



Board of Governors Meeting

Plaster Student Union, Traywick Parliamentary Room 313

Friday, 10/20/2023

1:00 - 4:00 PM CT

I. Roll Call Presented By: Governor Chris Waters

II. Approval of Minutes Presented By: Governor Chris Waters

A. Approval of the open and closed minutes of the Board of Governors Retreat of August 3-4, 2023

II.A. August 3-4, 2023, Board of Governors Retreat Minutes - Page 4

B. Approval of open and closed minutes of the Board of Governors Special meeting of September 20, 2023

II.B. September 20, 2023, Board of Governors Special Meeting Minutes - Page 9

III. Consent Agenda Presented By: Governor Chris Waters

A. Board Policies

1. Approval of Revisions to G1.15 Internal Audit and Risk Management Charter

III.A.1. Approval of Revisions to G1.15 Internal Audit and Risk Management Charter - Page 11

2. Approval of Revisions to G7.05 Permanent Resident Policy

III.A.2. Approval of Revisions to G7.05 Permanent Resident Policy - Page 14

B. President

1. Approval of Employment Agreement(s) for Athletics

III.B.1.a. Approval of Employment Agreement(s) for Athletics - Page 17

III.B.1.b. Ratification of Employment Agreement for Heads Women's Soccer Coach Kirk Nelson - Page 19

C. Facilities and Equipment

1. Approval of Activity Report for the month of August 2023

III.C.1. Approval of Activity Report for the month of August 2023 - Page 21

D. Human Resources

1. Approval of Actions Concerning Academic Employees

III.D.1. Approval of Actions Concerning Academic Employees - Page 23

2. Approval of Actions Concerning Nonacademic Employees

III.D.2. Approval of Actions Concerning Nonacademic Employees - Page 55

E. Procurement and Financial

1. Approval of Procurement Activity Report

III.E.1. Approval of Procurement Activity Report \$100,000 - Page 73

F. West Plains Campus

1. Approval of Actions Concerning Academic Employees

III.F.1. Approval of Actions Concerning Academic Employees - West Plains - Page 84

2. Approval of Actions Concerning Nonacademic Employees

III.F.2. Approval of Actions Concerning Nonacademic Employees - West Plains - Page 87

IV. Making Our Missouri Statement Moment

A. 50 Year Reunion, Class of 1973 Presented By: Brent Dunn, Vice President for University Advancement

V. Committee Reports

A. Risk Management and Audit Committee Meeting Presented By: Governor Anson Elliott

B. Programs and Planning Committee Presented By: Governor Ann Kampeter

C. Finance and Facilities Committee Presented By: Governor Lynn Parman

VI. President's Report Presented By: President Clif Smart

A. Welcome and Overview

B. Approval of 2023 Bronze Bear Award Recipient

Walk on resolution

C. Approval of 2023 Government Excellence Award Recipient

Walk on resolution

D. What's New at MSU Video

VII. Executive Vice President's Report Presented By: Zora Mulligan, Executive Vice President

A. Enrollment Update

B. Alliance for Healthcare Education Update

VIII. West Plains Campus Presented By: Dr. Dennis Lancaster, Chancellor of the West Plains Campus

A. Enrollment Update

IX. Academic Affairs

A. Faculty Senate Report Presented By: Dr. Beth Walker, Chair of Faculty Senate

B. Provost's Report Presented By: Dr. John Jasinski, Provost

1. Approval of Revisions to the Constitution of the Faculty

2. Report on the Public Affairs Conference Presented By: Dr. Shannon Wooden, Public Affairs Fellow and Conference Chair

IX.B.2. Public Affairs Conference Report - Page 89

3. Mind's Eye 2023

4. Continuous Agility Process (CAP) Update

IX.B.4. Continuous Agility Process Update - Page 90

X. Staff Senate

A. Staff Senate Report Presented By: Laura Derrick, Chair of Staff Senate

X.A. Staff Senate Report - Page 92

1. Staff Satisfaction Survey

X.A.1. 2023 Staff Satisfaction Survey - Page 95

XI. Student Affairs

A. Report from the Student Body President Presented By: Spencer Vreeland, Student Body President

B. Student Affairs Report (written report) - Vice President for Student Affairs Dee Siscoe will provide a written report regarding activities in the Division of Student Affairs

XI.B. Student Affairs Report - Page 96

XII. Community and Global Partnerships Presented By: Brad Bodenhausen, Vice President for Community and Global Partnerships

A. Report on China Trip

B. Sponsored Research Report (written report) - Vice President for Community and Global

Partnerships Brad Bodenhausen will provide a written report regarding Sponsored Research
XII.B. Sponsored Research Report - Page 100

XIII. Facilities and Equipment Presented By: Matt Morris, Vice President for Administration and Finance

A. Approval of bids and award of a contract for the addition and renovation at Kemper Hall

XIII.A. Approval of bids and award of a contract for the addition and renovation at Kemper Hall - Page 104

B. Approval of a project budget, consultant, and construction management at risk firm with authority to enter into an agreement for professional construction management services in conjunction with the phase II renovation at Blunt Hall

XIII.B. Approval of a project budget, consultant, and construction mgt at risk firm with authority to enter into an agreement for prof construction mgt srv - phase II Blunt Hall - Page 106

C. Approval of consultant and authority to enter into an agreement for professional services in conjunction with the renovation to Cheek Hall

XIII.C. Approval of consultant and authority to enter into an agreement for professional services in conjunction with the renovation to Cheek Hall - Page 109

XIV. Financial

A. Approval of Procurement Activity Report Presented By: Matt Morris, Vice President for Administration and Finance

XIV.A. Approval of Procurement Activity Report \$250,000 - Page 111

B. Development Report (written report) – Vice President for University Advancement Brent Dunn will provide a written report from the MSU Foundation

XIV.B. Development Report - Page 114

XV. Inclusive Engagement (written report only)

A. Office of Inclusive Engagement Report – Assistant to the President for Inclusive Engagement Algerian Hart will provide a written report regarding activities associated with the Division for Inclusive Engagement

XV.A. Office of Inclusive Engagement Report - Page 118

XVI. Information Services (written report only)

A. Information Services Report – Chief Information Officer Jeff Coiner will provide a written report regarding activities in the Division of Information Services

XVI.A. Information Services Report - Page 121

XVII. Marketing and Communications (written report only)

A. Marketing and Communications Report - Vice President for Marketing and Communications Suzanne Shaw will provide a written report regarding activities in the Division of Marketing and Communications

XVII.A. Marketing and Communications Report - Page 122

XVIII. New Business

A. Approval of 2024 Officers for the Missouri State University Board of Governors Presented By: Governor Chris Waters

XVIII.A. Approval of 2024 Officers for the Missouri State University Board of Governors - Page 130

XIX. Resolution Authorizing Closed Meeting, Pursuant to Sections 610.021(1), (2), (3), (6), (9), (11), (12), (13), (14) and/or (17) of the Revised Statutes of Missouri

XIX. Closed Meeting Resolution - Page 131

XX. Adjournment Presented By: Governor Chris Waters

II.A.

**MINUTES OF THE
BOARD OF GOVERNORS
MISSOURI STATE UNIVERSITY
THURSDAY - FRIDAY, AUGUST 3-4, 2023**

The Board of Governors for Missouri State University held a retreat at The Fontaine, 901 W. 48th Place, Kansas City, Missouri, on August 3-4, 2023, with Governor Chris Waters, Chair of the Board of Governors, presiding. Governor Waters called the meeting to order at 1:00 p.m.

Roll Call

Present – Chris Waters, Chair of the Board
Bradley Cooper, Student Governor
Amelia “Amy” Counts, Governor
Anson Elliott, Governor
Tim Francka, Governor
Ann Kampeter, Governor (via Zoom webinar)
Lynn Parman, Governor
Jeff Schrag, Governor
Carol Silvey, Governor

Also present – Clif Smart, President
Brad Bodenhausen, Vice President for Community and Global Partnerships
Ken Brown, Chief Academic Strategy Officer
Jeff Coiner, Chief Information Officer
Rachael Dockery, General Counsel and Chief Compliance Officer
Brent Dunn, Vice President for University Advancement
Paul Gunther, EAB Senior Strategic Leader, Research Member Success
Algerian Hart, Assistant to the President for Inclusive Engagement
Rob Hornberger, Associate Vice President of Enrollment and Management Services
John Jasinski, Provost
Dennis Lancaster, Chancellor of the West Plains Campus
Natalie McNish, Director of Internal Audit and Risk Management
Kyle Moats, Director of Athletics
Matt Morris, Vice President for Administration and Finance
Zora Mulligan, Executive Vice President
Cindy Schull, Assistant Vice President for Finance and Accounting
Suzanne Shaw, Vice President for Marketing and Communications
Dee Siscoe, Vice President for Student Affairs
Rowena Stone, Secretary to the Board of Governors
Mark Smith, Dean of the McQueary College of Health and Human Services

Approval of Minutes

Governor Waters called for a motion to approve the open and closed minutes of the June 23, 2023, meeting. Governor Tim Francka provided a motion, receiving a second from Governor Carol Silvey.

