

UNIVERSITY OF MISSOURI
Columbia . Kansas City . Rolla . St. Louis



BOARD OF CURATORS

Minutes of the Board of Curators Meeting
February 6, 2020
Columbia, Missouri

Board of Curator committee meetings were held January 29 and 30, 2020 in conjunction with this Board meeting.

BOARD OF CURATORS MEETING – PUBLIC SESSION

A meeting of the University of Missouri Board of Curators was convened in public session at 10:00 A.M., on Thursday, February 6, 2020, in North 201 A and B of the Memorial Student Union on the University of Missouri-Columbia campus, Columbia, Missouri, pursuant to public notice given of said meeting. Curator Julia G. Brncic, Chair of the Board of Curators, presided over the meeting.

Present

The Honorable Julia G. Brncic
The Honorable Darryl M. Chatman
The Honorable Maurice B. Graham
The Honorable Jeffrey L. Layman
The Honorable Phillip H. Snowden
The Honorable David L. Steelman
The Honorable Jon T. Sundvold
The Honorable Michael A. Williams

Also Present

Dr. Mun Y. Choi, President
Mr. Stephen J. Owens, General Counsel
Ms. Cindy Harmon, Secretary of the Board of Curators
Mr. Avery Welker, Student Representative to the Board of Curators
Dr. C. Mauli Agrawal, Chancellor, University of Missouri – Kansas City
Dr. Alexander Cartwright, Chancellor for University of Missouri-Columbia

Dr. Beth Chancellor, Interim Vice President for Information Technology and MU Chief Information Officer
Mr. Jonathan Curtright, Chief Executive Officer, MU Health Care
Dr. Mohammad Dehghani, Chancellor, Missouri University of Science and Technology
Ms. Kamrhan Farwell, Chief Marketing and Communications Officer
Ms. Marsha Fischer, Associate Vice President for Human Resources and Chief Human Resources Officer
Dr. Steven W. Graham, Senior Associate Vice President for Academic Affairs
Ms. Christine Holt, Chief of Staff, UM System
Ms. Michelle M. Piranio, Chief Audit and Compliance Officer
Mr. Ryan D. Rapp, Vice President for Finance and Chief Financial Officer
Dr. Kristin Sobolik, Interim Chancellor for University of Missouri-St. Louis
Dr. Marshall Stewart, Vice Chancellor, Extension and Engagement
Mr. Christian Basi, Director of Media Relations
Media representatives

General Business

University of Missouri Board Chair's Report – presented by Chair Brncic (slides on file)

Chair Brncic presented certificates to the Curators' Distinguished Professors Koldobskiy, Suits, Pires, and Sharp. She discussed her focus for the coming year will be the University's strategic priorities i.e., (NextGen, Project Unify, Data Analytics, Mo Source). She called on all University leadership to reject mediocrity and to focus on a disciplined approach to continuous improvement.

University of Missouri System President's Report – presented by President Choi (slides on file)

President Choi presented an update on Student Success, Research and Creative Works and Planning, Operations and Stewardship strategic compacts. President Choi also provided updates on State and Federal legislative priorities.

Student Representative to the Board of Curators Report – presented by Avery Welker (slides on file)

Student Representative Welker presented student highlights from each university.

Amendment Collected Rules and Regulations 10.050, Standing Committees

It was recommended by Chair Brncic, moved by Curator Williams, and seconded by Curator Graham, that the following action be approved:

that the Collected Rules and Regulations 10.050, Standing Committees be amended as indicated in the attached documents.

Chapter 10: Board of Curators

10.050 Standing Committees

Bd. Min. 11-10-67, p. 33,579; Amended 8-6-71, p. 35,988; Amended 5-23-03; Amended 9-9-04; Amended 3-23-06, Amended 7-21-06, Amended 10-6-06, Amended 4-6-07, Amended 6-1-07, Amended 2-6-09, Amended 9-24-10, Amended 5-19-11, Amended 4-15-16, Amended 9-15-16, Amended Bd. Min. 2-1-18; Amended Bd. Min. 2-6-20.

The Chair of the Board of Curators, subject to the approval of the Board, shall appoint the following standing committees: ACADEMIC, STUDENT AFFAIRS, RESEARCH AND ECONOMIC DEVELOPMENT COMMITTEE; AUDIT, COMPLIANCE AND ETHICS COMMITTEE; GOVERNANCE AND COMPENSATION AND HUMAN RESOURCES COMMITTEE; FINANCE COMMITTEE; and HEALTH AFFAIRS COMMITTEE. In the event a new Curator(s) takes office prior to the next regular Board meeting, the Board Chair has the authority to temporarily appoint the new Curator(s) to standing committees. Their permanent appointment shall be subject to the approval of the Board at the next regular Board meeting. The Board Chair shall designate one member of each committee as committee chair. The Chair of the Board shall consider in making such appointment that no committee should be left without continuity. If a committee chair is unavailable for a meeting, they shall have the ability to designate a temporary appointment as committee chair or the Board Chair may designate the temporary appointment if the committee chair is unable to.

- A. Academic, Student Affairs, Research and Economic Development Committee**
The Academic, Student Affairs, Research and Economic Development Committee may have referred to it matters relating to curricula, faculty, students, research and economic development and intercollegiate athletics.

- B. Audit, Compliance and Ethics Committee -**
The Audit Committee will assist the Board of Curators in fulfilling its oversight responsibilities relating to: the integrity of the University's financial statements, the systems of internal control, the performance of the University's independent auditors and internal audit function, the independent auditor's qualifications and independence, and the University's compliance with legal and regulatory

requirements.

- C. **Governance, Compensation and Human Resources Committee** – The Governance, Compensation and Human Resources Committee will help the Board function effectively, efficiently and with integrity and may have referred to it matters relating to the compensation, benefits and other human resource functions of the University and associated programs and policies.
- D. **Finance Committee** - The Finance Committee may have referred to it matters relating to the fiscal, accounting and fundraising functions of the University and associated programs and policies.
- E. **Health Affairs Committee** The Health Affairs Committee will assist the Board of Curators in overseeing the clinical health care operations of the University and in coordinating those operations in furtherance of the University’s teaching, research, and clinical missions. The Health Affairs Committee shall receive and review regular reports from University of Missouri Health Care (“MU Health Care”) and the MU School of Medicine’s faculty practice plan (“University Physicians”).
- F. **Duties**
1. Each Committee shall receive such other matters as may be referred to it by the Chair of the Board of Curators.
 2. Said Committees shall investigate the matters referred to them and make recommendations to the Board.
 3. Each of said Committees shall meet as business requires and upon the call of the Chairman of the Committee.

The motion carried unanimously (8-0) by voice vote with no abstentions.

Review of Consent Agenda – No discussion.

Consent Agenda

It was endorsed by President Choi, moved by Curator Graham and seconded by Curator Williams, that the following items be approved by consent agenda:

CONSENT AGENDA

Action

1. Minutes, November 21, 2019 Board of Curators Meeting
 2. Minutes, November 21, 2019 Board of Curators Committee Meetings
 3. Minutes, December 10, 2019 Board of Curators Special Meeting
 4. Minutes, January 16, 2020 Board of Curators Executive Committee Meeting
 5. Amendment Collected Rules and Regulations 230.070, Education Assistance Program for University Employees
 6. Amendment Collected Rules and Regulations 530.010, Retirement, Disability and Death Benefit Plan, and Additional Retirement Plan Amendments
 7. Amendment, Collected Rules and Regulations 340.010, Family and Medical Leave
 8. Amendments to Collected Rule and Regulation 310.015, Procedures for Review of Faculty Performance
 9. Amendments to Collected Rule and Regulation 300.020, Faculty Bylaws of the University of Missouri – Kansas City
 10. Amendments to Collected Rule and Regulation 320.090, Emeritus Designation
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1. Minutes, November 21, 2019 Board of Curators Meeting – as provided to the curators for review and approval.
 2. Minutes, November 21, 2019 Board of Curators Committee Meetings – as provided to the curators for review and approval.
 3. Minutes, December 10, 2019 Board of Curators Special Meeting – as provided to the curators for review and approval.
 4. Minutes, January 16, 2020 Board of Curators Executive Committee Meeting – as provided to the curators for review and approval.
 5. Amendment, Collected Rules and Regulations 230.070, Education Assistance Program for University Employees, UM –

That Collected Rules and Regulations, Section 230.070, Education Assistance Program for University Employees be amended as follows:

230.070 Educational Assistance and Tuition Reduction Program for Eligible Employees and Their Spouse/Dependents

Bd. Min. 2-19-71, p. 35,487; Amended Bd. Min. 3-18-77, 6-18-82; Amended Bd. Min. 12-12-86, 12-7-90, Amended Bd. Min. 5-23-03, Amended Bd. Min. 11-29-07; Amended Bd. Min. 10-23-09; Amended 12-08-11; Amended Bd. Min. 12-07-12; Amended Bd. Min. 9-13-13; Amended Bd. Min. 12-9-16; Amended Bd. Min. 12-7-17; Amended Bid. Min. 2-6-2020, effective 3-1-2020.

A. Educational Assistance for Faculty, Staff and Retirees

1. Employee Eligibility

a. The following employees are eligible for Educational Assistance benefits, regardless of the funding source of their salaries:

(1) *Staff* - Benefit-eligible administrative, service and support employees who have passed the probationary period prior to the deadline for regular registration. Immediately prior to regular registration, the employee must have completed a six-month period of continuous employment.

- If the course work is part of the required job training procedure for the work to be done by the employee, the six-month employment requirement may be waived.

