

Missouri State  
UNIVERSITY

# University Council

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April 7, 2026

# Welcome

# Changes to the FERPA Policy

- Changes to the Directory Information list
  - Removing Student Address
  - Removing Student Phone Number
- Training information is updated to reflect these changes
- Resources available on the [FERPA page maintained by the Office of the Registrar](#)



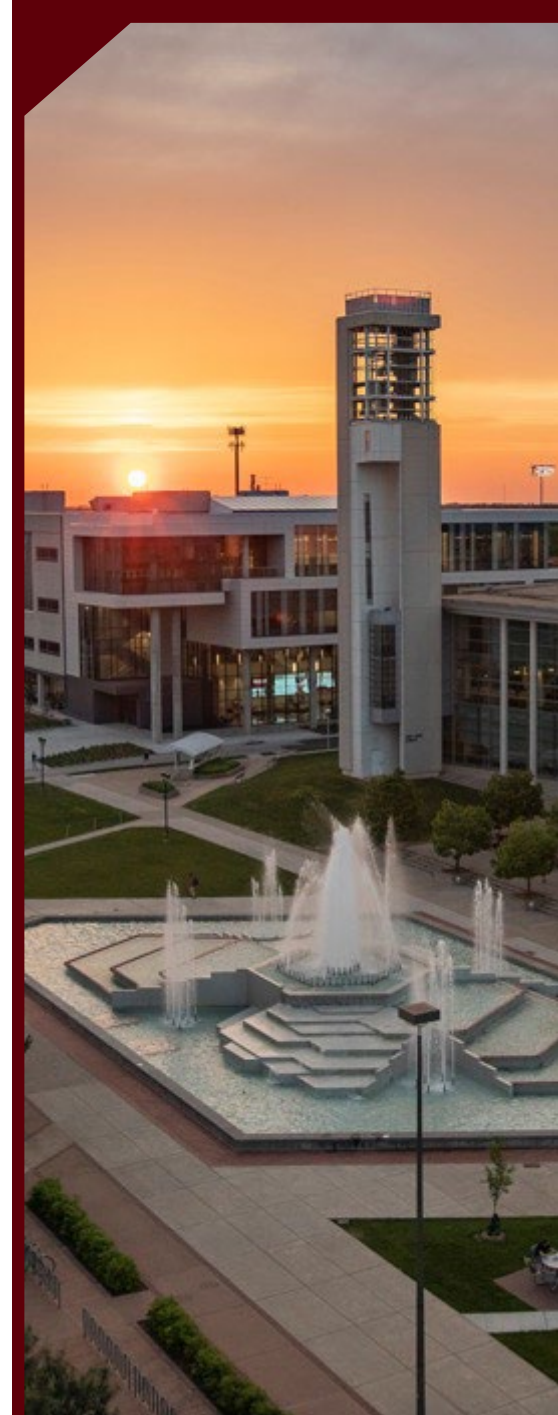
# Graduate Assistantships: Changes in Eligibility and Processes

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April 7, 2026

# Overview

- Definitions/Types of Assistantships
- Eligibility
- Allocations
- Hiring Process (PAFs)
- International GAs
- Other Important Policies
- Scenarios
- Q&A

