregnancy

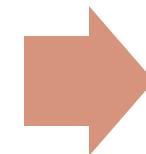
Termination of pregnancy

Parenting:

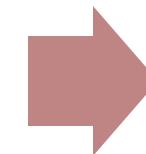
Generally, up to one year old.

Policy and Syllabus Statements

OP 1.02-12 Consistent with applicable law, the University does not discriminate in its educational programs/activities against any applicant for admission, student, applicant for employment, or employee on the basis of current, potential, or past pregnancy or related conditions. Accordingly, students and employees may not be treated differently on the basis of any parental, family, or marital status. (This protection extends to the father, partner, etc. of the pregnant woman.)



Student Accommodations and Modifications



Reasonable accommodations and modifications may be provided to students with needs related to pregnancy and pregnancy related conditions. If a student would like to request an accommodation or modification, please contact the University's Deputy Compliance Officer at (417) 836-6755 or JuliaHolmes@MissouriState.edu to initiate the interactive process.

Accommodations

Pregnancy-related breaks/ absences

Time and space for lactation

Modifications in physical environment

- Larger desk/chair
- Different uniforms

Additional accommodations could be available

- Interactive process. Supervisor/student/DCO collaborating



Lactation Options

- Link to lactation spaces on the Springfield campus:
<https://www.missouristate.edu/TitleIX/lactation-rooms.htm>
- Nessel lactation pods:
 - Brick City
 - eFactory
 - OCHS 2nd floor

Missouri State Parental Leave

- G.7.02-7 Leave Benefits, Parental Leave
 - Eligible employees are entitled to 80 hours of paid parental leave following the birth, foster care placement, or adoption of a child within the home, utilizing funds from the shared leave pool.
 - If both parents are otherwise eligible for parental leave, both parents may each make individual request for parental leave.
 - Leave must be consecutive within the first 12 weeks following the birth, foster care placement, or adoption of a child within the home.
 - Parental leave requests are limited to 80 hours on a 12-month rolling basis.
 - Vacation, sick, and compensatory time need not be exhausted before utilization of parental leave. Utilization of parental leave does not prevent further use of the shared leave pool for other qualified events.

Take-aways

The university has policies and procedures in place to support members of our academic community who are pregnant.

You cannot discriminate against women who are pregnant or who are experiencing pregnancy-related issues.

The university has resources in place to support those who are pregnant. Resources may vary depending on the role of the person who is pregnant.

- Faculty, staff, students and guests may utilize the available lactation spaces.
- Only full-time staff are able to utilize the two-week paid parental leave.
- Family Medical Leave may also be utilized, if the employee qualifies.



University Safety

UPDATE

Robert L. Rowley

February 3, 2026

Missouri State
UNIVERSITY



BearShield

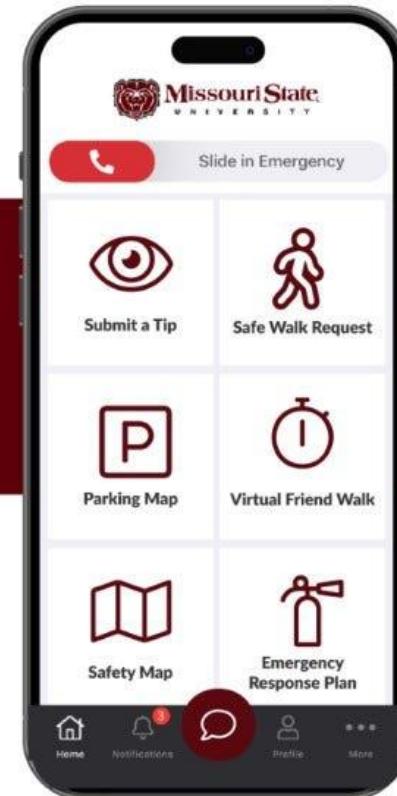
Mobile Safety App

Contact campus security
quickly and directly

100% **FREE**

GET IT ON
Google Play

Download on the
App Store



Campus Safety

NEW UNIFORMS AND PATROL VEHICLES





Transportation Services

NEW RENTAL VEHICLES

- 2025 Chrysler Pacifica (7 passenger) \$90/\$135
- 2025 Ford Transit (12 passenger) \$150/\$225



