

A photograph of a large, classical-style university building with a prominent portico supported by columns. The building is set against a clear blue sky. A flagpole with a flag is visible behind the building. The image is overlaid with a semi-transparent blue gradient, particularly on the right side where the text is located.

Missouri State
UNIVERSITY

University Council

November 4, 2025

Welcome

University Advancement Updates

Homecoming Announcements

2025-2030 Facilities Master Plan

November 4, 2025



Mark S. Wheeler – AIA, LEED AP
University Architect and Director of Planning, Design and Construction



What is the Master Plan?

- The Master Plan is aligned with University's Strategic Plan: 5-year increments
- Visual tool to be used by the University to determine future growth
- Allows Board of Governors and state planners a method for moving the University forward with dedicated resources
- Aids in the development of short- and long-range financial plans
- Provides planned growth for the University within the Springfield community
- Facilitates campus-wide participation in planning the future development of the University

2021-2026 Master Plan – Main Campus

Underway Planned City of SGF



2021-2026 Master Plan – Downtown Campus

Underway Planned City of SGF





2025-2030 Master Plan Process

**Strategic Plan
Complete**

**September -
October**

PHASE 1

Investigate / Input

- Analyze Existing Buildings/Space
- Analyze 2016-2021 Visioning Guide
- Update campus masterplan drawings + documents
- Update / Revise campus plan 3d model
- Student/faculty/staff polling

**October -
March**

PHASE 2

Data Collection

- President interview discuss overall vision of campus
- Board of Governors input
- VP interviews discuss overall vision of physical campus
- Align with Strategic Planning Committee

March - May

PHASE 3

Analyze

- Summarize results of recent individual building studies
- Create documents / diagrams

May - August

PHASE 4

Draft

- Present draft documents to the following entities:
 - Board of Governors
 - President
 - VPs
 - Strategic Planning Committee
 - Other University Leadership

Fall 2025

PHASE 5

Finalize / Publish

- Finalize reports
- Finalize visual documents
- Present to Board of Governors
- Publish Final Guide

2021-2026 Master Plan – Main Campus

Underway

Planned

City of SGF

Projects categorized as **Planned** are as follows:

- 6 - Plaster Student Union Addition for the Multicultural Resource Center Phase II **Plan Completed**
- 7 - Temple Hall Addition **Under Construction**
- 8 - Temple Hall Renovation **Under Construction**
- 9 - University Safety Master Plan **Plan Completed**



Projects categorized as **Underway** are as follows:

- 1 - Grand Street Underpass **Completed**
- 2 - John Goodman Amphitheatre **Completed**
- 3 - Kampeter Health Sciences Hall **Phase I, Completed**
- 4 - New Residence Hall **Completed**
- 5 - Plaster Student Union Multicultural Resource Center and Office of Student Engagement Phase I **Completed**



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UNDERWAY

PLANNED

POTENTIAL
FUTURE
PROJECTS

VISIONING GUIDE

LONG RANGE PLAN 2016-2021



prepared by PLANNING, DESIGN & CONSTRUCTION

LEGEND

UNDERWAY

PLANNED

POTENTIAL FUTURE PROJECTS

PARKING LOTS

EXISTING UNIVERSITY FACILITIES

NON-UNIVERSITY PROPERTY

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How should we categorize capital improvement projects?

1 2016-2021 VISIONING GUIDE

UNDERWAY

PLANNED

POTENTIAL
FUTURE
PROJECTS

2 2021-2026 VISIONING GUIDE

Underway

Planned

City of SGF

3 2025-2030 MASTER PLAN

Underway

Planned (0-5 Years)

Proposed (5-10 Years)

Future Potential
(10-25 Years)

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UNDERWAY

GLASS HALL

The College of Business has outgrown the existing facilities within Glass Hall. Additional spaces along with renovations of the existing building are needed to keep the college current and competitive. A new main entrance is needed for this building that will provide a sense of place for the students, faculty and alumni of the College. New interior finishes are needed to replace the old, worn-out, outdated materials. Improvements to common areas including a food court are planned to enhance the student experience. A Student Success Center addition is planned to house the college's career center, advising, corporate recruiter space and a board room.



MEYER LIBRARY

This project includes the relocation of the open access computer lab from the second floor to the first floor. In addition, construction of office space, additional power and data will be installed to support the new computer lab.

ELLIS HALL

Improvement to existing academic facilities continues to be a University focus. Ellis Hall, built in 1959, houses the Music Department. Renovations to the building will include replacement of the exterior curtain wall with energy efficient materials, upgrade of electrical and mechanical systems with concentration of soundproofing and environmental control for the delicate musical instruments.



PROFESSIONAL BUILDING

With the relocation of the Hospitality and Restaurant Administration department, the existing kitchen, will be reequipped to suit the needs of the Dietetics program. Most finishes including floor, ceiling and walls will be replaced and new equipment will be provided to support classes in the space.

HEALTH AND WELLNESS CENTER

Following the positive vote by students, the University is proceeding with the design and construction of a new health and wellness center. The new center will be approximately twice the size of the current facility and will be located on the same site as the existing center. The existing health and wellness center will relocate temporarily during the construction of the facility. The existing bookstore will not be moved or renovated under this project.



PLANNED

HILL HALL

Hill Hall, built in 1924 houses the College of Education and the Department of Psychology. The renovation will improve access and provide modernization of the building. It will include electrical and mechanical systems upgrades and improvements to lab, office and classroom space.

NEW RESIDENCE HALL

Housing is planned near the downtown area. The facility will reflect the historical surroundings and is designed to engage the street life with the building occupants.



GREENWOOD LABORATORY SCHOOL

The University is looking to add a multi-purpose addition to the southeast corner of Greenwood Laboratory School near the intersection of Bear Boulevard and Hampton Street Transitway. This is currently the location of the outdoor paved basketball court. The addition is to include a new south "front" entrance, an adjacent office, a lobby supporting the school, restrooms, and a multipurpose center capable of seating eight hundred people. The existing utility building will be incorporated into the final design.

PLASTER CENTER

There is a necessity for a build out of approximately 30,000 square feet of unusable space within the Robert W. Plaster Center for Free Enterprise in order to accommodate the expansion of the cooperative Missouri State University and Missouri University of Science and Technology engineering program. Missouri State University and the Missouri University of Science and Technology are proud to currently offer two engineering programs on the Missouri State University campus - Civil and Electrical Engineering. This is an ABET accredited Engineering Program. All of the courses are taught on the Missouri State University campus. New construction would transform unusable space into a quality educational environment supporting cooperative engineering programs.

POTENTIAL FUTURE PROJECTS

ALUMNI EVENTS CENTER

A new events center is desired on campus to serve the growing alumni base of the University. Located near the Davis-Harrington Welcome Center, this facility will be a sister facility, marking the main vehicular entrance to the University. Inside the facility beyond the office and conference rooms that will be provided, a large meeting room will be created to allow for large events to be hosted on campus reinforcing the alumni's connections to the University.

