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

BOARD OF CURATORS

Minutes of the Board of Curators Meeting
February 5-6, 2015
University of Missouri
Columbia, Missouri

BOARD OF CURATORS MEETING – PUBLIC SESSION

A meeting of the University Of Missouri Board Of Curators was convened in public session at 11:00 AM., on Thursday, February 5, 2015, in Columns Room 208 C, D and E of the Reynolds Alumni Center on the University of Missouri campus, Columbia, Missouri, pursuant to public notice given of said meeting. Curator Donald L. Cupps, Chairman of the Board of Curators, presided over the meeting.

Present
The Honorable Ann K. Covington
The Honorable Donald L. Cupps
The Honorable Maurice B. Graham
The Honorable Pamela Q. Henrickson
The Honorable John R. Phillips
The Honorable Phillip H. Snowden
The Honorable David L. Steelman

The Honorable David L. Steward was absent for the meeting.

Also Present
Mr. Timothy M. Wolfe, President
Mr. Stephen J. Owens, General Counsel
Ms. Cindy Harmon, Secretary of the Board of Curators
Miss

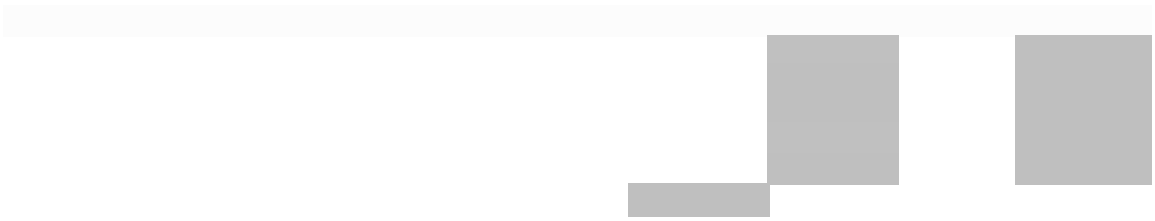
The motion carried.

Review of Consent Agenda – No discussion.

The motion carried.

Board of Curators

February 56, 2015



MISSOURI UNIVERSITY OF SCIENCE AND TECHNOLOGY
Tuition Rates
Beginning with the 2015 Summer Session

TUITION				2014-2015 RATES		2015-2016 RATES	
Student Level or Professional Program	Residence Status	Term Type	Plateau	Per Credit Hour Rate	Flat Rate	Per Credit Hour Rate	Flat Rate
Undergraduate*	Missouri	Semester	None	$274.00		$276.20	
	Nonresident	Semester	None	$802.90		$827.00	
Graduate	Missouri	Semester	None	$375.70		$387.00	
	Nonresident	Semester	None	$1,012.80		$1,073.60	
Business, MBA	Missouri	Semester	na	$637.30		$656.40	
	Nonresident	Semester	na	$1,064.90		$1,128.80	

* Falls under SB389

to the nearest $0.10 will the exceptions described below.

i. Multiyear increases approved by the Board last year.
ii. MU College of Engineering course fee will increase to $82.40 per credit hour.
iii. College of Engineering Excellence fee at MU will increase to $31.50 for residents and $73.50 for nonresidents per credit hour.
iv. College of Arts and Science supplemental fee at MU will increase to $30 per credit hour.
v. MU Trulaske College of Business undergraduate supplemental course fee will increase to $79.40 and the graduate supplemental fee will increase to $93 per credit hour.
vi. MU College of Human Environmental Sciences supplemental fee will increase to $53.50 per credit hour.
vii. MU Sinclair School of Nursing undergraduate course fee will increase to $90 per credit hour.
viii. MU School of Medicine Clinical Lab fee will increase to $742.20 per semester.
ix. Course fees in the School of Health Professions and Truman School of Public Policy at MU will remain flat.
x. UMKC School of Biological Sciences Lab fee will be eliminated and replaced by a course fee of $25 per credit hour for all courses taught by the School of Biological Sciences.
xi. At S&T four supplemental course fees (Engineering Supplemental fee, Science Supplemental fee for Biological Sciences and Chemistry, Science Supplemental fee for Computer Science, Geology, and Geophysics, and the Science Supplemental fee for

ii. The UMKC Law School will create a Legal Technology Fee of $8 per credit hour.

c. eLearning, Special Program Delivery and Continuing Education Fees

Curator Covington voted yes.
Curator Cupps voted yes.
Curator Graham voted yes.
Curator Henrickson voted yes.
Curator Phillips voted yes.
Curator Snowden voted yes.
Curator Steelman voted yes.
Curator Steward was absent.

The motion carried.

The Finance Committee and the public session of the Board of Curators meeting recessed at 12:00 P.M. on Thursday, February 5, 2015.

Board of Curators Meeting – Executive Session

A meeting of the University of Missouri Board of Curators was convened in executive session at 12:17 P.M., on Thursday, February 5, 2015, in Donrey Media Room 211 Reynolds Alumni Center on the University of Missouri campus, Columbia, Missouri, pursuant to public notice given of said meeting.

Dr. Deborah Noble-Triplett, Assistant Vice President, UM System
Mr. Daniel Swinton, NCHERM Consultant

General Business

Legal Advice regarding Title IX and Collected Rules and Regulations revisions presented by General Counsel Owens, Assistant Vice President Noble-Triplett and Mr. Swinton.

No action taken by the Board.

The executive session of the Board of Curators meeting recessed at 1:40 PM.

PUBLIC SESSION

A meeting of the University Of Missouri Board Of Curators was convened in public session at 1:45 P.M., on Thursday, February 5, 2015, in Columns Room 208 C, D and E the Reynolds Alumni Center on the University of Missouri campus, Columbia, Missouri, pursuant to public notice given of said meeting. Curator Donald L. Cupps, Chairman of the Board of Curators, presided over the meeting.

Present
The Honorable Ann K. Covington
The Honorable Donald L. Cupps
The Honorable Maurice B. Graham
The Honorable Pamela Q. Henrickson
The Honorable John R. Phillips
The Honorable Phillip H. Snowden
The Honorable David L. Steelman

The Honorable David L. Steward was absent for the meeting.

Also Present
Mr. Timothy M. Wolfe, President
Mr. Stephen J. Owens, General Counsel
Ms. Cindy Harmon, Secretary of the Board of Curators
Miss Tracy H. Mulderig, Student Representative to the Board of Curators
Dr. Gary K. Allen, Vice President for Information Technology
Dr. Brian D. Burnett, Vice President for Finance
Dr. Henry “Hank” Foley, Executive Vice President of Academi9ore David ouns e5r. Brian D.e1 (

Dr. R. Bowen Loftin, Chancellor for University of Missouri-Columbia
Mr. Leo E. Morton, Chancellor for University of Missouri-Kansas City
Dr. Betsy Rodriguez, Vice President for Human Resources

2. Amendment, Collected Rules and Regulations, 320.010 Equal Employment/Educational Opportunity Policy

Amendments and New Collected Rules related to University's Processes for Discrimination Complaints against Faculty Members and Staff Members (presented by

with that title. This category also includes certain academic appointments for persons having primary appointments of an administrative nature.

c. Appointments to positions involving duties substantially different from those of regular appointees, such as academic field staff appointments in Extension; Lecturer, Assistant Instructor, Instructor, Research Assistant, Research Associate, Graduate Research Assistant, Graduate Teaching Assistant, Extension Assistant, Extension Associate, Student Assistant, and others of like nature; coaches of intercollegiate athletics. Titles in this category shall not include Professor, Associate Professor, and Assistant Professor, but may be modifications thereof.