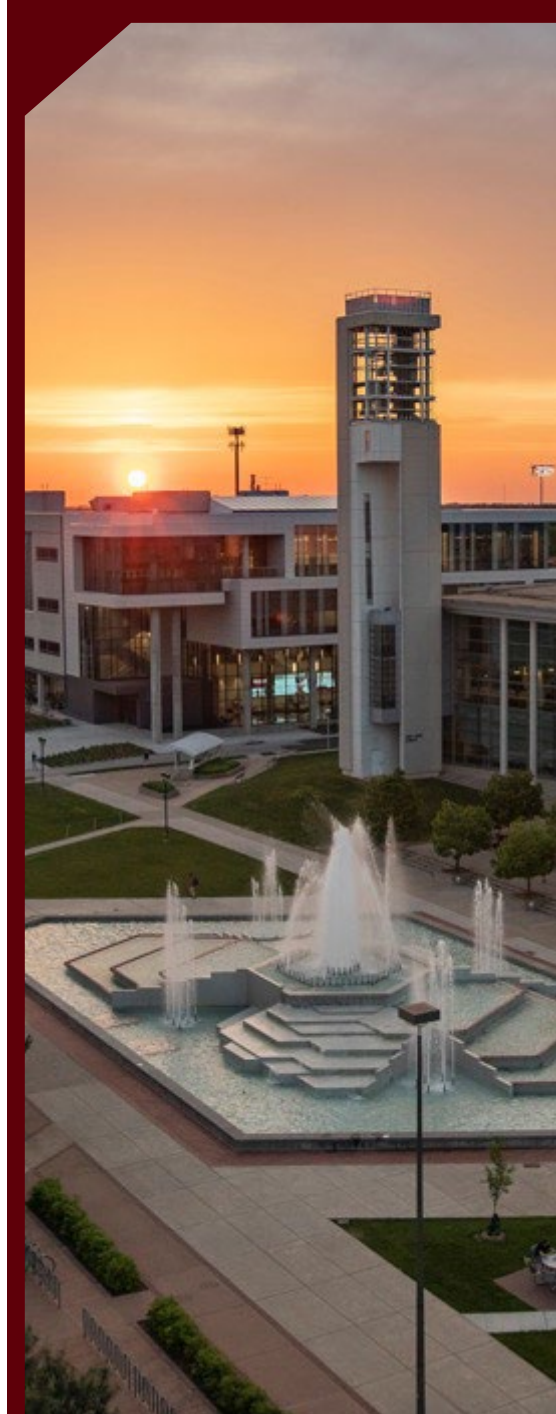




Term	Definition
Research assistants	Students whose work primarily supports research projects.
Teaching assistants	Students who work in instructional roles, either by supporting classes or serving as instructors of record.
Graduate assistants	Students who support the university in administrative capacities.
Full graduate assistantship	Employment of 20 hours per week.
Half graduate assistantship	Employment of 10 hours per week.

### US Department of Labor

All graduate assistants are classified as **exempt from the federal Fair Labor Standards Act (FLSA)**. Exempt work is **paid on a salaried basis regardless of the specific number of hours worked** in a given week. Graduate assistants perform work at the professional level, utilizing content knowledge that **requires at least a bachelor's degree**, and as a result are paid as **exempt professionals**.





# Eligibility

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# Eligibility

## OP3.16-1 GRADUATE ASSISTANTSHIP ELIGIBILITY

- Admitted to a graduate program at Missouri State.
- Minimum GPA of 3.0 on one of the following:
  - Undergraduate cumulative
  - Last 60 hours
  - Graduate cumulative (with minimum of 9 hours)
- No additional work on campus.
- Accelerated graduate students without bachelor **are not** eligible to hold a GA.



# Maintaining Eligibility

## OP3.16-1 GRADUATE ASSISTANTSHIP ELIGIBILITY

- Complete minimum of ~~6~~ 9 graduate credits or 12 hours combined graduate and undergraduate course work during fall and spring semester.
  - Summer enrollment not required to hold GA if enrolled in subsequent Fall.
  - May enroll in as few as one credit hour during final semester.
- Maintain a 3.0 GPA.
  - One semester of grace, no questions asked. (If the hiring unit does not want to provide that semester of grace, contact the Grad College to initiate termination.)



# Length of Eligibility

## OP3.16-1 GRADUATE ASSISTANTSHIP ELIGIBILITY

- Graduate certificates: two (2) academic semesters (must be admitted **only** to a GRCT)
- Master's degree programs: four (4) academic semesters
- Extended programs:
  - Doctoral program (other than the PsyD **or any research doctorates**), an MFA, or the MS in Counseling: six (6) academic semesters
  - PsyD program **and any research doctorates**: eight (8) academic semesters



# Length of Eligibility

## OP3.16-1 GRADUATE ASSISTANTSHIP ELIGIBILITY

- Additional assistantship support:
  - 2<sup>nd</sup> graduate program at the **same level**: eligible for half the number of semesters associated with second program. Students must graduate from the first program and be admitted to the second program for additional eligibility.
  - 2<sup>nd</sup> graduate program at a **lower** level (e.g., from master's degree to graduate certificate): **NOT** eligible for additional semesters of assistantship support.
  - 2<sup>nd</sup> graduate program at advanced level: no restrictions
- A note about prior policy interpretations...

# Accelerated Undergrad

Undergraduate students who have been admitted to an accelerated graduate program, but who have **not yet completed their bachelor's degree**, are **no longer eligible** to be appointed as **Graduate Assistants** (GAs, TAs, or RAs).

Path forward:

- Regular student employment (student employment process)
- We offer modified TFW: cover only the **additional graduate-level tuition** amount, not the full cost of tuition. In addition, **50% of student services fees for all courses**.
- Offering **modified TFW counts as TFW allocation for hiring unit**

**Temporary process while we devise a permanent solution**



# Training

Fall 2026 New Graduate Assistant Training (GA/TA/RA) is required only for *new* appointments in FA26 or AY26.