(2) *Academic* – Benefit-eligible academic employees who are employed in positions defined in Section 310.020.A. of these Collected Rules and Regulations, prior to the deadline for regular registration

b. Other eligibility criteria

(1) The employee must remain a University of Missouri employee through the beginning of the course in which enrolled.

(a) If the employee separates from the University, the employee may complete the semester in which enrolled.

(b) If the employee is approved for Long-Term Disability (LTD), the employee may complete the semester in which the employee was approved for LTD.

(2) Individuals in student employee positions are defined in Section 320.050 of these Collected Rules and Regulations are excluded from the Educational Assistance program.

2. Definition

Course: University of Missouri college-credit course is defined as any undergraduate, graduate or professional credit course offered by the University, including University programs of study that blend undergraduate and graduate courses.

3. Employee Benefit

a. The University will provide a 75% reduction of the tuition and supplemental fees of University of Missouri college-level courses up to the following limits:

- (1) six (6) credits per fall semester, six (6) credits per spring semester and three (3) credits per summer session or intersession; for a maximum of fifteen (15) credit hours from September 1 through August 31.
 - (2) Employees may enroll in courses in excess of these limits, provided that course work does not interfere with work responsibilities, but such courses will not be eligible for a reduction in tuition and supplemental fees.
 - (3) On rare and extenuating circumstances, the semester/summer/intersession limits may be raised. Supervisory approval and UM System Human Resources approvals are required. Under no circumstances will exceptions be granted to extend beyond the yearly maximum policy limit.
- b. No tuition nor supplemental fee is required if the employee audits courses on the employee's own or at the request of the department head, providing there is space available.
4. Authorization
 - a. The required request form must be submitted to the UM System Office of Human Resources by the deadline indicated in the Human Resources policy. Employees must obtain approval from their supervisor if courses will require time away from work.
 - b. When an employee is requested by the department to enroll in one or more courses that are directly related to employee's assigned University responsibilities, time away from usual work duties for the course(s) shall be considered as part of employee's regular work schedule and no leave will be required. Otherwise, time away from usual work duties for the course(s) must be through approved, appropriate paid or unpaid leave or through an approved schedule change to make up time away from usual work duties.
 - c. Employees must file an application to enroll with the Registrar and meet the student admission requirements.
5. Retiree Eligibility and Benefit
 - a. An individual who has retired under a University of Missouri retirement plan will be permitted to register and receive credit for courses without payment of tuition, providing there is space available.
 - b. A retiree must file an application to enroll with the Registrar and meet the student admission requirements.

- c. In the event that the retiree is employed in a part-time position with the University, the course must be taken on the individual's own time outside of work hours.

B. Tuition Reduction for Spouses, Dependents, and Sponsored Adult Dependents

1. Sponsoring Employee Eligibility
 - a. The following employees are eligible for Tuition Reduction benefits for their qualifying spouse and dependents, regardless of the funding source of their salaries:
 - (1) *Staff* – Benefit-eligible administrative, service and support employees who have completed at least one year of continuous, benefit-eligible employment at some point, prior to the deadline for regular registration.
 - (2) *Academic* – Benefit-eligible academic employees as defined in Section 310.020.A. of these Collected Rules and Regulations, who have completed at least one year of continuous, benefit-eligible employment at some point prior to the deadline for regular registration.
 - b. Other eligibility criteria
 - (1) Employees who qualify for the Educational Assistance Program are not eligible to participate in the Tuition Reduction as a spouse, dependent or Sponsored Adult Dependent.
 - (2) The employee must remain a University of Missouri employee through the beginning of the course in which the spouse/dependent is enrolled. If the employee separates from the University, the spouse/dependent may complete the semester in which enrolled.
 - (3) If a spouse/dependent ceases to meet the terms and conditions of the University of Missouri Medical Benefits Plan after the beginning of the course the spouse/dependent is enrolled in (e.g., dependent turns age 26), the spouse/dependent may complete the semester in which enrolled.
2. Definitions
 - a. Course: University of Missouri college-credit course is defined as any undergraduate, graduate, or professional credit course offered by the institution up to a total of 140 credit hours per eligible spouse or dependent. University programs of study, which blend undergraduate

and graduate courses, are included and may be accessed up to the 140- credit hour limit.

- b. Spouse: the legal spouse of an employee, excluding a divorced spouse or a spouse separated by contract or decree from the employee.
 - c. Dependent: eligible dependent child or children must meet the criteria required under the definitions of “child or children” and “dependent” based on the terms and conditions of the University of Missouri Medical Benefits Plan with the exception that foster children shall not be eligible under this program.
 - d. Sponsored Adult Dependent: a person who meets the criteria required under the definitions of "Sponsored Adult Dependent" based on the terms and conditions of the University of Missouri Medical Benefits Plan.
3. Spouse/Dependent Benefit
- a. The University will provide a 50% reduction of tuition for up to 140 credit hours of University of Missouri college-credit courses per qualifying spouse or dependent. Under no circumstances will the benefits under this policy exceed 50%, even if both parents of the dependent are University employees.
 - b. Sponsoring employee’s death
Notwithstanding any other provision, if a spouse or a dependent has received a tuition reduction benefit during a course of study during the semester of or immediately prior to the sponsoring employee’s death, the University will continue to provide a 50% reduction of tuition for up to a total of 140 credit hours of University of Missouri college-credit courses, but in no event for a period longer than five years after the employee’s death.
 - c. Sponsoring employee’s retirement
 - (1) Notwithstanding any other provision, if a spouse or a dependent has received a tuition reduction benefit during a course of study during the semester of or immediately prior to the sponsoring employee’s retirement under the University of Missouri retirement plan, the University will continue to provide a benefit equal to a 50% reduction of tuition for up to a total of 140 credit hours of University of Missouri college-credit courses, but in no event for a period longer than five years after the Employee’s retirement.

- (2) In the event that the retiree dies, the death of the retiree shall not extend or reduce the length of time granted for the benefit.
- d. Sponsoring employee’s long-term disability
 - (1) Notwithstanding any other provision, if a spouse or dependent received a tuition reduction benefit during the semester of or immediately prior to the sponsoring employee’s approval of Long-Term Disability, the University will continue to provide 50% reduction of tuition for up to a total of 140 credit hours of University of Missouri college-credit courses, but in no event for a period longer than five years after the employee’s *disability eligibility date*.
 - (2) In the event that the long-term disability recipient dies, the death of the recipient shall not extend or reduce the length of time granted for the benefit.

4. Authorization

The request form for the Tuition Reduction must be submitted to the UM System Office of Human Resources by the deadline as indicated in the Human Resources policy.

6. Amendment Collected Rules and Regulations 530.010, Retirement, Disability and Death Benefit Plan, and Additional Retirement Plan Amendments

That Collected Rules and Regulations, Section 530.010, Retirement, Disability and Death Benefit Plan be amended as follows:

Amendment to Retirement, Disability and Death Benefit Plan	
Section 530.010.K.13.b.1)	
Current with Changes	Proposed
1) A Qualified Member, who terminates employment on or after August 1, 1996 with a Vested Retirement Benefit payable under this plan in accordance with Section 530.010.H. shall be entitled to elect that one-hundred percent (100%) of the actuarial value of such Vested Retirement Benefit be paid in a lump sum. Such election may be made any time after the date of notification to the Qualified Member of the amount of the Deferred Vested Retirement Benefits. The actuarial value of such Vested Retirement Benefit	1) A Qualified Member, who terminates employment on or after August 1, 1996 with a Vested Retirement Benefit payable under this plan in accordance with Section 530.010.H. shall be entitled to elect that one-hundred percent (100%) of the actuarial value of such Vested Retirement Benefit be paid in a lump sum. Such election may be made any time after the date of notification to the Qualified Member of the amount of the Deferred Vested Retirement Benefits. The actuarial value of such Vested Retirement Benefit

<p>shall be increased for interest at the rate of seven and one-half percent (7 1/2%) per annum from the date of termination to the date payment is elected by the Member. Payments shall be made within one hundred eighty (180) days after the election is received. The election may be revoked by the eligible Member any time prior to distribution. and is automatically revoked if such eligible Member is reemployed by the University. The Plan Administrator may direct that Qualified Members who terminated employment prior to August 1, 1996 with a Vested Benefit under Section 530.010.H. shall also be eligible to make such election. Notwithstanding any other provision of this plan to the contrary, a Qualified Member who makes such an election relinquishes all current and future rights to benefits and Service Credit rendered to date of this election under all provisions of this Plan. Election under this Subsection 1), must be made prior to the commencement of any benefits payable to such Qualified Member. In no event shall a Qualified Member who is entitled to a Retirement Benefit payable pursuant to Section 530.010.F. or 530.010.G, be entitled to make an election under this Subsection 1).</p>	<p>shall be increased for interest at the rate of seven and one-half percent (7 1/2%) per annum from the date of termination to the date payment is elected by the Member. Payments shall be made within one hundred eighty (180) days after the election is received. The election may be revoked by the eligible Member any time prior to distribution. The Plan Administrator may direct that Qualified Members who terminated employment prior to August 1, 1996 with a Vested Benefit under Section 530.010.H. shall also be eligible to make such election. Notwithstanding any other provision of this plan to the contrary, a Qualified Member who makes such an election relinquishes all current and future rights to benefits and Service Credit rendered to date of this election under all provisions of this Plan. Election under this Subsection 1), must be made prior to the commencement of any benefits payable to such Qualified Member. In no event shall a Qualified Member who is entitled to a Retirement Benefit payable pursuant to Section 530.010.F. or 530.010.G, be entitled to make an election under this Subsection 1).</p>
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7. Amendment, Collected Rules and Regulations 340.010, Family and Medical Leave

That Collected Rules and Regulations, Section 340.010, Family and Medical Leave Act be amended as follows:

340.010 Family and Medical Leave

Bd. Min. 2-9-17; Amended Bd. Min. 2-9-2020, effective 3-1-2020

- A. **Purpose.** This policy describes provisions and resources supporting the University's strong commitment to the Family and Medical Leave Act (FMLA),

which provides eligible employees with job-protected unpaid leave for specified family and medical reasons.