CARRINGTON HALL

This campus landmark, built in 1908, is the Missouri State University central administration building. It is frequented by all students, faculty, staff and visitors to the campus. Renovations in Carrington Hall will include reallocation of internal spaces in order to better meet current and future needs. Infrastructure upgrades will include HVAC, plumbing, fire suppression and electrical system improvements.

CHEEK HALL

Cheek Hall is home to the departments of Computer Science, and Mathematics as well as the Information Services division. An additional graduate program and enhanced learning pedagogies require space improvements and redesign. This renovation project will redesign, modernize and upgrade the facility as well as the HVAC and electrical systems serving the university community.

POTENTIAL FUTURE PROJECTS

CRAIG HALL (SCENE SHOP)

As new facilities are programmed and created for the College of Arts and Letters, the vacated space in Craig Hall will need to be renovated to meet the requirements of the programs that will remain there. Built in the 1960s, this structure needs renovation, including the creation of state-of-the-art classrooms and an upgrade of Cogger Theatre, to allow Craig Hall to meet the instructional needs of the College.

ELECTRONIC ARTS BUILDING

The 23,500 square foot Electronic Arts Building will be located within the IDEA Commons area. The Electronic Arts program is an interdisciplinary program involving faculty, students and resources from the Music, Art & Design, and Media, Journalism & Film Department in the College of Arts & Letters. This facility will be a state-of-the-art digital production facility designed to be used both as an educational facility and as an entrepreneurial center located in the heart of the IDEA Commons. This facility will provide a unique incubation facility where art and business can partner to develop electronic art applications for the future.

INTERMODAL TRANSFER STATION

A new intermodal transfer station is planned for the northeast edge of the MSU main campus. The addition of this transfer station will provide multiple public transportation connections, access points to pedestrian and bicycle pathways, additional retail and office space, and increased public and University parking options. The University will partner with others to bring expanded transportation options to downtown Springfield and Center City, to promote and increase mass transit use by all.

INDOOR PRACTICE FACILITY

This proposed building includes a multi-sports indoor practice facility which could be constructed on the site of the grass ROTC field across the street from the Foster Recreation Center. This will be funded through private donations.

JORDAN VALLEY INNOVATION CENTER

JVIC Building #4 is the final building to be completed in the JVIC building complex. Jordan Valley Innovation Center (JVIC) Building #4 will provide expansion space for the eFactory, which is currently at full capacity. The eFactory is dedicated to helping entrepreneurs and businesses in southwest Missouri start, grow and accelerate their companies. JVIC Building #4 will also house the Department of Physics to encourage collaboration, innovation, research, and education necessary to support the companies developing within the eFactory. Relocation of the Department of Physics will also allow the University to backfill existing space for expansion of the sciences.

KEMPER HALL AND KINGS STREET ANNEX

The renovation of Kemper Hall and Kings Street Annex constitutes the second phase of the vision for the science complex. The comprehensive upgrading of these two facilities will enable the University to better fulfill its research and teaching requirements.

LOT 24 RAMP (UNDER GRAND STREET)

With a planned widening of Grand Street on the University's southern border, Missouri State University wishes to make improvements to the existing underpass to make it much more accessible for all individuals. Extending the tunnel to the south allows for an entrance without steps. The north side of the underpass will be coordinated with the new Theater and Dance facility to allow complete accessibility to campus.

MCDONALD HALL

McDonald Hall, built in 1940, houses the Kinesiology Department. Renovation will include construction of a redesigned interior for current program needs and complete electrical and mechanical system upgrades. Renovation will provide necessary improvements and allow for consolidation of academic programs to the core of campus.

MEYER LIBRARY

Use of the library has doubled in the past decade. This project will provide better technology, furnishings, and an improved layout to support the collaborative, media-rich higher learning for MSU students today and for generations to come.

POTENTIAL FUTURE PROJECTS

MULTICULTURAL CENTER

As the multicultural student population continues to grow, the need for more physical space for multicultural services and programs also grows. A new Multicultural Center is desired in the heart of campus. This facility would provide meeting, organization and programming space.

OZARKS SCIENCE CENTER

The Ozarks Science Center will house basic and applied research and undergraduate and graduate educational programs that address science and health issues. Its applied research and educational programs will be guided by regional and state needs, and the work of the Center will result from collaboration with the government. The research made possible by this facility is in concert with the Statewide Public Affairs mission of Missouri State University.

PROFESSIONAL BUILDING

As program growth continues in health-related fields, the College of Health and Human Services will require additional instructional, laboratory, clinical and research space. This major addition to the north of the Professional Building will nearly double the available space, allowing for expanded educational program offerings.

STUDENT UNION EXPANSION

As the student body continues to grow and student involvement also grows, more and more pressure is being put on the ability of the current Plaster Student Union to meet the needs of the University. Additional meeting spaces are needed to allow for more activities to occur. With the construction of the Welcome Center expansion which will include a new university bookstore location, the existing bookstore location could be transformed into both an annex for the Plaster Student Union and a Multi-Cultural Center. The existing space can be transformed into more meeting spaces to serve the campus along with a dedicated space for a new multi-cultural center.

TEMPLE HALL

A science complex will be created in the southwest corner of campus through renovation of existing facilities. The renovation of Temple Hall constitutes the first phase of the two-phase vision of the science quad. Temple Hall was constructed in 1969 and now requires major upgrading to adapt to the expanded research and teaching requirements keyed to the University's theme of science and the environment. Temple Hall will be renovated to create updated classrooms, laboratories, and research space.

TENT THEATRE PAVILION

To continue the tradition of summer theater under a tent, the College of Arts and Letters would like to create an outdoor pavilion that would serve both the department and the patrons better. This new pavilion would continue the tradition of the production of plays in an outdoor environment but would provide a structure that would better enable the theater and dance department to produce the productions and increase patron comfort.

THEATRE AND DANCE BUILDING

The Theatre and Dance building, to be located at the current site of the Art Annex, will contain dance studios, rehearsal spaces, design tech labs, and faculty offices for the department of theatre and dance. It will also house the Black Box Theatre, which will provide a more intimate setting for departmental productions and performance workshops.

WELCOME CENTER (NEW BOOKSTORE)

The second phase of the Welcome Center will be devoted to supporting the functions of the University's Student Admissions, Success Center and Bookstore. Upon completion, departments will be relocated from Carrington Hall (the current Administration Building) to this new addition. By relocating these offices space will be gained in Carrington, allowing for expansion and much needed growth of other administrative units. The bookstore relocation will allow the existing bookstore space to be renovated.