Parking Services

LPR PARKING PERMITTING AND ENFORCEMENT



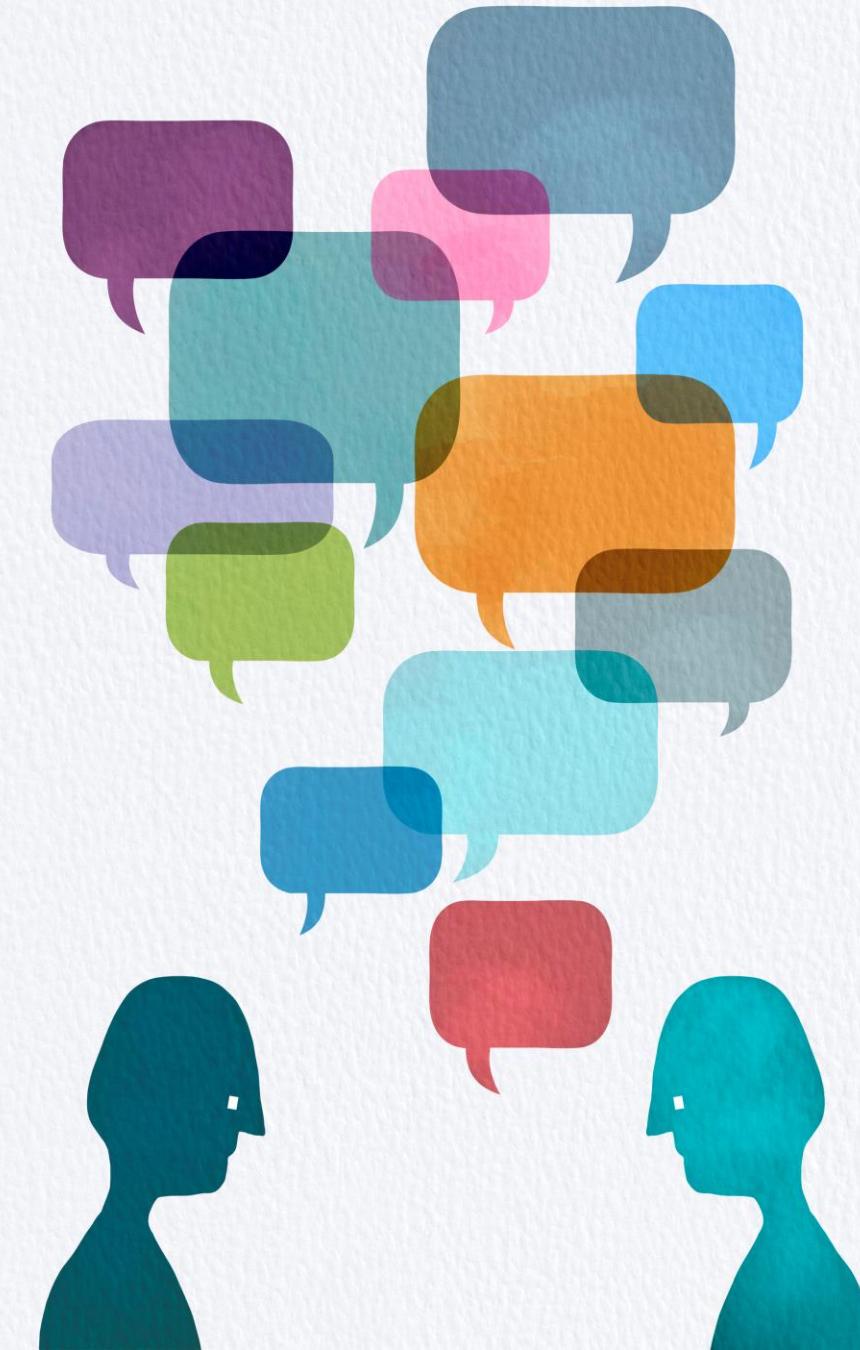


Giving Day 2026



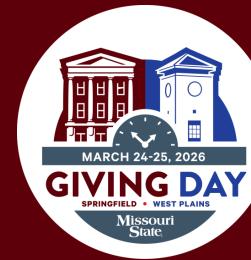
New for 2026

- Less email
- More segmentation
- Simplified
- New money only





Timeline



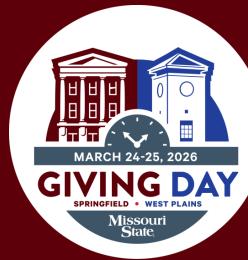
- February 24: Early giving goes live
 - You can give early, but your ambassador link will not work yet
- March 23 – Share 24 hour hype video
- March 24, 10:00am – March 25, 10:00pm: Giving Day
 - Your ambassador link becomes active; share it! Text, email, call!
 - Share your story on every social media platform and encourage others to do the same



Ambassadors

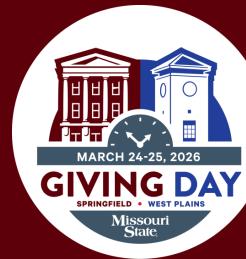
& YOUR ROLE

- Sign up at: GivingDay.MissouriState.edu on the Ambassadors tab
- Make your Giving Day gift
- Share with your networks
- Identify other Ambassadors
- Want more training?
 - RSVP to alisonharper@missouristate.edu
- Toolkit allows for easy sharing and outreach
- Get this year's You + 2 exclusive Missouri State item for sharing your ambassador link





Ambassadors



LIVE SIGN UP

- Go to GivingDay.MissouriState.edu
- Click on the Ambassadors tab at the top of the page
- Enter your email and click “Sign Up” on the right side of the page
- If you received an email telling you to reset your password, click Sign In below the Sign Up button and “Need to reset your password?” on sign-in

CELEBRATE
SHARE
CHAMPION
BOBST
Ma State

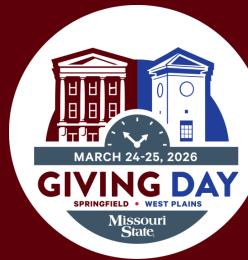
Become an Ambassador!
Sign up to increase your impact!

