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

BOARD OF CURATORS

Minutes of the Board of Curators Meeting
Thursday, September 7, 2023

A Health Affairs Committee meeting was held August 29, 2023 in conjunction with the September 7, 2023 Board meeting.

BOARD OF CURATORS MEETING – PUBLIC SESSION

A meeting of the Board of Curators was convened in public session at 8:30 A.M. on Thursday, September 7, 2023, in Multipurpose Room 401 of the Student Union on the University of Missouri – Kansas City campus, Kansas City, Missouri, pursuant to public notice given of said meeting. Curator Michael A. Williams, Chair of the Board of Curators, presided over the meeting.

Present
The Honorable Robert D. Blitz
The Honorable Julia G. Brncic
The Honorable Robert W. Fry
The Honorable Todd P. Graves
The Honorable Keith A. Holloway
The Honorable Jeffrey L. Layman
The Honorable Jeanne C. Sinquefield
The Honorable Robin R. Wenneker
The Honorable Michael A. Williams

Also Present
Dr. Mun Y. Choi, President, University of Missouri
Mr. Mark A. Menghini, General Counsel
Ms. Cindy S. Harmon, Secretary of the Board of Curators
Dr. C. Mauli Agrawal, Chancellor, University of Missouri–Kansas City
Dr. Richard Barohn, Executive Vice Chancellor for Health Affairs
Dr. Mohammad Dehghani, Chancellor, Missouri University of Science and Technology
Ms. Marsha Fischer, Vice President for Human Resources and Chief Human Resources Officer

Mr. Chad Higgins, Interim Vice Chancellor for Extension and Engagement
Dr. John Middleton, Associate Vice President for Academic Affairs and Chief of Staff
Ms. Michelle M. Piranio, Chief Audit and Compliance Officer
Mr. Ryan D. Rapp, Executive Vice President for Finance and Operations, Chief Financial Officer and Treasurer
Dr. Kristin Sobolik, Chancellor for University of Missouri-St. Louis
Mr. Christian Basi, Director of Media Relations
Media representatives

General Business

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

Chair Williams recognized two Curators' Distinguished Professors from University of Missouri – Kansas City - - Professor Tina Niemi, Professor of Geology and Professor Massimiliano Vitiello, Norman Royall Professor of History.

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

President Choi presented a report that included updates for ecah university regarding:

- University of Missouri System leadership updates
- Enrollment and Student Success
- Faculty Success
- Research and Development
- Major Grants from each University

Review of Consent Agenda – No discussion.

Consent Agenda

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

CONSENT AGENDA

Action

A. Minutes, June 29, 2023 Board of Curators Meeting
B. Minutes, June 29, 2023 Board of Curators Committee Meetings

C. Minutes, July 10, 2023 Board of Curators Special Meeting
D. Minutes, August 1, 2023 Board of Curators Special Meeting
E. Minutes, August 13, 2023 Board of Curators Special Meeting
F. Degrees, Fall Semester 2023 for all universities
G. Investment Consultant Annual Approval, UM
H. Project Approval, Steam Heating Plant Renewal, UMKC
I. Project Approval, Student Success Atterbury and Miller Nichols Library Renovations, UMKC
J. Project Approval, Engineering Research Lab Addition and Renovation, Missouri S&T
K. Project Approval, Norwood, Parker, and Harris HVAC Systems Replacement, Missouri S&T
L. Project Approval, Schrenk Hall East Renovation, Missouri S&T
M. Project Reapproval, College of Education to Quad Area, UMSL
N. Project Reapproval, Music and Fine Arts Relocation to Arts & Administration Building, North Campus, UMSL
O. Project Reapproval, Thomas Jefferson Library Renovation, UMSL
P. Project Reapproval, Richter Family – Welcome & Alumni Center, UMSL

A. Minutes, June 29, 2023 Board of Curators Meeting – as provided to the Curators for review and approval.

B. Minutes, June 29, 2023 Board of Curators Committee Meetings – as provided to the Curators for review and approval.

C. Minutes, July 10, 2023 Board of Curators Special Meeting – as provided to the Curators for review and approval.

D. Minutes, August 1, 2023 Board of Curators Special Meeting – as provided to the Curators for review and approval.

E. Minutes, August 13, 2023 Board of Curators Special Meeting – as provided to the Curators for review and approval.

F. Degrees, Fall Semester 2023 for all universities -

that the action of the President of the University of Missouri in awarding degrees and certificates to candidates recommended by the various faculties and committees of the four University of Missouri System campuses who fulfill the requirements for such degrees and certificates at the end of the Fall Semester 2023, shall be approved,

and that the lists of said students who have been awarded degrees and certificates be included in the records of the meeting.

G. Investment Consultant Annual Approval, UM –

That the investment consulting firm, Verus, be retained for one year.

H. Project Approval, Steam Heating Plant Renewal, UMKC –

That the project approval for the Steam Heating Plant Renewal for UMKC be approved.

Funding of the project budget is from:

Internal Loan	$14,000,000
Total Funding	$14,000,000

I. Project Approval, Student Success, Atterbury and Miller Nichols Library Renovations, UMKC

That the project approval for the Student Success, Atterbury and Miller Nichols Library Renovations Phase One and AE Hire for Phase II, UMKC be approved.

Funding of the project budget is from:

MoExcels	$3,992,000
Gifts	$7,508,000
Total Funding	$11,500,000

J. Project Approval, Engineering Research Lab Renovation and Addition, Missouri S&T

That the project approval for the Engineering Research Lab Renovation and Addition, Missouri S&T be approved.

Funding of the project budget is from:

State Appropriation	$23,032,500
Gifts	$11,182,500
Campus Funds	$14,785,000
Total Funding	$49,000,000

K. Project Approval, Norwood, Parker, Harris HVAC Systems Replacement, Missouri S&T

That the project approval for the Norwood, Parker, Harris HVAC Systems Replacement, Missouri S&T be approved.

Funding of the project budget is from:

State Appropriation	$9,467,500
Gifts	$9,467,500
Total funding	$18,935,000

L. Project Approval, Schrenk Hall East Renovation, Missouri S&T

That the project approval for the Schrenk Hall East Renovation, Missouri S&T be approved.

Funding of the project budget is from:

State Appropriation	$16,000,000
Gifts	$14,350,000
Campus Funds	$ 1,650,000
Total Funding	$32,000,000

M. Project Reapproval, College of Education to Quad Area, UMSL

That the project reapproval for the College of Education to Quad Area, UMSL be approved.

Funding of the project budget is from:

State Appropriations	$29,780,000
Gifts	$1,000,000
Total Funding	$30,780,000

N. Project Reapproval, Music and Fine Arts Relocation to Arts and Administration Building, North Campus, UMSL

That the project reapproval for the Music and Fine Arts Relocation to Arts and Administration Building, North Campus, UMSL be approved.

Funding of the project budget is from:

State Appropriation	$11,100,000
Gifts	$1,000,000
Total Funding	$12,100,000

O. Project Reapproval, Thomas Jefferson Library Renovation, UMSL

That the project reapproval for the Thomas Jefferson Library Renovation, UMSL be approved.

Funding of the project budget is from:

State Appropriation	$5,030,000
Gifts and Grants	$6,300,000
Campus Funding	$3,000,000
Total Funding	$14,330,000

P. Project Reapproval, Richter Family – Welcome and Alumni Center, UMSL

That the project approval for the Richter Family – Welcome and Alumni Center, UMSL be approved.

Funding of the project budget is from:

State Appropriation	$5,500,000
Gifts	$8,700,000
Campus Funding	$4,000,000
Total Funding	$18,200,000

The motion carried unanimously (9-0) by voice vote with no abstentions.

Board of Curators standing committee meetings were convened at 8:58 A.M. and concluded at 10:49 A.M. on Thursday, September 7, 2023. Committee actions were presented to the full Board for action following each Committee vote.

Finance Committee

Curator Graves provided time for discussion of committee business.

Fiscal Year 2023 Investment Performance Review, UM – presented by Chief Investment Officer, Tom Richards (slides and information on file for this information only item)

Strategic Dividend Distribution – Fiscal Year 2024, UM – presented by Executive Vice President Rapp (slides and information on file)

It was recommended by President Choi, Chancellor Agrawal, Chancellor Dehghani, and Chancellor Sobolik, recommended by the Finance Committee, moved by Curator Graves, and seconded by Curator Brncic, that the following recommendation be approved:

> The strategic use of investment earnings from UM System as presented on the accompanying schedules (and as on file with the minutes of this meeting).

The motion carried unanimously (9-0) by voice vote with no abstentions.

Fiscal Year 2024 Mid-Year Modifications to Five-Year Capital Plans for MU, MU Health Care, Missouri S&T, UMKC and UMSL – presented by Executive Vice President Rapp (slides and information on file)

It was recommended by President Choi, Chancellor Agrawal, Chancellor Dehghani, and Chancellor Sobolik, recommended by the Finance Committee, moved by Curator Graves and seconded by Curator Brncic, that the:

MU: Capital Plan included in Finance Plan:
• Modified Center for Energy Science, Engineering and Policy
• Modified NextGen MURR Phase One
• Modified Electrical Interconnection and Substation
• Modified Ellis Library – MU Student Experience Center
• Added Veterinary Medical Expansion
• Added Meat Processing Facility
• Added Research Commons Thermal Plant – Chilled Water Production Addition

Strategic Projects Development Plan:
• Added NextGen 4 th Floor Innovation Tower Fit-Out
• Added MURR Production Facility
• Added Memorial Union – Masonry and Exterior Envelope Repairs Phase II

MUHC: Capital Plan included in Finance Plan:
• No Changes

Strategic Projects Development Plan:
• No Changes

UMKC: Capital Plan included in Finance Plan:
• Modified Steam Heating Plant Renewal

Strategic Projects Development Plan:
• No Changes

S&T: Capital Plan included in Finance Plan:
• Modified Engineering Research Lab Addition and Renovation
• Modified Schrenk Hall East Renovation
• Modified • Norwood, Parker, and Harris HVAC Systems Replacement

Strategic Projects Development Plan:
• Added Partnership Research Facility

UMSL: Capital Plan included in Finance Plan:
• No Changes

Strategic Projects Development Plan:
• No Changes

be approved for further planning and development as described in the following materials (and as on file with the minutes of this meeting).

The motion carried unanimously (9-0) by voice vote with no abstentions.

Audit, Compliance and Ethics Committee

Curator Williams provided time for discussion of committee business.

Internal Audit Compliance and Ethics Quarterly Report, UM – presented by Chief Audit and Compliance Officer Piranio (slides and information on file for this information only item)

Governance, Compensation and Human Resources Committee

Curator Holloway provided time for discussion of committee business.