B. Types of Appointments

1. Within the class of regular appointments, there shall be two types: regular term appointments and continuous appointments. Within the class of nonregular appointments, there shall be one type: nonregular term appointments.

a. Regular Term Appointments -- Regular term appointments begin at a specified date and terminate at a specified date. Such appointments are usually for a period of one academic year, but may be for a longer or shorter period, except that no single term appointment shall be for a period longer than three years. Regular term appointments are subject to the maximum probationary period described in Section 310.020 C and D. Faculty members on regular term appointments are to be considered as reappointed for the succeeding year unless appropriately notified under Section 310.020 F.

b. Continuous Appointments -- Continuous appointments are regular appointments that begin at a specified date but have no specified date of termination. Such appointments shall be deemed to exist in a given department or school on a specific campus. Unless a continuous appointment is subsequently acquired in another unit, no faculty member shall lose, by an approved change in duties or administrative unit, a continuous appointment already acquired. No faculty member shall lose a continuous appointment already acquired if granted a leave of absence with subsequent resumption of duties. In circumstances in which the interest of the University may be better served thereby, a continuous appointment already acquired may be changed, upon request of the faculty member, from full-time to part-time status.

c. Nonregular Term Appointments -- Nonregular term appointments begin at a specified date and terminate at a specified date. Such appointments are usually for a period of one academic year but may be for a longer or shorter period, except that no single term

4. The relieving of any person of administrative functions shall not impair any existing tenure status as an appointee to the academic staff.

D. The Probationary Period

4. In computing service to be credited within the probationary period, the following rules shall apply:

    a. Years of service shall be computed in terms of a cademic years. Not

e. To reappoint as Assistant Professor on a terminal one-year term appointment, expressly stated to be such.

f. Not to reappoint, provided there has been due notice as stipulated in Section 310.020 F.2.

2. Associate Professor -- Initial regular appointment at the rank of Associate Professor normally shall be a term appointment but in exceptional cases may be a continuous appointment. The maximum period on term appointment shall not exceed five years. During the appointee's initial term, and during each succeeding term through the fourth year of service, the appropriate Dean or other administrative officer shall, after receiving recommendations from the appropriate faculty bodies, make one of the following recommendations, except that recommendation Section 310.020 E.2.a shall not be made during the appointee's fourth year of service:

a. To reappoint as Associate Professor on a regular term appointment.

b. To reappoint as Associate Professor on continuous appointment.

c. To promote to Professor on continuous appointment.

d. To reappoint as Associate Professor on a terminal one-year appointment, expressly stated to be such.

e. Not to reappoint, provided there has been due notice as stipulated in Section 310.020 F.

3. Professor -- Initial regular appointment at the rank of Professor normally shall be a term appointment but may be a continuous appointment. The maximum period on term appointment shall not exceed four years. During the appointee's initial term and during each succeeding term through the third year of service, the appropriate Dean or other administrative officer shall, after receiving recommendations from the appropriate faculty bodies, make one of the following recommendations, except that recommendation Section 310.020 E.3.a shall not be made during the appointee's third year of service.

a. To reappoint as Professor on a regular term appointment.

b. To reappoint as Professor on continuous appointment.

c. To reappoint as Professor on a terminal one-year term appointment, expressly stated to be such.

d. Not to reappoint, provided there has been due notice as stipulated in Section 310.020 F.

4. Erroneous Term Appointments -- Since the granting of tenure should be a deliberate act after considered evaluation of the appointee's past performance and potential performance in the long-range future, a good faith term appointment beyond the maximum permissible period on term appointments prescribed by Sections 310.020 D.1, 310.020 E.1,2, or 3 shall not confer tenure by default nor be considered a terminal appointment. Immediately upon the discovery of such an error the appointee or administrative officer

shall notify the appointin g authority and request that a determination be made as to the proper appointment.

b. That the decision was based significantly on consideration violative of academic freedom; or,

c. That the decision was based significantly on considerations violative of governing policies on equal employment opportunity.

Notwithstanding any explanation given, the burden shall rest upon the faculty member to prove the allegations contained in the grievance. In the event that the grievance panel finds probable cause of a violation of academic freedom, the matter shall proceed under the provisions of Section 310.060 except that the burden of proof remains with the appellant.

G. An appointee to the academic staff on regular term appointment shall not subsequently be given a full-time nonregular term appointment to perform substantially the same type of duties in excess of a total period of service of seven years.

Collected Rules and Regulations
Faculty Bylaws and Tenure Regulations
Chapter 310: Academic Tenure Regulations

310.060 Procedures in Case of Dismissal for Cause

Bd. Min. 3-17-72, p. 36,281; Revised Bd. Min. 6-27-80, p. 38,132; Amended Bd. Min. 9-12-80, 12-12-86, 10-30-87, 2-5-15.

In cases of dismissal of faculty for cause, the burden of demonstrating the existence of an adequate case for dismissal shall rest with the University. A faculty member who has been notified in writing of a proposed action for dismissal may request a preliminary informal conference before an appropriate faculty committee as specified in the Bylaws of the campus faculty. If so requested, the Committee or other body shall promptly inquire into the matter and shall schedule a conference, which the parties shall be entitled to attend, the purpose of which shall be to determine whether an amicable adjustment of the matter can be effected. If no such adjustment can be made, and the notice of proposed action is not withdrawn, the matter shall proceed in accordance with Section 310.060 B.

A. Faculty Committees on Tenure

1. Each Campus Faculty Committee on Tenure shall hold hearings within the jurisdiction of this regulation involving personnel in the several academic divisions of the campus it represents.

2. In any case where the Campus Committee determines prior to a hearing that the best interests of all concerned would be served better by a hearing by the University Faculty Committee on Tenure, the Campus Committee may transfer the case to the University Committee, in which case the University Committee shall serve in the place and stead of the Campus Committee.

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of Harassment, Sexual Misconduct and other Forms of Discrimination against a Faculty Member.

d. Complainant is defined in in Section 600.040.C.2 of the Collected Rules and Regulations.

2.

suspension) if immediate harm to someone is threatened by continuance or if the Charge was initiated according to a finding and referral under Section 600.040. For allegations contained in th e Charge not previously decided pursuant to the process in Section 600.040, the Chancellor shall consult with an appropriate standing committee of the faculty before suspending the respondent or as soon as possible thereafter and salary will continue durin g any period of suspension, and an assignment to other duties shall not diminish salary. If the Charge was initiated according to a finding and referral under Section 600.040, Respondent shall be suspended without pay and removed from campus until the Ch ancellor makes a determination and all appeals have been exhausted under Section 310.060.

4. Hearing by Committee

   a. If the Respondent makes a timely written request for a hearing by the Committee, the Chairman shall notify in writing the Respondent, the Comp lainant (when applicable) and the Relator of the date, time, and place of hearing before the Committee, which shall be within a reasonable time but not less than ten, or more than thirty, consecutive calendar days after the date of the receipt of the request for hearing. Not less than twenty days shall be allowed between the delivery of the Charge to the Respondent and the beginning of the hearing.

   b. Any request for continuance shall be made by the Respondent, Complainant or Relator in writing to the Chairma n, who shall have discretionary authority to continue the hearing within the time limits fixed under Section 310.060 B.4.a upon determining that the request is timely and made for good cause. Any continuance beyond the time limit fixed must be by action of the Committee and approved by the Chancellor.

   c. In accordance with standing University policy in personnel matters, such hearings shall not be open to the public.

   d. Except for such simple announcements as may be required, covering the time of the hearing an d similar matters, public statements and publicity about the case by the Relator, the Complainant, the

Committee. There will not be a rehearing of those issues previously decided in the Section 600.040 process and the Relator, the Complainant and the Respondent will not be allowed to present additional evidence or rebuttal evidence regarding those matters.
(2) Any additional allegation(s) in the Charge which were not within the jurisdiction of an d not previously decided in the Section 600.040 Process will follow the process in Section 310.060.
(3) If the Committee determines that there is good cause to believe that there is new evidence, unavailable during Section 600.040 process and that could substantially impact the original finding, the Committee may refer the matter back to the applicable process in Section 600.040 for further proceedings. If the original decision maker is available, the matter will be heard by the original decision maker.

c. Relator's Evidence

(1) Relator's witnesses are to be called and identified and evidence or written statements or reports introduced as appropriate.
(2) The Committee may question witnesses or examine evidence at the conclusion of the Relator's presentation. Respondent may question the Relator or witnesses.

d. Respondent's Evidence

(1) Respondent's witnesses are to be called and identified and evidence or written statements or reports introduced as appropriate.
(2) The Committee may question witnesses or examine evidence at the conclusion of Respondent's presentation. Relator may question the Respondent or witnesses.

e. Rebuttal Evidence -- The Committee shall permit the Relator or the Respondent to offer any matter in rebuttal of the other's pre sentation.