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COMMITTED TO ENVIRONMENTAL
SUSTAINABILITY & STEWARDSHIP.
WWW.MISSOURISTATE.EDU/SUSTAINABILITY



Strategic Plan Alignment with Masterplan

Igniting Opportunity 2025-2030 Strategic Plan					
VISION	Missouri State will be the nation's leading public affairs university, delivering on our mission by cultivating civic responsibility and igniting social and economic opportunity.				
GOAL AREAS	ACADEMIC OPPORTUNITIES & INNOVATION	COMMUNITY PARTNERSHIPS & ECONOMIC DEVELOPMENT	INSTITUTION OF CHOICE FOR STUDENTS & EMPLOYEES	STUDENT & ALUMNI EXPERIENCE	BRANDING & IDENTITY
2024-25 PRIORITY STRATEGIES	CONNECT CURRICULUM TO CAREERS AND OUTCOMES	PROMOTE EXPERIENTIAL LEARNING*	INVEST IN LEADERSHIP DEVELOPMENT AND TALENT RETENTION	PROMOTE PROACTIVE STUDENT SUPPORT	REFRESH THE BRAND
			DEVELOP A SEM PLAN		
ADDITIONAL STRATEGIES	Promote interdisciplinary curriculum, programming, and scholarship Increase equitable access Foster increased research productivity	Support technology commercialization and entrepreneurship Share talent Assess and improve staffing structure Develop a database of university expertise	Achieve meaningful gains in student and employee satisfaction Design a culture of connection, recognition and purpose Elevate Missouri State's national profile in teaching and research Achieve competitive excellence in Conference USA Position MSU as a leader in student access and success	Implement the University Advancement strategic plan Increase participation in campus events and organizations Increase alumni engagement	Amp up fans and spirit Centralize academic success stories Bring the community in, send the campus out Invite people to be where the Bears are Connect students and alumni through stories

* "Promote experiential learning" was originally a strategy in Academic Opportunities and Innovation. It overlaps significantly with themes in Community Partnerships & Economic Development.

** Strategies, tactics, and potential actions related to public affairs appear in all five goal areas.

2025-2030 Master Plan – Main Campus

Projects categorized as Underway

- 1 – Ann Kampeter Health Sciences Hall (Phase II Renovation)
- 2 – Clifton M. Smart III Advancement Center
- 3 – Cheek Hall (Phase I Renovation)
- 4 – Judith Enyeart Reynolds College of Arts & Humanities
- 5 – Craig Hall (Renovation & Addition)
- 6 – Roy Blunt Hall Addition
- 7 – Roy Blunt Hall Renovation
- 8 – Roy Blunt Jordan Valley Innovation Center Addition (JVIC 4 - Third Floor Infill)

Projects categorized as Planned (0-5 years)

- 9 – Relocate University Safety (Demolish Building & Create Parking)
- 10 – University Hall – New Home of University Safety
- 11 – Kings Street Annex (Phase II & III Renovation)
- 12 – McDonald Arena Renovation
- 13 – Plaster Stadium (Phase I Renovation)
- 14 – Karls Hall (Phase I Renovation)
- 15 – Duane Meyer Library Masterplan
- 16 – New Entry Plaza | Connect Parking Lot 47 & 56
- 17 – Sale of Mill Street Warehouses & Future Community Development with Jordan Creek

-  Existing University Facilities
-  Leased Facilities
-  Parking Lots
-  Deferred Maintenance

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SPRINGFIELD MAIN CAMPUS

2025-2030 Master Plan – Main Campus

Projects categorized as Proposed (5-10 years)

- 18 – New Boomer Bear Store
- 19 – Plaster Stadium (Phase II Renovation)
- 20 – Hammons Student Center Renovation
- 21 – Carrington Hall Renovation
- 22 – Forsythe Athletic Center Renovation
- 23 – Cheek Hall (Phase II Renovation)
- 24 – Craig Hall (Phase II Renovation)
- 25 – Ann Kampeter Health Sciences Hall (Phase III Renovation)

Projects categorized as Future Potential (10-25 years)

- 26 – Foster and Family Recreation Center Addition
- 27 – Demolish Central Stores and Maintenance & Sell Burgess House
- 28 – Plaster Stadium North End Zone Addition
- 29 – New Facilities Maintenance & Planning, Design & Construction Building
- 30 – Indoor Athletic Practice Facility
- 31 – Bearfest Village Park
- 32 – Bear Park East

-  Existing University Facilities
-  Leased Facilities
-  Parking Lots
-  Deferred Maintenance

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SPRINGFIELD MAIN CAMPUS



EXISTING



PROPOSED

2025-2030 Master Plan – Main Campus

KEY LEGEND

-  Existing University Facilities
-  Leased Facilities
-  Parking Lots
-  Deferred Maintenance
 - A - Strong Hall Re-Roof
 - B - Glass Hall Exterior Envelope & Glazing
 - C - Sicheluff Hall Re-Roof & Repair
 - D - Greenwood Re-Roof & HVAC Replacement
 - E - Carrington Hall Roof Repair
 - F - McDonald Arena Re-Roof
 - G - Power House Boiler Stack Study
 - H - Blair-Shannon Exterior Ledges
 - I - Sunvilla Re-Roof & Tuck Pointing
 - J - Brick City Exterior Envelope & Elevator Replacement
-  Improved Pedestrian Paths



2025-2030 Master Plan – Main Campus

Projects categorized as **Underway**

- 1 – Ann Kampeter Health Sciences Hall
(Phase II Renovation)
- 2 – Clifton M. Smart III Advancement Center
- 3 – Cheek Hall (Phase I Renovation)
- 4 – Judith Enyeart Reynolds College of Arts & Humanities
- 5 – Craig Hall (Renovation & Addition)
- 6 – Roy Blunt Hall Addition
- 7 – Roy Blunt Hall Renovation
- 8 – Roy Blunt Jordan Valley Innovation Center Addition
(JVIC 4 - Third Floor Infill)

Projects categorized as **Planned (0-5 years)**

- 9 – Relocate University Safety
(Demolish Building & Create Parking)
- 10 – University Hall – New Home of University Safety
- 11 – Kings Street Annex (Phase II & III Renovation)
- 12 – McDonald Arena Renovation
- 13 – Plaster Stadium (Phase I Renovation)
- 14 – Karls Hall (Phase I Renovation)
- 15 – Duane Meyer Library Masterplan
- 16 – New Entry Plaza | Connect Parking Lot 47 & 56
- 17 – Sale of Mill Street Warehouses & Future
Community Development with Jordan Creek

