

## 4/7 University Council meeting

Recognition for Rachael Dockery received the 2026 Women's Justice Award (Missouri)

Welcome new Director of Admissions – Heath Riddle-Sims

HLC Exit Interview – Pres Williams, Provost Phillips. Comments include

- We were very well organized
- Had the highest forum participation of anything the evaluators had experienced
- Impressed by engagement with the mission, vision, and strategic plan by staff, faculty and other stakeholders
- Commended that the plan wasn't top down and everyone could talk about being involved and transparency of the process
- Commended commitment to data collection and institutional effectiveness, transparency of policy library, transparency of tuition and fees schedule, and engagement of Board of Governors
- Commended on experiential learning and employer engagement, impressed by Blunt Hall, alignment of competencies across courses, connection of student employment with values and competencies, meaningful internship opportunities, strong student support services with collaboration across student services and academic affairs
- Commended campus understanding of financial climate, focus on deferred maintenance (and encouraged continued work on this), consistency across messaging from all, how informed people were
- Conclusions: grateful for preparation and organization, excellent work of committee, encouraged continued transparency around strategic plan, no major negatives highlighted – cautiously optimistic about receiving a good report

FERPA Updates to the policy – Angela Young

- Directory information changes
  - Removing student address
  - Removing student phone number
- Training information is updated to reflect these changes
- Change was made *this year* but prior communication indicated that it was in 2025.
- FERPA generally doesn't apply to staff or faculty on campus who have an educational interest in the students. It affects off-campus people.
- More FERPA info - <https://www.missouristate.edu/registrar/FERPA.htm>

- FERPA goes into effect on the students' first day of classes (not after enrollment or registration)
- Students can fill out a form to prevent their information from being disclosed or to allow it to be shared with a specific outside individual

#### Graduate Tuition Waivers and Assistantships – Dean Strobel

- Can be full (20 hours) or half (10 hours) and designated as research assistants (work with faculty for research), teaching assistants (support or teach classes), or graduate assistants (some sort of administrative work)
- All graduate assistants are exempt from Fair Labor Standards Act. Exempt work is paid as a salary, rather than with time sheets
- Grad College wants to initiate a culture change, emphasizing how the assistantship work benefits and connects with studies
- Eligibility – GPA 3.0 in one of following (cumulative, last 60 hours, grad cumulative)
- Can't do additional work on campus during a semester when they are working as a grad assistant
- Change: Must be enrolled in 9 graduate credit hours (was 6) unless it is their final semester.
- Add – PsyD and any research doctorates can have 8 academic semesters of assistantship
- More detail about things that were NOT changed in the policy available on the ppt slides
- For those in accelerated master's – not eligible for grad assistantship until they finish their bachelor's, but they can be hired as student employee and are eligible to receive a tuition fee waiver that covers the difference between UG and grad tuition and 50% of the student fees. These count as a unit/budget's grad TFW allocations
- For Fall 2026 – New Graduate Assistant Training will be required for ALL new appointments, not just teaching assistantships. Dates for training TBD
- International teaching assistants must not teach their first semester and must complete an Oral English exam
- Report on “community GA” where employers hire and pay for a grad assistant. There are currently 6 (Cox, Mercy) and trying to grow more

#### FY2027 Fee Schedule VP Morris and Provost Phillips

- Proposed fee schedule will be presented to Exec Budget committee April 8
- Looking at increases – OTC 3-5%, SEMO – 10%, Western 10%, Truman and Lincoln 5%, looking for info on what Mizzou and Northwest are doing

- Proposing a 5% increase to grad and undergrad and \$79 student service fees (\$915 total) per semester and tying it to 9 credit hours, regardless of delivery method
- This puts us at 6<sup>th</sup> in undergraduate tuition and fees in the state (behind UM system and Northwest) which won't change, regardless of what NW does
- 9<sup>th</sup> in graduate tuition and fees (also behind Central Missouri, Western and Truman)
- Summary of academic affairs fees (College specific) – adjustments to which courses in RCASH fees are applied to, MCHHS nursing fees are increasing, application fee and program fees for MCHHS programs are increasing or being added
- Student refund schedule is changing, offering 100% and 50% refunds only (working for simplicity and mirroring competitors)
- Important – for the first TWO WEEKS, they get a 100% refund, then weeks 3 and 4 get a 50% refund, then none
- Course change is still only during the first week
- Univ. removed application fee during COVID. This has resulted in fraud for financial aid and false applications. Reinstating a \$40 application fee for domestic undergraduate and \$50 for international applications. These can be waived based on need with a request from the student, a recruiter, a guidance counselor, etc. These will go into effect for applications for January 2027
- Enrollment deposit of \$150 is eliminated (and replaced with SOAR fee)
- SOAR fee is being raised to \$225 for student and 2 family members
- International Program Fees – Eliminated program fees for English Language Institute English for Academic Purposes intensive program (no longer offered), Cambridge CELTA program eliminated a payment plan,
- Starting in August, for any university member traveling abroad, International Travel Insurance will be required for all non-credit bearing travel at \$50 per traveler per month. This process is still being finalized and will be connected to the international travel form
- Increases to the Child Development Center and Greenwood fees, Foster Rec Center increase for alumni + family memberships will increase \$5/month (no increase for students or employees, PT employees are being moved into “employee” category)
- Increases to Room and Board will happen but will not exceed CPI (2.7%)
- Parking permits will likely happen but will not exceed CPI (2.7%)
- Shout out to Finance and Registrar and recognition of the contribution of Cindy Scholl's work and VP Morris's appreciation

## TRIO and Upward Bound – Nicholas Horne and Rabekah Stewart

- Call to advocate for TRIO programs, which are under attack;
- Shared information about what TRIO is (serving first-gen, low-income; funded by Dept of Ed, giving grants from young learners through high school and higher ed to push towards gainful employment) and isn't (not a recruitment tool, although 50% chose Mo State)
- We currently have one TRIO grant, for Upward Bound. This is for high school/pre-college students to develop skills and push towards HS graduation and completion of a degree. They provide mentoring, support, visits, applications, etc.
- There has been some involvement w/ TRIO at Mo State since 1972
- Serves Hillcrest, Central, and Parkview; gives weekly instruction and advising, workshops, visits, etc. and a summer academy on campus
- Lots more information available in the slides

## Applicant Tracking System One-Pool Approval (Scot Scobee and Jill Murphy)

- New approval process will begin April 15, 2026
- Departments now submit one interview pool regardless of number of interview stages. Fewer steps should improve hiring efficiency and admin burden
- Thorough interview justifications and search documentation requirements remain in place

## ADP/Performance reviews

- Review window for performance reviews opens April 15 and runs through June 30
- Blogs and HR training sessions will go live soon

## Other announcements and discussion - NA