6. Rights of Committee -- The Faculty Committee on Tenure shall have the right:

a. To determine the relevancy and admissibility of any evidence offered at the hearing, except that when the allegation(s) in the Charge was previously decided pursuant to the process in Section 600.040, the Record of the Case in the Section 600.040 Process will be the evidence before the Committee and the findings will be adopted by the

recommendation on the Charge.

b. A Respondent appearing before a Faculty Committee on Tenure for a hearing pursuant to formal notice of a Charge shall have the right:
(1) To be present at the hearing, which right may be waived by failure to appear.
(2) To have present any legal or other advisor or counselor and to consult with such advisor or counselor during the hearing.
(3) To present evidence by witnesses and by properly identified written statements or reports for any defense the Respondent desires for allegations contained in the Charge which were not previously within the jurisdiction of and not previously decided pursuant to the process in Section 600.040.
(4) To hear or examine evidence presented to the Committee for allegations contained in the Charge which were not previously within the jurisdiction of and not previously decided pursuant to the process in Section 600.040.
(5) To question witnesses present and testifying at the hearing for allegations contained in the Charge which were not previously within the jurisdiction of and not previously decided pursuant to the process in Section 600.040.

elects to participate in the Section 310.060 process, Complainant shall have the right:

(1) To be present, which may be waived by failure to appear, at the portions of the hearing related to the allegation(s) in the Charge previously decided pursuant to the process in Section 600.040.
(2) To have present any legal or other advisor or counselor and to consult with such advisor or counselor during the hearing.
(3) To make an impact statement, either verbally or in writing, to the Committee.
(4) To be informed in writing of the findings of the Committee and its recommendation on the Charge, as it relates to the allegation(s) in the Charge previously decided pursuant to the process in Section 600.040.

8. Other Procedural Questions

a.

official purposes, and for the purpose of appeal be accessible at reasonable times and places both to the Relator and the Respondent. In the event of an appeal, no new evidence shall be taken in the case, but the appellate authority may remand the matter for further evidence to the Committee. Either party may have any such record of the hearing reduced to writing for the purposes of appeal.

D. Determination by Chancellor and Right of Appeal

1. The Chancellor shall make a determination in the matter after giving due consideration to the findings and recommendations of the Committee and may remand the matter to the Committee or to the decision maker in the Section 600.040 Process, when applicable, for further proceedings. Upon reaching this determination, the Chancellor shall notify the Respondent, the Complainant (when applicable and as it relates to the allegations(s) in the Charge previously decided pursuant to the process in Section 600.040) and Relator in writing of the determination and disposition. The Respondent, Complainant or Relator shall be entitled to appeal to the President of the University as provided in Section 310.060 D.3. The Complainant's right to appeal and have access to records related to the appeal in Section 310.060.D are limited to the allegation(s) in the Charge which were previously decided pursuant to the process in Section 600.040. When the allegation(s) in the Charge was previously decided pursuant to Section 600.040 and if the Chancellor determines that adequate cause for termination has not been established, the Chancellor, in consultation with the Provost, shall determine sanctions less than termination for cause. The determination of sanctions less than termination for cause is stayed pending the appeals related to the Chancellor's decision as to termination and are not part of those appeals.

2. When permitted by these Regulations, the Respondent, Complainant or Relator may appeal a decision of the Chancellor by filing written notice of appeal within seven (7) consecutive calendar days after notice of the decision of the Chancellor with the President. A copy of the Notice of Appeal will simultaneously be given by the appealing party to all other parties. The appealing party may file a written argument confined to the issues and evidence previously submitted and contained in the Record of the Case for

consideration by the President. Such memorandum must be filed with the Notice of Appeal, and the President may request a reply to such memorandum by the Respondent, Complainant or Relator. The President shall have the discretionary right to grant extensions of time.

3. The President shall review the full Record of the Case and the appeal documents and may affirm, reverse, remand the case for further proceedings or, upon concluding that adequate cause for termination has not been established, and therefore tenure is not involved, but that some discipline or penalty less than dismissal may be appropriate, may refer the Record of the Case to the appropriate campus final Committee on Faculty Responsibility for its recommendation to the Chancellor and the President shall notify the Respondent, Complainant (when applicable) and the Relator in writing of this decision on the appeal.

    a. The Relator, Complainant or the Respondent may thereafter appeal to The Board of Curators of the University of Missouri by filing a written Notice of Appeal with the President of the University and the Secretary of the Board of Curators and giving notice either to the Respondent or the Relator, as appropriate. Such Notice of Appeal must be filed within seven (7) consecutive calendar days of the notification of action by the President. Upon the filing of a Notice of Appeal to the Board, the President shall cause the record of the case, including any written

4. The Board of Curators shall either sustain the decision of the Hearing Committee or return the proceedings to the Committee with specific objections. The Committee shall then reconsider, taking into account the stated objections and receiving new evidence if necessary. The Board of Curators shall take such final action on the appeal as it deems appropriate after study of the Committee's reconsideration. The Secretary of the Board shall notify the Respondent and the Relator in writing of the decision of the Board.

   Notice -- If the appointment is terminated, a tenured faculty member shall normally receive salary to the end of the contract year in which final determination was made by the Chancellor under these procedures, as set forth in Section 310.060 D.1, except that no salary shall be paid beyond the date of termination if the cause of termination was conviction of a felony or if the cause of termination resulted from a Charge that was initiated pursuant to a finding and referral pursuant to Section 600.040. The Faculty Committee on Tenure may make recommendations if a shorter or longer period is deemed appropriate because of such considerations as the nature and gravity of the conduct which justified dismissal and the length and quality of service of the faculty member. Notice may also be extended by the President if, through no fault of the faculty member, inordinate delays occur in the appeal process.

Collected Rules and Regulations

Academic Tenure Regulations

370.010 Academic Grievance Procedure

Bd. Min. 4-8-05; Extended Bd. Min. 4-4-08; Amended 12-12-08; 04-03-09; Bd. Min. 6-17-11. [The 6-17-11 version replaces 370.015 (Pilot Academic Grievance Procedure), and the prior version of 370.010.] Amended 6-19-14, 2-5-15.