Enter your email to get started...
Sign Up

http://GivingDay.MissouriState.edu/ambassadors



Ambassadors



LIVE SIGN UP

- Wait about 30 seconds for the email (it might end up in Other or Spam) and click “Confirm Signup” to create your password
- Sign in, waiting for the email confirmation code if needed
- You can always access the sign in screen from the Ambassadors page below

Want to make an impact with your network for Missouri State? Help spread the word about Giving Day and encourage fellow Bears to join in on the fun. Everyone is an advocate.

If you're ready for the challenge, join the fun and competition. Register to become an official Giving Day Ambassador!

Ambassador Training Session

We will host a live Ambassador Training Session before Giving Day. An email will be sent out to all registered ambassadors with details.

Once you have signed up to be an ambassador, watch last year's [Ambassador Training](#) to learn how to get the most out of Giving Day. We will cover the ambassador portal, sharing strategies, and more!

Giving Day Ambassador Details

Date: **Tuesday, Mar. 24, 10 a.m. CST - Mar. 25, 10 p.m. CST**
Hashtag: #BearsGive #GrizzliesGive

As an official Giving Day Ambassador, you help create excitement about Missouri State Giving Day before and during the campaign.

It's as easy as 1, 2, 3!

1. Make your gift on Giving Day and encourage your networks to do the same.
2. Spread the word using resources provided in the toolkit through your own social

Already an Ambassador?

Sign In

Invite your friends to become one too!

[f](#) [X](#) [in](#)



Ambassadors

LIVE SIGN UP

- View your ambassador stats during Giving Day on this page
- Use the share buttons to share your ambassador link
- Your email had an auto-generated ambassador link, but you can make your own



Missouri State UNIVERSITY

Crowdfunding Missouri State Giving Day 2026 - COMING SOON

Your Account Nova Ewers

Profile Ambassador Missouri State Giving Day 2026 - COMING SOON Missouri State Giving Day 2025 Admin Sign Out

Ambassador

Missouri State Giving Day 2026 - COMING SOON

Thanks for signing up to be an Ambassador!

You can now start sharing your referral link with friends, family, and followers. You'll receive credit for any donation made through it, so come back here often to track your impact.

For your convenience you can use these share buttons to quickly prepare an email or social media post containing your referral link:

[Send Emails](#)

Try to reach at least 15 people by email, but don't forget to maximize your impact by posting on social networks too.

f x in

YOUR AMOUNT RAISED \$0.00

YOUR DONORS (0)

TOTAL CLICKS - YOUR SOCIAL REACH

Facebook	0
LinkedIn	0
X	0



Ambassadors

LIVE SIGN UP

- Scroll down to see “Referred Page” and “Change Short URL”
- Set your page to any listed fund of any department
- Set your URL to whatever is easy to remember and share
- Always use this new short URL when directing people to give; this is how we track your impact!

Try to reach at least 15 people by email, but don't forget to maximize your impact by posting on social networks too.

[f](#) [X](#) [in](#)

Here's your actual referral link to do with as you please:

https://givingday.missouristate.edu/giving-day/110146?utm_source

Referred Page: [Missouri State Giving Day 2026 - COMING SOON](#)

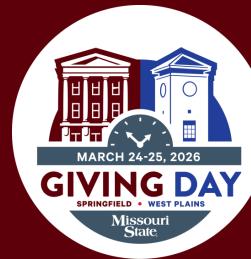
or

<https://givingday.missouristate.edu/amb/NovaEwers>

Change Short URL: [NovaEwers](#)

[Save](#)

LinkedIn	0
X	0





Ambassadors

TIPS & TRICKS

- Share your link over multiple channels
 - Email, text, social media, flyers, video
- Shared departmental emails can be used to sign up
 - This can track a group effort; make sure everyone is using the same ambassador account and link
 - Use personal accounts if you want the You + 2 item for yourself
- Only share your link on March 24th and 25th, it will not be active before or after those dates
- Use the toolkit on the Ambassador page for copy/paste templates for sharing



Ambassador toolkit

In our Ambassador toolkit you will get:

- Sample social media posts, emails, text and graphics
- Answers to our most frequently asked questions
- Information about how to set up your account

Use the resources in the toolkit, along with your unique ambassador link, and help celebrate MO State!

Get the toolkit once it is live.

Ambassadors will also get toolkit resources in the [new web app](#).

Example Social Posts

- Join me in supporting Missouri State University's Giving Day, March 24-25! Your tax-deductible gift empowers future MSU leaders through scholarships, programs, and opportunities. Let's make a difference together! [AMBASSADOR LINK] #BearsGive
- Mark your calendars! March 24-25 is MSU Giving Day! I'm supporting [SPECIFIC AREA], and you can choose to support an area of your choice. Make a tax-deductible gift and help shape the next Missouri State era. [AMBASSADOR LINK] #BearsGive
- Give back to the place that gave so much to you! MSU Giving Day is March 24-25. Your tax-deductible donation, big or small, supports scholarships, programs, and more! Join me and help shape the next era at Missouri State. [AMBASSADOR LINK] #BearsGive



THINGS NOT TO DO

- Do not use multiple emails to make gifts, use your same preferred email any time you make a gift
- Don't wait until last minute
- Don't forget you have resources!
 - [Toolkit](#)
 - AlisonHarper@MissouriState.edu
 - NovaEwers@MissouriState.edu

CELEBRATE
UNITE
CHAMPION
SHAPE
GROW
ADVANCE

Mo State

Thank you for being an ambassador!