# International Student TA Eligibility

## OP3.16-2 INTERNATIONAL STUDENTS/FOREIGN NATIONAL EMPLOYEES

- Graduate students who have not lived in the US and/or did not receive primary & secondary education where English is primary language must:
  - Receive a cultural orientation (New International Student Orientation)
  - Successfully complete one semester of graduate studies
  - Demonstrate proficient use of classroom English
    - Oral English competency exams must be requested by the hiring unit and are conducted in partnership with the English Language Institute



# 2026-2027 Springfield Campus Fee Schedule

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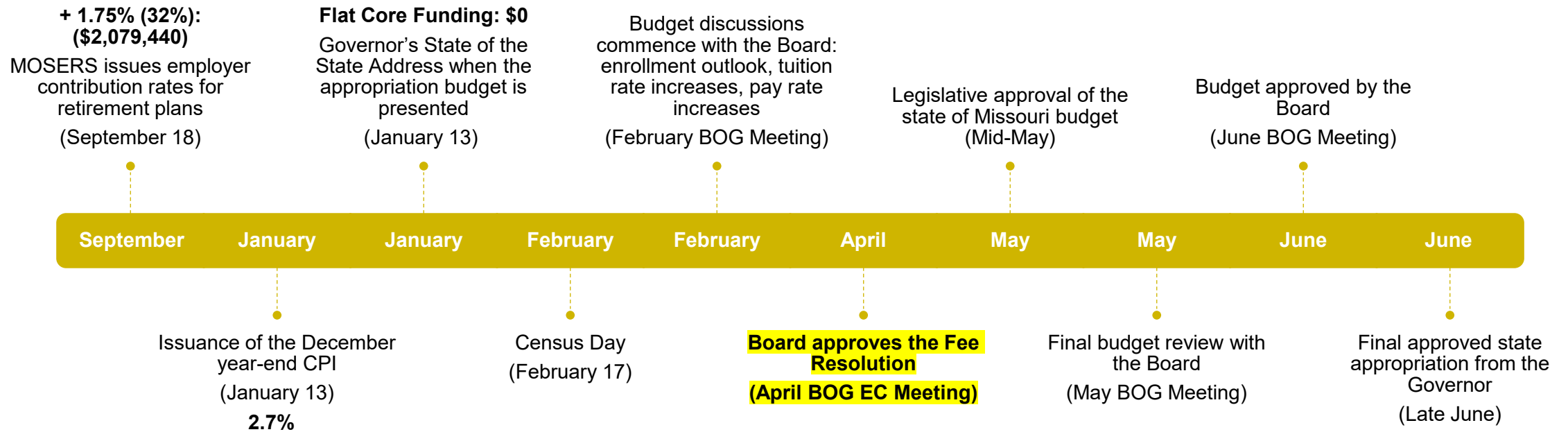
UNIVERSITY COUNCIL MEETING

April 7, 2026

**Missouri State**  
UNIVERSITY

# Budget Process Key Dates

## SPRINGFIELD CAMPUS





# Tuition

2026-2027

## • Undergraduate Tuition

### • 5% Increase

- Resident: \$302 to \$317 (+\$15)
- Non-Resident: \$646 to \$678 (+\$32)

## • Graduate Tuition

### • 5% Increase

- Resident: \$394 to \$414 (+\$20)
- Non-Resident: \$786 to \$825 (+\$39)



# Student Service Fees

2026-2027

- **Student Service Fees**
  - \$836 to \$915 (+\$79)
    - Student Service Fees up to (9) credit hours
- Fees do not vary by delivery method

# FY2026 Four-Year Institutions (UG Resident)

## TUITION & FEES (SPRINGFIELD CAMPUS)

**FY2026**

\$10,732

(6/13)

**FY2027**

\$11,340

(6/13)

University of Missouri- St. Louis  
 Missouri University of Science and Technology  
 University of Missouri-Columbia  
 University of Missouri-Kansas City  
 Northwest Missouri State University  
**Missouri State University**  
 University of Central Missouri  
 Missouri Western State University  
 Truman State University  
 Southeast Missouri State University  
 Missouri Southern State University  
 Lincoln University  
 Harris-Stowe State University