Motion passed 8-0.

Consent Agenda

Governor Waters noted that the next item of business on the agenda was the approval of the consent agenda. Items included in the consent agenda:

President

Approval of FY2023-2024 Employment Agreements for University Athletics (Human Resources No. 1735-23)

Facilities and Equipment

Approval of Activity Report for the month of June 2023 (Activity Report No. 332-23)

Human Resources

Approval of Actions Concerning Academic Employees (Human Resources No. 1736-23)

Approval of Actions Concerning Nonacademic Employees (Human Resources No. 1737-23)

Procurement and Financial

Approval of Procurement Activity Report (Purchasing Activity Report No. 523-23)

West Plains Campus

Approval of Actions Concerning Academic Employees (West Plains Personnel No. 487-23)

Approval of Actions Concerning Nonacademic Employees (West Plains Personnel No. 488-23)

Governor Jeff Schrag provided a motion for approval of the consent agenda, receiving a second from Governor Francka.

Motion passed 8-0.

President's Report

President Clif Smart provided an overview of the meeting. He led a discussion on the pre-read materials provided. Paul Gunther, EAB Senior Strategic Leader, Research Member Success; commended the university on the progress made on initiatives from last year's retreat and the speed in which it made the changes. The Board held discussion on the article and how it relates to Missouri State University.

President Smart presented on the Higher Education Funding Formula proposed by the state. Zora Mulligan, Executive Vice President, provided background information on the discussion about outcomes-based funding and reviewed the model developed based on a combination of adequate funding and performance. Additional highlights of her report included equity calculations for Missouri institutions from June, the overall methodology of performance funding, concerns, and next steps.

President Smart presented on organizational culture. Highlights of his report included information on the university's non-discrimination policy statement, goals from the 2016-2021 and 2022-2026 long range plans, cultural consciousness, culture of caring and belonging, and inclusivity principles for the university. Dr. Algerian Hart, Assistant to the President for Inclusive Engagement, reviewed university programs that promote inclusivity that include the Bear Bridge Program, partnerships with College Bound and SAAB, and alumni groups. The Board held discussion and provided feedback on the inclusivity principles.

Transformation Plan – Springfield Campus

President Smart reviewed strategic direction and goals for the university as outlined in the university's four major planning documents: Long Range Plan, Continuous Agility Process (CAP), Strategic Enrollment Management (SEM) Plan, and the Facilities Master Plan.

Dr. John Jasinski, Provost, and Dr. Ken Brown, Chief Academic Strategy Officer, reviewed the Continuous Agility Process's workstreams and outputs. Highlights of their report included college realignment changes, academic unit dashboard pilot use, data warehouse (Edify), data analytics approach, comparator and CUPA approaches, artificial intelligence use and approaches, and preparing for the Higher Learning Commission reaffirmation of accreditation visit.

Ms. Mulligan provided information on the Strategic Enrollment Management (SEM) plan and goals for 2023-2024 that included recruiting goals and strategies, student success goals and strategies, and initiatives to build foundational capabilities.

Brad Bodenhausen, Vice President for Community and Global Partnerships, provided information on the employer partnerships initiatives. Highlights of his report included information on the employer partnerships work group, expanding the role of the efactory, enrollment opportunities, and bridging internal and external connections.

President Smart provided an overview of the 2023-2024 Action Plan. The Board provided feedback on the day's discussion and goals within the Action Plan.

Governor Waters called for a motion to recess the retreat with plans to reconvene the meeting at 8:30 a.m. on Friday, August 4, 2023. Governor Francka provided a motion, receiving a second from Governor Amy Counts.

Motion passed 8-0. The meeting recessed at 4:48 p.m.

Governor Waters reconvened the meeting at 8:30 a.m. on Friday, August 4, 2023. Governors in attendance: Cooper, Counts, Elliott, Francka, Kampeter (via Zoom webinar), Parman, Schrag, Silvey, and Waters.

West Plains Campus

Dr. Dennis Lancaster, Chancellor of the West Plains Campus; Dr. Michael Orf, Vice Chancellor of Academic Affairs – West Plains; and Dr. Angela Totty, Vice Chancellor of Student Services – West Plains; provided an update on the West Plains campus. Highlights of their report included updates on reaffirmation of HLC Accreditation, recruitment and retention efforts, student housing,

new and enhanced academic programs, facilities, athletics, resources, and coordination with the Springfield campus.

Discussion of Allocation of University Operating Reserves

President Smart and Matt Morris, Vice President for Administration and Finance, led a discussion on the allocation of university operating reserves. Highlights of their presentation included policy review, cash and investments, carryforward history, utilization and prioritization of reserves, and obligations and risks.

The Board held discussion and provided feedback on allocation of university operating reserves. The Board was supportive of continuing with similar approaches to utilization of university operating reserves of prioritizing deferred maintenance. The Board also recommended increasing the reserves amount within the policy. President Smart said the university will work on edits to the policy and present it for approval at a future Board meeting.

Development Report

Brent Dunn, Vice President for University Advancement, provided a Foundation year-end report. He shared that numbers are up in annual gifts, down in one-time gifts and special campaigns, and up in number of donors compared to last year. He also provided a historical overview of gifts to the Foundation since its inception in 1982.

Office of Research Administration Year-End Report

Mr. Bodenhausen provided a year-end report on externally funded research and projects. Highlights of his report included being awarded 292 proposals of 328 submitted with a total of \$104,969,860 funds awarded to support university-based projects.

Discussion of 2024 Board of Governors Officers

Governor Waters led a discussion of the 2024 Board of Governors Officers with Governor Parman moving from Vice Chair to Chair for 2024. Governor Parman proposed Governor Francka as Vice-Chair for 2024. The election of officers will be held at the October 20, 2023, Board meeting.

Other Board Matters

Governor Waters commended everyone on the tremendous amount of work completed as part of the Transformation Plan over the past year.

Closed Session

It was determined that the Board of Governors needed to meet in a closed session to consider items of business provided in the Revised Statutes of Missouri. Governor Waters asked if a resolution authorizing a closed meeting of the Board was prepared. Thereupon, the following resolution was presented for consideration:

BE IT RESOLVED by the Board of Governors for Missouri State University that a closed meeting with closed records and closed vote, be held during a recess of this retreat of the Board of Governors to consider items pursuant to:

R.S.Mo. 610.021(1). “Legal actions, causes of action, or litigation involving a public governmental body...” and

R.S.Mo. 610.021(2). “Leasing, purchase or sale of real estate by a public governmental body...”

R.S.Mo. 610.021(3). “Hiring, firing, disciplining or promoting of particular employees by a public governmental body...” and

R.S.Mo. 610.021(13). “Individually identifiable personnel records, performance ratings or records pertaining to employees or applicants for employment...;”

Governor Francka provided a motion for approval, receiving a second from Governor Ann Kampeter.

A roll call vote on the motion was as follows: those voting in favor – Governors Counts, Elliott, Francka, Kampeter, Parman, Schrag, Silvey, and Waters; those voting against – none.

The open meeting recessed at 11:14 a.m. to go into closed session.

The open meeting reconvened at 2:22 p.m.

Adjournment

With no additional information needing to be discussed, Governor Waters called for a motion to adjourn the meeting. Governor Francka provided a motion, receiving a second from Governor Silvey.

Motion passed 8-0.

The meeting adjourned at 2:22 p.m.

Chris Waters
Board Chair

Approved at the meeting of
October 20, 2023

Rowena Stone
Secretary to the Board

**MINUTES OF THE
BOARD OF GOVERNORS SPECIAL MEETING
MISSOURI STATE UNIVERSITY
WEDNESDAY, SEPTEMBER 20, 2023, 4:00 P.M.**

The Board of Governors for Missouri State University held a special meeting in the Turner Family Conference Room 203 of Carrington Hall on the Missouri State University campus in Springfield, Missouri and via Zoom webinar on Wednesday, September 20, 2023. Governor Chris Waters, Chair of the Board, presiding. Governor Waters called the meeting to order at 4:04 p.m.

Roll Call

Present – Chris Waters, Chair of the Board
Bradley Cooper, Student Governor
Anson Elliott, Governor
Tim Francka, Governor
Travis Freeman, Governor
Melissa Gourley, Governor
Ann Kampeter, Governor
Lynn Parman, Governor
Jeff Schrag, Governor

Also present – Clif Smart, President
Brad Bodenhausen, Vice President for Community and Global Partnerships
Jeff Coiner, Chief Information Officer
Rachael Dockery, General Counsel and Chief Compliance Officer
John Jasinski, Provost
Dennis Lancaster, Chancellor of the West Plains Campus
Natalie McNish, Director of Internal Audit and Risk Management
Matt Morris, Vice President for Administration and Finance
Suzanne Shaw, Vice President for Marketing and Communications
Rowena Stone, Secretary to the Board of Governors

Financial

Matt Morris, Vice President for Administration and Finance, presented a resolution for approval of the procurement activity report for activities from July 12, 2023, through September 13, 2023 (Purchasing Activity Report No. 524-23). Items in the report included:

- Purchase of an atomic force microscope for Jordan Valley Innovation Center (JVIC)
- Contract extension (C7331-1) for a ten-month term for periodicals, S1 domestic origin for Meyer Library

Governor Jeff Schrag provided a motion for approval, receiving a second from Governor Tim Francka.

