

University Council Meeting – 7/1/2025

- No more Bear Up – acceptable exclamations include “Go Bears” and “Mo State”
- Personnel
 - Welcomes to Jamie Birch (chief of staff) and Clarendia Phillips (provost)
 - Ombuds search is ongoing, to be completed before August (for training); will hire one faculty, one staff, plus Rachelle Darabi
 - Pres. Exec Assistant – Stephanie Wingo, starts next week
 - VP for Enrollment Management – Dr. Dawn Medley
- Strategic Plan (Ignite)
 - Purchased implementation software (will take about two months)
 - Setting up implementation teams, which will set up leaders and teams
 - Work plan is being built
 - September 22, noon to 1:30 for the public launch
 - Finalized plan has been sent out
- International update (VP Bodenhausen, AVP Paula Moore, AVP Dandan Liu)
 - April’s SEVIS status terminations have been resolved
 - Visa appointment pause (about a month) has ended, but still lack of clarity
 - DoFState announced stricter visa scrutiny for Chinese nationals in late May
 - Travel ban proclamation (first tier complete ban, second tier partial)
 - Student communication challenges (website has info on Int’l student support and visa maintenance - <https://international.missouristate.edu/Services/international-student-support-and-immigration-maintenance.htm>)
 - Other info on @MoStateGlobal
 - Fall outlook
 - goal is ~1000 on campus students
 - Unlikely to hit that this year because of challenges above and lots of graduations of graduate students from South Asia
 - Enrollment in China is around 700, some transfers from partner programs, expected to hold steady
 - Working to mitigate the decline
 - Customer service and communication with students throughout the process (application, admission, visa process, etc.)
 - Offering online start options to accommodate getting them here when they can get here
 - Contingency plans for large groups
 - Strategic direction

- Commitment of Chinese Partner Universities – track record of collaboration and problem-solving → share understanding of challenges on both ends
- Understand reality of ongoing and future challenges
- Maintain presence in China, but seek growth in other countries
- Adapt and respond to new opportunities
- Work on retention and support for students here
- Emphasize global engagement in community and on campus
- Global Education and Engagement
 - Global leaders and mentors
 - I Succeed Center for International Students
 - Education Abroad and Virtual International Exchange
 - International Friends Program
 - Conversation Circles opportunities Tuesday and Thursday afternoons
 - Facilitating “COIL” – collaborative online international learning - where it is possible
 - Reach out if you have any questions, opportunities or concerns for international students – isucceed@missouristate.edu, internationalservices@missouristate.edu
- HLC Report
 - Visit is March 30-31, 2026 (all day Monday, Tuesday through noon)
 - Team is working on its “assurance argument” draft, evidence, and federal compliance report (who knows what happens next with the DoEducation and compliance requirements)
 - Campus presentations available for the fall, review of documents
 - Final documents in late fall, review and prep for March
 - They presented strengths and opportunity statements on HLC’s criteria for accreditation.
 - Mission – Strengths: Public Affairs offers identity, that the Strat. Plan reemphasizes this, that partnerships and dedication to public good are evident; Opportunities: Centralizing the Public Affairs plan
 - Integrity, ethical and responsible conduct – Strengths: continuous improvement, transparency, board of governors; Opportunity: Use of genAI tools
 - Teaching and learning for student success – Strengths: faculty, student support students, Office of Institutional Effectiveness and abundance of data; Opportunities: since COVID,

academic program review has largely been paused and is slowly coming back, recruitment and retention can be improved, general education review and revision

- Sustainability (of institution, programs, resources) – Strengths: strategic planning process, transparent budget process, infrastructure development; Opportunities: Strategic enrollment plan, implementing the current strategic plan
- West Plains has a visit in November. They have drafts of their plan on the same four criteria that will be due in October. They had a criteria not met previously, so they are working hard to report on that. Dr. Janke will travel in August to help them prepare
- Changes to the ADP process
 - Will change from a July – June cycle to have better alignment with academic year, strategic plan, etc.
 - Team from HR, Information Services, and Financial Services is working on implementation and setup
 - Will change to a new system - Cornerstone on Demand (CSOD) – performance module, August 1 '25
 - Training September – November, refinements December – January, more tweaks in spring, performance reviews conducted April - June
 - New hires on their 3 and 6-month evals will continue to use the current ADP system until switchover is complete
 - MyLearningConnection's course management is CSOD and it integrates smoothly if there is training required, a PIP plan, and other features; also works well with Banner
 - ADP went away yesterday (June 30, 2025)
 - It will mirror current sections from the ADP and use the same 5-point rating, .25-point increments to maintain continuity
 - Same seven organization values, beliefs and competencies (middle section of ADP) will stay the same, at least to start.
 - Review period window will be April – June
 - There will be year-round system access to goals (for updating, adding information, tracking, etc.)
 - Still just for staff (faculty have their own evaluation)
 - There will be 360 degree evaluations for President's Cabinet and Deans in a 3-year cycle (spreading them out so not all are done each year)
 - Addition of Five-year Strategic Plan Goals

- Staff Senate note: We will push to try to get them to lock in initial goals early on in the process, so goals are set sufficiently far from evaluation
- Q and A on this:
 - Integrating the Strategic Plan goals to the evaluation process (this will replace the DEI section on previous ADP)
 - Is there an opportunity to streamline the 7 organizational behaviors section?
 - Subordinates will be able to update or revise goals (with supervisors approval) throughout year
 - Discussion of mandating (30-day? 60-day?) period from start of the year or change of job and/or supervisor for goals to be entered
 - Training and reminders for supervisors and attempt to get consistency in scoring, input on ways to incentivize high scores even w/o salary increases as an option
- Conference USA day
 - Pronunciation is either C USA (“see USA”) or Conference USA, not “koosa”
 - Positive reports on working w/ other conference institutions
- University Council makeup – are there other people who should be here?