*Undergraduate Resident*

Nondesignated and unrestricted per credit hour tuition	Total required fees, per semester charged to all full-time students	Total Tuition and required fees, per year, charged to a typical full-time student
\$529.00	\$0.00	\$15,870.00
\$597.00	\$709.20	\$15,746.40
\$597.60	\$607.00	\$15,546.60
\$411.20	\$851.10	\$14,038.20
\$290.90	\$2,534.25	\$13,795.50
\$302.00	\$836.00	\$10,732.00
\$297.00	\$773.25	\$10,456.50
\$298.00	\$750.00	\$10,440.00
\$329.27	\$171.00	\$10,220.00
\$295.00	\$672.00	\$10,194.00
\$300.00	\$450.00	\$9,900.00
\$269.00	\$790.00	\$9,650.00
\$242.00	\$600.00	\$8,460.00

# FY2026 Four-Year Institutions (Grad Resident)

## TUITION & FEES (SPRINGFIELD CAMPUS)

*Graduate (Not Professional) Resident*

Nondesignated and unrestricted per credit hour tuition	Total required fees, per semester charged to all full-time students	Total Tuition and required fees, per year, charged to a typical full-time student
\$677.00	\$0.00	\$16,248.00
\$584.00	\$713.25	\$15,442.50
\$538.00	\$851.10	\$14,614.20
\$551.30	\$556.90	\$14,345.00
\$495.00	\$600.00	\$13,080.00
\$527.00	\$0.00	\$12,648.00
\$350.10	\$2,064.60	\$12,531.60
\$399.50	\$773.25	\$11,134.50
\$394.00	\$836.00	\$11,128.00
\$395.00	\$537.60	\$10,555.20
\$372.00	\$790.00	\$10,508.00
\$385.00	\$504.00	\$10,248.00

FY2026

\$11,128

(9/12)

FY2027

\$11,766

(8/12)

University of Missouri- St. Louis  
 Missouri University of Science and Technology  
 University of Missouri-Kansas City  
 University of Missouri-Columbia  
 Missouri Western State University  
 Truman State University  
 Northwest Missouri State University  
 University of Central Missouri  
 Missouri State University  
 Southeast Missouri State University  
 Lincoln University  
 Missouri Southern State University  
 Harris-Stowe State University



# Academic Affairs Fees

2026-2027

- **Other Enrollment Fees**

- RCASH and MCHHS

- **Program Fees**

- MCHHS and COE

- **Program Application Fee**

- MCHHS

- **Supplemental Course Fees**

- (6) new
- (15) eliminated
- (1) increased

- **Student Refund Schedule**

- 100% and 50% refund only



# Enrollment Management Fees

2026-2027

- **Admission Application Fee**

- \$40 application fee for domestic undergraduate
- \$50 application fee for international undergraduate (+\$10)

- **Enrollment Deposit**

- Eliminated \$150 deposit

- **Student Orientation, Advisement and Registration (SOAR) Fee**

- \$225 fee for student and (2) family members



# International Programs Fees

2026-2027

- **English Language Institute**
  - Eliminated program fee (English for Academic Purpose)
- **Certificate in English Language Teaching for Adults (CELTA)**
  - Eliminated the tuition payment plan
- **International Travel Insurance**
  - International travel insurance is required for all non-credit bearing travel
  - \$50 per traveler per month



# Designated and Auxiliary Fees

2026-2027

- **Child Development Center**

- Average fee increased: 2.35%

- **Greenwood Laboratory School**

- Average tuition increased: 4.2%

- **Foster Recreation Center**

- Active Alumni membership increased

- **Room and Board**

- Room: not to exceed CPI: 2.7%
- Board (Chartwells): increased by CPI: 2.7%

- **Parking**

- Permits: increased by CPI: 2.7%



# **TRIO Upward Bound: The Public Affairs College- Going Pipeline**

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Presented by: Nicholas Horne- Director of TRIO Upward Bound

MSU University Council Meeting 4/7/2026

# TRIO

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## What is TRIO?



Federally funded under the Higher Education Act (Title IV)



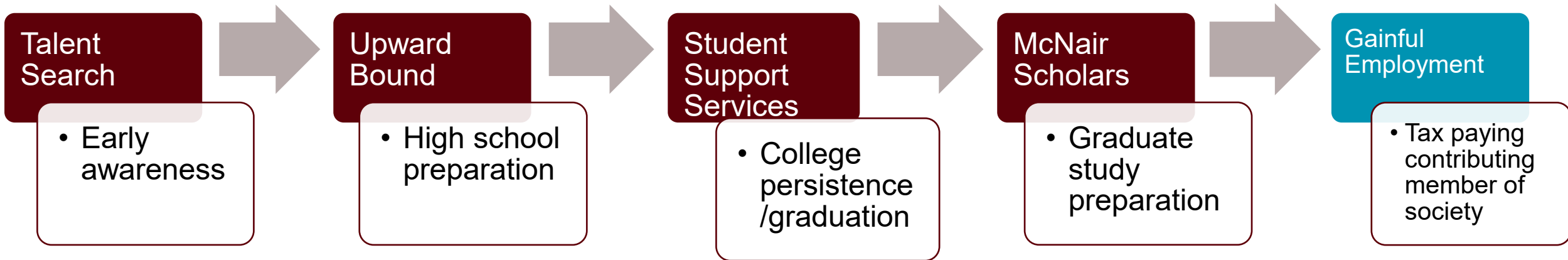
National college access initiatives – 8 grants in total