Motion passed 8-0.

Facilities

Mr. Morris presented a resolution for approval of bids and award of a contract for the autism student support center on the West Plains Campus (Bids & Quotations No. 1609-23). Governor Travis Freeman provided a motion for approval, receiving a second from Governor Schrag.

Motion passed 8-0.

Mr. Morris presented a resolution for approval of consultant and authority to enter into an agreement for professional services in conjunction with the new building construction at the Art Annex (Agreement No. 467-23). Governor Schrag provided a motion for approval, receiving a second from Governor Freeman.

Motion passed 8-0.

Closed Session

It was determined that the Board of Governors needed to meet in a closed session to consider items of business provided in the Revised Statutes of Missouri. Governor Waters asked if a resolution authorizing a closed meeting of the Board was prepared. Thereupon, the following resolution was presented for consideration:

BE IT RESOLVED by the Board of Governors for Missouri State University that a closed meeting, with closed records and closed vote, be held during a recess of this special meeting of the Board of Governors to consider items pursuant to:

R.S.Mo. 610.021(1). “Legal actions, causes of action, or litigation involving a public governmental body...;”

R.S.Mo. 610.021(3). “Hiring, firing, disciplining or promoting of particular employees by a public governmental body...;” and

R.S.Mo. 610.021(13). “Individually identifiable personnel records, performance ratings or records pertaining to employees or applicants for employment...”

Governor Francka provided a motion for approval, receiving a second from Governor Schrag.

A roll call vote was taken. Those voting in favor – Governors Elliott, Francka, Freeman, Gourley, Kampeter, Parman, Schrag, and Waters; those voting against – none.

The open meeting recessed at 4:22 p.m. to go into closed session. Governor Anson Elliott left the meeting during closed session.

The open meeting reconvened at 5:56 p.m.

Adjournment

With no additional information needing to be discussed, Governor Waters called for a motion to adjourn the meeting. Governor Francka made a motion, receiving a second from Governor Melissa Gourley.

Motion passed 7-0.

Meeting adjourned at 5:56 p.m.

Chris Waters
Board Chair

Passed at the meeting of
October 20, 2023

Rowena Stone
Secretary to the Board

III.A.1.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

BOARD POLICIES NO. 131-23
Approval of Revisions to G1.15
Internal Audit and Risk
Management Charter

WHEREAS, G1.15 Internal Audit and Risk Management Charter sets forth the purpose, objective, responsibilities, reporting structure, and access necessary to conduct assurance and advisory work.

WHEREAS, changes to the G1.15 Internal Audit and Risk Management Charter include clarifying the purpose of the audit function in accordance with the Global Internal Audit Standards and clarification of the reporting structure; and

WHEREAS, this attached draft document was reviewed with and recommended for approval by the Risk Management and Audit Committee at its August 9, 2023 meeting.

NOW, THEREFORE, BE IT RESOLVED that the Board of Governors of Missouri State University hereby approves the proposed revisions to G1.15 Internal Audit and Risk Management Charter set forth in the attached draft document.

Chris Waters
Board Chair

Passed at meeting of
October 20, 2023

Rowena Stone
Secretary to the Board

Comments:

See proposed revisions to G1.15 Internal Audit and Risk Management Charter, attached hereto.

G1.15 Internal Audit and Risk Management Charter

Internal Audit and Risk Management at Missouri State University is an independent appraisal function established to strengthen the organization's value creation, protection, and sustainability, advise on issues of governance, risk management, and control processes, provide information necessary to management for decision making and oversight, enhance the organizations reputation and credibility with its stakeholders, and serve the public interest. The purpose of the Office of Internal Audit and Risk Management is to enhance the organization's success by providing the Board of Governors and administration/management with objective assurance and advice. To this end, Internal Audit and Risk Management provides analyses, recommendations, counsel, and information concerning the activities reviewed.

To achieve the highest degree of independence, the Office of Internal Audit and Risk Management reports functionally to the Board of Governors through the Risk Management and Audit Committee, and administratively to the President. In carrying out its duties and responsibilities, the Office of Internal Audit and Risk Management shall have unrestricted and timely access to all organizational activities, records, property, and personnel. All Internal Audit and Risk Management endeavors are to be conducted in compliance with university policies as well as the Code of Ethics and the Global Internal Audit Standards which are promulgated by the Institute of Internal Auditors, Inc.

In performing its function, the Office of Internal Audit and Risk Management has no direct responsibility for, or authority over, any of the activities which it reviews. The internal audit review and appraisal process does not, therefore, relieve other persons in the organization of the responsibilities assigned to them.

The Office of Internal Audit and Risk Management is responsible for assessing various functions and control systems in the university and for advising the Board and administration concerning their condition. The fulfillment of this accountability includes but is not limited to the following:

- Examining and evaluating the adequacy and effectiveness of the overall system of administrative and financial controls.
- Determining the reliability and integrity of financial and operating data.
- Evaluating sufficiency of and adherence to university plans, policies, and procedures and compliance with State and Federal laws and regulations.
- Ascertaining the extent to which university assets are accounted for and safeguarded and, as appropriate, verifying the existence of such assets.
- Appraising the economy and efficiency with which university resources are employed.
- Submitting an annual audit plan for audit coverage that fulfills the responsibility of the Office of Internal Audit and Risk Management.
- Issuing written reports of audit findings and recommendations to the Board of Governors and the administration.
- Reviewing plans or actions taken to correct reported conditions for satisfactory disposition of audit findings.

Line of Authority

Responsible administrator and office: Office of Internal Audit and Risk Management

Contact person in that office: Director of Internal Audit and Risk Management

Effective date

Approved by Board of Governors: October 20, 2023

III.A.2.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

BOARD POLICIES NO. 132-23
Approval of Revisions to G7.05
Permanent Resident Policy

WHEREAS, G7.05 Permanent Resident Policy sets forth the criteria and process by which the University evaluates requests to sponsor certain international employees for permanent residency (i.e., green cards);

WHEREAS, Administration recommends that G7.05 be revised to clarify and confirm this process, particularly as it applies to staff positions (i.e., non-faculty positions); and

WHEREAS, Administration further recommends that G7.05 be revised in order to modify the composition of the Permanent Residency Approval Committee (“PRAC”), so that the PRAC can more nimbly and efficiently evaluate requests for permanent residency sponsorship.

NOW, THEREFORE, BE IT RESOLVED that the Board of Governors of Missouri State University hereby approves the proposed revisions to G7.05 Permanent Resident Policy set forth in the attached draft policy.

Chris Waters
Board Chair

Passed at meeting of
October 20, 2023

Rowena Stone
Secretary to the Board

Comments:

See proposed revisions to G7.05 Permanent Resident Policy, attached hereto.

Permanent Resident Policy

G7.05 Permanent Resident Policy

~~FOR UNIVERSITY DEPARTMENTS~~ ~~Campus Permanent Resident Policy~~

~~(Updated February 2018)~~

Missouri State University (“University”) will only support an employee’s petition for an ~~an~~ individual’s permanent residency in limited circumstances.

Tenure-track academic positions or positions designated as “permanent”, (i.e., funded for three years), may be eligible for a university-sponsored petition for legal permanent residency. Before the university will sponsor an applicant’s Petition, ~~the Permanent Residency Approval Committee (“PRAC”)~~ the Director of International Services will ~~review applicant eligibility and processing priority~~ direct the applicant’s department head to outside- ~~immigration counsel to review the application.~~ Postdoctoral positions and other non-permanent positions (e.g., “visiting”, “acting”, “interim”, etc.) are not eligible for university-sponsored permanent residency Petitions.

Following initial review by outside counsel, the application will be provided to the Permanent Residency Approval Committee (“PRAC”) for determination as to whether the university will sponsor the applicant’s Petition. If approved by PRAC, A ~~all~~ attorneys’ fees for permanent residency (whether or not sponsored by the university) shall be the responsibility of the individual applicant’s department, unless previously discussed and approved by the department and the Dean.

As a general rule, the University does not support visa or permanent residency applications for non-faculty staff employees. In rare circumstances, an exception to this general rule may be granted if the department requests, and receives, permission from PRAC to provide permanent residency sponsorship. The decision as to whether to grant an exception for a staff position rests solely with the discretion of PRAC, provided that no exception will be granted unless and until outside immigration counsel has evaluated the circumstances underlying the request, and opined that that a permanent residency application for the staff position at issue is likely to be successful.

University will sign petitions on behalf of non-immigrants seeking permanent residence only within certain employment-based classifications as defined by U.S. Citizenship and Immigration Services (“USCIS”). Petitioners not approved by PRAC may seek outside legal counsel, but the university will not sign the petition for permanent residency.