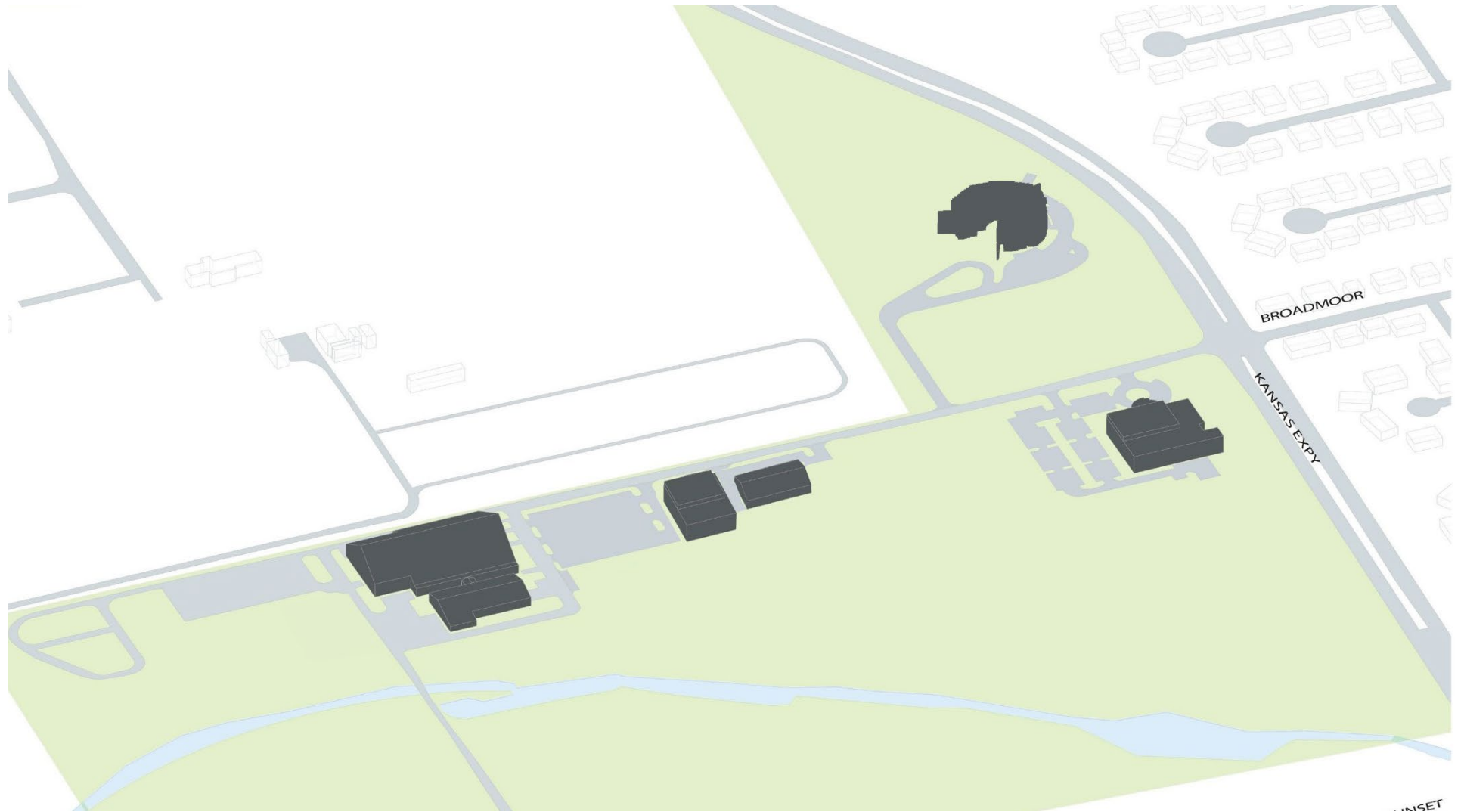
Deferred Maintenance

- J - Brick City Exterior Envelope &
Elevator Replacement



DOWNTOWN CAMPUS

2025-2030 Master Plan – Darr Ag Campus

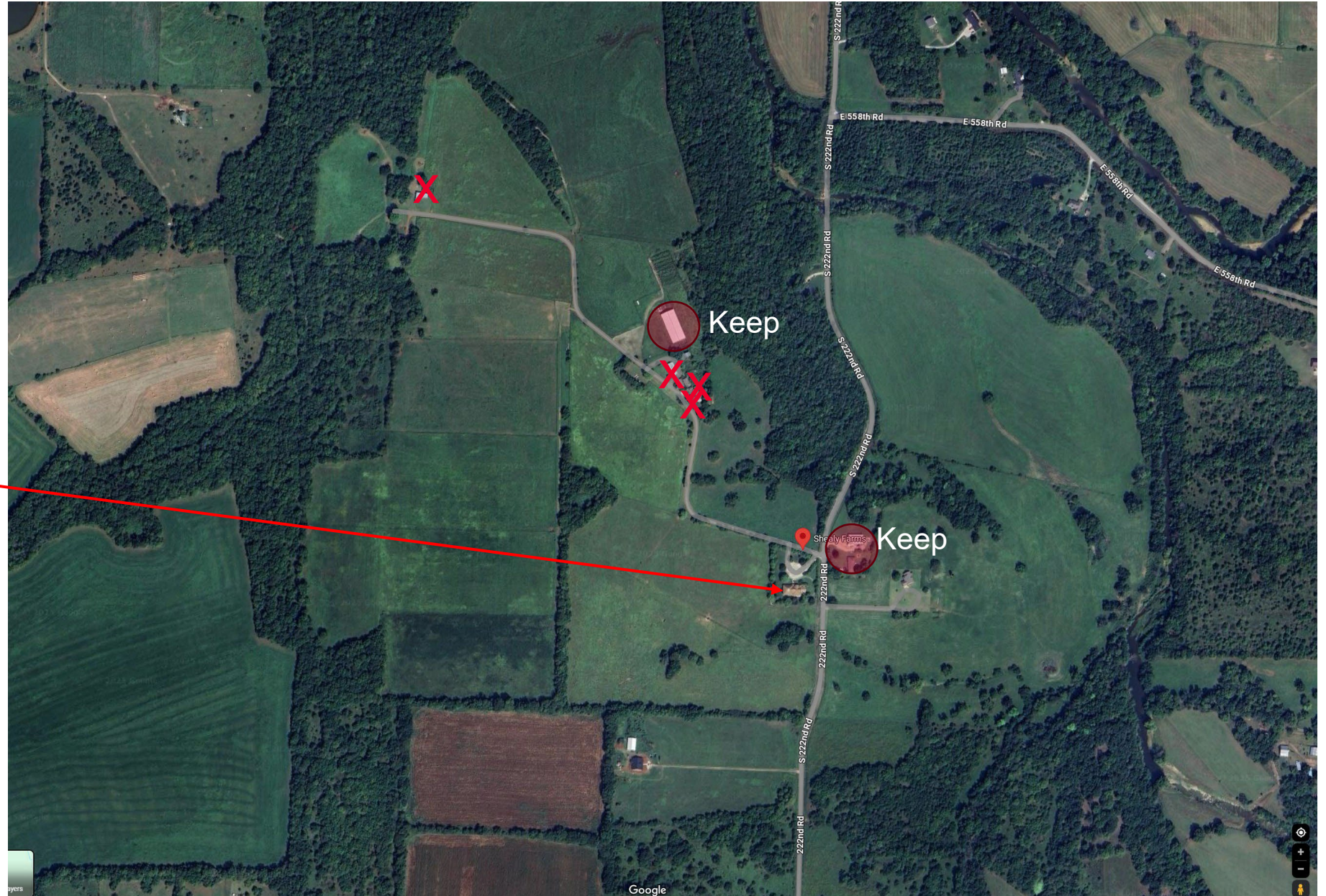


2025-2030 Master Plan – Darr Ag Campus, Shealy Farm

Holos Building
Demolish Greenhouse
Renovate Building

Shealy Farms

Missouri State
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2025-2030 Master Plan – Darr Ag Campus, Shealy Farm