Amendments, Collected Rules and Regulations 200.010, Standard of Conduct, Collected Rule and Regulation 600.020, Sexual Harassment under Title IX – for matters involving conduct alleged to have occurred on or after August 14, 2020, and Collected Rule and Regulation 600.020, Sex Discrimination, Sexual Harassment and Sexual Misconduct in Education/Employment Policy – for matters involving conduct alleged to have occurred prior to August 14, 2020 , UM – presented by Mark Menghini (information on file)

It was recommended by Vice President and Chief Human Resources Officer Marsha Fischer, endorsed by President Choi, recommended by the Governance, Compensation and Human Resources Committee, moved by Curator Holloway, and seconded by Curator Fry, that the following action be approved:

Collected Rules and Regulation CRR 200.010, Standard of Conduct; CRR 600.020,

Sexual Harassment under Title IX - for matters involving conduct alleged to have occurred on or after August 14, 2020; CRR 600.020, Sex Discrimination, Sexual Harassment and Sexual Misconduct in Education/Employment Policy – for matters involving conduct alleged to have occurred prior to August 14, 2020, be amended as presented to the Board of Curators on September 7, 2023 (and as on file with the minutes of this meeting).

The motion carried unanimously (9-0) by voice vote with no abstentions.

200.010 Standard of Conduct

Amended Bd. Min. 3-20-81; Bd. Min. 8-3-90, Bd. Min 5-19-94; Bd. Min. 5-24-01, Bd. Min. 7-27-12; Bd. Min. 12-7-12; Bd. Min. 6-19-14; Revised 9-22-14 by Executive Order 41; Revised 11-3-15 by Executive Order 41; Amended 2-9-17; Bd. Min. 9-24-20; Bd. Min. 11-19-20; Amended 6-29-23; Amended 9-7-23.

The Standard of Conduct exists to support the mission of the University of Missouri as an educational institution. The following expectations have been established in order to protect a specialized educational environment conducive to learning which fosters integrity, academic success, personal and professional growth, and responsible citizenship.

A student at the University assumes an obligation to behave in a manner compatible with the University's function as an educational institution and voluntarily enters into a community of high achieving scholars. A student organization recognized by the University of Missouri also assumes an obligation to behave in a manner compatible with the University's function as an educational institution. Consequently, students and student organizations must adhere to community standards in accordance with the University's mission and expectations. Students and student organizations are expected to demonstrate responsibility for their actions; respect the rights and property of others; and observe federal, state, and local laws, as well as University rules and policies.

The Standard of Conduct is implemented through Section 200.020 Rules of Procedures in Student or Student Organization Conduct Matters. It is to be implemented and interpreted in a manner that supports the University's mission as an educational institution and protects the University's educational environment.

A. **Jurisdiction of the University of Missouri** generally shall be limited to conduct which occurs on the University of Missouri premises or at University-sponsored or University- supervised functions. However, the University may take appropriate action, including, but not limited to the imposition of sanctions under Section 200.020 and Chapter 600 of the Collected Rules and Regulations against students and student organizations for conduct occurring in other settings, including off campus, for the following purposes: (1) in order to protect the health, safety, welfare, and well-being of students, employees, and other members of the University community, or (2) if there are effects of the conduct that materially

interfere with or limit any person's or entity's ability to participate in or benefit from the University's educational programs, activities, or employment. Jurisdiction of conduct occurring in other settings, including off campus, may be exercised at the discretion of the University for these stated purposes, but shall not be exercised in any way that would interfere with a student's protected constitutional rights.

B. A **student organization** is a recognized student organization which has received official approval in accordance with Section 250.010 of the Collected Rules and Regulations. Action against student organizations under the Standard of Conduct and Rules of Procedure may be separate from action taken against individual members. A student organization will be considered responsible for conduct outlined in Section 200.010.C only when there are circumstances indicating that the organization should bear collective responsibility for the conduct, and not solely because its individual members engaged in prohibited conduct. To determine whether a student organization is responsible for conduct outlined in Section 200.010.C and the extent to which it should be sanctioned, all relevant circumstances will be considered, including but not limited to the following:

1. Factors weighing in favor of organizational responsibility:

   a. The student organization, through its officers or practices or customs, by any means approved, condoned, allowed, encouraged, assisted or promoted such prohibited conduct;
   b. The prohibited conduct was committed, permitted, encouraged, aided, or assisted by one or more student organization executive officers or by one or more members while acting with authority on behalf of the student organization;
   c. Student organization resources, such as funds, group communications, information technology resources, or organization property or venues, were used for the prohibited conduct;
   d. The student organization, through its officers or advisers, materially interferes or interfered with any investigation or conduct proceedings related to the prohibited conduct;
   e. A policy, protocol, or official practice of the student organization caused or materially contributed to the prohibited conduct; and/or
   f. In the absence of any evidence of the factors listed in subdivisions a. – e. above, the prohibited conduct was committed, participated in, encouraged, aided, or assisted by twenty-five percent or more of the student organization's members;

2. Factors weighing against organizational responsibility:

a. The student organization had policies, protocols, or official practices in place to prevent or deter the prohibited conduct;
b. The student organization had provided guidance, education, or training to the individual members involved to prevent or deter the prohibited conduct;
c. The student organization took prompt and effective action to prevent or stop the prohibited conduct or mitigate its effects once the organization or its officers became aware or reasonably should have become aware of the prohibited conduct;

d. The student organization or its officers promptly reported the prohibited conduct to an appropriate University official and any other appropriate authorities; and/or

e. The student organization addressed any prohibited conduct of its members through an organizational sanction or punishment.

C. Prohibited Conduct for which students and student organizations, when applicable, are subject to sanctions falls into the following categories:

1. **Academic dishonesty,** including but not limited to cheating, plagiarism, unauthorized use of artificially generated content, or sabotage. The Board of Curators recognizes that academic honesty is essential for the intellectual life of the University. Faculty members have a special obligation to expect high standards of academic honesty in all student work. Students have a special obligation to adhere to such standards. In all cases of academic dishonesty, the instructor shall make an academic judgment about the student's grade on that work and in that course, which shall not be considered a sanction for prohibited conduct under this rule. The instructor shall, consistent with other policies, report the alleged academic dishonesty to the Primary Administrative Officer.

a. The term **cheating** includes but is not limited to: (i) use of any unauthorized assistance in taking quizzes, tests, examinations or other assessments; (ii) dependence upon the aid of sources beyond those authorized by the instructor in writing papers, preparing reports, solving problems, or carrying out other assignments; (iii) acquisition or possession without permission of tests or other academic material belonging to a member of the University faculty or staff; or (iv) knowingly providing

any unauthorized assistance to another student on quizzes, tests, examinations, or other assessments.

b. The term **plagiarism** includes, but is not limited to: (i) use by paraphrase or direct quotation of the published work of another source without properly crediting the author with footnotes, citations or bibliographical reference; (ii) unacknowledged use of materials prepared by another person or agency engaged in the selling of term papers or other academic materials; or (iii) unacknowledged use of original work/material that has been produced through collaboration with others without release in writing from collaborators.

c. The term **unauthorized use of artificially generated content**, includes, but is not limited to (i) use of artificial intelligence tools or other tools that generate artificial content in taking quizzes, tests, examinations, or other assessments without permission from the instructor; (ii) submitting work for evaluation as one's own that was produced in material or substantial part through use of artificial intelligence tools or other tools that generate artificial content without permission from the instructor; (iii) using artificial intelligence tools or other tools that generate artificial content in a manner contrary to instructions from the instructor; or (iv) using artificial intelligence tools or other tools that generate artificial content in a manner that violates any other provision of these rules concerning academic dishonesty. Use of commonly available tools such as spelling or grammar checking software or features of software that propose anticipated words or phrases while text is being written will not be considered unauthorized use of artificially generated content unless such use is contrary to instructions from the instructor.

d. The term **sabotage** includes, but is not limited to, the unauthorized interference with, modification of, or destruction of the work or intellectual property of another member of the University community.

2. **Forgery, alteration, or misuse of University documents, records or identification, or furnishing information to the University that the student or student organization knows or reasonably should know is false.**

3. **Physical abuse or other physical conduct which threatens or endangers the health or safety of any person.**

4. **Stalking** another by engaging in a course of conduct directed at a specific person knowing or consciously disregarding a substantial and unjustifiable risk that the course of conduct would cause a reasonable person to —(A) fear for their safety or the safety of others; or (B) suffer substantial emotional distress.

5. **Violation of the University's Equal Employment/Education Opportunity and Nondiscrimination Policy** located at Section 600.010 of the Collected Rules and Regulations.

6. **Violation of the University's Sexual Harassment under Title IX Policy located at Section 600.020 of the Collected Rules and Regulations.**

7. **Threats,** defined as communication of a serious expression of intent to commit an act of unlawful violence against an individual or identifiable group, such that the individual or group would reasonably fear violence, regardless of whether the communicating individual actually intends to carry out the threat, and in which the person engaging in the communication knew or consciously disregarded a substantial and unjustifiable risk that it would have such an effect on the individual or identifiable group.

8. **Participating in attempted or actual taking of, damage to, or possession without permission of property of the University or of a member of the University community or a campus visitor.**

9. **Unauthorized possession, duplication or use of keys or other means of access to any University facilities or unauthorized entry to or use of University facilities, property or resources.**

10. **Misuse of University or personal property in a manner that creates a safety hazard or unauthorized use of safety equipment.**

11. **Deliberately setting off a fire or other emergency alarm without justified reason or knowingly giving a false report of a crime or emergency.**
12. **Violation of the available written policies, rules or regulations of the University or any of its units applicable to the student under the circumstances or of material conduct standards identified in contracts or agreements the student has entered into with the University,** including, but not limited to, those governing residence in the University-provided housing, or the use of

University facilities, or student organizations, or the time, place or manner of public expression.

13. **Violation of applicable federal, state, foreign or local law or ordinance**, that directly impacts the University's activities, programs, property, students, employees, or volunteers or indicates that the individual poses a risk to the safety, welfare, or well-being of the University's students, employees, or volunteers.

14. **Manufacture, use, possession, sale or distribution of alcoholic beverages or any controlled substance under state or federal law without proper prescription or required license or as expressly permitted by law or University regulations**, including operating a vehicle on University property, or on streets or roadways adjacent to and abutting a campus, under the influence of alcohol or a controlled substance as prohibited by law of the state of Missouri. To the extent there is any inconsistency between state and federal law as to circumstances in which manufacture, use, possession, sale or distribution of a substance is expressly permitted, federal law will govern to the extent appropriate to facilitate the University's compliance with the Drug Free Schools and Communities Act and any other applicable federal law.

15. **Substantially disrupting, or inciting others to substantially disrupt**:

    a. University operations, functions or activities including, but not limited to classes or other teaching, research, study, lectures, performances, meetings, interviews, living or learning communities, administrative business, or ceremonies or other public events, regardless of whether such operations, functions or activities are conducted in-person or through information technology resources; or
    b. Authorized or permissible non-University activities that occur at a location owned or controlled by the University or through information technology resources provided by the University.