Focus: low-income & first-generation students

# TRIO as a Pipeline

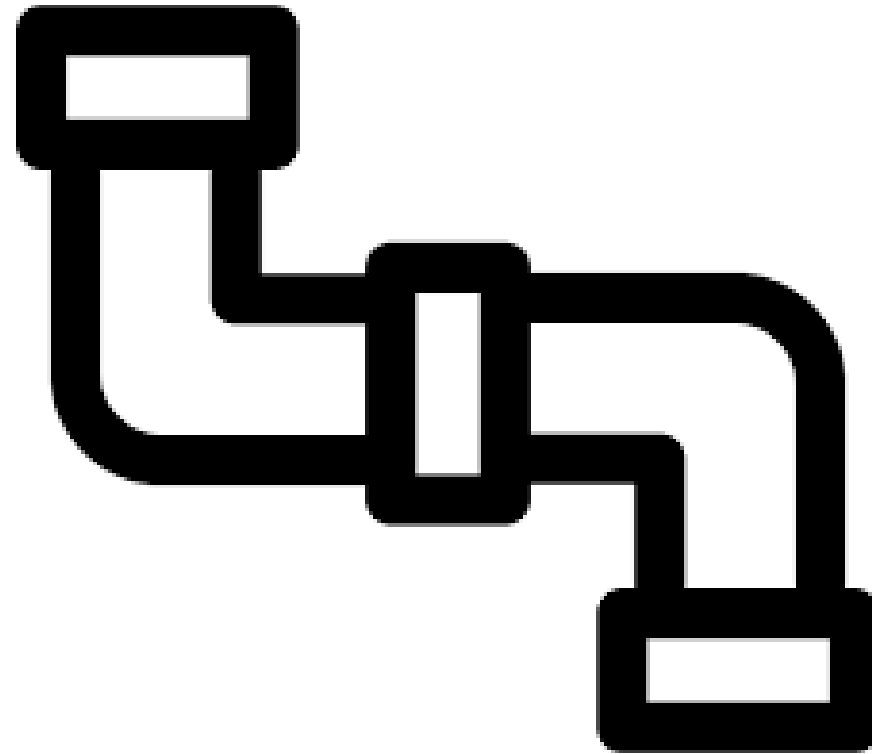
Lifecycle Approach to Student Success



**TRIO operates as a pipeline—not isolated programs**



# Pipeline NOT Recruitment



## Critical Distinction

While not explicitly stated in a single regulatory clause, the prohibition on using Upward Bound for host institution recruitment is derived from:

- HEA §402A program purpose
- 34 CFR 645.1 (program intent)
- 2 CFR 200 cost allowability and allocability
- U.S. Department of Education TRIO guidance requiring programs to serve students' best interests rather than institutional enrollment goals.

# Where Upward Bound Fits



Pre-college program for high school students



Increase skills and motivation for post-secondary education



Academic + social + college readiness support



Goal: high school graduation + college enrollment + completion

# THE TRIO PIPELINE TO MISSOURI STATE UNIVERSITY

## **TRIO Upward Bound**

Academic support, mentoring, and college prep for first-gen students

## **College Ready**

Financial aid navigation, college visits, and application support

## **Missouri State University**

First-gen Bears thriving on campus and beyond

## *Why Students Choose Missouri State*

### **Affordable**

*Tuition & Financial Aid for first-gen students*

### **Inclusive**

*Campus culture built on Public Affairs values*

### **Connected**

*Career networks & internship opportunities*

### **Supportive**

*Resources for first-gen students every step*

## TRIO PATHWAY TO MISSOURI STATE UNIVERSITY

*TRIO Upward Bound helps first-generation and low-income students develop the skills, motivation, and confidence they need to succeed in high school and make it to college, and Missouri State University is where that journey continues.*

### POTENTIAL MSU STUDENT



**Amiley Rost | Parkview High School | Sophomore**

“The most impactful part of TRIO has been visiting Greenwood Rising, which taught me things that should be a necessity to learn in school. Mrs. Christi, Mr. Horne, Ms. Judi, and the TRIO counselors have taught me things about college that my parents cannot.