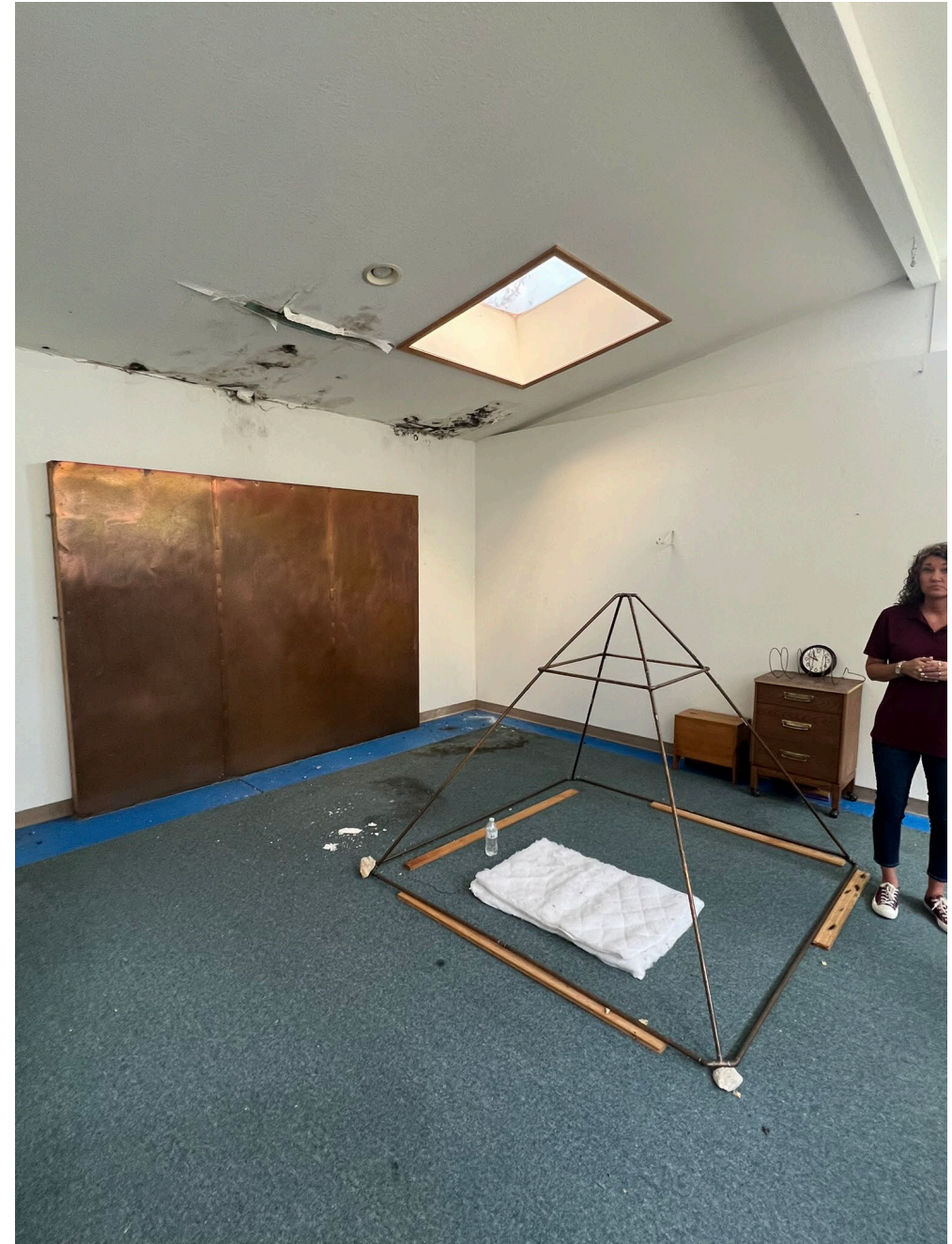
Holos Building



2025-2030 Master Plan – Darr Ag Campus, Shealy Farm



Farm Residence, Holos Building



2025-2030 Master Plan – Darr Ag Campus, Shealy Farm



Livestock Barn

2025-2030 Master Plan – Darr Ag Campus, Fruit Experiment Station at Mountain Grove

Faurot Hall
M&R Money
\$180K



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Maintenance & Repair (M&R)

ON-GOING BUDGET

- Maintenance & Repair / Classroom Upgrades
 - FY25 annual budget = ~\$1.2 million
 - FY19 annual budget = \$2.45 million
- Deferred Maintenance Operations = \$178 million
- Deferred Maintenance Auxiliary = \$154 million
- Total = \$332 million
- Prioritization:
 - Life safety
 - Structural / Building envelope
 - Building systems / Utility infrastructure
 - Repair / Replacement of worn building finishes



On-Going Funding Plan

VACATING LEASED PROPERTY

- Park Central Office Building (PCOB)
 - 103,529 square feet
 - \$1,382,112: Annual expense (rental of facilities)
 - Expiration: December 31, 2024 (FY25)
- Short-Term Savings:
 - FY25 = \$691,056
 - Relocation expenses
- Long-Term Savings:
 - $\geq$ FY26 = \$1,382,112
- Total M&R Budget = \$2,527,538



On-Going Funding Plan

VACATING LEASED PROPERTY

- Meyer Alumni Center
 - 42,424 square feet
 - \$466,664: Annual expense (rental of facilities)
 - Expiration: June 30, 2026 (FY26)
- Long-Term Savings:
 - $\geq$ FY27 = \$466,664
- Total M&R Budget = \$2,994,202

A grayscale background image showing a large crowd of students at a sporting event. Many students have their hands raised in the air, some making the 'rock on' hand gesture. The students are looking in various directions, some towards the camera and others away. The overall atmosphere is one of excitement and participation.