16. **Failure to comply with lawful directions of University officials acting in the performance of their duties or failure to identify one's self to University officials acting in the performance of their duties when reasonably requested to do so and upon reasonable**

explanation of the reason for the request for identification.

17. **Failure to comply with and complete all sanctions and remedial actions applied under Section 200.020 or Chapter 600 within the time frame specified.**

18. **The possession or use of firearms, explosives, other weapons, or hazardous chemicals that violates federal or state law or applicable foreign law or University rules.**

19. **Hazing**, defined as an act that endangers the mental or physical health or safety of a student, or an act that is likely to cause physical or psychological harm to any person within the University community, or that destroys or removes, damages, defaces, or tampers with public or private property, for the purpose of initiation, admission into, affiliation with, or as a condition for continued membership in a group or organization. Participation or cooperation by the person(s) being hazed does not excuse the violation. Failure by a group's or organization's executive officers to intervene to prevent, discourage, and/or report hazing of which they are aware or reasonably should be aware also will be deemed a violation of this policy.

20. **Misuse of information technology resources in accordance with University policy**, including but not limited to:

    a. Actual or attempted theft or other abuse;
    b. Unauthorized entry into a file to use, read, or change the contents, or for any other purpose;
    c. Unauthorized transfer of a file;
    d. Unauthorized use of another individual's identification and password;
    e. Use of information technology facilities to interfere with the work of another student, faculty member, or University official;
    f. Use of information technology facilities to interfere with normal operation of any University information technology system;
    g. Knowingly causing a virus, malware, or other means designed to disrupt, damage or gain unauthorized access to become installed in any information technology system or file; or
    h. Violation of Section 110.005 of the Collected Rules or Regulations or other University policy governing use of computing resources.

21. **Retaliation, False Reporting, Witness Intimidation or Harassment, and Interference.**

    a. Retaliation is any adverse action taken against a person because of that person's participation or refusal to participate in the process set forth in CRR 200.020, provided that the exercise of rights protected under the First Amendment does not constitute retaliation prohibited under this section. Any person who engages in such retaliation shall be subject to disciplinary action, up to and including expulsion or termination, in accordance with applicable procedures. Any person who believes they have been subjected to retaliation is encouraged to notify the Primary Administrative Officer. The University will promptly respond to all claims of retaliation in accordance with this policy.
    b. False reporting is making an intentional false report or accusation in relation to this policy as opposed to a report or accusation, which, even if erroneous, is made in good faith. False reporting is prohibited.
    c. No individual, directly or through others, may take any action which attempts to or actually intimidates any potential Party or witness in the student conduct process, or which may interfere with the student conduct process.
    d. All University employees and students must be truthful and candid when making any statement or providing any information or evidence to the University throughout the student conduct process, and all documentary evidence must be genuine and accurate. The fact that a determination has been made that a student has or has not engaged in prohibited conduct is not sufficient grounds, by itself, to declare that a false statement or fraudulent evidence has been provided by a Party or witness.
    e. Charging an individual with a policy violation for making a materially false statement in bad faith in the course of any proceedings under this policy does not constitute retaliation provided, however that a determination regarding responsibility, alone, is not sufficient to conclude that any Party made a materially false statement in bad faith.

22. **Attempting to commit or intentionally and materially aiding or inciting others to commit any of the forms of prohibited conduct stated in this rule.**

600.020 Sex Discrimination, Sexual Harassment and Sexual Misconduct in Education/Employment Policy - for matters involving conduct alleged to have occurred prior to August 14, 2020

Executive Order 40, 4-8-14; Revised 6-19-14; Revised 9-22-14 by Executive Order 41. Revised 2-9-17 with an effective date of 3-1-17; Revised Board Minutes 9-7-23.

A. **Sex Discrimination, Sexual Harassment and Sexual Misconduct in Education.** The University is committed to affording equal employment and education opportunities to its employees and students, and to creating an environment free from discrimination (see Section 600.010 of the Collected Rules and Regulations). In furtherance of these commitments, both University policy and applicable state and federal law, prohibit all students, employees, volunteers and visitors at the University from engaging in discrimination on the basis of any protected characteristic, including sex, pregnancy, gender identity, and gender expression. In addition, University policy and the law prohibit sexual misconduct, sexual harassment, stalking on the basis of sex, dating/intimate partner violence, and sexual exploitation, as defined in Section 600.020.B. As used in this policy, the word "sex" is also inclusive of the term "gender."

   This policy applies to any phase of its employment process, any phase of its admission or financial aid programs, and all other aspects of its educational programs or activities. Additionally, this policy applies to allegations of sexual misconduct or allegations of other forms of sex discrimination, as defined in Section 600.020.B., occurring in other settings, including off-campus, if there are effects of the conduct that interfere with or limit any person's ability to participate in or benefit from the University's educational programs, activities or employment. Notices of nondiscrimination are posted online and in physical locations for the UM System and each of the campuses.

B. **Definitions**

   1. **Sex Discrimination**. Sex discrimination is conduct that is based upon an individual's sex, pregnancy, gender identity, or gender expression that adversely affects a term or condition of an individual's employment, education, living environment, or participation in a University activity.

      In addition, sexual harassment, sexual misconduct, sexual exploitation, stalking on the basis of sex and dating/intimate partner violence, as further defined below, are forms of sex discrimination which are prohibited under this policy.

   2. **Sexual Harassment**. Sexual harassment is defined as:

a. Unwelcome sexual advances or requests for sexual activity by a person or persons in a position of power or authority to another person; or

b. Other unwelcome verbal or physical conduct of a sexual nature or because of sex, pregnancy, gender identity, or gender expression when:

(1) Submission to or rejection of such conduct is used explicitly or implicitly as a condition for academic or employment decisions; or
(2) Such conduct creates a hostile environment by being sufficiently severe or pervasive or objectively offensive that it interferes with, limits or denies the ability to participate in or benefit from the University's educational programs, activities, or employment.

3. **Sexual Misconduct**. Sexual misconduct includes: 1) Nonconsensual sexual intercourse; 2) Nonconsensual sexual contact involving the sexual touching of a body part (i.e., the lips, genitals, breast, anus, groin, or buttocks of another person) or the nonconsensual sexual touching of another with one's own genitals whether directly or through the clothing; 3) Exposing one's genitals to another under circumstances in which one should reasonably know that the conduct is likely to cause affront or alarm; or 4) Sexual exploitation.

4. **Stalking on the Basis of Sex**. Stalking on the basis of sex is following or engaging in a course of conduct on the basis of sex with no legitimate purpose knowing or consciously disregarding a substantial and unjustifiable risk that the course of conduct makes another person reasonably concerned for their safety or would cause a reasonable person under the circumstances to be frightened, intimidated or emotionally distressed.

5. **Dating/Intimate Partner Violence**. Violence, threats of violence, intimidation and acts of coercion committed by a person who is or has been in a social relationship of a romantic or intimate nature with the recipient of the violent behavior.

6. **Sexual Exploitation**. Sexual exploitation occurs when one person takes nonconsensual or abusive sexual advantage of another person for one's own advantage or benefit or for the advantage or benefit of anyone other than the person being exploited and which behavior does not constitute any other form of sexual misconduct. Examples of sexual exploitation include, but are not limited to, the following activities done without the consent of all participants:

a. Invasion of sexual privacy;

b. Prostituting another person;

c. Taping or recording of sexual activity;

d. Going beyond the boundaries of consent to sexual activity (e.g., letting your friends hide to watch you engaging in sexual activity);

e. Engaging in voyeurism;

f. Knowingly transmitting an STI, STD, venereal disease or HIV to another person;

g. Inducing another to expose their genitals;

h. Nonconsensual distribution of intimate images;

i. Use or distribution of drugs or alcohol with intent to facilitate sexual contact without consent (i.e., predatory drugs or alcohol).

7. **Consent to Sexual Activity**. Consent to sexual activity is knowing and voluntary. Consent to sexual activity requires of all involved persons a conscious and voluntary agreement to engage in sexual activity. Each person engaged in the sexual activity must have met the legal age of consent. It is the responsibility of each person to ensure they have the consent of all others engaged in the sexual activity. Consent must be obtained at the time of the specific activity and can be withdrawn at any time. Consent, lack of consent or withdrawal of consent may be communicated by words or non-verbal acts.

   Someone who is incapacitated cannot consent. Silence or absence of resistance does not establish consent. The existence of a dating relationship or past sexual relations between the Parties involved should never by itself be assumed to be an indicator of consent. Further, consent to one form of sexual activity does not imply consent to other forms of sexual activity. Consent to engage in sexual activity with one person does not imply consent to engage in sexual activity with another. Coercion and force, or threat of either, invalidates consent.

8. **Incapacitated or incapacitation**. A state in which rational decision-making or the ability to consent is rendered impossible because of a person's temporary or permanent physical or mental impairment, including but not limited to physical or mental impairment resulting from drugs or alcohol, disability, sleep, unconsciousness or illness. Consent does not exist when the Respondent knew or should have known of the other individual's incapacitation. Incapacitation is determined based on the totality of

the circumstances. Incapacitation is more than intoxication but intoxication can cause incapacitation.

Factors to consider in determining incapacity include, but are not limited to, the following:

a. Lack of awareness of circumstances or surroundings (e.g., an inability to understand, either temporarily or permanently, the who, what, where, how and/or why of the circumstances; blackout state)

b. Inability to physically or verbally communicate coherently, particularly with regard to consent (e.g., slurred or incoherent speech)

c. Lack of full control over physical movements (e.g., difficulty walking or standing without stumbling or assistance)

d. Physical symptoms (e.g., vomiting or incontinence).

C. **Title IX Coordinators.** Duties and responsibilities of the University's Title IX Coordinators include monitoring and oversight of overall implementation of Title IX compliance at the University, including coordination of training, education, communications and coordination with the Equity Resolution Processes for faculty, staff, students and other members of the University community and investigation of complaints of sex discrimination. The University may designate Deputy Coordinators as needed to assist in fulfillment of the Coordinator's duties and responsibilities.

NOTE: All references to "Title IX Coordinator" throughout this policy refer to the Title IX Coordinator or the Coordinator's designee.

Any person having inquiries concerning the application of Title IX should contact their respective UM System or campus Title IX Coordinator. The following individuals serve as Title IX Coordinators and are designated to handle inquiries regarding the Anti-Discrimination policies and to serve as coordinators for purposes of Title IX compliance:

University of Missouri System and University of Missouri-Columbia
Andy Hayes, J.D.
Title IX Coordinator
Address:
University of Missouri
320 Jesse Hall
Columbia, MO 65211
Telephone: (573) 882-2824
Email: hayesas@missouri.edu
equity.missouri.edu
University of Missouri-Kansas City
KC Atchinson, J.D.