University sponsorship for legal permanent residency is separate and distinct from tenure, and approval by PRAC is not a guaranty of tenure, or even continued employment, in the future.

~~In limited circumstances, university employees possessing academic or non-academic appointments may be considered for university sponsorship after PRAC review and approval.~~

University reserves the right to determine acceptable cases under this category where the long-term services of such an employee are deemed to be in the best interests of the university and would serve to further the university's missions of teaching, research and public service. In addition, there must be assurances of a long-term commitment on the part of both the employing department and the employee.

University policies must be followed in regard to recruitment and hiring of any faculty/staff position, including those that may be petitioned for under the employment-based permanent residence policy.

No university department, unit or individual should promise current or prospective employees that the university would obtain permanent residence on their behalf.

~~A Permanent Residency Approval Committee PRAC is , composed of the following voting members: pProvost or designee or deputy/associate provost, General Counsel or designee, and Vice President for Community and Global Partnerships or designee. The Director of International Services shall serve as the facilitator and is a non-voting member of the committee. college deans, chancellor of Mountain Grove, chancellor of West Plains, the director of human resources, department of international services (ex officio non-voting member) and general counsel's office (ex officio non-voting member) will review cases, establish institutional PR processing priorities, and determine the appropriateness of cases that have been recommended by a university department.~~

A private attorney must not be engaged to represent the university in any nonimmigrant or immigrant petition or application unless approved by the Office of General Counsel and the President in accordance with university policy.

*** Note: "Permanent" is defined by USCIS as a position in which there is no anticipated ending date on the part of both the employer and the employee. In the case of positions that are grant-funded, it is possible to consider them to be permanent provided there is a reasonable expectation that the funding will continue into the foreseeable future. UNIVERSITY defines a "permanent" position, for the purposes of where there is a reasonable expectation that funding is available for at least three years. The term "permanent" should not be construed to suggest future employment without regard to university employment policies and budget considerations.**

III.B.1.a.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

HUMAN RESOURCES NO. 1738-23
Approval of FY23-24 Employment
Agreements for University Athletics

WHEREAS, the University desires to employ those Athletic Coaches/Administrators designated as New Hires in Schedule 1, pursuant to the terms and conditions of a mutually executed Athletics Employment Agreement.

NOW, THEREFORE, BE IT RESOLVED that the Board of Governors of Missouri State University approves and authorizes the President to execute the applicable Employment Agreement for Athletics for individuals listed in Schedule 1.

Chris Waters
Board Chair

Passed at meeting of
October 20, 2023

Rowena Stone
Secretary to the Board

Comments:

Individuals listed may also be eligible to earn achievement payments contingent upon the athletic success of certain athletics teams, pursuant to the terms of their Employment Agreement.

Schedule 1

Administrator's Name	Area	Position	Contract Salary	Designation
Dalton Franks	Football	Coordinator, HS Football Relations-Athletics	\$18.38 hourly	New hire
Chad Linck	Athletics Medical & Rehab Services	Athletic Trainer, Athletics Medical and Rehabilitation Services	\$45,073 annual	New hire
Matthew McGouran	Men's Basketball	Operations Assistant, Athletics	\$20.19 hourly	New hire
Shelby Hiers	Women's Softball	Assistant Coach	\$54,700 annual	New hire
Amanda Schmelzer	Athletics Compliance	Assistant Director of Athletics for Compliance	\$60,000 annual	New hire

III.B.1.b.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

HUMAN RESOURCES NO. 1739-23
Ratification of Employment Agreement for
Head Women's Soccer Coach Kirk Nelson

WHEREAS, the University desires the Board to ratify the Employment Agreement effective January 1, 2023 employing Kirk Nelson as the Head Women's Soccer Coach.

NOW, THEREFORE, BE IT RESOLVED that the Board of Governors of Missouri State University hereby ratifies above-referenced agreement for Kirk Nelson as the Head Women's Soccer Coach.

Chris Waters
Board Chair

Passed at meeting of
October 20, 2023

Rowena Stone
Secretary to the Board

Comments:

The Employment Agreement between Coach Nelson and the University was signed prior to this submission to the Board with an effective date of January 1, 2023. The Employment Agreement includes the following terms:

- The term of the agreement began on January 1, 2023 and will extend through December 31, 2025.
- Under the Employment Agreement Coach Nelson's Base Salary is \$65,000 and is subject to all across-the-board salary increases provided to University employees.
- Coach Nelson will be eligible for the achievement payments as outlined in the Employment Agreement. These achievement payments include:
 - \$500 for each year that the Team NCAA calculated Academic Progress Rate ("APR") meets or exceeds an NCAA APR score of 985;
 - \$1,400 in the event the Team finishes as Missouri Valley Conference ("MVC") regular season champions;
 - \$1,400 in the event that Team finishes as MVC regular season co-champions;
 - \$700 for winning the MVC Post-Season Championship Tournament.
 - \$700 for each game won in the NCAA Post-Season Championship Tournament.
- Coach Nelson will receive the additional fringe benefits, incentives, and entitlements as outlined in the Employment Agreement. Such benefits, incentives, and entitlements are consistent with other University athletics' employment agreements.
- The remaining terms and conditions are consistent with other University athletics' employment contracts.

III.C.1.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

ACTIVITY REPORT NO. 333-23
Approval of Activity Report for the
month of August 2023

BE IT RESOLVED by the Board of Governors for Missouri State University that the attached Activity Report for the month of August 2023, as presented by Planning, Design and Construction, be accepted and approved.

Chris Waters
Board Chair

Passed at meeting of
October 20, 2023

Rowena Stone
Secretary to the Board

COMMENTS:

This report lists activities of Planning, Design and Construction with respect to bids received, notices to proceed, and activity on consultant contracts for projects that are greater than or equal to \$100,000.00 and did not exceed a project budget of \$250,000.00.

It is recommended that the attached report be accepted.

**ACTIVITY REPORT
MISSOURI STATE UNIVERSITY
PLANNING, DESIGN AND CONSTRUCTION**

August 2023

This report documents activities managed by Planning, Design and Construction for the month of August 2023. The projects listed here are greater than or equal to \$100,000.00 and did not exceed a project budget of \$250,000.00. Those project bids, notices to proceed, and activity on consultant contracts are listed on this activity report.

August 21, 2023

**Water Infiltration
Plaster Stadium East Bleacher**

**Project Budget
\$180,000.00**

A change order proposal was received to resolve the water infiltration issues at Plaster Stadium East Bleacher. The cost of the work causes the total project budget to exceed the previously approved project budget of \$120,000.00. Upon approval, a change order was issued to Weatherproofing Technologies, Inc. in the amount of \$53,345.53.

The change order proposal received on this project is as follows:

Contractor	Proposal
Weatherproofing Technologies, Inc.	\$53,345.53

The revised project budget has been established as follows:

Project Budget	
Consulting Fees	\$0.00
Construction Contracts	\$136,502.21
Project Administration	\$1,000.00
Construction Contingency	\$42,497.79
Furniture, Fixtures, and Equipment	\$0.00
Telecommunications	\$0.00
Relocation Costs	\$0.00
Total Project Budget	\$180,000.00

This project includes grinding out and recaulking the joints on the walkway of the east bleacher at Plaster Stadium. The change order proposal includes an additional scope for sealing joints and cracks on the lower north seating area. The work is scheduled to be completed during the fall 2023 semester.

Pursuant to RSMo 34.046, which allows Missouri State University to participate in contract agreements established by other public entities, the University is utilizing the Educational and Institutional (E&I) Cooperative Contract CNR01305 with Tremco Incorporated (WTI) to perform the repair work under this contract.

This project will be paid from the Water Infiltration, Plaster Stadium Complex budget funded by the President’s Program Enhancement Fund (\$180,000.00).

III.D.1.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

HUMAN RESOURCES NO. 1740-23
Approval of Actions Concerning
Academic Employees

BE IT RESOLVED by the Board of Governors for Missouri State University that the actions indicated for academic employees, as itemized below, are hereby approved.

RANKED FACULTY APPOINTMENT:

<u>Name</u>	<u>Position-Department</u>	<u>Salary</u>	<u>Effective</u>
Suzette Kelly-Williams	Assistant Professor School of Teaching, Learning & Developmental Science	\$60,000 annually	08/14/23
Nathan Rothenbaum	Assistant Professor Communication, Media, Journalism & Film	\$65,000 annually	08/14/23
Matthew Tracy	Assistant Professor Music	\$70,000 annually	08/14/23

UNRANKED FACULTY APPOINTMENTS (Term):

<u>Name</u>	<u>Position-Department</u>	<u>Salary</u>	<u>Effective</u>
Yvonne Callahan	Clinical Assistant Professor School of Nursing	\$65,000 annually	08/14/23 05/10/24
Helena Cox	Clinical Assistant Professor School of Nursing	\$67,000 annually	08/14/23 05/10/24
Brittany Fatoma	Clinical Instructor School of Teaching, Learning & Developmental Sciences	\$45,000 annually	08/14/23 05/10/24
Heather Haynes	Clinical Instructor History	\$44,000 annually	08/14/23 05/10/24
Stacy Johnson	Clinical Instructor School of Mental Health & Behavioral Sciences	\$45,500 annually	08/14/23 05/10/24
Darcy Lewis	Instructor English	\$51,000 annually	08/14/23 05/10/24
Keely Scott	Instructor English	\$51,000 annually	08/14/23 05/10/24

Academic Personnel Board Actions, cont'd.