III

MAKE YOUR MISSOURI STATEMENT[®]

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Student Death Policy



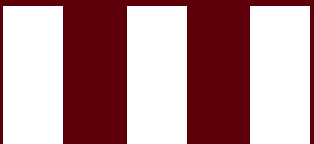
Fall 2025

PURPOSE

To recognize the profound impact on the University Community

To provide a professional & caring response, including appropriate resources

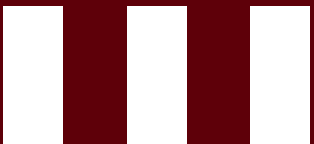
To present a centralized, comprehensive process for handling student deaths



DEFINITIONS

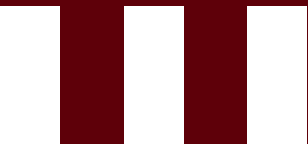
STUDENT: an individual who is currently enrolled or is admitted and/or registered for a future semester

FORMER STUDENT: an individual who is not enrolled in the current semester and/or has previously attended the institution



Op 5.26 Student Death Response Policy

Fall 2025



Student Death Response Policy

Op 5.26 Student Death Response Policy

The Dean of Students' Office should be notified as soon as any university office or official becomes aware of the death of a currently or formally enrolled student. The Dean of Students will serve as the student death response team leader and family liaison.

The Dean of Students' Office will have primary responsibility for all follow-up activity and communication with the student's family. The Dean of Students' Office will be responsible for implementing procedures regarding additional notification and actions following the death of a student.

For the purpose of this policy, a student is defined as an individual who is currently enrolled; or is admitted and/or registered for a future semester. A former student is defined as an individual who is not enrolled in the current semester and/or has previously attended the institution.

Offices that become aware of the death of a faculty or staff member should contact the Human Resource office. The Dean of Students will not be responsible for communication/notification regarding the death of a faculty or staff member.

Line of authority

Responsible administrator and office: Vice President for Student Affairs, Division of Student Affairs

Contact person in that office: Assistant Vice President for Student Affairs/ Dean of Students

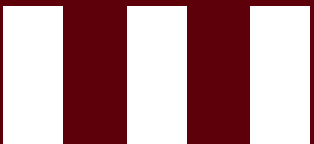
IN THE EVENT OF A STUDENT DEATH

If the death occurred on campus:

university safety will respond and notify the Dean of Students

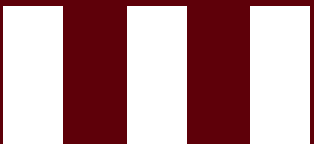
If the death occurred off campus:

when a university office or staff member receives information of the death, they will notify the Dean of Students



DEAN OF STUDENTS OFFICE ROLE

- Works collaboratively with multiple departments and campus contacts
- Establishes a single point of contact for the student's family
- Coordinates support for affected students, faculty, and staff
- Ensures privacy and accuracy of all shared information
- Facilitates coordination across other university processes and offices involved



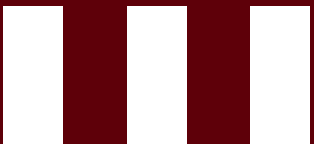
UNIVERSITY RESOURCES

Students:

- Counseling Center
- Dean of Students Office
- Magers Health & Wellness

Faculty

- Human Resource Office
- Magers Health & Wellness



REPORTING

Missouri State
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Student Death Reporting

Background Information

Enable additional features by logging in. [↗](#)

Your full name:

Your phone number:

Your email address:

When was this reported to you?

mm/dd/yyyy

Location of incident (Required):

Please select a location ...

Deceased Student Information

Name (First Name, Middle Initial, Last Name)

M Number (If known)

DOB (YYYY-MM-DD)

Email address (If Known)

Hall/Address (If Known)

Please share any additional information

How did you learn about the student's death (i.e. email from family member, social media post, news story, etc.)? (Required)

Do you know of any students, faculty, or staff who would need additional support or resources (please provide name and contact information)?

Supporting Documentation

If you are aware of any supporting information that might help us in responding to this student's death, please upload it below (i.e. obituary, etc.). 5GB maximum total size.

Attachments require time to upload, so please be patient after submitting this form.

Choose files to upload

Choose Files

☐ Email me a copy of this report

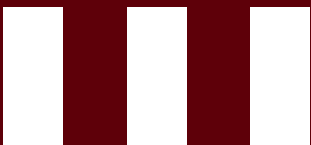
Submit

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8

UNIVERSITY ANNUAL MEMORIAL SERVICE

The Division of Student Affairs hosts an annual memorial service each spring honoring the lives of students, faculty, and staff lost within the past year



POSTHUMOUS DEGREE POLICY

Fall 2025

Op3.04-52 Posthumous Degree Policy

A degree may be posthumously awarded on behalf of a deceased student if the following conditions are met.

- The student was enrolled at the University within the 12 months preceding their death.
- The student was in good academic and disciplinary standing with the University.
- Undergraduate students must have completed at least 90 credit hours toward a degree at Missouri State and made significant progress in their major.
- Graduate students must have completed at least two-thirds of the requirements toward a degree at Missouri State.
- The request was received within two years of student's death.

Requests for exceptions to the conditions above must be approved by the Degrees Committee.

The posthumous degree must be approved by the dean of the college from which the degree is being awarded, the Provost (or designee), and the President (or designee).

The procedures for implementation of this policy will be developed and administered cooperatively by the Office of the Provost and Office of the Registrar.

Line of authority

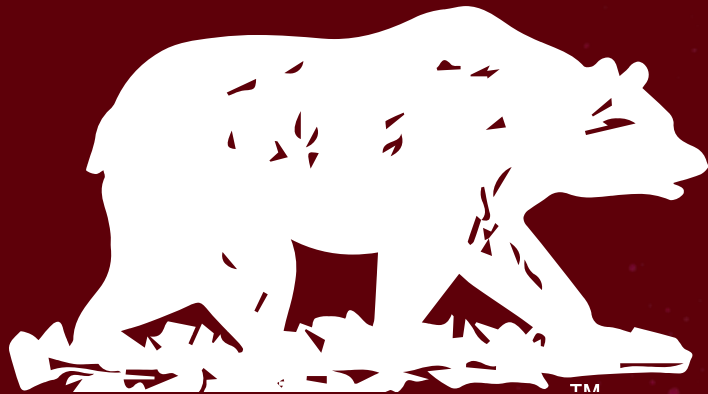
Responsible administrator and office: Office of the Provost

Contact person in that office: Provost

Effective date

August 21, 2017

Presidential approval: August 14, 2017



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ATLAS Demonstration



Employment Reminders

STUDENT EMPLOYMENT

November 4, 2025



Clearance and Wages

- Students cannot begin work until cleared by Office of Student Employment
- Supervisors must:
 - Complete new hire paperwork including E-Verify
 - Submit a Student Clearance Form
 - Wait for email confirmation before allowing the student to start
- We are transitioning to a dynamic form system for our clearance form and hope to have this Spring 2026.
- Wages vary by department and role but must comply with university policy on student employee pay ranges: https://www.missouristate.edu/Policy/Chapter7/Op7_16_6_StudentEmployeePayCategories.htm
- Payroll is the same as part-time employees and happens bi-monthly for budget and work study student employees.