Title IX Coordinator
Address:
Administrative Center
5115 Oak Street, Room 212D
Kansas City, MO 64112
Telephone: 816-235-6705
Email: atchinsonk@umkc.edu
www.umkc.edu/titleix

Missouri University of Science and Technology
Paul Hirtz, Ph.D.
Title IX Coordinator
Address:
Technology Development Center
900 Innovation Drive, Suite 500
Rolla, MO 65409-1040
Telephone: 573-341-4655
Email: hirtz@mst.edu
titleix.mst.edu

University of Missouri-St. Louis
Jessica Swederske
Acting Title IX Coordinator
Address:
One University Boulevard
153 JC Penney North
St. Louis, MO 63121
Telephone: 314-516-4538
Email: swederskej@umsl.edu
www.umsl.edu/title-ix

University of Missouri Health System
Julia Ware, M.D., J.D., CPHRM, CPPS
Title IX Coordinator
Address:
One Hospital Drive
Columbia, MO 65212
Telephone: 573-882-8187
Email: wareja@health.missouri.edu

If the Complaint involves the University's Title IX Coordinator, Complaints may be made to the System Title IX Coordinator. If the Complaint involves the System Title IX Coordinator, reports may be made to the System President. The contact information for the System President is:
Office of the President
105 Jesse Hall
Columbia, MO 65211
Telephone: (573) 882-2011
Email: president@umsystem.edu
NOTE: The above-listed contact information for Title IX Coordinators may be updated as needed and without requiring the approval of the Board of Curators.

D. **Reporting Sex Discrimination, Including Sexual Harassment and Sexual Misconduct**

1. **Students, Employees, Volunteers, Visitors, and Patients**. Students, employees, volunteers, visitors, and patients of the University who have experienced any form of sex discrimination, sexual harassment or sexual misconduct, are encouraged to report the incident promptly to the appropriate Title IX Coordinator listed in Section 600.020.C. above. In addition, students, volunteers, visitors, and patients of the University who have witnessed such conduct are encouraged to report the incident promptly to the appropriate Title IX Coordinator. The University will investigate and appropriately resolve all such reports pursuant to one of its Equity Resolution Processes (*see* Sections 600.030, 600.040, 600.050, 600.060). For questions regarding confidentiality or requests that the Complaint not be pursued, see Section 600.020.E. below. In order to foster reporting and participation, the University may provide amnesty to Complainants and witnesses for minor student conduct violations ancillary to the incident.

2. **Mandated Reporters**. Any employee of the University, except as noted below, who becomes aware of sex discrimination as defined in this policy (including sexual harassment, sexual misconduct, stalking on the basis of sex, dating/intimate partner violence or sexual exploitation) is a Mandated Reporter, regardless of whether the recipient of the behavior is a student, employee, volunteer or visitor of the University.

3. **Employees with a Legal Obligation or Privilege of Confidentiality**. Employees with a legal obligation or privilege of confidentiality (including health care providers, counselors, lawyers, and their associated staff) are not considered Mandated Reporters and are not required to report when the information is learned in the course of a confidential communication. This also means that the employee seeking the exemption is employed by the University for that specific purpose and was acting in that capacity when the confidential disclosure was made. If the information is not learned in the course of confidential communication (for example, behavior is observed in class) then the employee has the same obligation as a Mandated Reporter.

4. **Designated Confidential Employees**. Consistent with the law and upon approval from the Office of the General Counsel, campuses may also designate non-professional counselors or advocates as confidential for purposes of this policy and, therefore, excluded from the definition of Mandated Reporters. However, these individuals are required once per month to report to the Title IX Coordinator

aggregate, non-personally identifiable information regarding incidents of sex discrimination reported to them. The aggregate data report should contain general information about individual incidents of sexual violence such as the nature, date, time, and general location of the incident. Confidentiality in this context is not the same as privilege under the law.

5. **Required Reporting and Disclosure**. A mandated Reporter is required to promptly report the information to the appropriate Title IX Coordinator. The Mandated Report must be made regardless of whether the person reporting the information to the Mandated Reporter requests confidentiality and regardless of how the Mandated Reporter becomes aware of the offensive behavior (personal observation, direct information from the subject of the behavior, indirect information from a third party, etc.). If the Complainant requests confidentiality or that the charges not be pursued, the Mandated Reporter should warn the Complainant that, at this stage in the process, the Mandated Reporter must report all known information to the Title IX Coordinator.

6. **Content of Mandated Report to Title IX Coordinator**. Mandated Reporters must report all details that they possess. This includes names of the Parties, if known, and all other information in the Mandated Reporter's possession.

E. **Requests for Confidentiality or Not to Pursue an Investigation**

1. The Title IX Coordinator or other appropriate official should inform and obtain the consent from the Complainant before beginning an investigation. If the Complainant requests confidentiality or asks that the Complaint not be pursued, the Title IX Coordinator should take all reasonable steps to investigate and respond to the Complaint consistent with the request for confidentiality or request not to pursue an investigation. If a Complainant requests confidentiality or insist that identifiable information, such as the Complainant's name, not be disclosed to the Respondent, the Title IX Coordinator should inform the Complainant that the institution's ability to respond may be limited. The Title IX Coordinator should evaluate the Complainant's request in the context of providing a safe and nondiscriminatory environment for the University community.

2. If, after due deliberation and based on the nature and severity of the Complaint, the Title IX Coordinator determines there is a sufficient basis to proceed with the Complaint, the Title IX Coordinator may initiate an investigation notwithstanding a Complainant's request that the Complaint not be pursued. Such a decision should be well-reasoned and documented. Documentation of the decision will be maintained by the Title IX Coordinator. In such cases, the Title IX

Coordinator will inform the Complainant of the decision to commence an investigation.

Alternatively, if after due deliberation and based on the nature and severity of the Complaint, the Title IX Coordinator determines there is not a sufficient basis to proceed with the Complaint, the Title IX Coordinator may decide not to initiate an investigation and/or may also refer the Complaint to the appropriate procedural process. Such a decision should be well-reasoned and documented. Documentation of the decision will be maintained by the Title IX Coordinator. If, after due deliberation, the Title IX Coordinator decides the University cannot or should not take disciplinary action with respect to the Respondent, the Title IX Coordinator should consider other steps to limit the effects of the alleged harassment and prevent its recurrence, and remedy its effects on the victim and the University community.

F. **Impact of Optional Report to Law Enforcement**. In accordance with federal law, the Title IX Coordinator will not wait for the conclusion of a criminal investigation or criminal proceeding to begin the Title IX preliminary investigation. It may be necessary to delay temporarily the fact-finding portion of a Title IX preliminary investigation while the police are gathering evidence. The Title IX Coordinator will promptly resume the preliminary Title IX investigation as soon as notified by the law enforcement agency that it has completed the evidence-gathering process. The Title IX Coordinator will implement appropriate interim steps during the law enforcement agency's investigation period to provide for the safety of the Complainant and the campus community and the avoidance of retaliation.

G. **Non-compliance**. Failure to comply with this policy can result in disciplinary action. Employees also are cautioned that non-compliance with this policy may increase their risk of personal liability. Further, an individual who fails to report as required under this policy may be determined to be ineligible for defense or protection under Section 490.010 for any associated claims, causes of action, liabilities or damages.

H. **Retaliation**. Retaliation is any adverse action taken against a person because of that person's participation in protected activity. The University strictly prohibits retaliation against any person for making any good faith report to a Title IX Coordinator or for filing, testifying, assisting, or participating in any investigation or proceeding involving allegations of sex discrimination, sexual harassment or sexual misconduct. Any person who engages in such retaliation shall be subject to disciplinary action, up to and including expulsion or termination, in accordance with applicable procedures. Any person who believes they have been subjected to retaliation is encouraged to promptly notify the Equity Officer or Title IX Coordinator. The University will promptly investigate all claims of retaliation.

Examples of prohibited retaliation include, but are not limited to, giving a lesser grade than the student's academic work warrants because the student filed a Complaint of sexual harassment; giving lower than justified performance

appraisals because a person was a witness in an investigation of alleged sexual harassment; and threatening to spread false information about a person for filing a Complaint of sexual harassment.

I. **False Reporting**. False reporting is making an intentional false report or accusation in relation to this policy as opposed to a report or accusation, which, even if erroneous, is made in good faith. False reporting is a serious offense subject to appropriate disciplinary action ranging up to and including expulsion or termination.

J. **Witness Intimidation or Harassment**. No individual participating in an investigation relating to a report or Complaint that a violation of this policy has occurred should, directly or through others, take any action which may interfere with the investigation. The University prohibits attempts to or actual intimidation or harassment of any potential witness. Failure to adhere to these requirements may lead to disciplinary action, up to and including expulsion or termination.

K. **U.S. Department of Education—Office for Civil Rights**. Inquiries concerning the application of Title IX also may be referred to the United States Department of Education's Office for Civil Rights. For further information on notice of nondiscrimination, visit http://wdcrobcolp01.ed.gov/CFAPPS/OCR/contactus.cfm and for the address and phone number of the U.S. Department of Education office which serves your area, or call 1-800-421-3481.

The State of Missouri regional Office for Civil Rights is located in Kansas City and is available to provide assistance.

Office for Civil Rights
U.S. Department of Education
One Petticoat Lane
1010 Walnut, 3rd Floor, Suite 320
Kansas City, MO 64106
Telephone: 816-268-0550
FAX: 816-268-0599
TDD: 800-877-8339
Email: OCR.KansasCity@ed.gov

600.020 Sexual Harassment under Title IX - for matters involving conduct alleged to have occurred on or after August 14, 2020

Executive Order 40, 4-8-14; Revised 6-19-14; Revised 9-22-14 by Executive Order 41. Revised 2-9-17 with an effective date of 3-1-17; Revised 7-28-20 with effective date of 8-14-20; Revised Board Minutes 9-7-23.

A. **Sexual Harassment in Education.** The University is committed to affording equal employment and education opportunities to its employees and students, and to creating an environment free from discrimination and harassment. In furtherance of these commitments, both University policy and applicable state and

federal law, prohibit all students, employees, volunteers and visitors at the University from engaging in sexual harassment in a University education program or activity against a person in the United States.
This policy applies to sexual harassment in any phase of the University's employment process, any phase of its admission or financial aid programs, and all other aspects of its education programs or activities. For purposes of this policy, "education program or activity" includes locations, events, or circumstances over which the University exercised substantial control over both the respondent and the context in which the conduct occurs, and includes any building owned or controlled by a student organization that is officially recognized by the University. This policy and CRR 600.030 do not apply to sexual harassment that happens outside the United States, even when the conduct occurs in an education program or activity of the University.