B. **Scope.** This policy applies to eligible faculty and staff employees of the University. Faculty, as well as other members of the University's community, should refer to applicable Collected Rules and Regulations or other administrative resources for additional information regarding leaves of absence. This policy will not be construed to diminish or alter any faculty leave authorized by Section 340.070.B.2 of the Collected Rules and Regulations and the provisions of Section 340.070.B.2 shall control in the event of any inconsistency in this policy.

C. **Definitions**

1. **Eligible Employee.** An eligible employee is one who has been employed by the university for a total of at least twelve (12) months at the time of the leave of absence, and has actually worked at least 1,250 hours during the 12-month period immediately preceding the leave, regardless of the employee's place of employment by the university. The 12-months of employment do not have to be consecutive. If the employee has a break in service that lasted seven (7) years or more, the time worked prior to the break will not count unless required by law (including but not limited to any requirement of the Uniformed Services Employment and Reemployment Rights Act (USERRA)).
2. **Serious Health Condition.** A "serious health condition" means an illness, injury, impairment, or physical or mental condition that involves:
 - a. Inpatient care (i.e., an overnight stay) in a hospital or other medical care facility (including any period of incapacity or any subsequent treatment in connection with such in-patient care);
 - b. Period of incapacity of more than three (3) consecutive full calendar days, and any subsequent treatment or period of incapacity relating to the same condition that also involves:
 - (1) Treatment by or under the orders of a health care provider on a least two (2) occasions within the first thirty (30) days of the incapacity; or
 - (2) Treatment by a health care provider on at least one (1) occasion within the first seven (7) days of the incapacity which results in a regimen of continuing treatment under the supervision of a health care provider.
 - c. Any period of incapacity due to pregnancy, or for prenatal care;
 - d. Chronic serious health condition requiring periodic visits (defined as a least twice per year) for treatment by or under the supervision of a health care provider that continues over an extended period of time and may cause an episodic rather than a continuing period of incapacity;

- e. Permanent or long-term conditions requiring supervision for which treatment may not be effective; or
 - f. Multiple treatments by a health care provider or under the supervision of a health care provider, either for restorative surgery after an accident or other injury, or for a condition that will likely result in a period of incapacity of more than three (3) consecutive calendar days in the absence of medical intervention or treatment.
3. **Key Employee.** An employee who qualifies as a “key employee” may be denied restoration of employment after a period of FMLA leave if holding the employee’s position would cause substantial and grievous economic injury to the University’s operations, as defined by law. A “key employee” is an employee who is salaried and is among the highest-paid ten percent of all employees employed by the University within 75 miles of the place where the employee reports to work. A key employee will be given notice regarding denial of reinstatement and will be afforded other rights as required by the FMLA and its implementing regulations.
4. **Intermittent and Reduced Schedule Leave.** Leaves taken to care for an employee’s covered family member, the employee’s own serious health condition, or to care for a qualified service member may be taken intermittently or on a reduced leave schedule when medically necessary, provided a health care provider certifies the expected duration and schedule of such leave. Leave for military exigency may also be taken intermittently or on a reduced leave schedule.

Employees who are approved for intermittent FMLA leave must continue to comply with the normal call-in procedures to the extent possible. Employees taking intermittent or reduced schedule leave that is foreseeable based on planned medical treatment may be required to transfer temporarily to an available alternative position for which the employee is qualified and that has equivalent pay and benefits and better accommodates recurring periods of leave than the employee’s regular position.

Intermittent leave and/or a reduced schedule leave may be taken for the birth or adoption of a child or placement with the employee of a child for foster care if approved by the employee’s direct supervisor and may not extend beyond 12-months after the birth, adoption, or placement of a child for foster care. If an employee needs leave intermittently or on a reduced leave schedule for planned medical treatment, then the employee must make a reasonable effort to schedule the treatment so as not to unduly disrupt the University’s operations.

D. Policy

1. **Leave Entitlement.** Subject to the requirements described in this policy, an eligible employee may take up to twelve (12) workweeks of leave in a 12-month period for one or more of the following reasons:
 - a. The birth of a child or placement of a child with the employee for adoption or foster care; leaves for birth, adoption, or foster care must be taken with 12-months of the event;
 - b. To care for the employee's spouse, son or daughter, parent, sponsored adult dependent, or the child of a sponsored adult dependent with a serious health condition, as certified by a health care provider;
 - c. For a serious health condition that makes the employee unable to perform the essential functions of the employee's job; or
 - d. For any qualifying exigency arising out of the fact that an employee's spouse, son or daughter, parent, sponsored adult dependent, or a child of a sponsored adult dependent is a military member on covered active duty or call to covered active duty status in the Armed Forces in support of a contingency operation.

The 12-month period is measured backward from the date the eligible employee uses any FMLA leave, and the leave entitlement is equal to the balance of the twelve (12) workweeks which has not been used during the immediately preceding 12 months.

Spouses who are eligible employees may each take up to twelve (12) workweeks of leave in a 12-month period for FMLA-qualifying reasons, including leave to care for the employee's parent with a serious health condition or for the birth of a child or placement of a child with the employee for adoption or foster care.

2. **Leave Entitlement to Care for a Covered Service Member.** An eligible employee may also take up to 26 workweeks of leave during a single 12-month period to care for a covered service member with a serious injury or illness, when the employee is the spouse, son or daughter, parent, sponsored adult dependent, child of a sponsored adult dependent, or next of kin of the covered service member. The single 12-month period for military caregiver leave is different from the 12-month period used for other FMLA leave reasons. The single twelve (12) month period for military caregiver leave begins on the first day the employee takes leave for this reason and ends 12 months later.

Covered service members include:

- a. A current member of the Armed Forces (including a member of the National Guard or Reserves) who is undergoing medical treatment,

- recuperation, therapy, is in outpatient status, or is on the temporary disability retired list for a serious injury or illness; or
- b. A veteran of the Armed Forces (including the National Guard or Reserves) discharged within the five (5) year period before the family member first takes military caregiver leave to care for the veteran and who is undergoing medical treatment, recuperation, or therapy for a qualifying serious injury or illness. A veteran who was dishonorably discharged does not meet the FMLA definition of a covered service member.

For a current service member, a serious injury or illness is one that may render the service member medically unfit to perform military duties. For a veteran, a serious injury or illness is one that rendered the veteran medically unfit to perform military duties, or an injury or illness that qualifies the veteran for certain benefits from the Department of Veterans Affairs or substantially impairs the veteran's ability to work. For veterans, it includes injuries or illnesses that were incurred or aggravated during military service but that did not manifest until after the veteran left active duty.

Military caregiver leave is available to an eligible employee once per service member, per serious injury or illness.

3. **Use of Paid Time While Away on FMLA Leave.** The employee must use all available paid time as part of the FMLA leave. Once paid leave time is exhausted, FMLA leaves are without pay. For faculty paid family medical leave, see Section 340.070.B.2.
4. **University Notice of the Need for FMLA Leave.** When the leave is foreseeable, the employee must provide thirty (30) days advance notice. Otherwise, the employee must notify the university as soon as practicable upon learning of the need for leave.
5. **Medical Certification.** If the requested leave is for a serious health condition of the employee, the employee will be required to prove a health care provider's certification providing information regarding the condition and inability to perform one or more essential functions of the job within fifteen (15) calendar days after the employer's request. If the requested leave is to care for a covered family member, the employee will be required to provide, within fifteen (15) calendar days after the employer's request, a health care provider's certification providing information as to the serious health condition and stating that the employee is needed to care for the family member. The university may request subsequent re-certifications during the course of the leave in accordance with the limitations set forth in the FMLA regulations. Updated work absence statements from the healthcare provider are required for all leave extensions.

Records and documents relating to medical certifications or re-certifications of employees or employees' family members will be maintained as confidential medical records in Human Resources, subject only to the limited exceptions set forth in the FMLA regulations. FMLA may be denied if requested certifications are not provided within prescribed time limits.

6. **The Genetic Information Nondiscrimination Act of 2008 (GINA).** GINA is a federal law that prohibits employers and other entities covered by GINA from requesting or requiring genetic information of employees or their family members. In order to comply with this law, the University asks that health care providers not provide any genetic information when responding to the request for medical information. Genetic information, as defined by GINA, includes an individual's family medical history, the results of an individual's or family member's genetic tests, the fact that an individual or an individual's family member sought or received genetic services, and genetic information of a fetus carried by an individual or an individual's family member or an embryo lawfully held by an individual or family member receiving assistive reproductive services.
7. **Certification for Military Exigency Leave.** The first time an employee requests leave because of a qualifying military exigency; the employee must provide a copy of the covered military member's active duty orders or other documentation issued by the military. The documentation must indicate that the covered military service member is on active duty or called to active duty status in a foreign country and the dates of active duty service. The employee will need to supply such documentation again only if requesting leave for a different covered active duty or call to covered active duty status of the same or a different covered military member.
8. **Benefits.** During the leave period, an employee is eligible to continue participation in the university's employee benefit program (medical, dental, life, vision, accidental death, and long-term disability). In order for the coverage to be continued, the employee will be responsible for the employee's portion of the cost.
9. **Return to Work.** A health care provider's statement will be required for return to work from the employee's own serious health condition, including after the birth of a child. The return to work form must be presented before the employee may be returned to the work schedule. The return to work form must document the nature and duration of work restrictions if any. If the employee is able to return to work earlier than the date indicated, the employee will be required to notify the supervisor and/or the campus human resources office at least two (2) workdays prior to the date the employee intends to return for work.