Working Hours

- Must adhere to the 1,000-hour annual limit
 - This is a 12-month rolling period that starts the day the student begins work
 - General guideline for domestic students is 20 hours/week to stay under the 1,000-hour limit
 - This generally only affects students who work year-round. Historically our on-campus employment drops to about half during summer and even less between enrollment periods
- Why the 1,000-hour limit exists
 - To ensure compliance with labor laws and avoid reclassification of student employees as another employee class
 - To protect students' academic success by limiting excessive work hours
 - To maintain temporary employment status which can affect benefits and tax implications
- Notes:
 - Students may have more than one job, but the total hours across all jobs may not exceed the 1,000-hour limit
 - Supervisors, timesheet approvers, and students must monitor cumulative hours to prevent overages
 - Timesheet approvers can see their student and part-time employees' hours in their Hiring and Employment Card under the PT Hours report



International Student Employment



INTERNATIONAL PAYROLL

November 4, 2025



20-Hour Limit

- Per US immigration guidelines, international students are limited to working 20 hours per week during weeks when classes are in session
 - This is per work week, NOT an average of weeks per pay period
 - University work week: 12:00 a.m. Monday through 11:59 p.m. Sunday
- Noncompliance could lead to increased scrutiny from DHS or ICE, and the potential loss of our SEVP certification, which would prevent the university from enrolling international students
- Noncompliance could impact the student's work eligibility and immigration status including revocation of student visa



20-Hour Limit

- International students can work up to 40 hours per week when classes are not in session for the whole week or longer than one week
 - Thanksgiving week, Spring Break week, Summer/Winter vacations
- International Payroll communicates this rule to all international student employees upon completion of hiring paperwork
 - All international student employees sign and date an acknowledgement of this rule



20-Hour Limit

- We monitor this rule and communicate to international students who exceed 20 working hours per week
 - A report is generated by Payroll to identify all international students who have worked more than 20 hours a week
 - First-time offenders receive a formal email warning from International Payroll, along with their supervisors
 - Repeat offenders are required to meet with International Services to discuss immigration impact



Questions?

- International Payroll
 - InternationalPayroll@MissouriState.edu
 - 417-836-3395
 - Jim D. Morris Center, Suite 507
- Abe Hammar
 - AHammar@MissouriState.edu
 - 417-836-8796



Additional Compliance Reminders



FINANCIAL AID

November 4, 2025



The Role of Student Employment in Financial Aid

- Student employment serves as both a need-based aid component (FWS) and an educational experience fostering responsibility, time management, and engagement.
- However, employment intersects with multiple regulatory domains (Title IV, FLSA, and sometimes state wage laws) creating a complex compliance landscape.
- Institutional policies must protect students from overwork, ensure funding is used appropriately, and maintain equity between FWS and institutional workers.



Institutional and Non-FWS Student Employment

Typical Institutional Practice:

- Limit student workers to 20 hours/week during enrollment periods.
- Allow up increased hours during breaks or summer.
- Hour caps protect students' academic progress and maintain FWS integrity.
- Schools risk reputational and compliance exposure if students' employment appears to interfere with academic progress or eligibility for Title IV aid.



Student FICA Exemption Overview

- Under the Federal Insurance Contributions Act (FICA), employers and employees normally pay Social Security and Medicare taxes.
- However, students who work for the same institution where they are enrolled may qualify for a FICA exemption
 - meaning neither the student nor the university pays those payroll taxes



Core Conditions for the Exemption

1. The Employer Must Be a School, College, or University.
2. The Employee Must Be a Student.
3. Enrollment and Workload Must Reflect Student Status.
 - The IRS expects students to be enrolled at least half-time (typically six credit hours for undergraduates) and to work a part-time schedule consistent with being a student first, employee second.



Title IV Framework for Student Employment (Federal Work-Study)

- Authority: Higher Education Act of 1965, as amended; 34 CFR 675.
- Key Requirements:
 - Students must have unmet financial need (COA - EFC - other aid).
 - Wages must be paid for work actually performed, at least federal minimum wage.
 - Schools must ensure FWS earnings do not exceed the student's awarded amount.
 - Work may not displace regular employees or involve political or religious activity.



How Overwork Can Jeopardize the Exemption

1. **“Primary Relationship” Test Failure** - The IRS examines whether the primary purpose of the relationship is education or employment.
 - If a student works too many hours, the IRS may conclude that their primary relationship with the institution is as an employee, not a student.
 - Once this threshold is crossed, the FICA exemption no longer applies, even if the student remains enrolled.



How Overwork Can Jeopardize the Exemption

2. Hourly Thresholds and Institutional Policy - While the IRS doesn't set a hard numeric limit, institutions often adopt internal standards (e.g., 20 hours/week during enrollment) to demonstrate compliance with the “student-first” expectation.

- Working 30 or more hours/week consistently may suggest employee-like status, undermining the exemption.
- This risk increases for graduate students or student workers in year-round, ongoing roles.



How Overwork Can Jeopardize the Exemption

3. Payroll and Audit Exposure - If auditors determine that a group of student workers did not meet the “student” definition due to excessive hours, the university could be required to pay back FICA taxes retroactively, including both employer and employee portions, plus potential penalties.



Compliance and Risk Areas

Over-awarding/Over-earning

- FWS earnings that exceed awarded amounts or need level.
- Ensure real-time monitoring through payroll integration or manual review.

Hour Violations

- Exceeding institutional limits
- Mismanagement may indicate poor internal controls during audits.

Recordkeeping

- FWS requires time sheets signed by both student and supervisor.

Coordination with Other Aid

- Late changes in aid can reduce need and render previously paid FWS earnings an over-award.



Institutional Best Practices

- **Set and enforce clear hour limits** (e.g., max 20 hours/week during enrollment).
- **Coordinate teams** to flag students exceeding limits.
- **Educate supervisors** that additional hours can have tax and compliance consequences.
- **Monitor concurrent campus jobs** to ensure combined total hours stay within policy.

2026 Legislative Session Priorities & Reminders

Priorities:

- I. Increase to the university's core operating funding from the State
 - a. Mandatory MOSERS contribution increase (\$2,202,000)
 - b. Inflation on operating costs (4%)
- II. State funding in support of a capital improvement project for McDonald Arena (\$23M)
- III. MoExcels - Increased Doctorates of Psychology/Mental Health Professionals (\$2.1M)
- IV. Increased Income Eligibility for Fast Track Scholarships (DHEWD proposal)

Reminders:

- Please coordinate all substantive, official legislative interactions through the Assistant to the President for Government Relations (Jamie Birch).
- Official representation of the university in the legislative process is coordinated through the Office of the President. Any outreach to legislators or testimony provided to the legislature should be clearly denoted as being done in a personal capacity and not representative of the official stance of the university, unless prior approval is received by the Office of the President.