B. **Definitions**

1. **Sexual Harassment**. Sexual harassment means conduct on the basis of sex that satisfies one or more of the following:

a. "**Quid Pro Quo**" - An employee of the University conditioning the provision of an aid, benefit, or service of the University on an individual's participation in unwelcome sexual conduct;

b. "**Hostile Environment**" - Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University's education program or activity;

c. **"Sexual assault"** - Any sexual act that constitutes rape, sodomy, sexual assault with an object, fondling, incest, and statutory rape, as defined below:
(i) "Rape" is the carnal knowledge of a person, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity. There is "carnal knowledge" if there is the slightest penetration of the vagina or penis by the sex organ of the other person. Attempted Rape is included.
(ii) "Sodomy" is oral or anal sexual intercourse with another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity.
(iii) "Sexual Assault with an Object" is using an object

or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity. An "object" or "instrument" is anything used by the offender other than the offender's genitalia.
(iv) "Fondling" is the touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity.
(v) "Incest" is sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by Missouri law.
(vi) "Statutory Rape" is sexual intercourse with a person who is under the statutory age of consent as defined by Missouri law.

d. **"Dating Violence"** - The term "dating violence" means violence committed by a person-- (A) who is or has been in a social relationship of a romantic or intimate nature with the victim; and (B) where the existence of such a relationship shall be determined based on a consideration of the following factors: (i) The length of the relationship, (ii) The type of relationship, and (iii) The frequency of interaction between the persons involved in the relationship.

e. **"Domestic violence"** - The term "domestic violence" includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of Missouri, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of Missouri.

f. "**Stalking"** - The term "stalking" means engaging in a course of conduct directed at a specific person knowing or consciously disregarding a substantial and

unjustifiable risk that the course of conduct would cause a reasonable person to--(A) fear for their safety or the safety of others; or (B) suffer substantial emotional distress.

2. **Consent to Sexual Activity**. Consent to sexual activity is knowing and voluntary. Consent to sexual activity requires of all involved persons a conscious and voluntary agreement to engage in sexual activity. Each person engaged in the sexual activity must have met the legal age of consent. It is the responsibility of each person to ensure they have the consent of all others engaged in the sexual activity. Consent must be obtained at the time of the specific activity and can be withdrawn at any time. Consent, lack of consent, or withdrawal of consent may be communicated by words or non-verbal acts.
   Someone who is incapacitated cannot consent. Silence or absence of resistance does not establish consent. The existence of a dating relationship or past sexual relations between the Parties involved should never by itself be assumed to be an indicator of consent. Further, consent to one form of sexual activity does not imply consent to other forms of sexual activity. Consent to engage in sexual activity with one person does not imply consent to engage in sexual activity with another. Coercion and force, or threat of either, invalidates consent.

3. **Incapacitated or incapacitation**. A state in which rational decision-making or the ability to consent is rendered impossible because of a person's temporary or permanent physical or mental impairment, including but not limited to physical or mental impairment resulting from drugs or alcohol, disability, sleep, unconsciousness or illness. Consent does not exist when the Respondent knew or should have known of the other individual's incapacitation. Incapacitation is determined based on the totality of the circumstances. Incapacitation is more than intoxication but intoxication can cause incapacitation.
   Factors to consider in determining incapacity include, but are not limited to, the following:

   a. Lack of awareness of circumstances or surroundings (e.g., an inability to understand, either temporarily or permanently, the who, what, where, how and/or why of the circumstances; blackout state)

   b. Inability to physically or verbally communicate coherently, particularly with regard to consent (e.g., slurred or incoherent speech)

c. Lack of full control over physical movements (e.g., difficulty walking or standing without stumbling or assistance)

d. Physical symptoms (e.g., vomiting or incontinence).

C. **Title IX Coordinators.** Duties and responsibilities of the University's Title IX Coordinators include monitoring and oversight of overall implementation of Title IX compliance at the University, including coordination of training, education, communications and coordination with the Title IX Processes for faculty, staff, students and other members of the University community and investigation of Formal Complaints of sexual harassment, and to respond promptly to reports of sexual harassment of which the University has actual knowledge in University education programs and activities. The University may designate Deputy Coordinators as needed to assist in fulfillment of the Coordinator's duties and responsibilities. NOTE: All references to "Title IX Coordinator" throughout this policy refer to the Title IX Coordinator or the Coordinator's designee.
For the purposes of this section, "actual knowledge" means notice of sexual harassment or allegations of sexual harassment to a University's Title IX Coordinator or any official of the University who has authority to institute corrective measures on behalf of the University. Imputation of knowledge based solely on vicarious liability or constructive notice is insufficient to constitute actual knowledge. This standard is not met when the only official of the University with actual knowledge is the respondent. The mere ability or obligation to report sexual harassment or to inform a student about how to report sexual harassment, or having been trained to do so, does not qualify an individual as one who has authority to institute corrective measures on behalf of the University.
The following individuals serve as Title IX Coordinators and are designated to handle inquiries regarding the Anti-Discrimination policies and to serve as coordinators for purposes of Title IX compliance:

University of Missouri System and University of Missouri-Columbia
Andy Hayes, J.D.
Title IX Coordinator
Address:
University of Missouri
320 Jesse Hall
Columbia, MO 65211
Telephone: (573) 882-2824
Email: hayesas@missouri.edu
equity.missouri.edu

University of Missouri-Kansas City
KC Atchinson, J.D.
Title IX Coordinator
Address:
Administrative Center
5115 Oak Street, Room 212D

Kansas City, MO 64112
Telephone: 816-235-6705
Email: atchinsonk@umkc.edu
www.umkc.edu/titleix

Missouri University of Science and Technology
Paul Hirtz, Ph.D.
Title IX Coordinator
Address:
Technology Development Center
900 Innovation Drive, Suite 500
Rolla, MO 65409
Telephone: 573-341-4655
Email: hirtz@mst.edu
titleix.mst.edu

University of Missouri-St. Louis
Jessica Swederske
Acting Title IX Coordinator
Address:
One University Boulevard
153 JC Penney North
St. Louis, MO 63121
Telephone: 314-516-5748
Email: swederskej@umsl.edu
www.umsl.edu/title-ix

University of Missouri Health System
Julia Ware, M.D., J.D., CPHRM, CPPS
Title IX Coordinator
Address:
One Hospital Drive
Columbia, MO 65212
Telephone: 573-882-8187
Email: wareja@health.missouri.edu
If the report of alleged sexual harassment in a University education program or activity involves the University's Title IX Coordinator, reports may be made to the System Title IX Coordinator. If the report involves the System Title IX Coordinator, reports may be made to the System President. The contact information for the System President is:

Office of the President
105 Jesse Hall
Columbia, MO 65211
Telephone: 573-882-2011
Email: president@umsystem.edu
NOTE: The above-listed contact information for Title IX Coordinators may be updated as needed and without requiring the approval of the Board of Curators.

D. **Title IX Resolution Process.** The University is committed to preventing and eliminating impermissible sexual harassment in its education programs, activities and employment. To that end, the University maintains policies regarding reporting, investigation, and resolution of complaints of sexual harassment. Specifically, please see:
Section 600.030 – Resolution Process for Resolving Complaints of Sexual Harassment Under Title IX

E. **Designated Officials.** The following are the officials designated by the University as those who have "authority to institute corrective measures." These officials are mandated reporters and shall report to the Title IX Coordinators any information that puts them on notice of sexual harassment or allegations of sexual harassment.

1. The President of the University of Missouri System;
2. The Chancellors of each University in the University of Missouri System;
3. The Provosts of each University in the University of Missouri System; and
4. The Chief Human Resource Officers for each University in the University of Missouri System.

Any person having inquiries concerning the application of Title IX should contact their respective UM System or University Title IX Coordinator.

F. **Reporting Sexual Harassment**

1. **Students, Employees, Volunteers, and Visitors**. Students, employees, volunteers, and visitors of the University who have experienced any form of sexual harassment are encouraged to report the incident promptly to the appropriate Title IX Coordinator listed in Section 600.020.C. above. In addition, students, volunteers, and visitors of the University who have witnessed such conduct are encouraged to report the incident promptly to the appropriate Title IX Coordinator. The University will respond to all such reports pursuant to one of its Title IX and Equity Resolution Processes (*see* Sections 600.030, 600.040, 600.050).
2. **Mandated Reporters**. Any employee of the University, except as noted below, who becomes aware of sexual harassment as defined in this policy is a Mandated Reporter, regardless of whether the recipient of the behavior is a student, employee, volunteer or visitor of the University.
3. **Employees with a Legal Obligation or Privilege of Confidentiality**. Employees with a legal obligation or privilege of

confidentiality (including health care providers, counselors, lawyers, and their associated staff) are not considered Mandated Reporters and are not required to report when the information is learned in the course of a confidential communication. This also means that the employee seeking the exemption is employed by the University for that specific purpose and was acting in that capacity when the confidential disclosure was made. If the information is not learned in the course of confidential communication (for example, behavior is observed in class) then the employee has the same obligation as a Mandated Reporter.

4. **Designated Confidential Employees**. Consistent with the law and upon approval from the Office of the General Counsel, Universities may also designate non-professional counselors or advocates as confidential for purposes of this policy and, therefore, excluded from the definition of Mandated Reporters.

5. **Required Reporting**. A Mandated Reporter is required to promptly report the information to the appropriate Title IX Coordinator. The Mandated Report must be made regardless of whether the person reporting the information to the Mandated Reporter requests confidentiality and regardless of how the Mandated Reporter becomes aware of the offensive behavior (personal observation, direct information from the subject of the behavior, indirect information from a third party, etc.). If the Complainant requests confidentiality or that a report not be pursued, the Mandated Reporter should warn the Complainant that, at this stage in the process, the Mandated Reporter must report all known information to the Title IX Coordinator.

6. **Content of Mandated Report to Title IX Coordinator**. Mandated Reporters must report all details that they possess. This includes names of the Parties, if known, and all other information in the Mandated Reporter's possession.

7. **Non-compliance**. Failure to comply with this policy can result in disciplinary action. Employees also are cautioned that non-compliance with this policy may increase their risk of personal liability. Further, an individual who fails to report as required under this policy may be determined to be ineligible for defense or protection under Section 490.010 of the University's Collected Rules and Regulations for any associated claims, causes of action, liabilities or damages.

G. **Retaliation, False Reporting, and Witness Intimidation or Harassment**.

1. Retaliation is any adverse action taken against a person because of that person's participation or refusal to participate in the process set

forth in CRR 600.030. Any person who engages in such retaliation shall be subject to disciplinary action, up to and including expulsion or termination, in accordance with applicable procedures. Any person who believes they have been subjected to retaliation is encouraged to notify the Title IX Coordinator. The University will promptly respond to all claims of retaliation in accordance with this policy. Examples of prohibited retaliation include, but are not limited to, giving a lesser grade than the student's academic work warrants because the student filed a report or Formal Complaint of sexual harassment; giving lower than justified performance appraisals because a person was a witness in an investigation of alleged sexual harassment; and threatening to spread false information about a person for filing a report or Formal Complaint of sexual harassment.

2. False reporting is making an intentional false report or accusation in relation to this policy as opposed to a report or accusation, which, even if erroneous, is made in good faith.

3. The University prohibits attempted or actual intimidation or harassment of any potential Party or witness. No individual participating in an investigation relating to a report or Formal Complaint that a violation of this policy has occurred should, directly or through others, take any action which may interfere with the investigation.