The Board of Curators, the faculty, and the administration of the University of Missouri recognize the importance of providing a prompt and efficient procedure for fair and equitable resolutions of grievances with the University without fear of prejudice or reprisal for initiating a grievance or participating in its settlement. To the extent possible, all grievances should be settled through informal discussions at the lowest administrative level, and disputed matters should be processed as formal grievances only when either party feels that a fair and equitable solution has not been reached in the informal discussions. Accordingly, the members of the

faculty as defined in the rules and regulations, Section 310.020 A, including faculty who hold an administrative title or function, are encouraged to use this procedure for grievances relating to their status or activities as faculty members. Former faculty members may only use this process to grieve the non-renewal of their employment. This grievance procedure should not be used in connection with a matter relating to any administrative title or function which the faculty member currently holds or may also have had. When one of the following Sections is applicable, a grievance under Section 370.010 is not allowed for allegations within the jurisdiction of that applicable Section:

Section 200.025 Equity Resolution Process for Resolving Complaints of Harassment, Sexual Misconduct and other Forms of Discrimination against a Student or Student Organization

Section 600.040 Equity Resolution Process for Resolving Complaints of Harassment, Sexual Misconduct and other Forms of Discrimination against a Faculty Member

Section 600.050 Equity Resolution Process for Resolving Complaints of Harassment, Sexual Misconduct and other Forms of Discrimination against a Staff Member.

The success of this procedure is contingent upon the good faith effort of all participants. It is the responsibility of the Faculty Council, Senate and Campus Administration, and the University President to encourage and sustain such efforts, and to ensure that the procedure is followed in its entirety in its spirit as well as letter. The Chancellors will be responsible for ensuring that the determination reached in a grievance is implemented. The Faculty Council/Senate Oversight Committee will monitor this process, as per 370 C.11.c.

A. Definition:
    1. A grievance is defined as an allegation that one or more of the following has occurred:
        a. There has been a violation, a misinterpretation, an arbitrary or discriminatory application of written University rule, policy, regulation, or procedure which applies personally to the faculty member, notwithstanding that it may apply to others within or without the grievant's unit, relating to the privileges, responsibilities, or terms and conditions of employment as a member of the faculty.
        b. The faculty member has been discriminated against in violation of the Equal Employment/Educational Opportunity Policy in Section 320.010 and Sections 200.025, 600.040 and 600.050 are not applicable.
        c. There has been an infringement on the academic freedom of the faculty member.
    2. This policy shall not be interpreted in such a manner as to violate the legal rights of religious organizations or the recruiting rights of military organizations associated with the Armed Forces or the Department of Homeland Security of the United States of America.
B. Termination and Non-Renewal of Regular Faculty

    1. The termination of regular faculty on continuous appointments, on whatever grounds, is governed by the Academic Tenure Regulations (Section 310.020)

a. A faculty member files a grievance by the completion of the Grievance

must be a current university employee and cannot act in the capacity of an attorney. The advisor may not make presentations or statements to the GRP, or any other parties present.

e. The university respondent will be provided with the original grievance filing form and any other information gathered that the GRP deems relevant, and will be required to write a rebuttal statement.

   i. The respondent may include any relevant evidence/attachments that the respondent would like to be considered by the GRP, as well as a list of additional sources of information, including persons with knowledge.
   ii. The respondent may request that the GRP gather any additional relevant evidence that the respondent believes exists and that is not in the respondent's possession or to which the respondent does not have access. Taking into account considerations of FERPA, HIPPA, attorney/client privilege and impact on any party or university entity, the GRP will make reasonable attempts to obtain information that it deems relevant and central to the grieved matter(s).
   iii. The respondent has 15 calendar days from the date that s/he is provided with the original grievance filing form to write this rebuttal statement. The respondent may submit a written request to the GRP for a time extension to prepare the rebuttal. Such extensions will be granted at the sole discretion of the GRP.

f. The GRP will investigate, gather evidence, meet individually or jointly with either or both parties, as well as other relevant individuals. There shall be no formal hearing in this process.
g. Based on its own investigation, the GRP may collect evidence that it deems as having relevance and centrality to the grieved matters.
h. The GRP shall receive the cooperation of campus administrators, the collegiate dean, the department chair, the grieving faculty member, other faculty members, other University employees, and students enrolled at the University. It will be the duty of all such individuals to provide, in a timely fashion, all requested non-testimonial evidence relevant to the case.
i. The GRP will consult with University Legal Counsel concerning legal issues of evidence, including but not limited to FERPA regulations, attorney/client privilege, and HIPPA-protected materials.
j. All University employees must be truthful in providing testimony to the GRP and all non-testimonial evidence must be genuine and accurate. False testimony, fraudulent evidence, refusal to cooperate

provide a 30 minute oral presentation to the GRP regarding their perspective on these tentative findings. Each party will be provided with the opportunity to make one ten minute rebuttal to the other party's presentation.

5. Potential GRP Actions

   a. The GRP has broad administrative latitude to address grievances.
   b. At any point in the process, the GRP may:

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then the Chancellor shall provide reasons and a new estimated time via a letter to all parties (grievant, respondent, GRP, Oversight Committee representative). If the Chancellor does not act within such additional 30 calendar days and does not provide such a letter, the decision of the GRP becomes final.

7. Chancellor's review of the GRP Decision:

   a. In reviewing the GRP decision:

      i. The Chancellor, or the Chancellor's designee, may speak to the grievant and the respondent. If the Chancellor, or the Chancellor's designee, meets with one party, however, then the Chancellor or the chancellor's designee must also meet with the other party as well, although not necessarily at the same time.
      ii. The Chancellor and Chancellor's designee will have access to all relevant documents.
      iii. The Chancellor or the Chancellor's designee may seek additional information or input as needed. I f the Chancellor or Chancellor's designee seeks additional information, however, then the Chancellor shall inform the GRP and the OC representative to the grievance under consideration what additional information or input the Chancellor or the Chancellor's designee has sought.

   b. The Chancellor may accept or reject the findings of the GRP in whole or in part, and accept, reject or modify the recommendations of the GRP. eor T (llou 0 Tit (d)2(e)2lor Tt 0.0(c)77to20.00aa)-6(n)12((llou 0 Tba)7(llo(

c. Upon rejection of the final decision, the grievant and the respondent are released from the confidentiality requirements imposed by Section 370.010C.12.

11. Oversight:

a.

relevant parties, and in cases in which remedies are not being implemented the Faculty Council/ Faculty Senate will be notified.

12.

Student or Student Organization

Section 600.040 Equity Resolution Process for Resolving Complaints of Harassment, Sexual Misconduct and other Forms of Discrimination against a Faculty Member

Section 600.050 Equity Resolution Process for Resolving Complaints of Harassment, Sexual Misconduct and other Forms of Discrimination against a Staff Member.

alternate turns. The toss of a coin shall determine the elimination sequence.

d. A decision of the grievance committee may be reached upon the concurrence of any two of the three members.

e. A hearing will be scheduled as soon as feasible after selection of the third committee member.

f. The grievance committee shall keep a complete record o f the hearing before it, including any exhibits or papers submitted to it in connection with the hearing and a complete record of any testimony taken. Upon the rendering of its decision, the complete record shall be filed in the Office of the President of the University and shall be available to the employee, employee's representative and the University Grievance Representative.

g. Any cost of the third party on the committee and cost of transcript (if requested) shall be paid equally by the employee and the University.

4. In the event the decision of the grievance committee is unsatisfactory to either the employee or the University Grievance Representative, either may within five (5) days after receipt of the decision appeal to the Board of Curators by delivering such notice of appeal to the President of the University.

5. Upon the receipt of the notice of appeal, the President of the University shall cause the record of the hearing before the grievance committee to be filed with the Board of Curators of the University, who shall review such record. The decision of the Board of Curators, upon such review, will be final.

6. The prescribed time limits may be extended by mutual agreement whenever necessary in order for these provisions to be implemented.

7. The interpretation of "days" within this section is to be normal workdays

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- ƒ Actions of fraternities and sororities;
- ƒ Membership in and/or admission to clubs/ organizations;
- ƒ Student Health Services;
- ƒ Financial aid awards; and

e. Sections 200.025, 600.040 and 600.050 are not applicable.