As an ambassador, you share MO State by creating excitement about Giving Day. Ambassadors encourage their friends and families to join them in making a gift to Missouri State.

MSU Ambassadors

West Plains Ambassadors



Events

MATCHES AND CHALLENGES

Alison Harper Student Emergency Fund Challenge



\$10,000

MO State Alumna Alison Harper is challenging YOU to support the Student Emergency Fund! When 75 people make a gift of any size to the Student Emergency Fund today, she will contribute \$10,000. You can help unlock these critical resources for our students by making a gift now!

5 / 75 DONORS 16:10:24 ⓘ



- Matches and challenges increase visibility of specific funds to donors
 - Featured on home page, department page, checkout page, and events page (all with easy one-click conversion)
- Donors are more likely to give through matches and challenges
 - 50% of donations last year were associated with a match or challenge
- Have a fund you want to emphasize and a sponsor in mind? Reach out to your Director of Development to set up a match or challenge



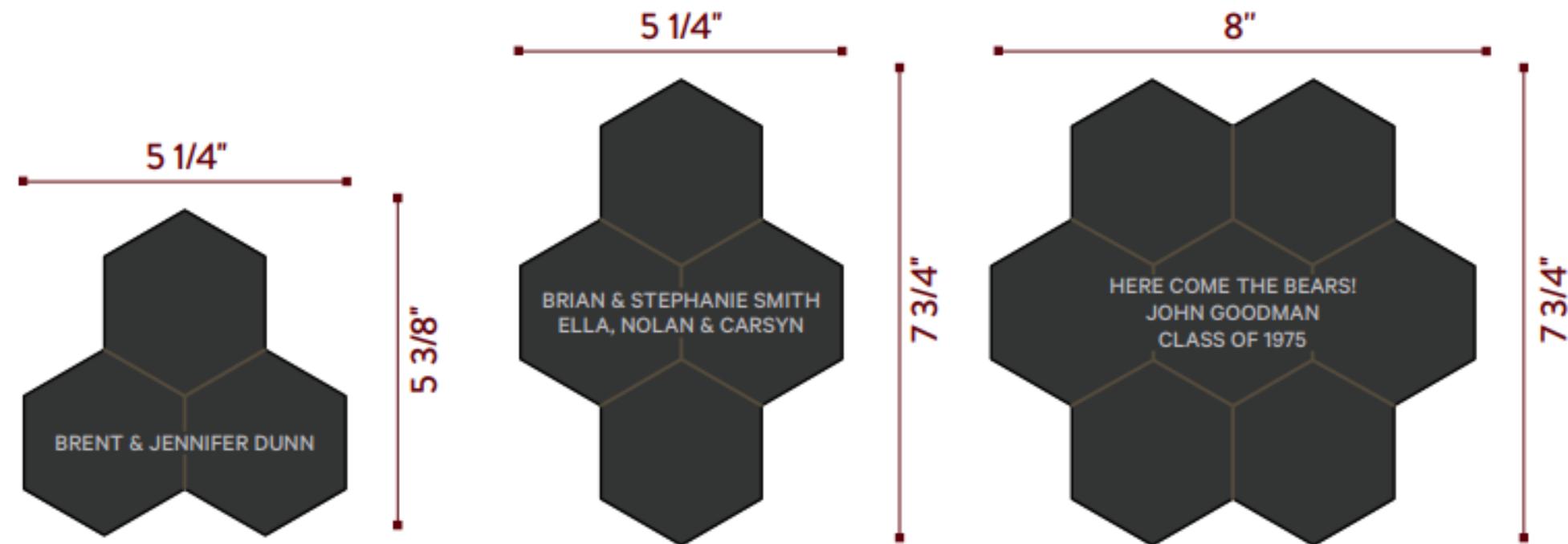


Questions?