The department will return the employee to the same position held before the leave or an equivalent position. The employee will be provided the level of benefits and seniority held before the leave.

10. **Failure to Return to Work.** If the employee fails to return to work following the expiration of the FMLA leave and has not requested an extension of the leave, the employee will be considered to have voluntarily resigned from the university as of the day the leave paperwork expired.

8. Amendments to Collected Rule and Regulation 310.015, Procedures for Review of Faculty Performance –

that Collected Rules and Regulations, Section 310.015, Procedures for Review of Faculty Performance, be revised as follows:

Chapter 310: Academic Tenure Regulations

310.015 Procedures for Review of Faculty Performance

Bd. Min. 1-19-01; Amended 11-29-07; Amended 4-12-13; Amended 4-27-17; Amended 2-6-20.

- A. **Non-Tenure Track and Untenured, Tenure Track Faculty.** The performance of all non-tenure track and untenured tenure track faculty is to be reviewed annually by the appropriate unit supervisor (e.g., department chair, dean, director, etc.). The performance review should also include the workload distribution for the coming year or multiple years.
 1. Written evaluations are expected and must be provided to non-tenure track faculty members. The workload standard for non-tenure track faculty members should be spelled out in detail based on the specific job responsibilities and expectations in the job description (see CRR 310.035).
 2. Plans for untenured faculty may include multiple years up to the tenure review (see CRR 310.080.C). A multi-year plan will not be considered as assurance that an appointment will be renewed during the period covered by the plan. Annual evaluations of untenured faculty members during the probationary period must follow the faculty bylaws governing tenure for each campus (CRR 300.010 Faculty Bylaws of the University of Missouri-Columbia; CRR 300.020 Faculty Bylaws of the University of Missouri-Kansas City; CRR 300.030 Faculty Bylaws of Missouri University of Science and Technology; and CRR 300.040 Faculty Bylaws of the University of Missouri-St. Louis).
- B. **Tenured Faculty Members.** Tenured faculty have proven their ability to contribute significantly in their discipline and to work independently and productively in their field. In this document we affirm and strongly defend the importance of tenure at the University of Missouri. By fostering creativity and

protecting academic freedom, tenure safeguards faculty from unfair dismissal based on arbitrary or discriminatory practices, thus encouraging the constant search for truth that is the hallmark of the University. Under this policy or any other university policy, academic tenure should be revoked only with just cause, and may only be done in accordance with the Collected Rules and Regulations of the University, section 310.020.C.1. However, tenure does not protect faculty from the consequences of not performing satisfactorily their duties to the University. It is in the best interest of the faculty as a whole to ensure that each faculty member contributes fully to the institution throughout that individual's career.

1. *Performance Review of Tenured Faculty Not Holding Primarily Administrative or Department Chair Positions*

- a. The tenured faculty of each department or unit will develop and publish standards for satisfactory performance which include minimum standards for teaching, research, and service as well as general principles for determining an overall satisfactory performance. They will be reviewed as part of the five-year program review. These standards are intended for use over the five-year time period covered by the post-tenure review (see B.1.c. below).
- b. Every tenured faculty member, except department chairs and those whose positions are primarily administrative (as defined in their appointment letter), will submit a signed annual report describing their activities in research, teaching and service. The annual performance review will cover the performance for the past year. In addition, the chair and faculty member will discuss plans for the coming year in order to establish the workload distribution for the coming year or for multiple years up to the five-year post-tenure review (see CRR 310.080.C). The annual report will be reviewed by the chair or evaluation committee of the unit following normal unit practices. In this document the term chair will be used to mean the appropriate unit director (e.g., chair, unit administrator, area coordinator, etc.). Chairs will be reviewed annually by the dean according to the standards described in B.1.a. Using the unit standards for the annual performance review (described in B.1.a), and taking into consideration the faculty member's workload distribution (described in CRR 310.080.C.), the activities of the faculty member will be rated as satisfactory or unsatisfactory in research, teaching and service, and an overall evaluation of satisfactory or unsatisfactory will be provided. The faculty member will receive this information in a written evaluation. The faculty member will sign the written evaluation to acknowledge its receipt and may provide a written response to the evaluation. A copy of this

signed evaluation will be provided to the faculty member by the chair within a month after the faculty member has signed the evaluation.

- c. If a faculty member receives an unsatisfactory evaluation in any category, there must be a face-to-face discussion of the evaluation between the faculty member and the chair to create a plan for achieving satisfactory evaluations. This may involve changing the faculty member's workload distribution (see CRR 310.080.C). One unsatisfactory evaluation in either teaching or research (or any major area of assignment) will result in an overall unsatisfactory evaluation. If the chair or evaluation committee has significant concerns about only one category, but determines that overall the faculty member has met the department standards, then the chair or committee may assign an overall satisfactory with warning and create an improvement plan to address the concern. The improvement plan will specify both the standards that the faculty member will achieve and the support that the department and/or other units will provide to the faculty member. If the unsatisfactory evaluation is in the teaching category, the chair will refer the faculty member to the campus unit responsible for fostering teaching excellence, and the faculty member must work with that unit to improve pedagogical methods. The improvement plan will be attached to the signed annual performance evaluation. If the faculty member disputes an overall unsatisfactory evaluation, the dean will review the evaluation and decide whether to affirm the evaluation or return it to the department chair for revision. In the succeeding annual performance review, failure to meet the standards set out in the plan will result in an overall unsatisfactory evaluation.
- d. At five-year intervals a tenured faculty member will resubmit the annual reports and evaluation statements for the past five years, with a concise summary statement of research, teaching, and service activities for the five-year period, and a current curriculum vitae. The review may be conducted either by the unit chair or by an evaluation committee of the unit, as decided by a vote of the tenured faculty (committee membership is described below in h.1.a.). The first five-year post-tenure review will be conducted five years after the tenure decision or the last formal review of the faculty member for promotion to associate professor or professor. Faculty hired with tenure will be reviewed five years after they are hired.
- e. Based on the five-year report, the chair or evaluation committee will evaluate the faculty member's performance as satisfactory or unsatisfactory. Satisfactory overall performance evaluations for each year will automatically be deemed sufficient for a satisfactory post-tenure review. The five-year evaluation process will be complete

with a satisfactory evaluation. The purpose of the five-year post-tenure review is not merely to identify and remedy unsatisfactory performance, but also to identify and reward excellence in teaching, research, and service in accordance with the assigned workload distribution. In consultation with the chair, the Provost and the Dean will provide incentives to faculty who have exhibited such excellence.

- f. If an unsatisfactory overall performance review occurs in one or more years over the five year period, trends in the faculty member's performance will be considered in the final determination of the five-year post-tenure review. If the post-tenure review is deemed unsatisfactory by the chair and the initial review was conducted by the chair, then the chair will send the five-year report to the evaluation committee of the unit. The departmental committee of faculty peers will perform its own full review of the performance of the faculty member over the five-year period and provide an independent assessment of the performance of the faculty member.
- g. The report will be forwarded to the appropriate dean, indicating the decision of the chair and departmental committee. The dean will review the report and provide an assessment of the performance of the faculty member. The five-year evaluation process will be complete if the dean judges the performance of the faculty member to be satisfactory. If a majority of the evaluation committee of the department/unit and the dean consider the performance of the faculty member to be unsatisfactory, a plan for professional development will be written (see B.2. below).
- h. At every level of review, the faculty member will be provided with a copy of any written report that is part of these proceedings and will have the right of appeal of any evaluations, decisions, or recommendations to the next level of the process.

(1) *Committee Membership*

(a) The evaluation committee is typically the one that reviews faculty for tenure and promotion (CRR 320.035.A.1.d.). Only those who are tenured faculty members in the department may participate in the evaluation, except in circumstances described below.

(b) If there are not enough tenured faculty members within the primary department to comprise a committee of three, a special committee shall be formed in the same way as for a departmental tenure and promotion committee (CRR 320.035.A.1.d.). The committee may include faculty member(s) emeriti from the primary department in accordance with established procedures. In addition, it may include retired faculty from the primary department who are part of an

established recognition program according to Collected Rules and Regulations of the University, Section 310.075.B. The retired or emeriti faculty serving on the committee shall not be greater than 50% of the committee membership.

2. *Formulation of Development Plan and Assessment of Progress*

- a. The development plan will be developed by the faculty member, the department/unit committee, and the chair of the unit. This development plan will have clear and attainable objectives for the faculty member and may include a reallocation of the faculty member's workload distribution in accord with the department workload standards (see CRR 310.080.C.) and a commitment of institutional resources to the plan. This plan will be signed by the faculty member, the chair or unit administrator, and the dean. The development phase will begin when the necessary resources as described in the development plan are provided.
- b. A faculty member who has received an overall unsatisfactory five-year evaluation by the chair, the departmental committee, and the dean may not appeal the process of developing a professional plan. If the faculty member is not satisfied with the plan that has been developed, they may appeal to the next administrative level for help in the formulation of an acceptable development plan.
- c. A faculty member with a plan for professional development will submit an annual progress report to the chair for three successive years after the plan has been initiated. The chair will review the report and provide a written annual evaluation on the progress of the faculty member toward the objectives stated in the development plan. If the chair finds satisfactory progress for any two of the three years, then the process will cease and the faculty member will begin a new five-year cycle.
- d. If the chair does not find satisfactory progress in two of the three years of the development plan, the chair will provide the annual reports and evaluations to the department/unit committee. If the unit committee finds satisfactory progress in two of the three years of the development plan, the process ceases and the faculty member will begin a new five-year cycle.
- e. If both the chair and the unit evaluation committee do not find satisfactory progress in two of the three years of the development plan, the chair will provide annual reports and evaluations to the dean. If the dean finds satisfactory progress in two of the three years of the development plan, the process ceases and the faculty member will begin a new five-year cycle.