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Lori Taula	Visiting Clinical Assistant Professor School of Nursing	\$69,500 annually	08/14/23 05/10/24
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(See Addendum A for Per Course Faculty Appointments)

(See Addendum B for Summer Appointments)

(See Addendum C for Supplemental Payments)

(See Addendum D for Graduate Teaching Assistant Appointments)

RESIGNATIONS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Dennis Rudnick	Assistant Professor Childhood Ed & Family Studies	05/19/23
Joseph Williams	Assistant Professor Biomedical Sciences	05/19/23

RETIREMENTS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Robert Westenberg	Professor Theatre & Dance	05/19/23
Marcus Cafagna	Professor English	12/15/23
Deborah Cron	Clinical Professor Communication Sciences & Disorders	12/31/23
Donald Fischer	Professor School of Mental Health & Behavioral Sciences	05/10/24
Terrel Gallaway	Professor Finance, Economics & Risk Management	05/10/24
Mahua Mitra	Professor Finance, Economics & Risk Management	05/10/24

James Philpot	Professor Finance, Economics & Risk Management	05/10/24
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LEAVE WITH PAY:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Rachel Besara	Associate Dean Libraries	09/11/23 12/31/23

SABBATICALS:

The faculty members listed below are recommended for sabbatical leave. Faculty members receive full pay for leave of one semester or half to three-fourths pay for leave of full academic year.

Wesley Friske	Associate Professor, Marketing Spring 2024 Market-Oriented Sustainability: Rhetoric, Imagery, and Financial Implications.
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CHANGE OF STATUS:

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Alison Alaimo	Clinical Assistant Professor School Nursing From: \$62,000 annually (9-month appointment) To: \$76,267 annually (12-month appointment)	Status Change	06/01/23
Li-Ling Chen	Clinical Instructor College of Agriculture	Reappointment	07/01/23 06/30/24
Holly Baggett	From: Professor History To: Faculty Emeritus History	Status Change	08/01/23
Christopher Craig	Professor School of Special Education, Leadership & Professional Studies From: \$109,334 annually To: \$125,000 annually	Salary Adjustment	08/01/23

Academic Personnel Board Actions, cont'd.

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Arbindra Rimal	From: Department Head Agribusiness, Agriculture Education & Communication \$103,357 annually (10-month appointment) To: Professor College of Agriculture \$98,525 annually (9-month appointment)	Status Change	08/01/23
Lacy Sukovaty	From: Associate Professor College of Agriculture \$71,519 annually (9-month appointment) To: School Director Associate Professor College of Agriculture \$111,783 annually (12-month appointment)	Status Change	08/01/23
Gary Webb	From: Department Head Animal Science \$97,832 annually To: Professor College of Agriculture \$92,724 annually	Status Change	08/01/23
Robert Westenberg	From: Professor Theatre & Dance To: Faculty Emeritus Theatre & Dance	Status Change	08/01/23

Academic Personnel Board Actions, cont'd.

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Kara Wolfe	<p>From: Department Head Professor Hospitality Leadership \$126,000 annually (12-month appointment)</p> <p>To: School Director Darr College of Agriculture Professor Hospitality Leadership \$136,000 annually</p>	Status Change	08/01/23
Alexis Curran	<p>From: Coordinator Simulation Center School of Nursing GR 43, \$41,738 annually (Staff position)</p> <p>To: Visiting Clinical Instructor School of Nursing \$54,000 annually (Faculty appointment)</p>	Status Change	08/14/23 05/10/24
Keri Franklin	<p>From: Professor English \$97,051 annually</p> <p>To: Professor English \$101,903 annually</p>	Salary Adjustment	08/14/23
Katherine Haring	<p>From: Coordinator, Accreditation, Assessment & Enrollment Management College of Business GR 44, \$59,242 (Staff position)</p> <p>To: Instructor Management \$51,000 annually (Faculty Appointment)</p>	Status Change	08/14/23

Academic Personnel Board Actions, cont'd.

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Eric Bosch	From: Distinguished Professor Chemistry & Biochemistry To: Faculty Emeritus Chemistry & Biochemistry	Status Change	08/21/23
Marcus Cafagna	From: Professor English To: Faculty Emeritus English	Status Change	02/01/24
Deborah Cron	From: Clinical Professor Comm Sciences & Disorders To: Faculty Emeritus Comm Sciences & Disorders	Status Change	01/01/24
Donald Fischer	From: Professor School of Mental Health & Behavioral Sciences To: Faculty Emeritus School of Mental Health & Behavioral Sciences	Status Change	08/01/24
Terrel Gallaway	From: Professor Finance, Economics & Risk Management To: Faculty Emeritus Finance, Economics & Risk Management	Status Change	08/01/24
Mahua Mitra	From: Professor Finance, Economics & Risk Management To: Faculty Emeritus Finance, Economics & Risk Management	Status Change	08/01/24

James Philpot	From: Professor Finance, Economics & Risk Management	Status Change	08/01/24
	To: Faculty Emeritus Finance, Economics & Risk Management		

DEPARTMENT CHANGES:

Effective July 1, 2023 the following academic units merged to form combined academic departments and/or schools.

REYNOLDS COLLEGE OF ARTS, SOCIAL SCIENCES AND HUMANITIES

Department of Communication, Media, Journalism & Film

Richard Amberg	Associate Professor
Isabelle Bauman	Associate Professor
LeAnn Brazeal	Associate Professor
Christopher Collins	Assistant Professor
Allison Coltharp	Senior Instructor
Nora Cox	Senior Instructor
Tyler Curran	Instructor
Randy Dillon	Professor
Jack Dimond	Senior Instructor
Elizabeth Dudash Buskirk	Associate Professor
Holly Holladay	Associate Professor
Leonard Horton III	Assistant Professor
Jason Howard	Senior Instructor
Jerri Lynn Kyle	Senior Instructor
Deborah Larson	Associate Professor
Gordana Lazic	Assistant Professor
Jonathan Mabee	Associate Professor
Jocelyn Millana	Associate Professor
Eric Morris	Professor
Taleyna Morris	Senior Instructor
Nathan Patton	Assistant Professor
Cristina Pippa	Assistant Professor
Nathan Rothernbaum	Assistant Professor
Kristen Stout	Instructor
Andrew Twibell	Associate Professor

Heather Walters
Weiyang Wang
Erin Wehrman
Timothy White

Senior Instructor
Associate Professor
Associate Professor
Associate Professor

Department of Languages, Cultures & Religions

Amy Artman
Heidi Backes
Antoinette Barffour
Leslie Baynes
Stephen Berkwitz
Bryan Brinkman
Maria Cerdas Cisneros
Vincent Evener
Mark Given
Kristin Harper
Melanie Kleeschulte
Philippa Koch
Pedro Koo
Luis Lombilla
Jeff Loughary
Luciane Maimone
Judith Martin
Judith Martinez
Mickie Pulleyking
Vadim Putzu
Vanessa Rodriguez de la Vega
Weirong Schaefer
John Schmalzbauer
M. Cristina Sepulveda Hinojosa
Corinne Shirley
Yasmine Singh
John Strong
Tonia Tinsley
J. Dane Wallace

Senior Instructor
Associate Professor
Associate Professor
Associate Professor
Professor
Assistant Professor
Associate Professor
Assistant Professor
Associate Professor
Instructor
Instructor
Associate Professor
Associate Professor
Senior Instructor
Instructor
Associate Professor
Professor
Associate Professor
Senior Instructor
Associate Professor
Associate Professor
Senior Instructor
Professor
Instructor
Senior Instructor
Assistant Professor
Professor
Associate Professor
Instructor

Department Political Science & Philosophy

Paria Akbar Akhgari
Nick Beatty
Michael Boyle

Assistant Professor
Instructor
Senior Instructor

George Connor	Professor
Caitlin Davies	Assistant Professor
Mark Ellickson	Professor
Elizabeth Foreman	Associate Professor
William Harwood	Assistant Professor
Sara Henary	Associate Professor
James Kaatz	Associate Professor
Ashley Leinweber	Associate Professor
Christopher Lynch	Professor
Michael Masterson	Assistant Professor
Gabriel Ondetti	Professor
Indira Palacios-Valladares	Associate Professor
Kevin Pybas	Associate Professor
Yuhua Qiao	Professor
David Romano	Professor
Pam Sailors	Professor
Patrick Scott	Professor
Ralph Shain	Associate Professor