If anyone wants special training for their team/unit, please reach out to Alison Harper or Nova Ewers to schedule one-on-one training



Hive of Bear Pride



Honeycomb 3

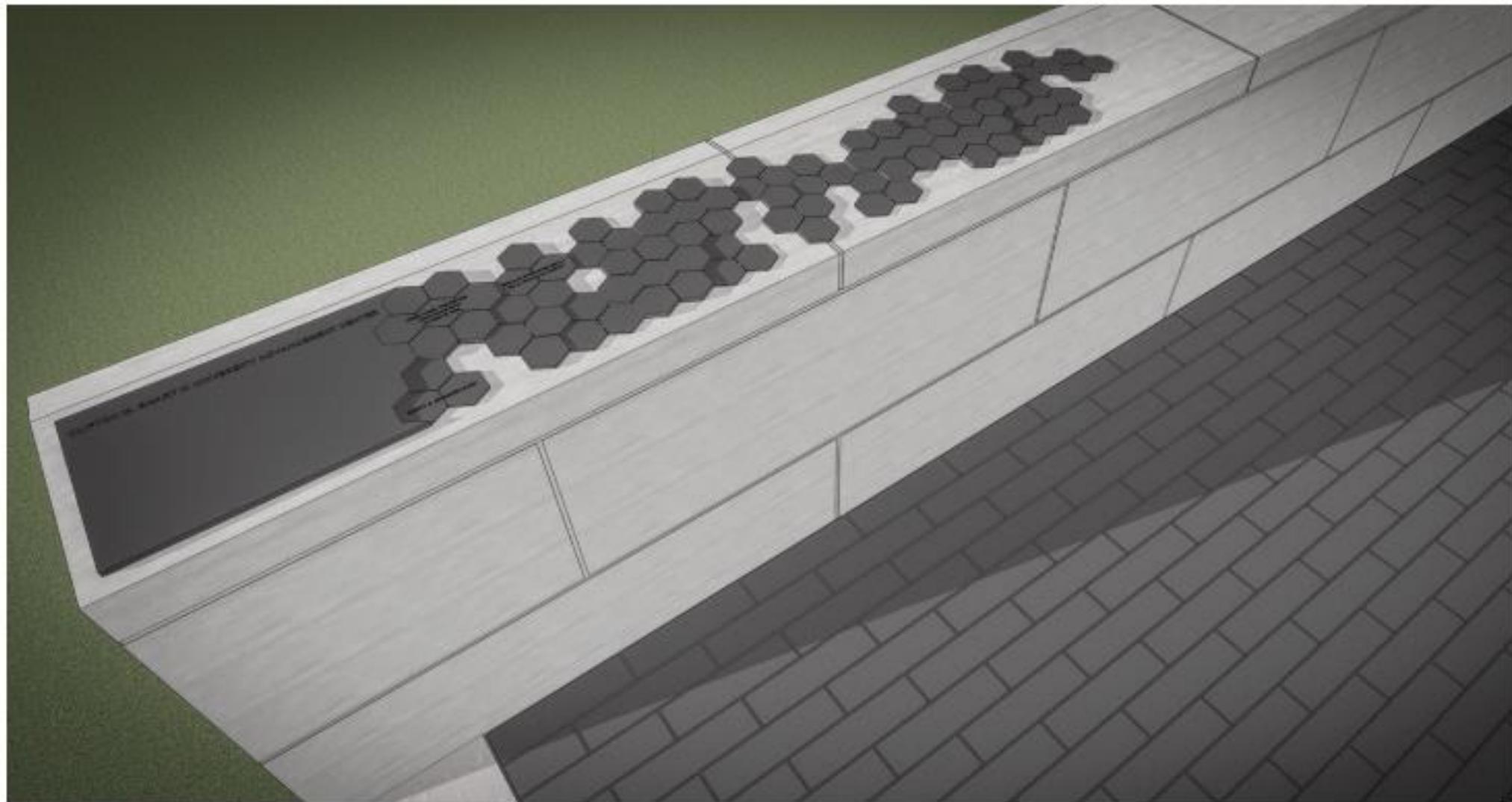
Thickness 1/8",
23 characters
(including spaces)

Honeycomb 4

Thickness 1/4",
46 characters, 23 per line
(including spaces)

Honeycomb 7

Thickness 3/8",
102 characters, 34 per line
(including spaces)





NEW ACCOUNT LIFECYCLE POLICY

University Council
February 3, 2026

CURRENT PRACTICE - EMPLOYEES

- System access removed immediately upon separation, including Banner and other administrative systems
- Microsoft 365 access removed immediately upon separation including OneDrive, Teams, and Office desktop apps
- Email access removed 90 days after separation
- Self-service access (e.g. paystubs and tax forms) retained for 18 months
- Emeritus faculty and staff retain email and Microsoft 365 access indefinitely

WHAT WILL CHANGE - EMPLOYEES

- Email access will be removed for employees immediately upon separation
- New emeritus faculty and staff will no longer retain email and Microsoft 365 access
- Current emeritus faculty and staff actively using their email account will retain access to it, but not Microsoft 365

CURRENT PRACTICE - STUDENTS

- Microsoft 365 access removed one academic year after no longer enrolled
- Email access retained indefinitely

WHAT WILL CHANGE - STUDENTS

- Account deleted one academic year after student no longer enrolled
- Readmitted former students will get a new account

IMPLEMENTATION TIMELINE

- March 2026 – Account Lifecycle Policy adopted
 - Communication via individual emails to affected alums and emeriti
 - Additional outreach to the campus community
- April to June 2026 – Communication and reminders
 - Monthly emails to those affected
 - Status changes for any needed exceptions
- July 2026 – Account Lifecycle Policy effective
 - Account changes will be implemented over several weeks



Let's take a fresh look at PhDs...

Let's redefine research
doctorates together...