- f. If the chair, the department/unit committee and the dean do not find satisfactory progress in two of the three years, then the five-year evaluations plus the three years of progress reports and evaluations by the chair on the development plan will be forwarded to the campus committee on Tenure and Promotion and to the Provost or Vice Chancellor for Academic Affairs. Each will review the reports and will recommend separately to the Chancellor that: 1) an additional two-year development plan be written and implemented in consultation with the faculty member and the originating departmental committee, or 2) the faculty member be considered for dismissal for cause proceedings (see section 3.)
- g. Any faculty member may request participation in a formal development plan (as described in 2.a.) after two or more consecutive unsatisfactory annual evaluations. In addition, chairs will strongly encourage faculty who have had three consecutive unsatisfactory annual evaluations to participate in a development plan.
- h.

3. *Dismissal for Cause*

- a. If it is deemed by the Chancellor that the performance of the faculty member during the periods covered in section 2 constitutes sufficient grounds, dismissal for cause may be initiated and if initiated will proceed in accordance with the procedures for dismissal for cause described in section 310.060.
 - b. This procedure for review and development of faculty performance does not substitute for the dismissal for cause procedures stated in section 310.060.
 - c. Notwithstanding the provisions of section 310.015 B.2.f. above, this procedure does not impose additional requirements upon the University prior to initiating dismissal for cause procedures as stated in section 310.060.
- C. **Tenured Administrators** – Department chairs and those whose positions are primarily administrative will continue to be evaluated annually according to their workload distribution. In the event that a department chair or those whose positions are primarily administrative leaves their administrative position to become a full-time active tenured faculty member of a department, the normal annual departmental review process would be used to establish the faculty member's workload distribution and to address any discrepancy between the current abilities of the administrator and expectations concerning performance based on minimum departmental standards for the annual performance review. If there is a discrepancy between current ability and departmental standards, a development plan funded by the administration should be considered for the administrator prior to their returning to the department. Faculty who return to the

full-time active faculty after completing service as department chairs or primarily administrative positions will be reviewed five years after leaving their administrative posts.

9. Amendments to Collected Rule and Regulation 300.020, Faculty Bylaws of the University of Missouri – Kansas City

that Collected Rules and Regulations, Section 300.020, Faculty Bylaws of the University of Missouri – Kansas City, be revised as follows:

Chapter 300: Faculty Bylaws

300.020 Faculty Bylaws of the University of Missouri-Kansas City

Min. 10-12-73; Amended Bd. Min. 11-18-77, 6-27-80, 11-19-82, 12-7-84, 6-6-08, 10-21-11, 6-14-13; Amended 4-10-15, Amended 6-17-16; Amended 2-6-20

A. **Purpose of the Governing Practices** -- The UMKC Faculty will nurture the educational development of the student, the institution, and the community by transmitting knowledge, cultivating creativity, fostering leadership, sharing research, modeling civil discourse, and demonstrating critical engagement. The purpose of these Bylaws is to establish a body which represents the voice of the Faculty and to establish an effective vehicle for the needs and concerns of the Faculty to be presented for discussion and debate. These Bylaws assume that Faculty may participate in academic decision processes. The right of faculties to organize and to carry out the responsibilities and functions delegated to them by the Board is recognized in Section 10.030.E.2.

B. **Membership** -- The University of Missouri-Kansas City Faculty shall consist of the President of the University, the Chancellor, and all persons on benefits-eligible academic appointments.

1. **Voting Faculty** -- For purposes of campus- and University-wide elections, those individuals eligible to vote shall consist of all tenured and tenure track and all full-time, ranked and unranked, non-tenure track faculty, including Librarians I, II, III and IV; as defined in Section 310.035A of the Collected Rules and Regulations, provided that the individual is .75 FTE or greater and holds an appointment of at least nine (9) months duration. In addition, faculty in any academic unit whose percentage of effort in routinely overseeing and participating in the instructional mission of the University is comparable to the foregoing, but who are not paid directly by UMKC, shall be eligible to vote in campus- and University-wide elections. Criteria utilized by such units in determining its faculty whose percentage of effort in routinely overseeing and participating in the instructional mission of the University is comparable to the foregoing must be approved

in advance by the Faculty Senate. The foregoing voting eligibility rules are not intended to define the eligibility of faculty to vote in school or college elections and the eligibility to vote in such school or college elections shall be defined by the rules of such school or college. Campus-wide faculty votes on issues specific to tenure or tenured/tenure track (T/TT) faculty will be restricted to T/TT faculty.

2. **Power** -- The powers of the voting Faculty of UMKC include authority in all matters pertaining to education, research and service as granted to the Faculty by the Board of Curators. It shall have such other authority as is delegated to it by the President and/or the Chancellor. These powers are vested in the UMKC Senate unless limited by the University's Collected Rules and Regulations.
3. **Meetings** -- There shall be at least one general meeting of the voting Faculty per year. The Chair of the Faculty Senate shall give notice of and shall preside at such meetings. The Faculty Senate shall report to the voting Faculty at such meetings and shall invite input and advice from the Faculty on issues of concern.
 - a. Additional meetings of the voting Faculty may be called by the Chancellor or the Chair of the Senate, or upon the request of 20 percent of the Senate or upon the written request of 10 percent of the voting Faculty.
 - b. Within ten days of the notice of placing of an item on the Senate agenda, upon the request of a majority of the Senate or upon the written request of 10 percent of the voting Faculty, the Chair of the Senate shall transfer the item from the Senate agenda to the agenda of a meeting of the voting Faculty for discussion and action by that group.

C. **Colleges, Schools, Conservatories, Libraries and other units**

1. **Definitions** -- A college, school or conservatory (hereinafter colleges, schools, or conservatories will be referred to as schools) is a unit which offers or supervises programs of study leading to baccalaureate or advanced degrees. A unit or combination of units, offering courses which do not lead to a degree, is not a school.
2. **Schools** -- Presently existent schools are: College of Arts and Sciences, Henry W. Bloch School of Management, School of Biological and Chemical Sciences, School of Computing and Engineering, School of Dentistry, School of Education, School of Law, School of Pharmacy, the UMKC Conservatory, School of Graduate Studies, School of Medicine, School of Nursing and Health Studies.
3. **Libraries** -- Libraries include: Miller Nichols Library, Leon E. Bloch Law Library, Health Sciences Library.

D. Faculties of the Schools

1. Membership

a. The Faculty shall consist of the President of the University, the Chancellor, the Dean of the School, and all persons with academic appointments who are assigned to the school. The Faculty shall be primarily responsible for the quality of the school's undertakings. Other non-regular, administrative or extension personnel who hold appointments within the school may be added to the voting Faculty of the school as defined by the school's bylaws.

b. Faculty whose work is divided between programs of two or more schools (other than the School of Graduate Studies) may participate in deliberations of these schools, but shall be a voting member of only the school in which they hold their primary appointment.

c. The Faculty of the School of Graduate Studies consists of UMKC Faculty (Section 300.020.B) who hold graduate or doctoral appointments. Faculty of the School of Graduate Studies may vote and be elected to offices or committees in this school as well as to offices and committees of the school in which they hold their primary appointment.

2. **Meetings** -- At least four regular meetings of the Faculty of a School shall be called annually according to the procedures adopted by the school. A special meeting may be called at any time by the Chancellor or by the Dean of the school and must be called if requested by one-fourth of the membership of the Faculty or as otherwise provided by the Bylaws of the school. Written notification of any meeting of a Faculty shall be mailed at least three days prior to the meeting to all members of the Faculty except in the case of an emergency meeting in which case any action taken becomes an item for reconsideration on the agenda at the next regularly scheduled meeting of that Faculty. Each Faculty shall determine its own definition of a quorum of its membership and decide upon a procedure which enables the membership of that particular Faculty to carry out its business in a responsible as well as efficacious manner. Copies of the minutes of each meeting shall be supplied to each Faculty member of the school and to the Chancellor.

3. **Powers** -- The Faculty of a school shall establish procedures and policies governing the work of the school.

a. **Bylaws** -- Each school shall have a written set of Bylaws prepared in such a manner as is determined by the Faculty of that school. These Bylaws shall implement the provisions of this section of the UMKC Bylaws. A copy of these Bylaws and any subsequent

amendment thereto shall be filed with the Chancellor and the Chair-elect of the Senate. The Bylaws shall not contain any provisions inconsistent with the UMKC Bylaws.

b. **Curriculum and Degrees** -- The Faculty of a school and/or department, together with the appropriate administrative officers, shall be responsible for recommending all academic courses and programs and for recommending candidates for degrees.