I want to join MSU because of the amazing TRIO scholarship, the vet program, and a zoology career path. My aunt and I would walk around campus dreaming about this day. I am thankful TRIO is making that dream a reality.”

### INCOMING MSU STUDENT



**Russell Fullington | Central High School | Senior**

“I joined TRIO during my sophomore year. TRIO has helped me discover my passions, grow my social skills, and given me the confidence to pursue my dream of becoming a music teacher.

I felt supported every step of the way.

I chose Missouri State because it's affordable, close to home, and has an excellent music program that fits my goals. TRIO made the decision even easier by reminding me I would have a familiar support system on campus. I'm especially excited to join the Pride Band and the Cheese Club as I start this next chapter.”

### CURRENT MSU STUDENT



**Jebet Togom | MSU | Freshman**

“One of the most memorable TRIO experiences was Summer Academy, where I took public speaking and College Algebra for dual credit, saving time in my college schedule. Through TRIO, I also went on college tours across Missouri and out of state, which helped me understand what I wanted in a college and led me to choosing Missouri State. I am currently a freshman working on my prerequisites for the nursing program, and because of TRIO, I felt very familiar and prepared starting college.”

# TRIO at Missouri State since 1972<sup>\*</sup>

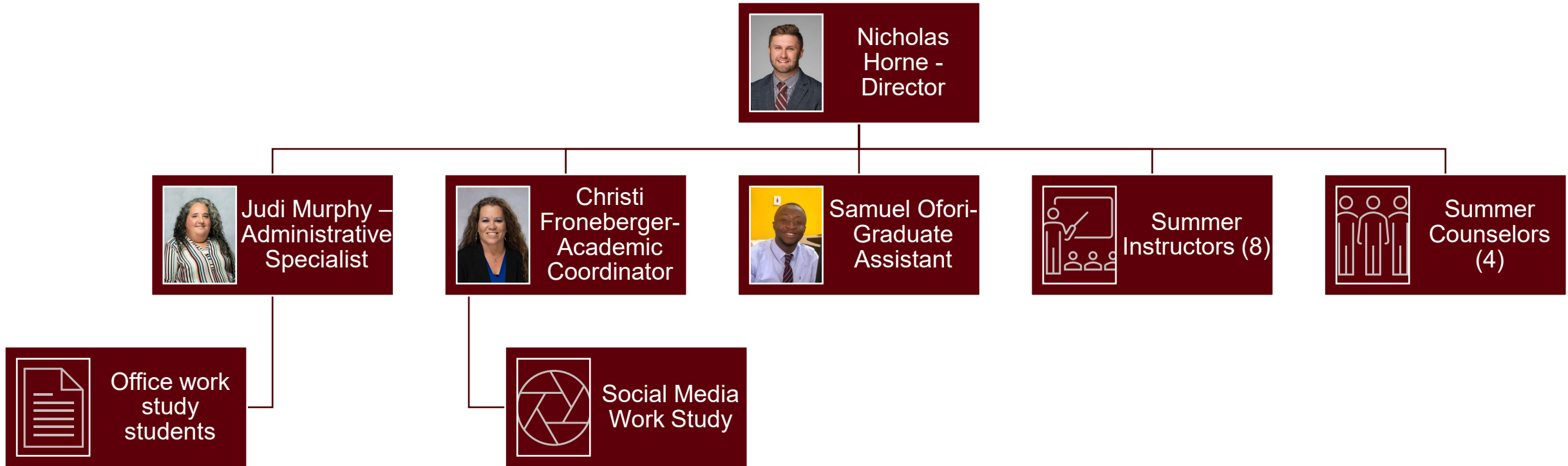
Our mission is to equip students with the knowledge, confidence, skills, and resources to exceed their academic potential and become contributing members of society. The Missouri State University TRIO

Upward Bound Program empowers students from diverse backgrounds to achieve academic success, fostering the skills and motivation needed for high school graduation, post-secondary enrollment, and degree completion. We foster a supportive learning environment that promotes student engagement, involvement, and academic excellence. Through partnerships with educational institutions, community organizations, and public affairs entities, we strive to increase student retention and graduation rates.