3. A student is any person who has applied for admission or readmission, or who is curre ntly enrolled, or who was a student of the University of Missouri at the time of the alleged discrimination.

4. Persons with disabilities -- For the purpose of this student discrimination grievance procedure, a "person with a disability" has been substituted for "handicapped individual" (Section 504, Rehabilitation Act of 1973) and shall be defined as "...any person who

   a. Has a physical or mental impairment which substantially limits one or more of such person's major life activities.

   b. Has a record of such imp airment, or

   c.

individually in a joint proceeding, they may, by mutual agreement, elect one or more of their number to act on behalf of them all.

3. Students may informally discuss a complaint with the relevant supervising administrator. Every reasonable effort should be made to resolve the matter informally at this administrative level. If a satisfactory resolution is not reached, the student may pursue the matter through each level of adminis trative jurisdiction up to and including the Appropriate Administrative Officer, or file a grievance within the time specified in D.1.b.

4. Complaints Involving Recruitment

    a. Undergraduate applicants must first present complaints about recruitment to the Director of Admissions. If a satisfactory resolution is not reached, the applicant may appeal the matter to the immediate supervising officer of the Director of Admissions.

    b. Applicants for graduate study may request a meeting with the academic department head and the Dean of the College for those campuses having schools or colleges, or their designees, who are actually involved in the recruitment effort to discuss the matter informally. If a satisfactory resolution is not reached, the applicant may appeal to the Dean of the Graduate School/Vice Provost for Graduate Studies and finally to the Appropriate Administrative Officer.

5. Complaints Involving Admissions (Undergraduate or Professional)

    a. Undergraduate and professional student applicants shall present complai nts to the Director of Admissions or to the Dean of the School or College, depending upon where the application was originally filed.

    b. This University official shall compare the person's academic qualifications against the official University admissions criteria and review the denial. If the denial is sustained, officials' immediate supervisor or to the appropriate admissions committee.

6. Complaints Involving Admissions (Graduate) -- Applicants to the Graduate School may ask for a meeting with the academic department head of the program to which the applicant was seeking admission. This official shall explain the reasons for the denial of recommendation for admissions. If a satisfactory resolution is not reached, the applicant may then appeal to the Dean of the Graduate School/Vice Provost for Graduate Studies or to the appro2(p)2(e)2u<TT1 1 Tf -0.001 gdm(s)7(ion)12(s)7(c)7he denions for1(r)6u]TJ -027(olu)12(tua<Tc -0.01

appropriate administrative supervisor, department head and/or director to discuss the matter informally. If a satisfactory resolution is not reached, the student may present a grievance pursuant to Section 390.010 D.

9. Complaints Involving Student Employment on Campus -- A student enrolled at the University who alleges that discrimination occurred either in applying for work or while working as a student employee at a University job may request a conference with the supervisor, department head or director of the employing unit to discuss the matter informally. If a satisfactory resolution is not reached, the student may present a grievance pursuant to Section 390.010 D.

10. Complaints Involving Financial Aid (Undergraduate, Graduate, Professional):

    a. Undergraduate, graduate, and professional student aid applicants shall present complaints to the Director of Student Financial Aid where the application was originally filed or the award originally made.

    b. This University official shall compare the person's financial and academic qualifications against the official University financial aid criteria and review the award, amount, or denial of the aid. If the original judgment is sustained, the applicant may appeal this decision to the official's immediate supervisor or to the appropriate financial aid committee.

D. Initiating a Grievance

1. Policies and Procedures

Officer.

3. A hearing committee shall be composed of five (5) members. The grievant shall select two (2) members from the grievance hearing panel provided by the Chief Student Personnel Administrator. The responding faculty/staff/organization shall select two (2) members from the grievance hearing panel. Both parties should have their selection made within 15 working days of the receipt of the request. The four committee members shall then select an additional member from the grievance hearing panel to serve as chair. Neither members of the immediate departmental unit nor student

Suggested Format for Hearing

I. Opening remarks accompanied by written submission of parties' outlines of relevant, non- redund ant evidence to be offered to committee.

1. Grievant

2. Respondent

II. Consideration of any decision on objections to acceptance of items of evidence.

III. Presentation of relevant, non - redundant evidence.

a.

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, (3) if the conduct is related to the Faculty Member's fitness or performance in the professional capacity of teacher or researcher or (4) if the conduct occurs when the Faculty Member is serving in the role of a University employee.

C. Definitions

1. University's Anti-Discrimination Policies. The University's Anti-Discrimination Policies include the Equal Employment/Education Opportunity Policy located at Section 320.010 of the Collected Rules and Regulations and the Sex Discrimination, Sexual Harassment and Sexual Misconduct in Education/Employment Policy located at Section 600.020 of the Collected Rules and Regulations.
2. Complainant. Complainant refers to the alleged victim of discrimination under the University's Anti-Discrimination Policies. The University may also serve as the Complainant when the alleged victim does not want to participate in the resolution process.
3. Accused. The Faculty Member or Members alleged to have violated the University's Anti-Discrimination Policies.
4. Faculty Member. For purposes of Section 600.040, Faculty Member includes all regular and non-regular academic staff appointments as defined in Sections 310.020 and 310.035 of the Collected Rules and Regulations.
5. Complaint. Any verbal or written [illegible]

the Provost's Designee recommending sanctions (when applicable), and the Provost making the finding on sanctions .

15. Hearing Panel Resolution. Resolution of the Complaint by an Equity Resolution Hearing Panel making the finding on each of the alleged policy violations and recommending sanctions and the Provost making the finding on sanctions.

16. Record of the Case in the Section 600.040 Process . The Record of the Case in the Section 600.040 Process includes, when applicable: Letter(s) of notice, exhibits, hearing record (an audio, video, digital or stenographic record of the hearing); the finding on each of the alleged policy violations by either the Hearing Panel

All University employees and students must be truthful when making any statement or providing any information or evidence to the University throughout the process, including to the Investigator, the Provost (or Provost's Designee), the Title IX Coordinator (or Title IX Coordinator's Designee), the Hearing Panel and/or the Chancellor (or Chancellor's Designee), and all documentary evidence must be genuine and accurate. False statements, fraudulent evidence or refusal to cooperate with the Investigator, the Provost (or Provost's Designee), the Title IX Coordinator (or Title IX Coordinator's Designee), the Hearing Panel and/or the Chancellor (Chancellor's Designee) is a violation of law 0.s IXscu gen(gn)10(ee(es)5fo)-2(r)4(h)10p(i)-2(tel)o(g P)7(a)-2(a)5(n)10(d/)c be gen2(r)

2. To have access to campus support resources (such as counseling and mental health services and University health services), unless suspended from campus pending the completion of the process.
3. To have an Advisor of the Accused's choice accompany the Accused to all meetings and proceedings throughout the Equity Resolution Process.
4. To refuse to have an allegation resolved through Conflict Resolution or Administrative Resolution Processes.
5. To have an opportunity to present a list of potential witnesses and provide evidence to the Investigator.
6. To receive notice of the policies alleged to have been violated.
7. To have complaints heard in substantial accor dance with these procedures.
8. To be informed in writing of the finding, rationale and sanctions.
9. To have an opportunity to appeal the findings and sanctions.
10. Additional Rights for Hearing Panel Resolution:
    a. To receive notice of the hearing.
    b. To have the names of witnesses that may participate in the hearing at least two (2) business days prior to the hearing.
    c. To have copies of all pertinent documentary evidence and any investigative report at least two (2) business days prior to the hearing.
    d. To be present at the hearing, which right may be waived by either written notification to the Hearing Panel Chair or by failure to appear.
    e. To request alternative attendance or questioning mechanisms for the hearing (e.g.: screens, Skype, questions directed throu gh the Chair, etc.)
    f. To have present an Advisor during the hearing and to consult with such Advisor during the hearing.
    g. To testify at the hearing or refuse to testify at the hearing.
    h. To present witnesses and documents deemed relevant by the Chair.
    i. To question witnesses present and testifying at the hearing. See Section 600.040.M.6 below for limitations on directly questioning the Complainant.