(1) The Faculty of each school, through its dean, shall file with the registrar a copy of its admission and retention standards, its degree requirements, and individual course additions and deletions. The registrar shall distribute copies of such standards, requirements and course additions and deletions to the Chancellor and the deans of the other schools.

c. **Selection and Retention of Academic Faculty** -- The Faculty of each school and/or department or other teaching unit shall establish criteria and specify procedures to be followed, as a general policy, in recommending the selection, retention and promotion of members of the Faculty.

(1) As a general policy all academic staff appointments to a School Faculty shall be made after the Dean of the school has received a written recommendation from an appropriate department committee or equivalent teaching unit. The Dean shall forward the recommendation of the committee with his/her own recommendation to the Chancellor.

(2) Recommendations for promotion and/or tenure, and to reappoint or not to reappoint, shall be made by the Dean of the school after receiving a written recommendation from an appropriate department committee or equivalent teaching unit. The Dean shall forward the recommendation of the committee with his/her own recommendation to the Chancellor.

d. **Selection of Deans** -- As a general policy, recommendations for the selection of deans in any school shall be made by the Chancellor after consultation with an appropriate committee which will include members of the Faculty of that school. This consultation procedure shall not abrogate the final responsibility and authority of the Chancellor to recommend a dean's appointment or replacement.

e. **Selection of Department Chairs, School Division Chairs and Directors** -- As a general policy, the Dean shall recommend appointment or replacement of a department Chairperson, school division Chairperson or Director only after consultation with the Faculty of the department, subdivision or sub-unit concerned. This consultation procedure shall not abrogate the final responsibility and authority of the Dean to recommend the appointment or replacement

of a department Chairperson, school division Chairperson, or Director.

f. **Evaluation of Academic and Professional**

Administrators -- The voting Faculty of each school shall participate in the regular evaluation of their academic and professional administrators.

(1) A School Faculty, by formal action at a regular meeting, or through its elected School Executive Committee or such other elected committee as is designated by the school in its Bylaws, may report on matters of common concern through the Executive Committee of the Senate, or directly to the Chancellor, and through him to the President of the University and the Board of Curators, and may make recommendations pertaining to any feature of the functioning of UMKC or the University.

E. **Budget Committee** -- Each school shall have an elected budget committee composed of representative Faculty. The Budget Committee shall receive from the Dean in timely fashion all information regarding the budget process; shall share that information with the Faculty of the school, and shall advise the Dean regarding objectives and funding priorities as well as necessary allocations to achieve those objectives

F. **\ UMKC Faculty Senate**

1. **Composition of the Senate** -- The Senate shall consist of two elected Faculty representatives from the Henry W. Bloch School of Management, School of Biological and Chemical Sciences, the School of Computing and Engineering, the School of Dentistry, the School of Education, the School of Law, the School of Pharmacy the UMKC Conservatory, School of Graduate Studies, School of Medicine, School of Nursing and Health Studies and the Library. The College of Arts and Sciences shall have one representative from each of its three divisions plus one additional member selected by the college. The Chairperson of the Steering Committee of A & S shall be a member of the Senate by virtue of his/her office. The Senate may elect to accept as non-voting members representatives of major campus constituencies, such as the Staff Council and the Part-Time Faculty Association.

a. In order that the Senate maintain close ties with the units, it is recommended that one representative from each unit be the Faculty Chairperson of the unit or member of its executive body.

b. Those who are eligible to serve as representatives shall be UMKC voting Faculty. Members of the Executive Committee must be voting Faculty.

- c. Elected representatives to the Intercampus Faculty Council, known as IFC, shall be members of the UMKC Faculty Senate for the duration of their terms.
- d. Officers of the Senate shall be members of the Senate for the duration of their terms.

2. Terms of Office and Elections

- a. Senate members shall be elected early in the winter semester, to take office at the first Senate meeting the following fall.
- b. Senate officers shall serve staggered, three-year terms.
- c. IFC members shall serve three-year terms and shall be Senate members for the duration of their terms on the IFC.
- d. Elected Faculty representatives shall serve two-year terms, except for representatives who serve by virtue of their membership on a unit executive body; they shall serve one-year terms.
- e. Members may succeed themselves without restriction. Officers are limited to two consecutive terms.
- f. Should an elected representative be unable to complete his/her term, that vacancy shall be filled by an election as soon as possible.
- g. Senate members shall be elected by the represented units.
- h. Senate officers and IFC representatives shall be elected by the voting Faculty by secret ballot.

3. Powers -- The power of the voting Faculty of UMKC, as defined in CRR 300.020.B.2, shall be delegated to the Faculty Senate. The Senate may make recommendations pertaining to any feature of the functioning of the University to the Chancellor, and through the Chancellor to the President and/or the Board of Curators.

- a. The Senate, in cooperation with the administration, shall provide for Faculty participation in the regular evaluation of those campus-wide officers of the administration included in the Academic Tenure Regulations.
- b. The Senate, by formal action at a meeting of the general Faculty, or at a Senate meeting, may report to the Chancellor on matters of common concern, and through the Chancellor or through the Intercampus Faculty Council to the President of the University and the Board of Curators, and may make recommendations pertaining to any feature of the functioning of UMKC or the University.
- c. The Senate shall serve as a liaison between the Faculty and the Chancellor and the campus' administrative officers. The Senate shall serve as a liaison between the Faculty and the Intercampus Faculty Council. The Senate shall serve as a liaison between the

Faculty and the Student Government Association and the Intercampus Student Council.

4. Meetings

a. The meeting schedule for each semester shall be set by the Chair of the Senate; however, additional meetings may be called by the Chair, at the request of the Chancellor, or at the request of 20 percent of the Senate or 10 percent of the Voting Faculty.

b. Any Faculty member may appear before the Senate to express his/her concerns by sending a written request to the Senate Chair-elect, who shall thereupon notify the Faculty member of the time and place of the next meeting and invite him/her to attend.

- 5. Officers of the Faculty Senate** -- Individuals eligible to run for Senate officer positions shall consist of all Voting Faculty who are ranked with a tenured/tenure-track appointment; ranked faculty with a non-tenure track appointment of the Associate rank or higher; and Librarians II, III, or IV. All candidates must have six years-experience as Voting Faculty at UMKC. Elected officers shall be the Chair-elect, Chair, and Past-Chair and the two IFC representatives who collectively shall comprise the Faculty Senate Executive Committee (FSEC). Each year, a Chair-elect will be elected for three-year terms in a manner consistent with the Bylaws. Each position will advance; the previous Chair-elect, becomes Chair, and the previous Chair becomes the Past-chair. The formal date of advancement shall be August 1. Upon election, the Chair-elect, Chair, and Past-Chair, and IFC-elect, if not already members of the Senate, shall be eligible to participate ex officio in the deliberations of the Senate. IFC and Senate Officer elections and terms comply with section 300.020.E.2. and 20.100 of the UM System CRRs.

a. The Chair is the presiding officer of the Senate. It shall be the responsibility of the Chair to set the meeting schedule of the Senate and of the general Faculty meetings. The Chair shall be responsible for setting the agenda for both the Senate meetings and the general Faculty meetings, and for their distribution to all members of the voting Faculty. The agenda shall be set after consultation with the Senate Executive Committee. The Chair shall serve on the IFC during his/her term in office.

b. The Past-Chair shall preside in the absence of the Chair, shall serve as the parliamentarian of the Senate, and shall be the chair of Faculty Elections and validate Faculty votes.

c. The Chair-elect shall serve as secretary, and record the minutes of the general Faculty meetings and the Senate meetings, and distribute them to all Faculty members, and make them available on-line through the Senate website. The Chair-elect shall

excuse absences of Senate members and shall maintain attendance records.

d. Should a Chair resign, that office will be assumed by the Chair-elect for the remainder of the term. Should the Chair-elect resign, a new special election will be held to fill the vacancy for the remainder of the term. Should the Past-Chair resign, the Senate will elect a Senator to fill the role and duties of the Past-Chair for the remainder of the term. In the case of a Chair resignation, the Chair-elect will serve out the remainder of the resigning Chair's term for that year, and then serve the next year as the Chair as if normal progression had occurred.

e. In the case of an IFC vacancy, the Senate shall determine at a regular meeting whether to fill the vacancy temporarily or for the duration of the unexpired term. For a temporary replacement, the Senate shall elect a current or prior Senate member to fill the vacancy. For replacements for the unexpired term, nominations will be requested among current or prior Senate members, and a ballot containing the names of nominees will be sent to all voting Faculty. The person getting the highest number of votes will assume the office for the duration of the unexpired term. Should that person be unable to serve, the person with the next highest number of votes in that election will assume the office. In urgent cases, so as to provide full representation at IFC, the Senate Executive Committee may appoint a current Senator to attend IFC meetings until the Senate can address the vacancy at its next regular or special meeting.

f. Faculty Senate Executive Committee members shall not serve more than two consecutive terms of office.

6. Committees

a. The FSEC shall consist of all campus-wide elected members of the Senate.

b. The Senate may establish standing committees as deemed necessary, in accordance with the Senate Standard Operating Procedures. They will report to the Senate, and through the Senate to the Faculty at regular general Faculty meetings.

c. The Senate may establish ad hoc committees as deemed necessary. They will report to the Senate, and through the Senate to the Faculty at a regular general Faculty meeting.

d. When committee nomination requests are received from the campus administration or from the Student Government Association, the Senate will designate nominees if it deems such action to be appropriate, following all applicable Collected Rules and Regulations. The Senate shall report at the next general Faculty meeting all requests and actions taken.

e. Each committee shall annually submit a written review of its actions which will be forwarded to the Faculty along with the minutes of the Senate's final meeting of the year.