COLLEGE OF EDUCATION

School of Special Education, Leadership & Professional Studies

Reesha Adamson	Professor
Jamie Atkinson	Assistant Professor
Orville Brown	Professor
Ching-Wen Chang	Professor
Christopher Craig	Professor
Marcia Dowdy	Instructor
Karen Engler	Clinical Professor
Linda Garrison-Kane	Professor
Steve Jones	Professor
Holly Metcalf	Clinical Associate Professor
Kim Finch	Associate Professor
Michael Goeringer	Clinical Assistant Professor
Annice McLean	Instructor
Vicki McNamara	Instructor
Joye Norris	Professor
Xiaoning Sun	Assistant Professor
Kaleigh Pickett	Instructor
Kennedy Ongaga	Associate Professor
Nathaniel Quinn	Senior Instructor

Tara Oetting

James Sottile

Krista Tate

Ximena Uribe-Zarain

Nicole West

Jon Turner

Clinical Professor

Professor

Instructor

Associate Professor

Associate Professor

Associate Professor

School of Teaching, Learning & Developmental Science

Minor Baker

Sarah Baker

Rhonda Bishop

Chloe Bolyard

Sabrina Brinson

Joanna Cemore-Brigden

Hailey Choi

Pamela Correll

Tammi Davis

Stacy Finley

Amber Howard

Suzette Kelly-Williams

Elizabeth King

Robin Koerber

Kewman Lee

Kayla Lewis

Courtney Lippe

Jennice McCafferty-Wright

Lindsey Murphy

Sarah Nixon

Cathy Pearman

Diana Piccolo

Debra Price

Hassan Raza

Kimberly Roam

Melissa Schotthofer

Julie Steiger

Sarah Tipton

V. Jane Ward

Gina Ward

Becky Swearingen

Assistant Professor

Assistant Professor

Clinical Assistant Professor

Associate Professor

Professor

Professor

Assistant Professor

Associate Professor

Associate Professor

Assistant Professor

Assistant Professor

Assistant Professor

Associate Professor

Clinical Assistant Professor

Assistant Professor

Associate Professor

Clinical Instructor

Assistant Professor

Assistant Professor

Professor

Professor

Professor

Instructor

Assistant Professor

Clinical Assistant Professor

Clinical Assistant Professor

Instructor

Clinical Assistant Professor

Instructor

Clinical Assistant Professor

Associate Professor

MCQUEARY COLLEGE OF HEALTH & HUMAN SERVICES

School of Mental Health & Behavioral Sciences

Amber Abernathy	Associate Professor
Angela Anderson	Professor
Kenneth Bedell	Assistant Professor
Bonni Behrend	Assistant Professor
Salina Bollinger	Clinical Instructor
Jordan Bellisle	Associate Professor
Michele Brown	Assistant Professor
Steven Capps	Assistant Professor
Christie Cathey	Associate Professor
Amelia Chenoweth	Senior Instructor
Michael Clayton	Associate Professor
Jeffrey Cornelius-White	Distinguished Professor
Natalie Curry	Associate Clinical Professor
Timothy Daugherty	Professor
Susan Dollar	Professor
Kelly Dudley	Clinical Instructor
Leslie Echols	Associate Professor
Melissa Fallone	Associate Professor
Donald Fischer	Professor
Jeffrey Foster	Assistant Professor
Hannah Harris	Instructor
Tiffany Havlin	Clinical Associate Professor
Danae Hudson	Professor
Wendy Jackson	Clinical Instructor
Stacy Johnson	Clinical Instructor
Thomas Kane	Professor
Amanda Keys	Associate Professor
Bogdan Kostic	Associate Professor
Cynthia MacGregor	Professor
D. Wayne Mitchell	Associate Professor
Charles Myers	Associate Professor
Dana Paliliunas	Assistant Professor
Ashley Payne	Assistant Professor
Bradley Powers	Assistant Professor
Regina Russell	Associate Clinical Professor
Karrie Swan	Associate Professor
Tanya Whipple	Senior Instructor
Brooke Whisenhunt	Professor

Academic Personnel Board Actions, cont'd.

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Carly Yadon
Adena Young-Jones
David Zimmerman

Associate Professor
Professor
Associate Professor

Passed at meeting of
October 20, 2023

Chris Waters
Board Chair

Rowena Stone
Secretary to the Board

COMMENTS:

Suzette Kelly-Williams, Assistant Professor, School of Teaching, Learning & Developmental Science

Ph.D. University of South Florida, 2014
M.A. University of South Florida, 2007
B.Ed. University of the West Indies, 2003

Experience: 2006 – Present: Lecturer, Shortwood Teachers' College, Jamaica; 2009 – 2014, Graduate Teaching Assistant, University of South Florida, Tampa, Florida; 2003 – 2006, Principal, Rosedale Basic School, Kingston, Jamaica; 1997 – 2003, Classroom Teacher, Bamboo Primary & Junior High School.

Nathan Rothenbaum, Assistant Professor, Communication, Media, Journalism & Film

Ph.D. University of Georgia, Expected Summer 2023
M.A. University of Georgia, 2018
B.A. Trinity University, 2016

Experience: 2020 – Present, Lecturer & Assistant Director of Debate, Trinity University, San Antonio, Texas; 2016 – 2020, Graduate Teaching Assistant, University of Georgia, Athens, Georgia.

Matthew Tracy, Assistant Professor, Music

D.M.A. Michigan State University, 2015
M.Mus. Michigan State University, 2012
B.Mus. Central Michigan University, 2010

Experience: 2021 – Present, Associate Professor, Southwestern Oklahoma State University, Weatherford, Oklahoma; 2016 – 2021, Assistant Professor, Southwestern Oklahoma State University, Weatherford, Oklahoma; 2011 – 2016, Instructor, Alma College, Alma, Michigan; 2012 – 2014, Teaching Assistant, East Lansing, Michigan; 2011 – 2015, Teacher, Marshall Music Store, Lansing Michigan.

ADDENDUM A

The following have been appointed as Per Course Faculty for the fall semester: August 21, 2023 through December 15, 2023.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Adler, Allison	Physical Therapy	\$915.00
Agarwal, Karishma	Public Health & Sports Medicine	\$3,000.00
Albritton, Stephanie	Information Tech & Cybersecurity	\$6,000.00
Aldrich, Donna	School-Spec Ed Ldrshp Prof Studies	\$3,045.00
Allee, Taylor	College of Agriculture	\$3,000.00
Allen, Angelia	School Mental Health & Behavioral Sciences	\$2,445.00
Amadore, Timothy	School Mental Health & Behavioral Sciences	\$2,445.00
Ampleman, James	Marketing	\$4,000.00
Anderson, Barbara	English	\$2,448.00
Anderson, James	Defense & Strategic Studies	\$7,500.00
Appleton, Joni	School-Teaching Learn & Develop Sci	\$4,075.00
Arciniegas, Guillermo	Languages Cultures & Religions	\$4,896.00
Armstrong, Barrington	Foreign Language Institute	\$3,598.00
Armstrong, Brandi	School Mental Health & Behavioral Sciences	\$4,890.00
Ausmus, Kristin	Mathematics	\$2,460.00
Baker, Anne	Comm Sciences & Disorders	\$2,445.00
Baker, Autumn	School-Spec Ed Ldrshp Prof Studies	\$5,490.00
Baker, Gina	School-Teaching Learn & Develop Sci	\$2,445.00
Baker, Marsha	School-Spec Ed Ldrshp Prof Studies	\$3,660.00
Balasundaram, Megan	Management	\$6,800.00
Ball, Michelle	School-Teaching Learn & Develop Sci	\$2,445.00
Barragan, Kimberly	School Mental Health & Behavioral Sciences	\$4,890.00
Bartz, Gates	Art & Design	\$4,896.00
Bateman, James	Information Tech & Cybersecurity	\$4,000.00
Beard, Casaundra	Art & Design	\$2,448.00
Beary, Allyson	Comm Sciences & Disorders	\$2,445.00
Beckman, Alexandra	School-Spec Ed Ldrshp Prof Studies	\$2,445.00
Belcher, Kendra	School-Teaching Learn & Develop Sci	\$2,445.00
Belle, Carla	History	\$2,700.00
Bennett, Susan	Theatre & Dance	\$7,896.00
Berman, Ilan	Defense & Strategic Studies	\$7,500.00
Bettmann, Theresa	School Mental Health & Behavioral Sciences	\$2,445.00
Biddlecome, Teresa	School-Teaching Learn & Develop Sci	\$3,660.00
Bodenstein, Amanda	History	\$4,500.00
Borich, Michael	Comm Media Journalism & Film	\$2,754.00

Academic Personnel Board Actions, cont'd.