4. For situations involving alleged retaliation, false reporting, and witness intimidation or harassment, the Title IX Coordinator will refer the matter to the appropriate University process.

H. **U.S. Department of Education—Office for Civil Rights**. Inquiries concerning the application of Title IX also may be referred to the United States Department of Education's Office for Civil Rights. For further information on notice of nondiscrimination and for the address and phone number of the U.S. Department of Education office which serves your area call 1-800-421-3481.
The State of Missouri Regional Office for Civil Rights is located in Kansas City and is available to provide assistance.

Office for Civil Rights
U.S. Department of Education
One Petticoat Lane
1010 Walnut, 3rd Floor, Suite 320
Kansas City, MO 64106
Telephone: 816-268-0550
FAX: 816-268-0559
TDD: 800-877-8339
Email: OCR.KansasCity@ed.gov

Health Affairs Committee Chair Report

Curator Wenneker provided an overview of committee business.

Executive Vice Chancellor Report – presented by Richard Barohn, MD (slides on file for this information only item)

The minutes for the June 22, 2023 Health Affairs Committee meeting were approved at the August 29, 2023 meeting. All information reports presented at the committee meeting are on file with the minutes of this meeting.

Academic, Student Affairs, Research and Economic Development Committee

Curator Layman provided time for discussion of committee business.

UMKC Annual Intercollegiate Athletics Report – presented by UMKC Athletic Director Brandon Martin (slides on file for this information only item)

Naming Opportunity, MU – presented by Dean Daubert (information on file)

It was recommended by Associate Vice President for Academic Affairs and Chief of Staff John Middleton, endorsed by President of the University of Missouri Mun Y. Choi, recommended by the Academic, Student Affairs and Research & Economic Development Committee, moved by Curator Layman, and seconded by Curator Wenneker, that the following action be approved:

> that the University of Missouri Institute of Fisheries, Wetlands and Aquatic Systems within the College of Agriculture, Food and Natural Resources be named the "Johnny Morris Institute of Fisheries, Wetlands and Aquatic Systems."

The motion carried unanimously (8-0) by voice vote with Curator Robert Fry abstaining.

New Degree Program, Bachelor of Science in Biomedical Engineering, Missouri S&T – presented by David Barrok and Hu Yang (information on file)

It was recommended by the University of Missouri System Office of Academic Affairs, endorsed by President of the University of Missouri Mun Y. Choi, recommended

by the Academic, Student Affairs and Research & Economic Development Committee, moved by Curator Layman, seconded by Curator Brncic that the following action be approved:

> that the Missouri University of Science and Technology be authorized to submit the attached proposal (and as on file with the minutes of this meeting) for a BS in Biomedical Engineering to the Coordinating Board for Higher Education for approval.

The motion carried unanimously (9-0) by voice vote with no abstentions.

The only other business to come before the committee was a resolution to move into an executive session later in the day, which passed unanimously.

General Business

University of Missouri – Kansas City Campus Highlights – presented by Chancellor Agrawal (slides on file for this information only item)

Resolution, Greg E. Hoberock

It was endorsed by President Choi, recommended by Chair Williams, moved by Curator Holloway, and seconded by Curator Brncic, that the following resolution recognizing the dedicated service of Greg E. Hoberock to the University be approved:

RESOLUTION

WHEREAS, Greg E. Hoberock served the people of Missouri with distinction as a member of the University of Missouri Board of Curators from February 12, 2020 until April 27, 2023; and

WHEREAS, during his term, he was a member of the Academic, Student Affairs, Research and Economic Development Committee, the Finance Committee, the Audit, Compliance and Ethics Committee, and the Executive Committee, and served as Chair of the Finance Committee from 2021-2022 and Chair of the Audit, Compliance and Ethics Committee in 2023; and

WHEREAS, Curator Hoberock was named Vice Chair of the Board on January 1, 2021 and served until December 31, 2022; and

WHEREAS, he advocated for administrative and financial efficiencies through innovative operational changes and eliminating undesired duplicative services or programs to achieve operational excellence in all areas of the University; and

WHEREAS, Curator Hoberock served as a member of the Administrative Cost Working Group during the COVID pandemic and looked at costs, auxiliary services and space plan; and

WHEREAS, he encouraged and challenged University leaders to think outside the box in strategic thinking and solving issues, and emphasized the importance of accountability; and
WHEREAS, Curator Hoberock, as an advocate for all Missouri students, faculty and staff, cared deeply about what was best for the University of Missouri, and acknowledged its role in the development of the entire State of Missouri; and

WHEREAS, he led the 2021 Board Retreat and encouraged thoughtful strategic discussion among Curators and University leaders; and

WHEREAS, Curator Hoberock is a true professional. His contributions will have a lasting influence on the future of the University of Missouri System and the State:

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 Greg E. Hoberock;

AND ALSO, that his future relations with the University of Missouri System be formally recognized by bestowing the title of "Curator Emeritus" upon Greg E. Hoberock; 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 Greg E. Hoberock.

The motion carried unanimously (9-0) by voice vote with no abstentions.

Good and Welfare of the Board - Draft November 16, 2023 Board of Curators meeting agenda – no discussion (on file)

Resolution for Executive Session of the Board of Curators Meeting September 7, 2023

It was moved by Curator Brncic and seconded by Curator Wenneker, that there shall be an executive session with a closed record and closed vote of the Board of Curators meeting September 7, 2023 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.

Roll call vote of the Board:

Curator Blitz voted yes.
Curator Brncic voted yes.
Curator Fry voted yes.
Curator Graves voted yes.
Curator Holloway voted yes.
Curator Layman voted yes.
Curator Sinquefield voted yes.
Curator Wenneker voted yes.
Curator Williams voted yes.

The motion carried.

The public session of the Board of Curators meeting recessed at 11:33 A.M. on Thursday, September 7, 2023.

11:40 A.M. – Luncheon for the Board of Curators, President and University of Missouri System Leaders,
Location: Fourth Floor Lobby and Foyer Space, Student Union

Board of Curators Meeting – Executive Session

A meeting of the University of Missouri Board of Curators was convened in executive session at 12:42 P.M., on Thursday, September 7, 2023, in Room 302 of the Student Union on the University of Missouri – Kansas City campus, pursuant to public notice given of said meeting. Curator Michael A. Williams, Chair of the Board of Curators, presided over the meeting.

Present
The Honorable Robert D. Blitz
The Honorable Julia G. Brncic
The Honorable Robert W. Fry
The Honorable Todd P. Graves
The Honorable Keith A. Holloway
The Honorable Jeffrey L. Layman
The Honorable Jeanne Cairns Sinquefield
The Honorable Robin R. Wenneker
The Honorable Michael A. Williams

Also Present
Dr. Mun Y. Choi, President, University of Missouri
Mr. Mark A. Menghini, General Counsel
Ms. Cindy Harmon, Secretary of the Board of Curators
Mr. John Denker, Chief Marketing and Communications Officer
Ms. Marsha Fischer, Vice President for Human Resources and Chief Human Resources Officer
Mr. Ryan D. Rapp, Executive Vice President for Finance and Chief Financial Officer
Ms. Valerie Slayton, Senior Executive Assistant

Academic, Student Affairs, Research and Economic Development Committee – Executive Session

Curators' Distinguished Professor Baojun Bai, Missouri S&T – presented by Steven Chaffin (information on file)

It was recommended by Chancellor Mo Dehghani, endorsed by President Mun Y. Choi, recommended by the Academic, Student Affairs and Research & Economic

Development Committee, moved by Curator Layman, and seconded by Curator Brncic, that the following action be approved:

> that upon the recommendation of Chancellor Dehghani, the Provost, and the Associate Vice President for Academic Affairs and Chief of Staff, it is recommended that Professor Baojun Bai be named to the position University of Missouri Curators' Distinguished Professor, effective 09/01/2023. Professor Bai will receive a $15,000 annual stipend as long as the position title is held. $10,000 will go to increased compensation (salary and benefits less applicable taxes) with the remaining $5,000 available for professional expenses associated with teaching, research, or creative activities. In accordance with Collected Rules and Regulations, 320.070, this appointment is for a period of five (5) years which may be renewed at the discretion of the Chancellor.
>
> Roll call vote of the Board:
>
> Curator Blitz voted yes.
> Curator Brncic voted yes.
> Curator Fry voted yes.
> Curator Graves voted yes.
> Curator Holloway voted yes.
> Curator Layman voted yes.
> Curator Sinquefield voted yes.
> Curator Wenneker voted yes.
> Curator Williams voted yes.
>
> The motion carried.

Curators' Distinguished Professor, Susan Brownell, UMSL – presented by Steven Chaffin (information on file)

It was recommended by Chancellor Kristin Sobolik, endorsed by President Mun Y. Choi, recommended by the Academic, Student Affairs and Research & Economic Development Committee, moved by Curator Layman, and seconded by Curator Brncic, that the following action be approved:

> that upon the recommendation of Chancellor Sobolik, the Provost, and the Associate Vice President for Academic Affairs and Chief of Staff, it is recommended that Professor Susan Brownell be named to the position University of Missouri Curators' Distinguished Professor, effective 09/07/2023. Professor Brownell will receive a

$15,000 annual stipend as long as the position title is held. $10,000 will go to increased compensation (salary and benefits less applicable taxes) with the remaining $5,000 available for professional expenses associated with teaching, research, or creative activities. In accordance with Collected Rules and Regulations, 320.070, this appointment is for a period of five (5) years which may be renewed at the discretion of the Chancellor.

Roll call vote of the Board:

Curator Blitz voted yes.
Curator Brncic voted yes.
Curator Fry voted yes.
Curator Graves voted yes.
Curator Holloway voted yes.
Curator Layman voted yes.
Curator Sinquefield voted yes.
Curator Wenneker voted yes.
Curator Williams voted yes.

The motion carried.

Curators' Distinguished Professor, Elizabeth Bryda, MU – presented by Steven Chaffin (information on file)

It was recommended and endorsed by President Mun Y. Choi, recommended by the Academic, Student Affairs and Research & Economic Development Committee, moved by Curator Layman, and seconded by Curator Brncic, that the following action be approved:

that upon the recommendation of President Mun Y. Choi, the Provost, and the Associate Vice President for Academic Affairs and Chief of Staff, it is recommended that Professor Elizabeth Bryda be named to the position University of Missouri Curators' Distinguished Professor, effective 09/01/2023. Professor Bryda will receive a $15,000 annual stipend as long as the position title is held. $10,000 will go to increased compensation (salary and benefits less applicable taxes) with the remaining $5,000 available for professional expenses associated with teaching, research, or creative activities. In accordance with Collected Rules and Regulations, 320.070, this appointment is for a period of five (5) years which may be renewed at the discretion of the Chancellor.

