

University Council notes – Feb 3 2026 – Agenda and slides -

<https://www.missouristate.edu/President/UC/agendas.htm>

Julia Holmes – (Compliance) – Pregnancy-related support at Missouri State

Julia works w/ about 65 pregnancy-related support cases (including staff, students, faculty, and guests and those who are pregnant, have newborns [generally up to 1 year old], have recently lost or terminated a pregnancy, or have a spouse in any of those categories [who needs to attend or assist with spouse or partner]).

“By providing support, we are establishing these folks as important members of our academic community” and supporting their participation and success.

Examples of accommodations – additional breaks, time and space for lactation, modifications to physical environment (uniform, desk/chair), other accommodations as needed based on their university role and situation.

“Accommodations by their very definition are exceptions” – we do that for legal reasons and retention reasons

Nessel lactation pods are available in Brick City, the eFactory, and OCHS 2nd floor

Missouri State Parental Leave (2 weeks using leave from the Shared Leave Pool); faculty processes run through the Provost’s office and Deans

Rob Rowley – University Safety –

Bear Shield plug – if you haven’t downloaded it, please do

New campus safety patrol vehicles and uniforms. Uniforms have been updated, with black and neon yellow for visibility in response to external review of university safety which showed that people wanted safety to be more present and available.

New rental fleet vehicles, full-size and passenger vans. Partnership with Enterprise fleet management; they should be replaced every 3 or 4 years. Details on slides.

Parking services – implementation of license plate reader enforcement. No sticker permits issued, license plates will be logged and checked. Starting this week (safety vehicles are being equipped) with aim for full implementation by fall (likely changeover on July 1). Information required and kept is the same as what you share for your getting your parking permit.

Stephanie Smith – Giving Day 2026

Focus is engagement and supporting projects, not (just) money.

They're soliciting Giving Day Ambassadors – contact is AlisonHarper@missouristate.edu or Nova Ewers for training, support, or ideas and sign up is here:

<https://givingday.missouristate.edu/>

Goals – less email, more segmentation, simplifying, counting new dollars only in the Giving Day count

- Feb 24 – Early giving goes live, you can give credit on the back end
- March 23 – Share 24 hour hype video
- March 24 at 10am-March 25 at 10pm – Giving Day

Tips: You can sign up with shared/departmental email; share over multiple channels; matches and challenges increase engagement; Use students or student workers for reaching out

There is a Toolkit on the website for support and ideas

Advancement is going to do a “Bears Love Honey” honeycomb wall outside of the new Smart Advancement Center where people can donate/purchase them (with their names on them). Details here: <https://www.missouristatefoundation.org/hive-of-bear-pride.htm>

Jeff Coiner and Rob Martin – New Account Life Cycle Policy

Focus of revisions are around the end of the account life cycle, when employees leave or students leave or finish. Details of current practices are in the slides.

Areas for changes: Currently, email access remains for 90 days. This has caused some issues. Similarly, emeritus faculty and staff maintain Microsoft 365 access indefinitely. Changes – email access will be removed immediately upon separation. Faculty and staff emeriti will lose Microsoft 365 access and potentially email.

For students, current practice is that MS365 access is removed one academic year after enrollment ends. They can retain their email account indefinitely. Changes – student accounts are deleted an academic year after they are no longer enrolled. Readmitted former students will be issued a new account.

Policy may include new “affiliate accounts” and expanded use of guest accounts in order to meet access needs for university business.

Timeline for all of this is proposed for notifications going out in March and implementation happening in July.

Dr. Johannes Stroebel – PhD programs

Currently, the PhD landscape is challenging and many existing programs aren't matching the era or political situation. National median of years to graduation is 6 to 10 years and there is an overproduction of PhDs looking for tenure track teaching positions. 5 schools produce 1/8 of the faculty; with another 15, it produces 40%. 22% of tenure track faculty have parents with PhDs. The majority of PhD holders on campus have not been prepared by an institution like MO State.

MO State model of research doctorates: Focus is on preparing people for non-academic markets and careers – preparing them for work scenarios outside of higher ed. Focus is also on collaboration across faculty/interdisciplinary work. Produce sustainable programs that work for the people we are serving and doesn't create a financial hole for the university. Focus on an apprenticeship model; competency-based; possible integration with a master's program; focus on advisement by faculty; focused, non-generic PhDs; designed to change and with a sunset in mind; public affairs integration. Goal is to submit a proposal for a new program following this model in the fall for curriculog. PhD in DSS is a little different model and is already in the works.

Lots of good details in the slides.

Andrea Mostyn & Emily Yeap - Internal Communication

Communication avenues – Inside Missouri State, mass emails (requires Pres. Cabinet approval), targeted email for relevant university business to particular groups, blogs (can be subscribed to)

Discussion on Inside Missouri State – questions are on the slides and you can email Emily Yeap with feedback.