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\*Since 1972, MSU has had at least one TRIO program. Maybe not always Upward Bound

# Meet the Team!



Staff ranges from 6-18 given the time of the year

# Who We Serve

- Low-income students
- First-generation college students
- Students with academic need

## Program Delivery:

- Weekly instruction and advising within target high schools
- Monthly workshops on Campus
- College visits
- Standardize test prep
- Resource sharing
- Tutoring
- Financial literacy
- Career exploration
- Social enrichment programming
- Summer academy



**55 Students  
Served**

**110 Hours of  
documented  
services per  
student**

**69%  
First-Generation  
and Low-Income**



## **STUDENT DATA**

**92%** Of seniors enrolled in a program of post-secondary education, including trade/ skill studies

**40** Transferable credits were earned during Summer Academy

**72** Weekly meetings were conducted in the target schools

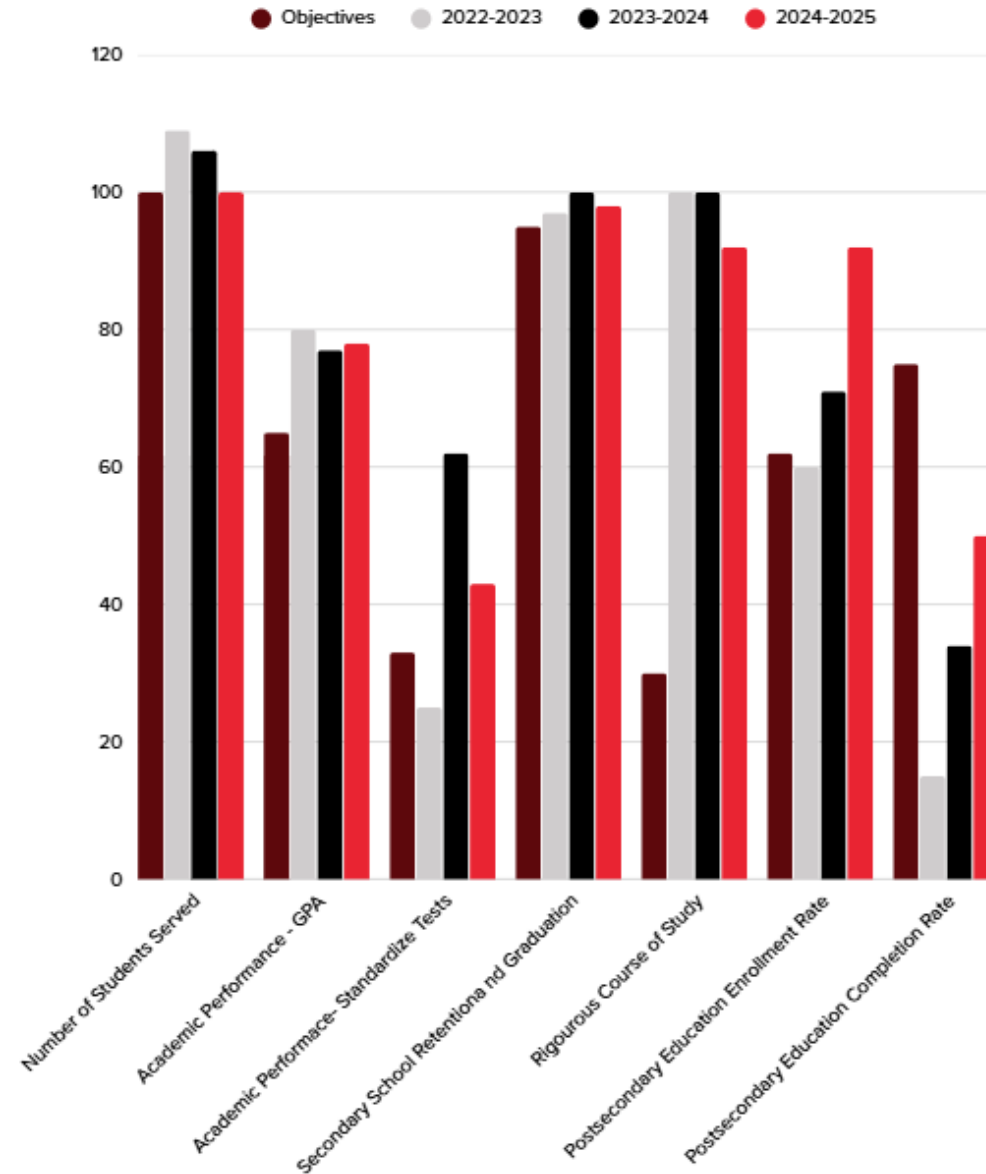
**78%** Of students obtained a GPA above 2.5%