Roll call vote of the Board:

Curator Blitz voted yes.
Curator Brncic voted yes.
Curator Fry voted yes.
Curator Graves voted yes.
Curator Holloway voted yes.
Curator Layman voted yes.
Curator Sinquefield voted yes.
Curator Wenneker voted yes.
Curator Williams voted yes.

The motion carried.

Curators' Distinguished Professor, Jianlin "Jack" Cheng, MU – presented by Steven Chaffin (information on file)

It was recommended and endorsed by President Mun Y. Choi, recommended by the Academic, Student Affairs and Research & Economic Development Committee, moved by Curator Layman, and seconded by Curator Brncic, that the following action be approved:

> that upon the recommendation of President Mun Y. Choi, the Provost, and the Associate Vice President for Academic Affairs and Chief of Staff, it is recommended that Professor Jianlin Cheng be named to the position University of Missouri Curators' Distinguished Professor, effective 09/01/2023. Professor Cheng will receive a $15,000 annual stipend as long as the position title is held. $10,000 will go to increased compensation (salary and benefits less applicable taxes) with the remaining $5,000 available for professional expenses associated with teaching, research, or creative activities. In accordance with Collected Rules and Regulations, 320.070, this appointment is for a period of five (5) years which may be renewed at the discretion of the Chancellor.

Roll call vote of the Board:

Curator Blitz voted yes.
Curator Brncic voted yes.
Curator Fry voted yes.
Curator Graves voted yes.
Curator Holloway voted yes.
Curator Layman voted yes.
Curator Sinquefield voted yes.
Curator Wenneker voted yes.

Curator Williams voted yes.

The motion carried.

Curators' Distinguished Professor, Simon Friedman, UMKC – presented by Steven Chaffin (information on file)

It was recommended by Chancellor C. Mauli Agrawal, endorsed by President Mun Y. Choi, recommended by the Academic, Student Affairs and Research & Economic Development Committee, moved by Curator Layman, and seconded by Curator Brncic, that the following action be approved:

> that upon the recommendation of Chancellor Agrawal, the Provost, and the Associate Vice President for Academic Affairs and Chief of Staff, it is recommended that Professor Simon Friedman be named to the position University of Missouri Curators' Distinguished Professor, effective 09/01/2023. Professor Friedman will receive a $15,000 annual stipend as long as the position title is held. $10,000 will go to increased compensation (salary and benefits less applicable taxes) with the remaining $5,000 available for professional expenses associated with teaching, research, or creative activities. In accordance with Collected Rules and Regulations, 320.070, this appointment is for a period of five (5) years which may be renewed at the discretion of the Chancellor.

Roll call vote of the Board:

Curator Blitz voted yes.
Curator Brncic voted yes.
Curator Fry voted yes.
Curator Graves voted yes.
Curator Holloway voted yes.
Curator Layman voted yes.
Curator Sinquefield voted yes.
Curator Wenneker voted yes.
Curator Williams voted yes.

The motion carried.

Curators' Distinguished Professor, Zhiqiang Hu, MU – presented by Steven Chaffin (information on file)

It was recommended and endorsed by President Mun Y. Choi, recommended by the Academic, Student Affairs and Research & Economic Development Committee, moved by Curator Layman, and seconded by Curator Brncic, that the following action be approved:

> that upon the recommendation of President Mun Y. Choi, the Provost, and the Associate Vice President for Academic Affairs and Chief of Staff, it is recommended that Professor Zhiqiang Hu be named to the position University of Missouri Curators' Distinguished Professor, effective 09/01/2023. Professor Hu will receive a $15,000 annual stipend as long as the position title is held. $10,000 will go to increased compensation (salary and benefits less applicable taxes) with the remaining $5,000 available for professional expenses associated with teaching, research, or creative activities. In accordance with Collected Rules and Regulations, 320.070, this appointment is for a period of five (5) years which may be renewed at the discretion of the Chancellor.
>
> Roll call vote of the Board:
>
> Curator Blitz voted yes.
> Curator Brncic voted yes.
> Curator Fry voted yes.
> Curator Graves voted yes.
> Curator Holloway voted yes.
> Curator Layman voted yes.
> Curator Sinquefield voted yes.
> Curator Wenneker voted yes.
> Curator Williams voted yes.
>
> The motion carried.

Curators' Distinguished Teaching Professor, Irina Ivliyeva, Missouri S&T – presented by Steven Chaffin (information on file)

It was recommended by Chancellor Mo Dehghani, endorsed by President Mun Y. Choi, recommended by the Academic, Student Affairs and Research & Economic Development Committee, moved by Curator Layman, and seconded by Curator Brncic, that the following action be approved:

> that upon the recommendation of Chancellor Dehghani, the Provost, and the Associate Vice President for Academic Affairs and Chief of Staff, it is recommended

that Professor Irina Ivliyeva be named to the position University of Missouri Curators' Distinguished Teaching Professor, effective 09/01/2023. Professor Ivliyeva will receive a $15,000 annual stipend as long as the position title is held. $10,000 will go to increased compensation (salary and benefits less applicable taxes) with the remaining $5,000 available for professional expenses associated with teaching, research, or creative activities. In accordance with Collected Rules and Regulations, 320.070, this appointment is for a period of five (5) years which may be renewed at the discretion of the Chancellor.

Roll call vote of the Board:

Curator Blitz voted yes.
Curator Brncic voted yes.
Curator Fry voted yes.
Curator Graves voted yes.
Curator Holloway voted yes.
Curator Layman voted yes.
Curator Sinquefield voted yes.
Curator Wenneker voted yes.
Curator Williams voted yes.

The motion carried.

Curators' Distinguished Professor, Erica Lembke, MU – presented by Steven Chaffin (information on file)

It was recommended and endorsed by President Mun Y. Choi, recommended by the Academic, Student Affairs and Research & Economic Development Committee, moved by Curator Layman, and seconded by Curator Brncic, that the following action be approved:

that upon the recommendation of President Mun Y. Choi, the Provost, and the Associate Vice President for Academic Affairs and Chief of Staff, it is recommended that Professor Erica Lembke be named to the position University of Missouri Curators' Distinguished Professor, effective 09/01/2023. Professor Lembke will receive a $15,000 annual stipend as long as the position title is held. $10,000 will go to increased compensation (salary and benefits less applicable taxes) with the remaining $5,000 available for professional expenses associated with teaching, research, or creative activities. In accordance with Collected Rules and Regulations, 320.070, this appointment is for a period of five (5) years which may be renewed at the discretion of the Chancellor.

Roll call vote of the Board:

Curator Blitz voted yes.
Curator Brncic voted yes.
Curator Fry voted yes.
Curator Graves voted yes.
Curator Holloway voted yes.
Curator Layman voted yes.
Curator Sinquefield voted yes.
Curator Wenneker voted yes.
Curator Williams voted yes.

The motion carried.

Curators' Distinguished Professor, Clancy Martin, UMKC – presented by Steven Chaffin (information on file)

It was recommended by Chancellor C. Mauli Agrawal, endorsed by President Mun Y. Choi, recommended by the Academic, Student Affairs and Research & Economic Development Committee, moved by Curator Layman, and seconded by Curator Brncic, that the following action be approved:

> that upon the recommendation of Chancellor Agrawal, the Provost, and the Associate Vice President for Academic Affairs and Chief of Staff, it is recommended that Professor Clancy Martin be named to the position University of Missouri Curators' Distinguished Professor, effective 09/01/2023. Professor Martin will receive a $15,000 annual stipend as long as the position title is held. $10,000 will go to increased compensation (salary and benefits less applicable taxes) with the remaining $5,000 available for professional expenses associated with teaching, research, or creative activities. In accordance with Collected Rules and Regulations, 320.070, this appointment is for a period of five (5) years which may be renewed at the discretion of the Chancellor.

Roll call vote of the Board:

Curator Blitz voted yes.
Curator Brncic voted yes.
Curator Fry voted yes.
Curator Graves voted yes.
Curator Holloway voted yes.

Curator Layman voted yes.
Curator Sinquefield voted yes.
Curator Wenneker voted yes.
Curator Williams voted yes.

The motion carried.

Curators' Distinguished Professor, Blake Meyers, MU – presented by Steven Chaffin (information on file)

It was recommended and endorsed by President Mun Y. Choi, recommended by the Academic, Student Affairs and Research & Economic Development Committee, moved by Curator Layman, and seconded by Curator Brncic, that the following action be approved:

> that upon the recommendation of President Mun Y. Choi, the Provost, and the Associate Vice President for Academic Affairs and Chief of Staff, it is recommended that Professor Blake Meyers be named to the position University of Missouri Curators' Distinguished Professor, effective 09/01/2023. Professor Meyers will receive a $15,000 annual stipend as long as the position title is held. $10,000 will go to increased compensation (salary and benefits less applicable taxes) with the remaining $5,000 available for professional expenses associated with teaching, research, or creative activities. In accordance with Collected Rules and Regulations, 320.070, this appointment is for a period of five (5) years which may be renewed at the discretion of the Chancellor.

Roll call vote of the Board:

Curator Blitz voted yes.
Curator Brncic voted yes.
Curator Fry voted yes.
Curator Graves voted yes.
Curator Holloway voted yes.
Curator Layman voted yes.
Curator Sinquefield voted yes.
Curator Wenneker voted yes.
Curator Williams voted yes.

The motion carried.

Curators' Distinguished Professor, Eric Sandvol, MU – presented by Steven Chaffin (information on file)

It was recommended and endorsed by President Mun Y. Choi, recommended by the Academic, Student Affairs and Research & Economic Development Committee, moved by Curator Layman, and seconded by Curator Brncic, that the following action be approved:

> that upon the recommendation of Ch President Mun Y. Choi, the Provost, and the Associate Vice President for Academic Affairs and Chief of Staff, it is recommended that Professor Eric Sandvol be named to the position University of Missouri Curators' Distinguished Professor, effective 09/01/2023. Professor Sandvol will receive a $15,000 annual stipend as long as the position title is held. $10,000 will go to increased compensation (salary and benefits less applicable taxes) with the remaining $5,000 available for professional expenses associated with teaching, research, or creative activities. In accordance with Collected Rules and Regulations, 320.070, this appointment is for a period of five (5) years which may be renewed at the discretion of the Chancellor.
>
> Roll call vote of the Board:
>
> Curator Blitz voted yes.
> Curator Brncic voted yes.
> Curator Fry voted yes.
> Curator Graves voted yes.
> Curator Holloway voted yes.
> Curator Layman voted yes.
> Curator Sinquefield voted yes.
> Curator Wenneker voted yes.
> Curator Williams voted yes.
>
> The motion carried.