I. Role of Advisors

Each Complainant and Accused is allowed to have one Advisor of their choice present wit h them for all Equity Resolution Process interviews, meetings and proceedings. The Parties may select whomever they wish to serve as their Advisor, including an attorney. An Advisor is not required and any party may elect to proceed without an Advisor.

I f the Complainant is a student, the student Complainant may request that the Provost (or Provost's Designee) or Title IX Coordinator (or Title IX Coordinator's Designee) assign a trained Advisor to provide support throughout the Equity Resolution Process. University trained Advisors are administrators or staff at the University trained on the Equity Resolution Process.

The Advisor may not make a presentation or represent the Complainant or the Accused during any meeting or proceeding. The Parties are expected to ask and respond to questions on their own behalf, without representation by their Advisor. The Advisor may consult with the advisee quietly or in writing, or outside the meeting or proceeding during breaks, but may not speak on behalf of the advis ee at any point throughout the process. Advisors who do not follow these guidelines will be warned or dismissed from the meeting or proceeding at the discretion of the Investigator(s) during the investigation, the Provost or Provost's Designee during the Administrative Resolution process, or the Chair of the Hearing Panel during the Hearing Panel process.

The Complainant may request the Chancellor or Chancellor's Designee to reconsider the summary determination ending the process. If the Chancellor or Chancellor's Designee decides a reasonable person could find the Accused responsible for violating the University's Anti- Discrimination Policies, the Chancellor or Chancellor's Designee will reverse the determination ending the process and direct the process to continue. The Complaint will then be resolved through one of three processes: Conflict Resolution, Administrative Resolution or Hearing Panel Resolution. This determination to continue the proces s lies in the sole discretion of the Chancellor or Chancellor's Designee and such determination is final. Further appeals or grievances are not permitted.

If the Chancellor or Chancellor's Designee agrees with the summary determination ending the process by the Provost or Provost's Designee and that no reasonable person could find the Accused responsible for violating the University's Anti-Discrimination Policies, then the process will end and the Complainant and the Accused will be sent written notification of the determination. This determination to end the process lies in the sole discretion of Chancellor or Chancellor's Designee and such determination is final. Further appeals or grievances are not permitted.

L. Conflict Resolution

5. The Administrative Resolution or Hearing Panel Resolution process will normally be completed within sixty (60) business days from the notice of the Complaint. Deviations from this timeframe will be promptly communicated to both parties.
6. The Accused may not directly question the Complainant and the Complainant may not directly question the Accused. However, if both the Complainant and the Accused request the opportunity, direct questioning between the Parties will be permitted in the Hearing Panel Resolution Process. Otherwise written questi ons will be directed to the Chair in the Hearing Panel Resolution Process, and those questions deemed appropriate and relevant will be asked on behalf of the requesting party.
7. In the Administrative Resolution Process, the Accused and the Complainant may provide a list of questions for the Investigator(s), Provost or Provost's Designee to ask the other party. If those questions are deemed appropriate and relevant, they may be asked on behalf of the requesting party.
8. The Administrative Resolution proce ss may be used when both Parties elect to resolve the Complaint using the Administrative Resolution Process.
9. At any time prior to the finding on disputed policy violations, the Complainant and/or the Accused may request that the Complaint shift from the Administrative Resolution Process to the Hearing Panel Resolution process. Upon receipt of such a request from either or both Parties, the Complaint will shift to the Hearing Panel Resolution Process.
10. The Resolution Processes will proceed regardless of whether the Accused chooses to participate in the investigation, the finding or the hearing.
11. For good cause, the Provost or Provost's Designee in the Administrative Resolution Process and the Chair of the Hearing Panel in the Hearing Panel Resolution may, in their discretion, grant reasonable extensions to the time frames and limits provided.

N. Administrative Resolution.
Administrative Resolution by the Provost or Provost's Designee can be pursued for any behavior that falls within the University's Anti-Discrimination Policies. Administrative Resolution may be used when both Parties elect to resolve the Complaint using the Administrative Resolution Process.

The Administrative Resolution process consists of:
1. . ost or Provost's Designeno cann ll(

Provost will find sanctions or remedial actions. The findings and sanctions are subject to appeal.

At any point during the Investigation and Administrative Resolution process and prior to the finding on disputed policy violations, either party may request that the matter be referred to the Hearing Panel Resolution process.

At least three (3) business days prior to rendering a finding on disputed policy violations, the Provost or Provost's Designee will provide the Parties with written notice of intent to render a finding using the Administrative Resolution process, either:

1. In person, or
2. Mailed to their mailing address of the respective party as indicated in official University records and emailed to the party's University-issued email account. If there is no local address on file, mail will be sent to the party's permanent address.

   Once received in person or mailed and emailed, notice will be presumptively delivered.

If, after the three (3) business days described above, the Provost or Provost's Designee has not received a request in writing from either party that the matter be referred to the Hearing Panel Resolution process, the Provost or Provost's Designee may render a finding on the disputed violations. Once the finding has been made, the right to the Hearing Panel Resolution process is waived and the Administrative Resolution process is complete. The finding of the Administrative Resolution process remains subject to appeal.

When a Provost's Designee makes the finding on each of the alleged policy violations, the Provost's Designee will recommend sanctions, but the Provost will make the finding on sanctions and remedial actions.

The Provost or Provost's Designee will inform the Accused and the Complainant of the finding on each of the alleged policy violations and the finding on sanctions, if applicable, in writing within five (5) business days of the findings, without significant time delay between notifications. Notification will be made in writing and will be delivered either:

1. In person, or
2. Mailed to the mailing address of the respective party as indicated in official University records and emailed to the party's University-issued email account. If there is no local address on file, mail will be sent to the party's permanent address.

   Once received in person or mailed and emailed, notice will be presumptively delivered.

O. Hearing Panel Resolution.

9. Rights of the Hearing Panel
   a. The relevancy and admissibility of any evidence offered at the hearing shall be determined by the Chair, whose ruling shall be final unless the Chair shall pre

issued email accounts. If there is no local address on file, mail will be sent to the party's permanent address.

Once received in person or mailed and emailed, notice will be presumptively delivered.

P. Sanctions

If the Accused is found responsible for a violation of the University's Anti-Discrimination Policies, the Hearing Panel or Provost's Designee (when a Provost's Designee is used in the Administrative Resolution Process) will recommend sanctions but the Provost will make the finding of sanctions and remedial actions.

1. Factors Considered when Finding Sanctions/Remedial Actions include but are not limited to:
   a. The nature, severity of, and circumstances surrounding the violation.
   b. The disciplinary history of the Accused.
   c. The need for sanctions/remedial actions to bring an end to the discrimination, harassment and/or retaliation.
   d. The need for sanctions/remedial actions to prevent the future recurrence of discrimination, harassment and/or retaliation.
   e. The need to remedy the effects of the discrimination, harassment and/or retaliation on the Complainant and the University community.
2. Types of Sanctions

   The following sanctions may be imposed upon any Faculty Member found to have violated the University's Anti-Discrimination Policies. Multiple sanctions may be imposed for any single violation. Sanctions include but are not limited to:
   a. Warning – Verbal or Written
   b. Performance Improvement Plan
   c. Required Counseling
   d.

to the original decision maker (Hearing Panel, Provost or Title IX Coordinator) for reconsideration.

b. Sanctions are implemented immediately unless the Chancellor or Chancellor's Designee

A. General
The University will act on any formal or informal complaint or notice of violation of the University's anti-discrimination policies. The procedures described below apply to all such complaints or notice when the Accused is a Staff Member.