**92%** Of students completed an advanced math course by 10th grade

**98%** Of students persisted and retained in program

# Objectives and Outcomes

- GPA
- Academic Performance – Standardized Tests
- Secondary School Retention and Graduation
- Rigorous Course of Study
- Postsecondary Enrollment Rates
- Post-secondary Completion Rates



# Community Partners and Benefactors



**Springfield  
Public Schools**



**COOK  
FAMILY  
FOUNDATION**



**THE  
SCHNEIDER  
FOUNDATION**

# Return On Investment



50% of 2025 graduating class came to Missouri State University



Approx. \$24,000 annually in indirect funds.  
Total for lifecycle of grant- \$120,898



Approx. \$30,000 annually in business costs funneled to other institutional departments



TRIO yields a 13:1 return on investment per student across their lifetime.

# Public Affairs Mission Alignment

## Ethical Leadership

Using educational scaffolding theory, students develop responsibility, leadership, and decision-making skills.

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## Cultural Competence

Through required curriculum instruction and programming, our diverse student population is intentionally exposed to different ways of life and opportunities for social and economic mobility.

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## Community Engagement

Sustained partnerships with schools, local agencies, and families ensure community buy-in, trust, and support to both the program and the university as a whole.

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# Strategic Plan Correlations

Goal 1: Academic Opportunities and Innovation

Summer Academy

Dual Credit

Summer Bridge

Goal 2: Community Partnerships and Economic Development

SPS Integration

Community Resource Sharing

Leadership Springfield Workplace Modules

Philanthropic Funding

Goal 3: Institution of Choice for Students and Employees

Passive Recruitment Due to Exposure

50% Seniors Attending MSU

Fully Staffed Completing Tenure

Goal 4: Student and Alumni Experience

Alumni as Mentors and Staff

First College Experience at MSU

Goal 5: Branding and Identity

The Current and Future MSU Student is a TRIO Student

Branding Alignment with Website and Media Content Review

# Institutional Value

- **Strengthens K-12 partnerships**
  - 20+ year partnership with SPS
- **Enhances university mission**
  - Public Facing- community embedded program
- **Brings external funding**
  - 8% Indirect funds directly to the institution
  - Approx. \$30,000 of funds are spent annually to conduct business on campus
  - Five-figure private funding raised annually
- **Develops future-ready students**
  - Retention skills developed for First-Gen FITNICs

# Growth Opportunities

- **Write for new TRIO Grants**
  - McNair Scholars and Upward Bound grants year 2027
- **Strengthen School Partnerships**
  - Greater opportunity for embedding in the SPS school district to make MSU the institution of local student choice
- **Enhance Academic and Career Pathways**
- **Increase Campus Collaboration**
  - Institutional commitment must be documented within the grant application

# Commitments of the University from the Past

Bridge summer tuition and fees scholarship

Technological equipment

Office furnishings and accommodations

Cross-departmental programming agreements

Financial Aid services and counseling

Access to Magers Medical for students

Waived SOAR Fee (Consider to waive new application fee)

Discounted meals in the dining hall

Free parking

Waived Dual Credit tuition and fees in the summer academy

Bridge summer tuition and fees scholarship

NOTE: We must articulate institutional commitment within our grant narrative submitted to Department of Education

# In Closing

## **Takeaways**

- **TRIO Works!**
- **TRIO brings both federal and private funding sources into the university**
- **TRIO staff are national leaders in this field**
- **TRIO connects our campus to our community**
- **TRIO is critical to the success of the university from a mission alignment and enrollment pipeline perspective**

# In Closing

## Questions to Ponder

- **What is TRIO doing that is scalable?**
  - Community Partners
  - Summer programming
  - SPS connection
  - Pre-College programming
  - Hyper-localization to serving our community
- **Does the University have interest in pursuing writing for more TRIO grants?**
  - Upward Bound
  - Upward Bound Math Science
  - Veterans Upward Bound
  - McNair Scholars
- **How can the university provide greater support for this program and potentially new TRIO grants?**
  - Financial commitments, and executive administrative support, both internally and externally



# Stop by and say hi this summer!

Meyers Library Suite 109

417-836-6220

[upwardbound@missouristate.edu](mailto:upwardbound@missouristate.edu)





# ATS – One Interview Pool Approval Workflow

- New One Pool Approval process simplifies interview approvals in ATS starting April 15, 2026
- Departments now submit one interview pool regardless of number of interview stages
- Fewer steps reduce administrative burden and improve hiring efficiency
- Thorough interview justifications and search documentation requirements remain in place

# Wrap-Up