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Bortosky, Rachel	Biology	\$5,400.00
Botsford, Diana	Comm Media Journalism & Film	\$2,754.00
Bowdidge, Mark	Music	\$2,550.00
Bowers, Michael	College of Agriculture	\$2,000.00
Bowers, Shannon	Comm Media Journalism & Film	\$2,448.00
Brame, Erika	Comm Media Journalism & Film	\$2,448.00
Brannon, Jeffery	Computer Science	\$12,000.00
Braukman, Sarah	School-Teaching Learn & Develop Sci	\$2,445.00
Breeden, Christa	Management	\$3,400.00
Briggenhorst, Kenneth	Art & Design	\$4,896.00
Brocaille, Nicole	School Mental Health & Behavioral Sciences	\$2,445.00
Bronson, Lisa	Defense & Strategic Studies	\$15,000.00
Brown, Lucas	School-Teaching Learn & Develop Sci	\$2,445.00
Brown, Michelle	School-Spec Ed Ldrshp Prof Studies	\$4,575.00
Brownen, Tiana	Comm Media Journalism & Film	\$4,896.00
Buckle-Lamy, Susan	School-Teaching Learn & Develop Sci	\$2,445.00
Buergler, Melanie	School Mental Health & Behavioral Sciences	\$3,260.00
Bunton, Molly	First-Year Programs	\$2,400.00
Cadle, Lanette	English	\$5,508.00
Calvert, Elizabeth	School-Spec Ed Ldrshp Prof Studies	\$5,490.00
Campanini, Gemma	Comm Media Journalism & Film	\$2,448.00
Campbell, Bryan	School-Teaching Learn & Develop Sci	\$5,075.00
Campbell, Robin	School-Teaching Learn & Develop Sci	\$2,445.00
Cantrell, Jena	Music	\$5,235.00
Castillo, Catherine	School-Teaching Learn & Develop Sci	\$2,445.00
Christiansen, Ashley	School Mental Health & Behavioral Sciences	\$5,490.00
Clark, Shannon	School-Teaching Learn & Develop Sci	\$5,075.00
Classen, Chandler	Comm Media Journalism & Film	\$4,896.00
Clawson, Todd	Defense & Strategic Studies	\$7,500.00
Clouse Day, Sherry	School of Accountancy	\$4,000.00
Coleman, Amanda	Biology	\$2,565.00
Cook, Deanna	School-Teaching Learn & Develop Sci	\$1,630.00
Cook, Sherry	Marketing	\$4,012.00
Cook, Suzanne	School-Teaching Learn & Develop Sci	\$4,890.00
Cordell, Laine	Theatre & Dance	\$4,080.00
Cossey, Tiffany	School of Accountancy	\$5,000.00
Crandell, Dale	Technology & Construction Mgmt	\$4,000.00
Cunningham, Arielle	School Mental Health & Behavioral Sciences	\$4,890.00
Daehn, James	Computer Science	\$9,000.00
Datema, Mary	School-Teaching Learn & Develop Sci	\$3,260.00
Davis, Sarah	School-Teaching Learn & Develop Sci	\$4,890.00

Academic Personnel Board Actions, cont'd.

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Davis-Sneed, Dollie	School-Teaching Learn & Develop Sci	\$3,260.00
Day, Michele	School Mental Health & Behavioral Sciences	\$13,764.00
DeBiaso, Peppino	Defense & Strategic Studies	\$7,500.00
DeBolt, Alyssa	History	\$900.00
DeBoo, Robert	Music	\$944.00
Demster, Amanda	School-Teaching Learn & Develop Sci	\$2,445.00
Denton, Diane	Sociology & Anthropology	\$2,445.00
Denzer, Tricia	School Mental Health & Behavioral Sciences	\$2,445.00
Derossett, Brittini	School Mental Health & Behavioral Sciences	\$2,445.00
Derossett, Regan	Music	\$4,290.00
Dhanaraj, Glory	Comm Sciences & Disorders	\$2,445.00
Dickensheet, Katherine	School Mental Health & Behavioral Sciences	\$4,890.00
Dixon, Stephanie	School Mental Health & Behavioral Sciences	\$4,890.00
Djordjevic, Vladan	Art & Design	\$9,792.00
Douglas, Jean	School-Spec Ed Ldrshp Prof Studies	\$2,445.00
Douglass, Abey	School Mental Health & Behavioral Sciences	\$2,445.00
Dubinsky, Julie	Finance Economics & Risk Mgmt	\$6,600.00
Duffel, Christy	School Mental Health & Behavioral Sciences	\$4,890.00
Duprey, Laura	Art & Design	\$2,754.00
Elkins, Kenneth	Honors College	\$2,400.00
Elliott, Lori	School-Teaching Learn & Develop Sci	\$3,045.00
Embree, David	First-Year Programs	\$2,400.00
Eul, Diana	School Mental Health & Behavioral Sciences	\$2,745.00
Eutsler, Tabitha	School-Teaching Learn & Develop Sci	\$2,445.00
Farha, Nicholas	School-Spec Ed Ldrshp Prof Studies	\$6,090.00
Fatoma, Brittany	School-Teaching Learn & Develop Sci	\$3,045.00
Felton, Ashley	School-Spec Ed Ldrshp Prof Studies	\$3,045.00
Ford, Christopher	Defense & Strategic Studies	\$9,000.00
Frietze, Joseph	School Mental Health & Behavioral Sciences	\$2,445.00
Gardner, Elvert	Defense & Strategic Studies	\$7,500.00
Gaskill, Lauren	School-Spec Ed Ldrshp Prof Studies	\$2,445.00
Gebru, Shimelis	Sociology & Anthropology	\$12,000.00
Gentile, Federica Wanda	Foreign Language Institute	\$4,048.00
Gentry, John	Defense & Strategic Studies	\$7,500.00
Geren, Allison	English	\$4,896.00
Gerhart, Max	Music	\$1,492.00
Ghan, Christina	School Mental Health & Behavioral Sciences	\$4,890.00
Gibson, Tobias	Defense & Strategic Studies	\$7,500.00
Glenn, Cory	School-Spec Ed Ldrshp Prof Studies	\$4,575.00
Goldsmith, Michaela	Criminology & Criminal Justice	\$3,000.00
Gones, Tracie	School-Teaching Learn & Develop Sci	\$815.00

Academic Personnel Board Actions, cont'd.

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Good, Vicki	School of Nursing	\$4,000.00
Gregory, Madison	Biomedical Sciences	\$3,240.00
Grover, Bethanne	Comm Media Journalism & Film	\$4,896.00
Groves, Gregory	Finance Economics & Risk Mgmt	\$4,250.00
Hamilton, Cheri	College of Agriculture	\$4,000.00
Harder, Matthew	Languages Cultures & Religions	\$2,448.00
Hargrave, Teri	Comm Media Journalism & Film	\$2,448.00
Harron, Kimberly	School-Teaching Learn & Develop Sci	\$2,445.00
Hart, Andrew	Comm Media Journalism & Film	\$4,896.00
Hassani, Hannah	Biomedical Sciences	\$4,522.00
Havlicek, Marc	Biomedical Sciences	\$5,355.00
Hays, Heather	Mathematics	\$3,280.00
Heckman, Tyler	Music	\$1,430.00
Helm, Nancy	School-Teaching Learn & Develop Sci	\$2,445.00
Herrera, Anakaren	School Mental Health & Behavioral Sciences	\$2,445.00
Herrera, Andrea	Sociology & Anthropology	\$6,000.00
Hetzler, Brandon	Public Health & Sports Medicine	\$3,600.00
High, Donald	Information Tech & Cybersecurity	\$4,000.00
Hill, Molly	School Mental Health & Behavioral Sciences	\$2,445.00
Himes, Joe	Physical Therapy	\$3,045.00
Hisle, Melissa	English	\$2,754.00
Hogan, Rachel	School Mental Health & Behavioral Sciences	\$2,445.00
Holden, Chelesa	School Mental Health & Behavioral Sciences	\$4,890.00
Holland, Joshua	School Mental Health & Behavioral Sciences	\$2,745.00
Holland, Lydia	Physical Therapy	\$2,745.00
Holloman, Samantha	Music	\$2,550.00
Holloway, Jewel	School-Teaching Learn & Develop Sci	\$3,045.00
Holmer, Earl	English	\$5,100.00
Hopp, Taylor	School Mental Health & Behavioral Sciences	\$2,445.00
Houghtaling, Tiffany	School-Teaching Learn & Develop Sci	\$1,630.00
Hudson, Rachel	School Mental Health & Behavioral Sciences	\$4,890.00
Huertas-Torres, Mariandine	School-Teaching Learn & Develop Sci	\$4,890.00
Hunt, Dana	Public Health & Sports Medicine	\$3,000.00
Hurley, Laura	School-Teaching Learn & Develop Sci	\$2,445.00
Hutchison, Connor	School of Accountancy	\$8,400.00
Ibbetson, Sara	School Mental Health & Behavioral Sciences	\$1,630.00
Ison, Johnique	School Mental Health & Behavioral Sciences	\$2,445.00
James, Melissa	School-Spec Ed Ldrshp Prof Studies	\$1,630.00
James, Susanne	School-Spec Ed Ldrshp Prof Studies	\$6,090.00
Jamieson, Rachel	Theatre & Dance	\$4,896.00
Janda, Elizabeth	Languages Cultures & Religions	\$5,508.00