B. Jurisdiction
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 60s ud is a StaaersityClallcs 0.129 ea iR3(on)12(liv)11(e)2(n)12(d)2 impTT3

9.

Process. University trained Advisors are administrators or staff at the University trained on the Equity Resolution Process.

The Advisor may not make a presentation or represent the Complainant or the Accused during any meeting or proceeding. The Parties are expected to ask and respond to question on their own behalf, without representation by their Advisor. The Advisor may consult with the advisee quietly or in writing, or outside the meeting or proceeding during breaks, but may not speak on behalf of the advisee at any point throughout the process. Advisors who do not follow these guidelines will be warned or dismissed from the meeting or proceeding at the discretion of the Investigator(s) during the investigation and the Equity HR Officer or Equity HR Officer's Designee during the Administrative Resolution Process.

K. Investigation

If a Complainant wants to pursue an investigation or if the University wants to pursue an investigation, then the Equity HR Officer or Equity HR Officer's Designee promptly appoints a trained investigator or a team of trained investigators to investigate. Within seven (7) business days after the commencement of the investigation, the Investigator(s) will provide the Parties with written notice that an investigation has commenced, either:

1. In person, or
2. Mailed to the mailing address of the respective party as indicated in the official University records and emailed to the Party's University-issued e-mail account. If there is no local address on file, mail will be sent to the party's permanent address.

   Once received in person or mailed and e-mailed, notice will be presumptively delivered.

The Parties are allowed to have an Advisor of their choice present with them for all Equity Resolution Process interviews, meetings and proceedings in which they participate. All investigations will be thorough, reliable and impartial. The Investigator(s) will make reasonable efforts to include interviews with the Parties and relevant witnesses, obtain available evidence and identify sources of expert information, if necessary. The

to continue. The Complaint will then be resolved through either: Conflict Resolution or Administrative Resolution. There is no right to reconsider or appeal the summary determination to continue the process.

If the Equity HR Officer or Equity HR Officer's Designee determines that no reasonable person could find the Accused responsible for violating the University's Anti-Discrimination Policies, then the process will end and the Complainant and the Accused will be sent written notification of the determination. The Equity HR Officer or Equity HR Officer's Designee may counsel and suggest training opportunities to correct for inappropriate behavior that does not rise to the level of a violation.

The Complainant may request the Equity Resolution Appellate Officer to reconsider the summary determination ending the process. If the Equity Resolution Appellate Officer decides a reasonable person could find the Accused responsible for violating the University's Anti-Discrimination Policies, the Equity Resolution Appellate Officer will reverse the determination ending the process and direct the process to continue. The Complaint will then be resolved through either: Conflict Resolution or Administrative Resolution.

If the Equity Resolution Appellate Officer agrees with the summary determination ending the process by the Equity HR Officer or Equity HR Officer's Designee and that no reasonable person could find the Accused responsible for violating the University's Anti-Discrimination Policies, then the process will end and the Complainant and the Accused will be sent written notification of the determination. This determination to end the process lies in the sole discretion of the Equity Resolution Appellate Officer and such determination is final. Further appeals or grievances are not permitted.

M. Conflict Resolution

The Investigator(s) will determine if Conflict Resolution is appropriate, based on the willingness of the parties, the nature of the conduct at issue and the susceptibility of the conduct to Conflict Resolution. Conflict Resolution is often used for less serious, yet inappropriate, behaviors and is encouraged as an alternative to the Administrative Resolution processes to resolve conflicts. Mediation is never utilized in cases involving allegations of nonconsensual sexual intercourse or nonconsensual sexual contact. It is not necessary to pursue Conflict Resolution prior to pursuing the Administrative Resolution Process and either party can stop the Conflict Resolution process at any time and request the Administrative Resolution Process. In a Conflict Resolution meeting, a neutral, University -

Complainant or the Accused will not be considered.

d. Incidents or behavior of the Accused not directly related to the possible violation(s) will not be considered unless they show a pattern of related misconduct. History of related misconduct by the Accused that shows a pattern may be considered, if deemed relevant by the Equity HR Officer or Equity HR Officer's Designee.

e. The Administrative Resolution Process will normally be completed within sixty (60) business days from the notice of the Complaint. Deviations from this timeframe will be promptly communicated to both parties.

f. The Accused and the Complainant may provide a list of questions for the Investigator(s), Equity HR Officer or Equity HR Officer's Designee to ask the other party. If those questions are deemed appropriate and relevant, they may be asked on behalf of the requesting party.

g. The Equity HR Officer or Equity HR Officer's Designee may, in their discretion, grant reasonable extensions to the timeframes and limits provided.

h. The Administrative Resolution Process will proceed regardless of whether the Accused chooses to participate in the investigation or the finding.

2.

2) Mailed to the mailing address of the respective party as indicated in official

Both the Complainant and the Accused may submit a request for appeal to the Equity Resolution Appellate Officer. All requests for appeal must be submitted in writing to the Equity Resolution Appellate Officer within three (3) business days of the delivery of the findings. When any party requests an appeal, the other party (parties) will be notified and receive a copy of the request for appeal.

3. Response to Request for Appeal
   Within three (3) business days of the delivery of the notice and copy of the request for appeal, the other party (parties) may file a response to the request for appeal. The response can address that sufficient grounds for appeal have not been met and/or the merits of the appeal.
4. Review of the Request to Appeal
   The Equity Resolution Appellate Officer will make an initial review of the appeal req uest(s). The Equity Resolution Appellate Officer will review the request for appeal to determine whether:
   a. The request is timely, and
   b. The appeal is on the basis of any of the three grounds listed above, and
   c. When viewed in the light most favorable to the appealing party, the appeal states grounds that could result in an adjusted finding or sanction.

   The Equity Resolution Appellate Officer will reject the request for appeal if all three of the above requirements are not met. The decision to reject the request for appeal is final and further appeals and grievances are not permitted. The Equity Resolution Appellate Officer will normally render a written decision whether the request for appeal is accepted or rejected within seven (7) business days from receipt of the request for

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age, genetic information, disability, or protected veteran status. This policy shall not be interpreted in such a manner as to violate the legal rights of religious organizations or the recruiting rights of military organizations associated with the Armed Forces or the Department of Homeland Security of the United States of America.

2. Equal Opportunity is and shall be provided for all students and applicants for admission without unlawful discrimination on the basis of their race, color, national origin, ancestry, religion, sex, sexual orientation, gender identity, gender expression, age, disability, or protected veteran status. This policy shall not be interpreted in such a manner as to violate the legal rights of religious organizations or the recruiting rights of military organizations associated with the Armed Forces or the Department of Homeland Security of the United States of America.

B. Procedures -- The President of the University shall establish affirmative action procedures to implement this policy.

Audit Committee

Chairwoman Henrickson provided time for discussion of committee business.

Information

1. Internal Audit Quarterly Report, UM (information and slides on file)
2. Ethics and Compliance Hotline, Annual Report 2014, UM (information on file)

Action

1. Engagement of Independent Auditors and Related Fees, UM

Engagement of Independent Auditors and Related Fees, UM – presented by Vice President Burnett (information on file)

It was recommended by Vice President Burnett, and seconded by President Wolfe, recommended by the Audit Committee, moved by Curator Graham, and seconded by Curator Phillips, that the following action be approved:

that the Vice President for Finance be authorized to employ the firm of KPMG LLP to provide audit services to the University of Missouri for fiscal year ending June 30, 2015 for fees of $825,537 plus expenses not to exceed $70,061.

