

University Council 12/2/2025

Welcomes

- introductions of new people (Jeremy Dickerson in admissions; Matthew Brizzy in financial aid/compliance/athletics)
- revamp of the winter weather policy (“big long process to make a decision you will not like” – Rob in safety follows weather, convenes David Hall and Matt Morris based on forecasts and/or conditions (if unexpected), pull in other VPs and local universities/schools to make the decision by 6am if overnight or by 6pm if midday; Clarendia makes decision on shifting instruction to remote)
- Town Hall meeting on budget on Friday, 2pm in the PSU Theatre – soliciting questions beforehand and will also open up to questions

Master Plan Updates – Mark Wheeler

- “The Master Plan is always a draft” because of unexpected funding changes
- Aimed towards preparing the university for future growth, maximizing resources, incorporating input from all stakeholders, etc.
- Master Plan prep has been going on for over a year; print master plans will be printed and posted in Carrington soon
- 2021-2026 plan is either already completed or near completion, most ahead of schedule
- Plan has “underway”, “planned (0-5 years)”, “proposed (5-10 years)”, and “potential future projects (10-25)” – this plan is more robust, showing lots of potential, aspirational projects (this is a preference shift from former Pres. Smart)
- Funding changes (less big chunks of money from the state, etc.) have necessitated breaking things up – ie, Cheek Hall phase 1 and phase 2. This is less efficient and more disruptive, but there’s not an option to do things all in one go with current funding structures
- Safety may be moved to University Hall (but not set in stone; parking scarcity would be a drawback)
- The Facilities Master Plan has informed and will be informed by/adjusted due to the Strategic Plan and (upcoming) Athletics Master Plan.
- Longterm future potential projects might include building south of Grand (after completing a new parking garage)
- Deferred maintenance – nationwide issue; they try to track it, but events can change (ie, Plaster Stadium fire suppression pipe break) – a lot of it is unfunded, but some is
- Lots of downtown projects, especially JVIC (due to grant funding)

- Nothing currently happening at the Darr ag campus; lots of demolition needed at Shealy farm
- Mountain Grove – Faurot Hall (the cool old building) will get some repair and work; otherwise, waiting for input from Ag and West Plains about use needs
- Maintenance and repair – budget has dropped from \$2.45 million in 2019 to \$1.2 million this year; total deferred maintenance needs is \$332 million
 - Priority is safety and preventing future damage to structure, preventing damage to systems and utilities, cosmetic repairs
 - As we have vacated lease space (like PCOB and soon Alumni Center), rent money funds have been added to M+R budget, bumping up future funding to about \$3million/year
- Plan is available on PD+C website

West Plains updates – Zora Mulligan

- HLC site visit, strategic planning process, and budget process are still the big 3 items
 - Good visit overall, questions about the budget, made good progress on assessment and its connection to strategic planning and decision making; also lots of questions about connections between WP and the MoState system as a whole
 - Lots of questions about the budget – many questions were on the fundamentals of how we do things (their backgrounds were from states and campuses w/ very different circumstances); also questions about the strategic planning process
 - Institutional Research has gathered lots of data for WP strategic planning process, which is being built – SWOT themes include need to enhance marketing, strengthening partnerships, aligning curriculum with regional needs, growing enrollment, strengthening the budget, and clarifying the relationship between Springfield and WP
 - Budget is challenging – they’ve restructured their administrative council, finding salary savings from vacant positions, and cutting in other places

Leadership Institute – Nina Barudzic

- Updates on what’s happening at the Student Resource Center/Bear Cave
- Leadership Institute – “hands-on leadership development program... to equip students with the skills, experience and confidence to lead in different environments”

- Lots of students work a lot and can struggle with developing soft skills or finding opportunities that align with their career and professional goals
- Focus on aligning this with the strategic plan, particularly with experiential learning, but also with other goals
- Details about objectives, etc. can be found in the slides
- Basically, the program offers hands-on experiences focused on applying skills – workshops connected to the Public Affairs Mission, completing a series of milestones, upon completing the program, they receive a certificate, medallion, and are connected with an outside entity for some additional professional development
- First cohort will start in spring (currently 12 applicants, 20 open spots)
- Partner organizations include Springfield Sister Cities, Boys and Girls Club, Habitat for Humanity, and others
- Any student can apply – it is free and they accept anyone from freshmen to graduate students. QR code for application is available on the slides
- Looking to grow this and integrate w/ other campus entities (education abroad, etc.)

Policy Changes – Rachel Dockery, Scot Scobee, Brad Bodenhausen

- H1B visa policy changes –
 - these are work visas for international employees who work in specialty occupations (require at least a bachelor’s degree and financial sponsorship from employer)
 - if the position doesn’t require a bachelor’s degree (preferred qualifications don’t count), there is no way to hire an international employee
 - in September – the federal government announced an additional \$100k fee for issuing an H1B in addition to existing filing fees, attorney’s fees, etc. and implemented it two days later
 - This is only for new H1B applications, not for renewals of existing H1B holders... possibly, it doesn’t apply to change of status (from student visa F or J)... but, if the change of status is refused, the \$100k fee will apply; it’s also unclear whether or not this applies if the employee has to leave the country
 - MSU hiring for international employees requiring sponsorship is complicated... much trickier for staff, somewhat less so for faculty; the university can legally “discriminate” based on work eligibility
 - Contacts – Patrick Parnell in International Services and Rachel Dockery in Legal
- Minimum wage increase –

- Minimum wage will increase to \$15 from \$13.75 on January 1; unlike previously, there is no exemption for state institutions
- So, as of January 1, all employees need to be raised to \$15/hour. No PAFs need to be done – HR will take care of it
- This predominantly applies to student employees; there used to be policy giving ranges of student employee pay – this has been changed, with all student employees paid at \$15/hour (or future minimum wage)
- If you have work study students – their funding is at a certain level. Check with Rob Moore and/or Katie Young in Student Employment to make sure the students are in compliance with their hours/earnings
- There’s no central funding increase for this – hours will likely need to be adjusted down

IT Procurement Processes – Jeff Coiner

- IT purchasing policy is complicated – legal, procurement, other entities involved; budgets need to be prepped, including ongoing support needs and training needs
- Duplication of systems is not ideal, but integrating existing systems can also be complicated
- Hardware purchasing process has improved (Kristy Otting) using TeamDynamix to track requests and adding a “budget buy” process for buying non-custom hardware
- Standard software licensing is straightforward; custom requests are complicated, with quite a few questions
- Things to know – the “[Budget Buy](#)” process and the “[IT Purchase request form](#)”

Discussion of Inside Missouri State and the current email policy – Andrea Mostyn and Emily Yeap

- Inside Missouri State goes out on Tuesdays – includes Words of Williams, important deadlines and updates, accomplishments, athletics, etc.
- Asking questions –
 - What type of content would you like to see?
 - How could we change/improve the format?
 - Would you prefer to have 3 weekly newsletters – one for faculty, one for staff, and one for everyone
 - If you have input on this, you can share it w/ me or your UC rep to pass along to Emily Yeap
- Campus email policies
 - Targeted emails are limited to official university business
 - Ideas included training on the policies,