7. Operations: Standard Operating Procedures (SOP)

a. The Faculty Senate shall have a written document of standard operating procedures (the "Standard Operating Procedures" or "SOP").

b. The procedures articulated in the SOP shall be consistent with these Bylaws.

c. The FSEC shall be responsible for proposing the initial SOP and any amendments to the SOP to the Faculty Senate.

d. The Faculty Senate shall adopt the SOP by majority vote.

e. The Faculty Senate shall adopt any amendments to the SOP by majority vote.

f. The FSEC shall ensure that the SOP be available on the Faculty Senate website.

G. Bylaws and Amending Procedures

1. These Bylaws are subordinate to all Bylaws, rules, regulations and policies established by the University or adopted by The Curators of the University of Missouri.

2. Ratification of amendments

a. Amendments must have two readings in the Senate and be passed by secret ballot after the second reading.

b. Amendments, passed by the Senate, must be circulated to the voting Faculty for an electronic election with two weeks allowed for voting.

c. Amendments are approved by a majority of the faculty who vote, as defined in B.1 of these bylaws.

3. These Bylaws and amendments thereto become effective upon ratification by the Board of Curators.

10. Amendments to Collected Rule and Regulation 320.090, Emeritus Designation

That Collected Rules and Regulations, Section 320.090, Emeritus Designation, be revised as follows:

Chapter 320: Employment and Termination

320.090 Emeritus Designation

Bd. Min. 12-6-68, p. 34,190; Amended Bd. Min. 3-17-87; Amended 12-16-94; Amended 11-29-07; Amended 6-17-11; Amended 4-12-13; Amended 10-2-15; Amended 2-6-20.

- A. **Rule**—The procedure for granting the title of “Professor Emeritus”, “Associate Professor Emeritus” or “Curators Distinguished Professor/Teaching Professor Emeritus” shall originate with the retiring^[1] faculty member's department. The appropriate title shall be granted to any member of the full-time tenured or non-tenure track faculty with a ranked professorial title in good standing at the time of their retirement, when each of the following conditions have been met:
1. The faculty member holds the rank of professor or associate professor and has been a member of the faculty for at least fifteen years; or has held the rank of professor in the faculty for at least five years;
 2. The faculty member has indicated the desire to receive emeritus status.
 3. The faculty member’s contributions to the department and the university are recognized as meritorious as determined by majority vote of the members of the eligible departmental voting faculty at the rank of professor or associate professor. Whether non-tenure track faculty are eligible to vote on a recommendation of emeritus status for tenured faculty members will be determined by the departmental faculty.
 4. The departmental faculty’s recommendation will be transmitted to the school or college dean, who will add the dean’s own recommendation and forward both to the provost. The provost will review the recommendations of the faculty and the dean, add the provost’s own recommendation, and transmit all recommendations to the chancellor. The chancellor will review the recommendations and make the final decision on award of an emeritus title.
- B. Administrators at the level of dean and above may be granted an emeritus title commensurate with their former positions (e.g., dean emeritus, provost emeritus). To be eligible, administrators must have held the rank of professor or associate professor at the university for at least five years, have indicated a desire to receive the emeritus title, and made contributions to the university recognized as meritorious as recommended by vote of the faculty senate/council. The recommendation will be transmitted to the chancellor who makes a final decision, or in the case of the chancellor’s candidacy, to the president.
- C. **Exceptions**
1. A retiring member of the faculty who is not covered by the above rule who has been recommended by majority vote of the eligible departmental voting faculty at the rank of professor or associate professor and by the dean of the faculty member's school or college, and, by the provost may be awarded an emeritus designation by the chancellor when the faculty member
 - a. has retired in good standing;

- b. has indicated the desire to receive emeritus status; and
- c. their contributions to the department and the university are recognized as exceptionally meritorious.

C. Members of the faculty who have received the title of emeritus shall continue as members (non-voting, except with regard to votes on promotion and tenure recommendations by qualified professors emeriti who are serving on a special promotion and tenure committee or committees related to procedures for review of faculty performance under circumstances described in section 320.035.A.1.c and section 320.035.A.1.d or section 310.015.B.1.d.(1).(a) and section 310.015.B.1.d.(1).(b) respectively of the Collected Rules and Regulations) of the campus faculty; and their names shall appear in the list of Officers of Instruction and Administration in the university catalog. Persons retiring from the university who do not receive the title of emeritus shall receive no title designation.

[1] For purposes of this rule, retirement shall be defined as resignation from full-time employment with the University at the age of 55 or older.

The motion carried unanimously (8-0) by voice vote with no abstentions.

Finance Chair Report

Curator Steelman provided an overview of committee business.

Update on Debt Issuance, UM – (information and slides on file)

Curator Steelman acknowledged the great expertise of the finance team at University of Missouri System and universities. As a result of this expertise, University of Missouri System is able to invest in priorities.

Academic, Student Affairs and Research and Economic Development Chair Report

Curator Chatman provided an overview of committee business.

New Degree Proposal, BS Fitness Programming and Management, University of Missouri - Columbia – presented by Senior Associate Vice President Graham (information on file)

It was recommended by Sr. Associate Vice President Steve Graham, endorsed by President Mun Choi, recommended by the Academic, Student Affairs and Research & Economic Development Committee, moved by Curator Chatman seconded by Curator Graham that the following action be approved:

that the University of Missouri, Columbia be authorized to submit the attached proposal for a BS Fitness Programming and Management to the Coordinating Board for Higher Education for approval.

The motion carried unanimously (8-0) by voice vote with no abstentions.

Audit Committee Chair Report

Curator Layman provided an overview of committee business.

Internal Audit and Consulting Quarterly Report, UM – (information and slides on file for this information only item)

Integrity and Accountability Hotline Annual Report 2019 - UM (information on file)

External Auditor's Report, UM (information and slides on file)

Engagement of Independent Auditors and Related Fees, UM (information on file)

It was recommended by Vice President Rapp, endorsed by President Choi, moved by Curator Layman, seconded by Curator Chatman, that the following action be approved:

that the Vice President for Finance be authorized to employ the firm of BKD LLP to provide audit services to the University of Missouri for fiscal year ending June 30, 2020 for fees of \$695,880.

The motion carried unanimously (8-0) by voice vote with no abstentions.

Health Affairs Committee

Curator Graham provided an overview of committee business.

Information

1. School of Medicine Report (slides on file)
2. MU Health Care Report (slides on file)
3. NextGen Update (slides on file)
4. MU Health Care Technology Update (slides on file)
5. Quarterly Financial Report, MU Health (information and slides on file)
6. Quarterly Compliance Report, MU Health (information and slides on file)

Minutes from the November 13, 2019 Health Affairs Committee Meeting were approved by the Committee at their January 30, 2020 meeting.

**11:45 A.M. Luncheon by Invitation for the Board of Curators, President,
University of Missouri System Leaders, University of Missouri –
Columbia Faculty and Student Leaders**

Location: North 214 B and C, Memorial Student Union

Luncheon attendees visited with University of Missouri – Columbia students regarding their study and experience at the university.

RECONVENED PUBLIC SESSION

A meeting of the University of Missouri Board of Curators reconvened in public session at 1:00 P.M., on Thursday, February 6, 2020, in North 201 A and B of the Memorial Student Union on the University of Missouri-Columbia campus, Columbia, Missouri, pursuant to public notice given of said meeting. Curator Julia G. Brncic, Chair of the Board of Curators, presided over the meeting.

Present

The Honorable Julia G. Brncic
The Honorable Darryl M. Chatman
The Honorable Maurice B. Graham
The Honorable Jeffrey L. Layman
The Honorable Phillip H. Snowden
The Honorable David L. Steelman
The Honorable Jon T. Sundvold
The Honorable Michael A. Williams

Also Present

Dr. Mun Y. Choi, President
Mr. Stephen J. Owens, General Counsel
Ms. Cindy Harmon, Secretary of the Board of Curators
Mr. Avery Welker, Student Representative to the Board of Curators
Dr. C. Mauli Agrawal, Chancellor, University of Missouri – Kansas City
Dr. Alexander Cartwright, Chancellor for University of Missouri-Columbia
Dr. Beth Chancellor, Interim Vice President for Information Technology and MU Chief Information Officer
Mr. Jonathan Curtright, Chief Executive Officer, MU Health Care
Dr. Mohammad Dehghani, Chancellor, Missouri University of Science and Technology
Ms. Kamrhan Farwell, Chief Marketing and Communications Officer
Ms. Marsha Fischer, Associate Vice President for Human Resources and Chief Human Resources Officer
Dr. Steven W. Graham, Senior Associate Vice President for Academic Affairs

Ms. Christine Holt, Chief of Staff, UM System
Ms. Michelle M. Piranio, Chief Audit and Compliance Officer
Mr. Ryan D. Rapp, Vice President for Finance and Chief Financial Officer
Dr. Kristin Sobolik, Interim Chancellor for University of Missouri-St. Louis
Dr. Marshall Stewart, Vice Chancellor, Extension and Engagement
Mr. Christian Basi, Director of Media Relations
Media representatives

General Business

University of Missouri – Columbia Campus Highlights – Chancellor Cartwright (slides on file)

Strategic Theme Reports – Next Gen and eLearning

- NextGen – presented by President Choi, Chancellors Agrawal, Cartwright, Dehghani, and Interim Chancellor Sobolik
 - A report was presented that included:
 - Precision health opportunities
 - Research projects underway
 - Economic impact
 - State & federal support
 - Faculty hiring and fundraising
- Each Chancellor presented on the precision health centers at their universities.
- eLearning Report – presented by Matt Gunkel (slides on file)
 - A report was presented that included:
 - Vision for eLearning
 - Objectives for eLearning
 - Marketing