Missouri State[®]

An Emerging Partnership



Hello, my name is **Derrick Shy, Vice President Campus Development**
I've been with GradGuard for **9 years**.
I worked in higher ed for **20+ years**.
I am a Missouri native! St. Charles, born and raised.



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The Data on Student Financial Wellness is Clear.



56% of respondents reported they would have trouble obtaining \$500 in cash/credit to meet an unexpected expense.

*Trellis Strategies,
Student Financial Wellness Survey, 2024*



3/5 students face some type of essential needs insecurity (i.e. housing, food, or lack of affordable care, etc.)

*The JED Foundation,
Youth Suicide: Current Trends and Path to
Prevention, 2023*



When those who cited emotional stress as a reason for stopping out were asked about the sources of their stress, 60% indicated financial stress was a factor.

*Gallup/Lumina
State of Higher Education Report, 2025*

Families are Seeking Confidence



59% of surveyed students considered quitting higher education due to financial stress.

EMI/Ellucian: 2024 Student Voice Report



Among those who experienced financial challenges, almost half reported difficulties concentrating on school work due to their financial situation.

*Trellis Strategies,
Student Financial Wellness Survey, 2024*



With the increase in financial wellness concerns specifically, campuses are seeking new and creative solutions to be seen as partners when situations arise.

SCHOOL SPOTLIGHT

Purdue Sees 75% FEWER APPEALS Each Term With Tuition Insurance Program

An appeals committee would previously see up to 40 appeals per term. Learn how offering tuition insurance has enabled Purdue to drastically reduce the time spent on withdrawal appeals!

[READ MORE](#)



SCHOOL SPOTLIGHT

How Long Island University Quit a Subjective, Burdensome Refund Appeals Process

Refund appeals committees take a lot of time, energy, and money. And the worst part for administrators is how subjective the process is. LIU wanted to find a better way. **Read how GradGuard now helps LIU promote fairness and reduce burdens with tuition insurance!**

[READ MORE](#)



GradGuard is the only form of tuition insurance for students nationwide

Tuition protection benefits can reimburse college costs when a student experiences a:

Serious
Illness or
Injury

Such as
mononucleosis or a
severe head injury

Mental
Health
Conditions

Like depression,
anxiety,
suicide/attempted
suicide

Chronic
Illness

Such as diabetes or
an auto-immune
disorder

Death of
a Tuition
Payer

Parent or other
tuition payer

Loss of
Employment

If the Tuition payer
loses their job

The GradGuard Tuition Protection Plan provides peace of mind by reimbursing tuition & fees for a wide variety of covered reasons.

Terms, conditions, and exclusions apply. Insurance benefits are underwritten by Jefferson Insurance Company (NY, Administrative Office: Richmond, VA), rated "A+" (Superior) by A.M. Best Co., under Jefferson Form No. 101-C series or 101-P series. Plan(s) may not be available in all jurisdictions. Allianz Global Assistance and Allianz Travel Insurance are brands of AGA Service Company. AGA Service Company is the licensed producer and administrator of [this plan] [these plans] and an affiliate of Jefferson Insurance Company. The insured shall not receive any special benefit or advantage due to the affiliation between AGA Service Company and Jefferson Insurance Company. Non-insurance benefits/products are provided and serviced by AGA Service Company. Contact AGA Service Company at 800-284-8300 or 9950 Mayland Drive, Richmond, VA 23233 or customerservice@allianzassistance.com.



Students at Santa Clara University Learn Financial Literacy and Lesson in “Adulting”

Students learn how to be responsible adults in college. Part of this includes knowing the risks that come with living on your own, and the benefits insurance can provide when the unexpected happens.



MEMBER TESTIMONIAL

Renters Insurance: It was a No-Brainer

Hear from Angie, a college parent, who first learned about GradGuard's Renters Insurance through her daughter's school. Hear her share how easy it was to go with the option her school recommended, and how having a policy provided peace of mind for her family!



GradGuard is the only renters insurance that contains an exclusive student endorsement that provides relevant coverage for the risks of college life.

Renters protection can help schools & students get paid for losses & damages.

Personal Property

Personal belongings such as electronics, books, computers, clothing. Protection against fire, theft, vandalism and other causes of loss.

Personal Liability

For unintentional damages caused by a resident

Loss of Use

Provides temporary housing to students if they are displaced from their dorm or apartment due to a covered loss.

Electronic Limits up to the Policy Limit

No GOTCHA Coverage with a Low Deductible & no impact on future insurability.

Address on File with the School

The GradGuard Renters Protection Plan helps schools get paid for losses and damages so schools don't have to.



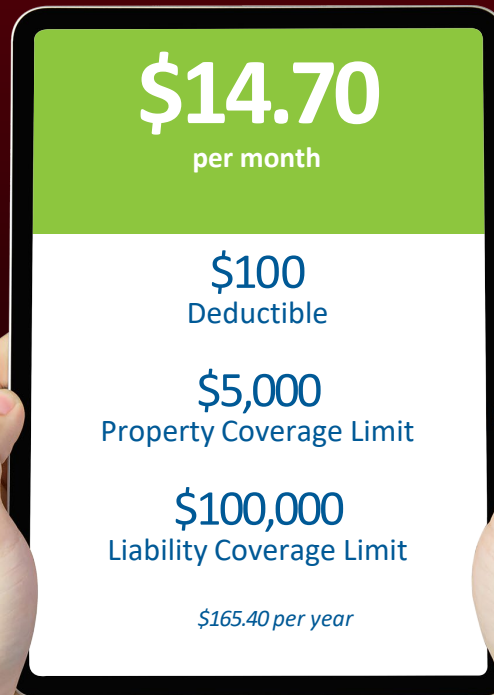
Tuition Protection

Save students and families money with embedded enrollment coverage.

Retail cost is as high as 2.4%



Renters Protection



\$15.74 per month

\$100 Deductible
\$5,000 Property Limit
\$300,000 Liability Limit
\$177.88 per year

\$16.73 per month

\$100 Deductible
\$10,000 Property Limit
\$100,000 Liability Limit
\$189.76 per year

\$1.00 installment fee is included on all Monthly payments shown

Our mission is to help schools **educate and protect** students
from the risks of college life.



Integration partner



Mercury

Integration partner

We have served over 1.7 million students at over 1,900 unique
institutions since 2009 and we're the #1 provider of college
renters and tuition insurance.

Our mission is to help schools **educate and protect** students
from the risks of college life.

Over 700 schools agree.



Wrap-Up