MO State Model of Research Doctorates

Context and Innovation

University Council, February 2, 2026

Current PhD Landscape



UNIVERSITY NEWS

Brown to reduce PhD admissions by 20% this application cycle

The University's expenditures on graduate programs will still increase, despite admissions reductions.

UNIVERSITY NEWS | NOVEMBER 19, 2025

FAS Cuts Science Ph.D. Admissions By Half

NEWS | 21 October 2025

US PhD admissions shrink as fears over Trump's cuts take hold

Harvard Departments Brace for Teaching Fellow Shortage After Ph.D. Cuts

As funding falters, young brain scientists rethink careers in research

NOVEMBER 15, 2025 · 7:00 AM ET

PhD admissions cancelled again for five University departments

By Sicheng "Chris" Che, Staff Writer • December 5, 2025

● August 21, 2025

More UChicago Ph.D. Programs Pause Admissions in Humanities, Social Sciences

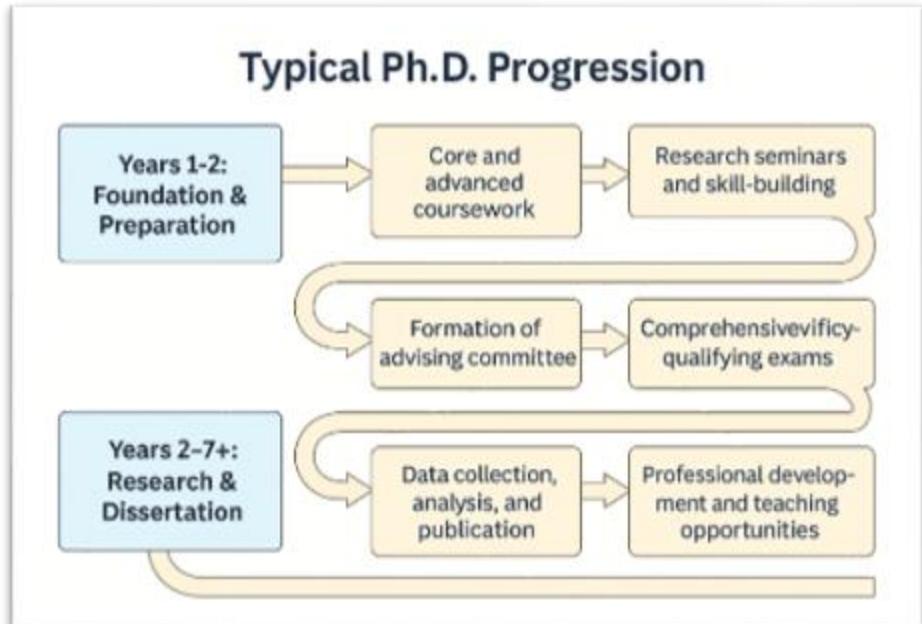
SCHOOL

The Dark Ages of the American Ph.D.

Harvard's dismal news this week is just the tip of the iceberg.

Current PhD Landscape

“US Ph.D. Model”



- National median of years till graduation: 5.9 – 9.8 years (varies by discipline and fields).
- Overproduction of PhD students looking for TT position

- “Prestige hiring”: Five (5) IHEs produce 1/8 of all faculty
- “Parents with Ph.Ds.” 22 percent of TT faculty members
- The majority of Ph.D. holders at campus have not been prepared by an institution like MO State