Roll call vote:

[254] Property Lease, MU – this item was completed on March 26, 2015. See excerpt of minutes at the end of this document.

[255] Property Lease, UMKC – this item was completed on May 26, 2015. See excerpt of minutes at the end of this document.

[256] Property Lease, 107 E. 6th

The Honorable Donald L. Cupps
The Honorable Maurice B. Graham
The Honorable Pamela Q. Henrickson
The Honorable John R. Phillips
The Honorable Phillip H. Snowden
The Honorable David L. Steelman

The Honorable David L. Steward was absent for the meeting.

Also Present
Mr. Timothy M. Wolfe, President
Mr. Stephen J. Owens, General Counsel
Ms. Cindyounsel

It was endorsed by President Wolfe, moved by Curator Henrickson and seconded by Curator Covington, that the following items be approved by consent agenda:

CONSENT AGENDA

1. Minutes, October 2-3, 2014 Board of Curators Meeting
2. Minutes, October 2-3, 2014 Board of Curators Committee Meetings
3. Minutes, October 21, 2014 Special Board of Curators Meeting
4. Minutes, December 10-11, 2014 Board of Curators Meeting
5. Minutes, December 10-11, 2014 Board of Curators Committee Meetings
6. Minutes, January 15, 2015 Special Board of Curators Meeting
7. Amendment to Collected Rules and Regulations Section 80.030 Insurance, UM
8. Energy Loan Program of the Missouri Department of Economic Development/Division of Energy, UMKC
9. Degree Revocation, UMKC

Roll call voteof the full Board:

Curator Covington voted yes.
Curator Cupps voted yes.
Curator Graham voted yes.
Curator Henrickson voted yes.
Curator Phillips voted yes.
Curator Snowden voted yes.
Curator Steelman voted yes.
Curator Steward was absent.

The motion carried.

1. Minutes, October 2-3, 2014 Board of Curators Meeting - as provided to the curators for review and approval.
2. Minutes, October 2-3, 2014 Board of Curators Committee Meetings - as provided to the curators for review and approval.
3. Minutes, October 21, 2014 Special Board of Curators Meeting - as provided to the curators for review and approval.
4. Minutes, December 10-11, 2014 Board of Curators Meeting - as provided to the curators for review and approval.
5. Minutes, December 10-11, 2014 Board of Curators Committee Meetings - as provided to the curators for review and approval.

6. Minutes, January 15, 2015 Special Board of Curators Meeting is provided to the curators for review and approval.
7. Amendment to Collected Rules and Regulations Section 80.030 Insurance, UM

Collected Rules and Regulations

Business Management

Chapter 80: Purchasing

80.030 Insurance

Bd. Min. 6-30-78; Amended Bd. Min. 10-15-82; 12-1-97; 2-5-15.

A. Types of Insurance Coverages - The University may purchase the following insurance coverages under the following conditions:

3. Fidelity, Bonds and Other
    a. Where required by condition of trust or agreement, Federal or State law; or
    b. Where the President determines the cash and securities, employees or assets of the University are or may be at risk.
4. Staff Benefits coverages upon recommendation of the President.
5. Student insurance programs approved by the President and either funded by the students or for which University funds have been approved in the Budget.

B. Methods of Purchase
1. Until otherwise directed by the Board of Curators (Board), the method of purchase of all property, casualty, fidelity and student insurance shall be:
    a. Through competitive proposals solicited from two or more brokers, which shall be selected through a University-approved qualification process, and with Board approval; or
    b. By a program of self-insurance, with the program having been approved by the Board.
    c. Specialty markets may be accessed via a specialty broker.
2. The method of purchase of all Staff Benefit insurance shall be:
    a. By proposal from Brokers based on a University Request for Proposals; with the proposal having been selected with Board approval; and/or
    b. By a program of self-insurance, with the program having been approved by the Board.

C. Delegation of Authority to Purchase-- The President is authorized to purchase any of the insurance coverages authorized in Section 80.030 A meeting the conditions thereof, by the methods outlined in Section 80.030 B and for which funds are available for payment of premium, without reporting to or requesting authority of the Board; provided, however, the authority of the Board will be required for the purchase of insurance for:
1. Any Staff Benefit program that was not covered by insurance as of the date this Policy or amendments thereto are approved by the Board; and
2. Any change in coverage or conditions of Staff Benefit programs subsequent to the date this Policy or amendments thereto are approved by the Board unless funds therefor have been provided in the approved Budget.

D. No Waiver of Immunity--

1. By authorizing the purchase of insurance pursuant to this policy, the Board of Curators does not intend to waive and does not waive sovereign immunity, governmental immunity or any other immunity enjoyed by The Curators of the University of Missouri, its Board of Curators, its officers, administrators or employees and no language contained in any insurance policy purchased pursuant to this policy shall be construed to constitute a waiver of sovereign immunity, governmental immunity or any other immunity enjoyed by The Curators of the University of Missouri, its Board of Curators, its officers, administrators or employA Tw -27. doe, res oc 0 Tw 4.351.53d ( )Tj 17 0 /P <</MC

General Business

Good and Welfare

Draft April 9-10, 2015 Board of Curators meeting agenda – no discussion (on file)

It was moved by Curator Steelman and seconded by Curator Phillips that the Board of Curators meeting, February 5-6, 2015, be adjourned.

Roll call vote:
Curator Covington voted yes.
Curator Cupps voted yes.
Curator Graham voted yes.
Curator Henrickson voted yes.
Curator Phillips voted yes.
Curator Snowden voted yes.
Curator Steelman voted yes.
Curator Steward was absent.

The motion carried.

There being no other business to come before the Board of Curators, the meeting was adjourned at 10:00 A.M. on Friday, February 6, 2015.

Respectfully submitted,

Cindy Baldwin Secretary

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

BOARD OF CURATORS

Minutes of Board of Curators Meeting – Executive Session
Columbia, Missouri
February 5-6, 2015

Roll call vote:

Curator Covington voted yes.
Curator Cupps voted yes.
Curator Graham voted yes.
Curator Henrickson voted yes.
Curator Phillips voted yes.
Curator Snowden voted yes.
Curator Steelman voted yes.
Curator Steward was absent.

The motion carried.

This action item was completed on May 26, 2015.

257. Property Easement, 615 East 52nd Street, Kansas City, Missouri, UMKC – presented by Vice President Burnett (information on file)

It was recommended by Chancellor Morton, endorsed by President Wolfe, moved by Curator Graham and seconded by Curator Snowden, that the following action be approved:

> that the Vice President for Finance be authorized to enter into a property easement with The Kansas City Young Matrons, to provide dedicated parking rights on approximately 0.2 to 0.4 acres at 615 East 52nd Street, Kansas City, Missouri, per the Collected Rules and Regulations 70.050, Article C.4, for the University of Missouri-Kansas City.
>
> This property easement legal description is subject to survey which is currently in preparation.

Roll call vote of Board:

Curator Covington voted yes.
Curator Cupps voted yes.
Curator Graham voted yes.
Curator Henrickson voted yes.
Curator Phillips voted yes.
Curator Snowden voted yes.
Curator Steelman voted yes.
Curator Steward was absent.

The motion carried.

This action item was completed on July 20, 2015.

The Board of Curators meeting adjourned at 10:00 A.M., on Friday, February 6, 2015.

Respectfully,

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

Approved by the Board of Curators on April 10, 2015.