Good and Welfare of the Board

Draft April 9, 2020 Board of Curators meeting agenda – no discussion (on file)

Resolution for Jamie L. Farmer

It was endorsed by President Choi, moved by Curator Brncic and seconded by Curator Graham, that the following resolution recognizing the dedicated service of Jamie L. Farmer to the University be approved:

RESOLUTION

WHEREAS, Jamie L. Farmer served the people of Missouri with distinction as a member of the University of Missouri Board of Curators from April 6, 2017 until August 26, 2019; and

WHEREAS, during her term, Curator Farmer was a member of several committees, including Academic, Student and External Affairs; Compensation and Human Resources; Finance; Governance, Resources and Planning; and was appointed Chair of the Audit Committee in 2017; and

WHEREAS Curator Farmer served as Chair of the External Affairs, Marketing and Advancement Committee in 2018 and 2019 with a focus on activities and efforts that influence public perception and private support of the entire University System, its mission and collective vision; and

WHEREAS, thanks to her professional expertise, Jamie provided valuable insights into the governance and business aspects of the University that included capital projects planning and more thoughtful prioritization of funding for improved results; and

WHEREAS, UM President Mun Choi has said, “Curator Farmer’s focus on performance and measurable outcomes was an important driving force for the new strategic plans for the four universities. We’ll continue to steward the university with the continued focus on achieving excellence, transparency, and accountability.”; and

WHEREAS, not only is Jamie a graduate of the University of Missouri–Columbia Trulaske College of Business, she is a successful entrepreneur and avid runner; and

WHEREAS, the University of Missouri System, and its programs and constituents, will continue to benefit from her leadership, expertise, and support:

NOW, THEREFORE, BE IT RESOLVED, that the Board of Curators, on behalf of the students, faculty, staff and alumni of the University of Missouri System, and on behalf of the citizens of the State of Missouri, does hereby adopt this resolution in sincere appreciation of the dedicated and devoted leadership of Jamie L. Farmer;

AND ALSO, that her future relations with the University of Missouri System be formally recognized by bestowing the title of “Curator Emeritus” upon Jamie L. Farmer; and

BE IT FURTHER RESOLVED, that the Secretary of the Board of Curators cause this resolution to be spread upon the minutes of this meeting and that a duly inscribed copy thereof be furnished to Jamie L. Farmer.

Roll call vote:

Curator Brncic voted yes.
Curator Chatman voted yes.
Curator Graham voted yes.
Curator Layman voted yes.
Curator Snowden voted yes.
Curator Steelman voted yes.
Curator Sundvold voted yes.
Curator Williams voted yes.

The motion carried.

Resolution for Executive Session of the Board of Curators Meeting, February 6, 2020

It was moved by Curator Brncic and seconded by Curator Chatman that there shall be an executive session with a closed record and closed vote of the Board of Curators meeting February 6, 2020 for consideration of:

- **Section 610.021(1), RSMo**, relating to matters identified in that provision, which include legal actions, causes of action or litigation, and confidential or privileged communications with counsel; and
- **Section 610.021(2), RSMo**, relating to matters identified in that provision, which include leasing, purchase, or sale of real estate; and
- **Section 610.021(3), RSMo**, relating to matters identified in that provision, which include hiring, firing, disciplining, or promoting of particular employees; and
- **Section 610.021(12), RSMo**, relating to matters identified in that provision, which include sealed bids and related documents and sealed proposals and related documents or documents related to a negotiated contract; and
- **Section 610.021 (13), RSMo**, relating to matters identified in that provision, which include individually identifiable personnel records, performance ratings, or records pertaining to employees or applicants for employment; and
- **Section 610.021 (14), RSMo**, relating to matters identified in that provision, which include records which are protected from disclosure by law.

Roll call vote of the Board:

Curator Brncic voted yes.
Curator Chatman voted yes.
Curator Graham voted yes.
Curator Layman voted yes.
Curator Snowden voted yes.
Curator Steelman voted yes.
Curator Sundvold voted yes.
Curator Williams voted yes.

The motion carried.

The public session of the Board of Curators meeting recessed at 3:00 PM on February 6, 2020.

Board of Curators Meeting – Executive Session

A meeting of the University of Missouri Board of Curators was convened in executive session at 3:30 P.M., on Thursday, February 6, 2020, in North 204 of the Memorial Student Union on the University of Missouri-Columbia campus, Columbia, Missouri, pursuant to public notice given of said meeting. Curator Julia G. Brncic, Chair of the Board of Curators, presided over the meeting.

Present

The Honorable Julia G. Brncic
The Honorable Darryl M. Chatman
The Honorable Maurice B. Graham
The Honorable Jeffrey L. Layman
The Honorable Phillip H. Snowden
The Honorable David L. Steelman
The Honorable Jon T. Sundvold
The Honorable Michael A. Williams

Also Present

Dr. Mun Y. Choi, President
Mr. Stephen J. Owens, General Counsel
Ms. Cindy Harmon, Secretary of the Board of Curators
Mr. Avery Welker, Student Representative to the Board of Curators
Ms. Kamrhan Farwell, Chief Marketing and Communications Officer
Ms. Marsha Fischer, Associate Vice President for Human Resources and Chief Human Resources Officer

Ms. Christine Holt, Chief of Staff, UM System
Mr. Ryan D. Rapp, Vice President for Finance and Chief Financial Officer

General Business

Review Closed Consent Agenda – No discussion.

Consent Agenda

Action

1. Curators' Distinguished Teaching Professor Emeritus Meera Chandrasekhar, MU
2. Curators' Distinguished Teaching Professor Emeritus Larry Gragg, S&T
3. Curators' Distinguished Professor Sarah Dallas, UMKC
4. Curators' Distinguished Teaching Professor Anand Prahlad, MU
5. Property Lease, 4215 Phillips Farm Road, Columbia, Missouri, MU

1. Curators' Distinguished Teaching Professor Emeritus Meera Chandrasekhar, MU

that Professor Meera Chandrasekhar be named to the position University of Missouri Curators' Distinguished Teaching Professor Emeritus, effective 09/01/2019.

2. Curators' Distinguished Teaching Professor Emeritus Larry Gragg, S&T

that that Professor Larry Gragg be named to the position University of Missouri Curators' Distinguished Teaching Professor Emeritus, effective 09/01/2017.

3. Curators' Distinguished Professor Sarah Dallas, UMKC

that upon the recommendation of Chancellor Agrawal, the Provost, and the Senior Associate Vice President for Academic Affairs, it is recommended that Professor Dallas be named to the position University of Missouri Curators' Distinguished Professor, effective 02/06/2020. Professor Dallas will receive a \$10,000 annual stipend as long as she holds this position. \$5,000 will go to increased compensation (salary and benefits less applicable taxes) with the remaining \$5,000 available for professional expenses associated with her teaching, research, or creative activities. In accordance with Collected Rules and Regulations, 320.070, this appointment is for a period of five years which may be renewed at the discretion of the Chancellor.

4. Curators' Distinguished Teaching Professor Anand Prahlad, MU

that Professor Anand Prahlad be named to the position University of Missouri Curators' Distinguished Teaching Professor Emeritus, effective 09/01/2019.

5. Property Lease, 4215 Phillips Farm Road, Columbia, Missouri, MU

that the Vice President for Finance be authorized to enter into a five-year lease for approximately 6,500 square feet of space in 4215 Philips Farm Road, Suite 117, Columbia, Missouri, with Bruce Odle dba Discovery Office Park North, L.L.C., a Missouri limited liability company, for a rental rate not to exceed \$19.00/SF/YR/NNN (subject to annual CPI adjustment) for delivery in “turnkey” condition for MU.

Funding is from: Missouri Telehealth Network state appropriation and Missouri Telehealth Network contracts with Managed Care. None of the funds are University of Missouri operating funds.

Roll call vote of the Board:

Curator Brncic voted yes.
Curator Chatman voted yes.
Curator Graham voted yes.
Curator Layman voted yes.
Curator Snowden voted yes.
Curator Steelman voted yes.
Curator Sundvold voted yes.
Curator Williams voted yes.

The motion carried.

President Choi, General Counsel Owens, Kamhran Farwell, Marsha Fischer, Christine Holt, & Ryan Rapp excused themselves from the meeting.

Audit Committee – Executive Session

Annual Meeting Without Management and Performance Review of Independent Auditors – Rachel Dwiggin, BKD

No action taken by the Board.

Members of BKD excused themselves from the meeting.

General Business

President Choi, General Counsel Owens, Marsha Fischer, Ryan Rapp, Christine Holt, and Kamhran Farwell rejoined the meeting.

President's Report on contracts and personnel – presented by President Choi

No action taken by the Board.

Litigation and General Counsel's Report – presented by General Counsel Owens

No action taken by the Board.

It was moved by Curator Graham and seconded by Curator Brncic that the Board of Curators meeting and committee meetings, February 6, 2020, be adjourned.

Roll call vote:

Curator Brncic voted yes.

Curator Chatman voted yes.

Curator Graham voted yes.

Curator Layman voted yes.

Curator Snowden voted yes.

Curator Steelman voted yes.

Curator Sundvold voted yes.

Curator Williams voted yes.

The motion carried.

There being no other business to come before the Board of Curators, the meeting was adjourned at 6:00 P.M. on Thursday, February 6, 2020.

Respectfully submitted,



Cindy S. Harmon
Secretary of the Board of Curators
University of Missouri System

Approved by the Board of Curators on April 9, 2020.