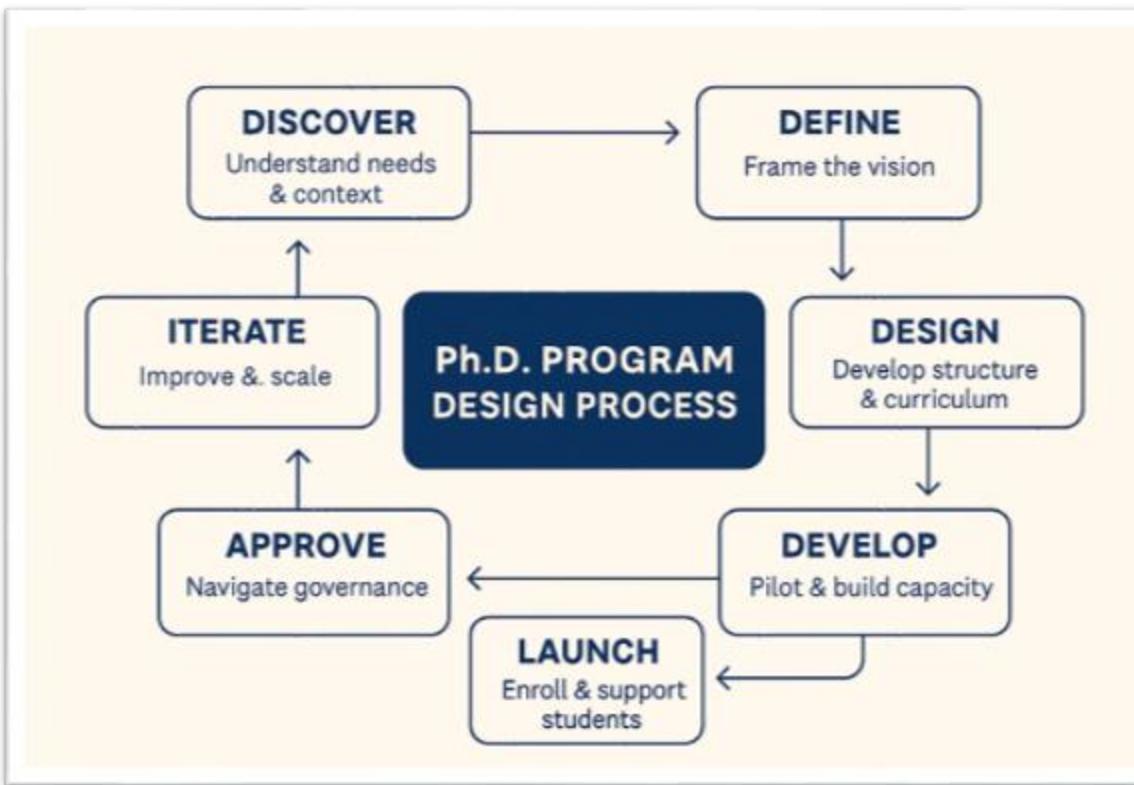




Existing Ph.D. programs – Under the Hood

- Ph.D. programs are expensive (particularly Ph.D. level only courses)
- Most Ph.D. programs need x number of students starting every year
- Research Infrastructure is expensive (library, labs..)
- Stipends for Ph.D. students need to be higher and last longer than those of masters
- Ph.D. advising is treated as “voluntary” (“above the courseload”)
- Inequality of shouldering advising load
- Ph.D. programs are designed to exist forever, and change is slow
- Active research agenda of advisor is essential for advisees
- Ph.D. programs are traditionally designed with limited input from and integration with community
- Graduate employability outside of academia has received less attention (for academic: underprepared for teaching)

How we plan is as important as what we plan



Impact and Impacted by

- Research Infrastructure
 - Assistantships
 - Library Resources
 - Labs
 - Research support
- Partnerships and Community Engagement
- Faculty Workload
- Recruitment / Advising
- Tenure Promotion, Renewal
- Mentoring expectations
- Extended Study (international visas)
- Career Development
- And many more



Ph.D. Program Parameters

PhD programs at MO State will ...

Look at the parameters
and rationale here:

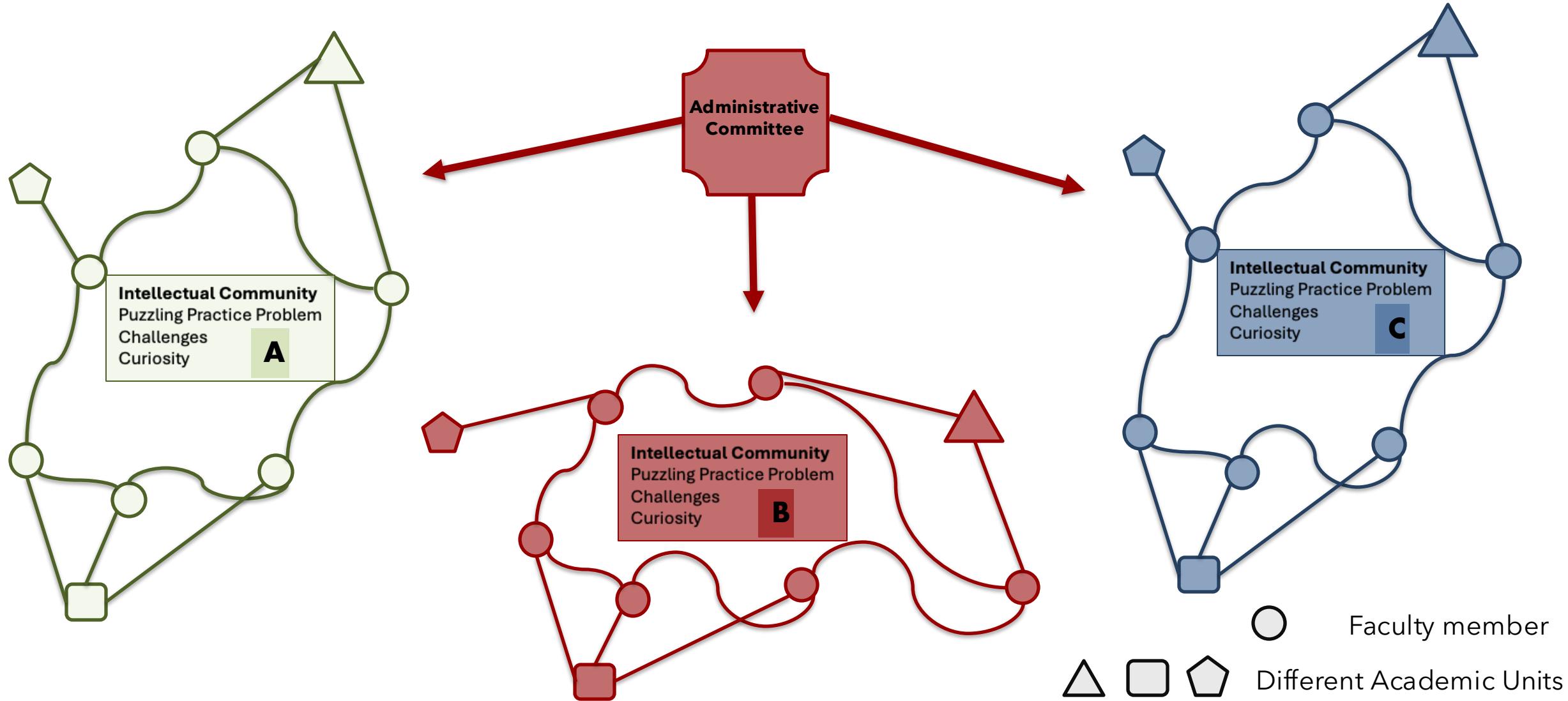


- ... prepare graduates who apply their expertise in meaningful careers to promote community wellbeing, economic growth, and lasting cultural impact.
- ... connect global perspectives with local realities, emphasizing community-informed understanding and solutions.
- ...be structured around key research competencies that promote scholarly excellence and professional growth.
- ... be developed through collaboration among faculty across Academic Units, ensuring an interdisciplinary approach.
- ...be guided by evidence-based analysis, community insight, and alignment with emerging trends and future needs.
- ... build on Missouri State's distinctive strengths, showcasing areas of excellence.
- ...cultivate scholars who connect research excellence with innovative teaching and active public contributions.

Components of the Model

Component	Details
Research Apprenticeship	Focus on research from the start
Competency-based	Focus on research competencies
Course Integration with master	Co-listed Ph.D. classes with master programs
Advising is Teaching Framework	Embedding Ph.D. student advising in current teaching load of faculty (Advising is a "course load")
Intellectual community of faculty not bound by AU	Ph.D. program is run by intellectual community of scholars coming from different disciplines (and different AUs)
Curiosity or Puzzling Practice oriented	Focused, not generic Ph.Ds.
Public Affairs Integrated	External partners in industry and community
Possible Final Products	Book thesis or Set-of-paper thesis
Designed to change and with a sunset in mind	Focus areas shift; Students' interest shift; Funding shift; faculty interest shift; Ph.D. programs need to shift too.

MO State Model for Research Doctorate



An aerial photograph of a modern university campus. The central feature is a large, octagonal fountain with a central spout and a walkway around it. To the right, a large building with a blue roof and a solar panel array on its roof is visible. In the background, there are more buildings, including a white one with a red roof and a parking garage. The campus is surrounded by green trees and lawns.

Thank you!

Missouri State Internal Communication



University Council meeting

Feb. 3, 2026

Internal communication tools/options

- Inside Missouri State
- Email
- Blogs
- E-newsletters
- Words of Williams

Inside Missouri State

- Weekly newsletter for faculty, staff and graduate assistants on the Springfield campus
- Primary channel for campuswide updates
- Designed to reduce one-off campuswide emails
- Goals: Keep employees informed on major news and key deadlines; strengthen community

Inside Missouri State includes:

- Words of Williams and other leadership messages
- Academic Expressions and faculty highlights
- Featured campus events and key deadlines
- Employee wellness events and resources
- Human resources updates, benefits and perks information
- Personnel news
- Faculty and staff accomplishments
- News
- Athletics

Email

- Mass email
 - Goes to all faculty, staff and/or students
 - Requires approval from a President's Cabinet member (or designee)
 - Must follow university guidelines
- Targeted email
 - Sent to defined audiences (role, major, course, group membership, etc.)
 - Must be relevant to recipients and limited to official university business

Blogs

- Web pages with ongoing updates for a specific topic or unit
- Best for news, deadlines, resources, how-to guidance, recurring updates and FAQs
- Email or social media posts can link to the blog instead of repeating full content
- Each blog needs an owner responsible for accuracy and timely updates
- People can subscribe to blogs to get an email when a new post is published

Discussion – Inside Missouri State

- What do you read every week?
- What do you skip?
- Is there anything missing?
- What would make it easier to scan (layout, subject lines, sections)?
- What improvements could we implement this year?

Discussion – Email

- Is there information you receive by email that should move to Inside Missouri State or a blog?
- What information is included in Inside Missouri State that should be sent by email instead?
- Are there any changes we should make that would reduce “unnecessary email” without creating information gaps?

Discussion – Blogs

- What information belongs on a blog rather than in email?
- What's the biggest barrier to keeping blogs active (time, ownership, awareness)?
- What would help increase subscriptions to key blogs?

Discussion – E-newsletters

- Who is the audience and what is the purpose of your e-newsletter (internal, external, both)?
- Would a shared platform improve quality/consistency?
- Would your area be willing to help pay for such a platform? For example, Emma

Discussion – Words of Williams

- Which topics would you like to see addressed?
- What strategic themes (e.g., academic innovation, community partnerships, etc.) should be highlighted regularly to reinforce institutional direction?

Wrap-Up