Curators' Distinguished Professor, Jagannathan Sarangapani, Missouri S&T – presented by Steven Chaffin (information on file)

It was recommended by Chancellor Mo Dehghani, endorsed by President Mun Y. Choi, recommended by the Academic, Student Affairs and Research & Economic Development Committee, moved by Curator Layman, and seconded by Curator Brncic, that the following action be approved:

that upon the recommendation of Chancellor Dehghani, the Provost, and the Associate Vice President for Academic Affairs and Chief of Staff, it is recommended that Professor Jagannathan Sarangapani be named to the position University of Missouri Curators' Distinguished Professor, effective 09/01/2023. Professor Sarangapani will receive a $15,000 annual stipend as long as the position title is held. $10,000 will go to increased compensation (salary and benefits less applicable taxes) with the remaining $5,000 available for professional expenses associated with teaching, research, or creative activities. In accordance with Collected Rules and Regulations, 320.070, this appointment is for a period of five (5) years which may be renewed at the discretion of the Chancellor.

Roll call vote of the Board:

Curator Blitz voted yes.
Curator Brncic voted yes.
Curator Fry voted yes.
Curator Graves voted yes.
Curator Holloway voted yes.
Curator Layman voted yes.
Curator Sinquefield voted yes.
Curator Wenneker voted yes.
Curator Williams voted yes.

The motion carried.

Curators' Distinguished Professor, Carsten Ullrich, MU – presented by Steven Chaffin (information on file)

It was recommended and endorsed by President Mun Y. Choi, recommended by the Academic, Student Affairs and Research & Economic Development Committee, moved by Curator Layman, and seconded by Curator Brncic, that the following action be approved:

that upon the recommendation of President Mun Y. Choi, the Provost, and the Associate Vice President for Academic Affairs and Chief of Staff, it is recommended that Professor Carsten Ullrich be named to the position University of Missouri Curators' Distinguished Professor, effective 09/01/2023. Professor Ullrich will receive a $15,000 annual stipend as long as the position title is held. $10,000 will go to increased compensation (salary and benefits less applicable taxes) with the remaining $5,000 available for professional expenses associated with teaching, research, or creative activities. In accordance with Collected Rules and Regulations,

320.070, this appointment is for a period of five (5) years which may be renewed at the discretion of the Chancellor.

Roll call vote of the Board:

Curator Blitz voted yes.
Curator Brncic voted yes.
Curator Fry voted yes.
Curator Graves voted yes.
Curator Holloway voted yes.
Curator Layman voted yes.
Curator Sinquefield voted yes.
Curator Wenneker voted yes.
Curator Williams voted yes.

The motion carried.

Curators' Distinguished Professor, Xiu-Feng Wan, MU – presented by Steven Chaffin (information on file)

It was recommended and endorsed by President Mun Y. Choi, recommended by the Academic, Student Affairs and Research & Economic Development Committee, moved by Curator Layman, and seconded by Curator Brncic, that the following action be approved:

that upon the recommendation of President Mun Y. Choi, the Provost, and the Associate Vice President for Academic Affairs and Chief of Staff, it is recommended that Professor Xiu-Feng Wan be named to the position University of Missouri Curators' Distinguished Professor, effective 09/01/2023. Professor Wan will receive a $15,000 annual stipend as long as the position title is held. $10,000 will go to increased compensation (salary and benefits less applicable taxes) with the remaining $5,000 available for professional expenses associated with teaching, research, or creative activities. In accordance with Collected Rules and Regulations, 320.070, this appointment is for a period of five (5) years which may be renewed at the discretion of the Chancellor.

Roll call vote of the Board:

Curator Blitz voted yes.
Curator Brncic voted yes.
Curator Fry voted yes.
Curator Graves voted yes.

Curator Holloway voted yes.
Curator Layman voted yes.
Curator Sinquefield voted yes.
Curator Wenneker voted yes.
Curator Williams voted yes.

The motion carried.

Curators' Distinguished Professor, Yong Wang, UMKC – presented by Steven Chaffin (information on file)

It was recommended by Chancellor C. Mauli Agrawal, endorsed by President Mun Y. Choi, recommended by the Academic, Student Affairs and Research & Economic Development Committee, moved by Curator Layman, and seconded by Curator Brncic, that the following action be approved:

> that upon the recommendation of Chancellor Agrawal, the Provost, and the Associate Vice President for Academic Affairs and Chief of Staff, it is recommended that Professor Yong Wang be named to the position University of Missouri Curators' Distinguished Professor, effective 09/01/2023. Professor Wang will receive a $15,000 annual stipend as long as the position title is held. $10,000 will go to increased compensation (salary and benefits less applicable taxes) with the remaining $5,000 available for professional expenses associated with teaching, research, or creative activities. In accordance with Collected Rules and Regulations, 320.070, this appointment is for a period of five (5) years which may be renewed at the discretion of the Chancellor.

Roll call vote of the Board:

Curator Blitz voted yes.
Curator Brncic voted yes.
Curator Fry voted yes.
Curator Graves voted yes.
Curator Holloway voted yes.
Curator Layman voted yes.
Curator Sinquefield voted yes.
Curator Wenneker voted yes.
Curator Williams voted yes.

The motion carried.

Curators' Distinguished Professor, Patrick Westhoff, MU – presented by Steven Chaffin (information on file)

It was recommended and endorsed by President Mun Y. Choi, recommended by the Academic, Student Affairs and Research & Economic Development Committee, moved by Curator Layman, and seconded by Curator Brncic, that the following action be approved:

> that upon the recommendation of President Mun Y. Choi, the Provost, and the Associate Vice President for Academic Affairs and Chief of Staff, it is recommended that Professor Patrick Westhoff be named to the position University of Missouri Curators' Distinguished Professor, effective 09/01/2023. Professor Westhoff will receive a $15,000 annual stipend as long as the position title is held. $10,000 will go to increased compensation (salary and benefits less applicable taxes) with the remaining $5,000 available for professional expenses associated with teaching, research, or creative activities. In accordance with Collected Rules and Regulations, 320.070, this appointment is for a period of five (5) years which may be renewed at the discretion of the Chancellor.
>
> Roll call vote of the Board:
>
> Curator Blitz voted yes.
> Curator Brncic voted yes.
> Curator Fry voted yes.
> Curator Graves voted yes.
> Curator Holloway voted yes.
> Curator Layman voted yes.
> Curator Sinquefield voted yes.
> Curator Wenneker voted yes.
> Curator Williams voted yes.
>
> The motion carried.

Curators' Distinguished Professor Emeritus, Jerry Atwood, MU – presented by Steven Chaffin (information on file)

It was recommended and endorsed by President of the University of Missouri Mun Y. Choi, recommended by the Academic, Student Affairs and Research & Economic Development Committee, moved by Curator Layman, and seconded by Curator Brncic, that the following action be approved:

that upon the recommendation of President Mun Y. Choi, the Provost, and the University of Missouri System Office of Academic Affairs, it is recommended that Professor Jerry Atwood be named to the position University of Missouri Curators' Distinguished Professor Emeritus, effective 09/07/2023.

Roll call vote of the Board:

Curator Blitz voted yes.
Curator Brncic voted yes.
Curator Fry voted yes.
Curator Graves voted yes.
Curator Holloway voted yes.
Curator Layman voted yes.
Curator Sinquefield voted yes.
Curator Wenneker voted yes.
Curator Williams voted yes.

The motion carried.

Curators' Distinguished Professor Emeritus, R. Roco Cottone, UMSL – presented by Steven Chaffin (information on file)

It was recommended by Chancellor Kristin Sobolik, endorsed by President Mun Y. Choi, recommended by the Academic, Student Affairs and Research & Economic Development Committee, moved by Curator Layman, and seconded by Curator Brncic, that the following action be approved:

that upon the recommendation of Chancellor Sobolik, the Provost, and the Associate Vice President for Academic Affairs and Chief of Staff, it is recommended that Professor Robert Rocco Cottone be named to the position University of Missouri Curators' Distinguished Professor Emeritus, effective 09/01/2023.

Roll call vote of the Board:

Curator Blitz voted yes.
Curator Brncic voted yes.
Curator Fry voted yes.
Curator Graves voted yes.
Curator Holloway voted yes.

Curator Layman voted yes.
Curator Sinquefield voted yes.
Curator Wenneker voted yes.
Curator Williams voted yes.

The motion carried.

Curators' Distinguished Teaching Professor Emeritus, Thomas E. Phillips, MU – presented by Steven Chaffin (information on file)

It was recommended and endorsed by President of the University of Missouri Mun Y. Choi, recommended by the Academic, Student Affairs and Research & Economic Development Committee, moved by Curator Layman, and seconded by Curator Brncic, that the following action be approved:

> that upon the recommendation of President Mun Y. Choi, the Provost, and the University of Missouri System Office of Academic Affairs, it is recommended that Professor Thomas Phillips be named to the position University of Missouri Curators' Distinguished Teaching Professor Emeritus, effective 09/01/2023.

Roll call vote of the Board:

Curator Blitz voted yes.
Curator Brncic voted yes.
Curator Fry voted yes.
Curator Graves voted yes.
Curator Holloway voted yes.
Curator Layman voted yes.
Curator Sinquefield voted yes.
Curator Wenneker voted yes.
Curator Williams voted yes.

The motion carried.

Curators' Distinguished Professor Emerita, Marjorie Skubic, MU – presented by Steven Chaffin (information on file)

It was recommended and endorsed by President of the University of Missouri Mun Y. Choi, recommended by the Academic, Student Affairs and Research & Economic

Development Committee, moved by Curator Layman, and seconded by Curator Brncic, that the following action be approved:

> that upon the recommendation of President Mun Y. Choi, the Provost, and the University of Missouri System Office of Academic Affairs, it is recommended that Professor Marjorie Skubic be named to the position University of Missouri Curators' Distinguished Professor Emerita, effective 09/01/2023.
>
> Roll call vote of the Board:
>
> Curator Blitz voted yes.
> Curator Brncic voted yes.
> Curator Fry voted yes.
> Curator Graves voted yes.
> Curator Holloway voted yes.
> Curator Layman voted yes.
> Curator Sinquefield voted yes.
> Curator Wenneker voted yes.
> Curator Williams voted yes.
>
> The motion carried.

General Business

General Counsel's Report – presented by General Counsel Menghini

No action taken by the Board.

[334]Property Disposition, UMSL – presented by Executive Vice President Rapp

This item is closed and may be given public notice upon completion.

[335]Property Disposition, UMSL – presented by Executive Vice President Rapp

This item is closed and may be given public notice upon completion.

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

No action taken by the Board.

Curators' Only Report

No action taken by the Board.

Adjourn, Board of Curators Meeting and Committee Meetings, September 7, 2023.

It was moved by Curator Holloway and seconded by Curator Brncic that the Board of Curators meeting and committee meetings, September 7, 2023, be adjourned.

Roll call vote of the Board:

Curator Blitz voted yes.
Curator Brncic voted yes.
Curator Fry voted yes.
Curator Graves voted yes.
Curator Holloway voted yes.
Curator Layman voted yes.
Curator Sinquefield voted yes.
Curator Wenneker 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 5:30 P.M. on Thursday, September 7, 2023.

Respectfully submitted,

Cindy S. Harmon

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

Approved by the Board of Curators on November 16, 2023.