Jauregui-Dusseau, Alexandria	Public Health & Sports Medicine	\$800.00
Jefferson, Karissa	Art & Design	\$2,448.00
Jennings, Charlotte	Comm Media Journalism & Film	\$2,448.00
Jo, Yoojin	Foreign Language Institute	\$4,796.00
Johnson Chester, Joni	School Mental Health & Behavioral Sciences	\$4,890.00
Jordan, Billy	Comm Media Journalism & Film	\$2,448.00
Karr, Jeffrey	Languages Cultures & Religions	\$2,448.00
Keller, Ted	Geography Geology & Planning	\$4,500.00
Kelley, Justin	History	\$2,700.00
Kelly, Mitzi	School-Teaching Learn & Develop Sci	\$2,445.00
Kemmel-Bartletti, Cassandra	School Mental Health & Behavioral Sciences	\$4,890.00
Kennell, Everett	Comm Media Journalism & Film	\$5,508.00
Kent, Jennifer	School Mental Health & Behavioral Sciences	\$4,890.00
Kepling, Vicke	English	\$4,896.00
King, Elizabeth	English	\$9,792.00
Kiras, James	Defense & Strategic Studies	\$7,500.00
Kirby, Charles	Management	\$6,800.00
Kirn, Henry	School of Accountancy	\$5,000.00
Koffarnus, Nathan	Public Health & Sports Medicine	\$3,000.00
Konopasek, Logan	Criminology & Criminal Justice	\$3,000.00
Kurth, Justin	School Mental Health & Behavioral Sciences	\$2,745.00
Lampe, Gabrael	Management	\$3,400.00
Landwehr, Nicole	School Mental Health & Behavioral Sciences	\$2,445.00
Lane, Deborah	English	\$4,896.00
Larkin, Kathleen	Finance Economics & Risk Mgmt	\$4,500.00
Lazzelle, Lenae	School-Teaching Learn & Develop Sci	\$3,045.00
Leasure, Stanley	Finance Economics & Risk Mgmt	\$12,950.00
Lebeck, Christopher	Finance Economics & Risk Mgmt	\$4,000.00
Lee, Breanna	School Mental Health & Behavioral Sciences	\$2,445.00
Lee, Monica	School Mental Health & Behavioral Sciences	\$2,445.00
Levine, Marlene	School-Teaching Learn & Develop Sci	\$3,045.00
Lewis, Darcy	English	\$2,754.00
Lewis, Heather	School-Teaching Learn & Develop Sci	\$2,745.00
Lewis, Robert	Comm Media Journalism & Film	\$4,896.00
Lewis, Sarah	English	\$2,448.00
Limon Lopez, Estevan	School Mental Health & Behavioral Sciences	\$5,490.00
Liu, Fan	Foreign Language Institute	\$3,548.00
Loudis, Anthony	Comm Media Journalism & Film	\$2,754.00
Lowe, Mikayla	Comm Media Journalism & Film	\$4,896.00
Lynn, Cassandra	Biomedical Sciences	\$3,978.00
Mahan, Tracy	School-Teaching Learn & Develop Sci	\$2,445.00

Academic Personnel Board Actions, cont'd.

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Malecky, Emily	School Mental Health & Behavioral Sciences	\$2,445.00
Marlo, Francis	Defense & Strategic Studies	\$7,500.00
Martin, Erin	School Mental Health & Behavioral Sciences	\$5,490.00
Martin, Jacob	Comm Media Journalism & Film	\$2,448.00
Martin, Richard	Computer Science	\$8,561.00
Mazanec, Brian	Defense & Strategic Studies	\$7,500.00
McCarty, Abigail	School Mental Health & Behavioral Sciences	\$2,445.00
McCauley, David	Computer Science	\$7,500.00
McCormick Robinson, Emily	English	\$2,448.00
McCune, Kaylyn	Art & Design	\$2,448.00
McDonald, Scott	Finance Economics & Risk Mgmt	\$4,000.00
McDougall, Irina	Information Tech & Cybersecurity	\$3,000.00
McFerron, Paul	Comm Media Journalism & Film	\$2,448.00
McMeley, Cynthia	School-Teaching Learn & Develop Sci	\$1,630.00
McNew, Sarah	School Mental Health & Behavioral Sciences	\$5,490.00
Medley, Robert	School of Nursing	\$4,000.00
Mercer, Andrew	Languages Cultures & Religions	\$2,754.00
Meyer, Elliot	Management	\$3,400.00
Michel, Jaime	School Mental Health & Behavioral Sciences	\$4,890.00
Miller, Blake	Comm Media Journalism & Film	\$4,896.00
Miller, Worth	Honors College	\$2,400.00
Mishra, Kaveri	Comm Media Journalism & Film	\$5,799.00
Moling, Falon	School Mental Health & Behavioral Sciences	\$2,445.00
Moodie, Amanda	Defense & Strategic Studies	\$7,500.00
Moore, Deana	School-Teaching Learn & Develop Sci	\$2,445.00
Moore, Heather	Comm Media Journalism & Film	\$2,448.00
	Management	\$3,400.00
Moore, Mallory	Comm Sciences & Disorders	\$2,000.00
Moore, Rachel	Comm Sciences & Disorders	\$2,445.00
Moore, Sheila	School-Teaching Learn & Develop Sci	\$4,060.00
Morgan, Flora-Jean	School Mental Health & Behavioral Sciences	\$2,445.00
Morris-Owens, Maggie	English	\$4,896.00
Mullins, T'Kara	School Mental Health & Behavioral Sciences	\$2,445.00
Mulvenon, James	Art & Design	\$2,448.00
Mundinac, Stephanie	School-Spec Ed Ldrshp Prof Studies	\$2,445.00
Murdock, Rachel	School Mental Health & Behavioral Sciences	\$2,445.00
Mutlu-Buyurgan, Eylem	Technology & Construction Mgmt	\$4,000.00
Myers, Shellie	Mathematics	\$3,280.00
Nelson, Constance	Comm Media Journalism & Film	\$4,896.00
Nelson, Genevieve	School Mental Health & Behavioral Sciences	\$4,890.00
Nelson, Heather	Music	\$8,211.00

Academic Personnel Board Actions, cont'd.

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Newman, Mary	School Mental Health & Behavioral Sciences	\$11,172.00
Nichols, Kelley	Finance Economics & Risk Mgmt	\$8,000.00
Norman, Cherie	School Mental Health & Behavioral Sciences	\$2,745.00
Norman, David	School Mental Health & Behavioral Sciences	\$2,445.00
Northrip-Rivera, Angelia	English	\$4,998.00
Odneal, Marilyn	College of Agriculture	\$3,550.00
Olson, Stevan	School of Accountancy	\$2,094.00
Olszewski, Haley	Theatre & Dance	\$2,448.00
Orhan, Can	Technology & Construction Mgmt	\$3,000.00
Owen, Carla	School-Teaching Learn & Develop Sci	\$1,630.00
Paden, Kayla	Music	\$2,145.00
Padgett, Lori	College of Agriculture	\$3,200.00
Paris, Dakota	Criminology & Criminal Justice	\$3,000.00
Parisi, Sandra	School Mental Health & Behavioral Sciences	\$2,445.00
Parke, Nicole	School-Teaching Learn & Develop Sci	\$2,445.00
Parker, Lane	Technology & Construction Mgmt	\$4,000.00
Patrick-Singleton, Jameca	School Mental Health & Behavioral Sciences	\$2,445.00
Patterson, Jane	Finance Economics & Risk Mgmt	\$9,000.00
Payne, Amy	Languages Cultures & Religions	\$2,448.00
Payne, Kendrick	School Mental Health & Behavioral Sciences	\$4,890.00
Peck, David	Defense & Strategic Studies	\$7,500.00
Perkins, Amy	School-Teaching Learn & Develop Sci	\$4,075.00
Perrigue, Carolyn	School-Spec Ed Ldrshp Prof Studies	\$4,075.00
Pettijohn, James	Finance Economics & Risk Mgmt	\$5,786.00
Phillips, Brianne	School Mental Health & Behavioral Sciences	\$4,890.00
Phillips, Lindsay	School-Teaching Learn & Develop Sci	\$2,445.00
Pippins, Charlotte	School Mental Health & Behavioral Sciences	\$2,445.00
Polallis, Neal	Art & Design	\$4,896.00
Pon, Nikum	School-Spec Ed Ldrshp Prof Studies	\$3,045.00
Post, Rana	School-Teaching Learn & Develop Sci	\$2,445.00
Preston, Austin	Finance Economics & Risk Mgmt	\$3,999.99
Preston, James	College of Agriculture	\$3,450.00
Rachal, Brandon	School of Nursing	\$3,000.00
Ralph, Lori	School-Spec Ed Ldrshp Prof Studies	\$5,490.00
Razumov, Stanley	Foreign Language Institute	\$3,048.00
Reedy, Austin	Comm Media Journalism & Film	\$4,896.00
Reynolds, Todd	Art & Design	\$6,324.00
Rhodes, Brittany	School-Teaching Learn & Develop Sci	\$2,445.00
Rippee, Reeda	School-Spec Ed Ldrshp Prof Studies	\$2,445.00
Rivera, Amanda	School Mental Health & Behavioral Sciences	\$4,890.00
Robinson, Olivia	College of Agriculture	\$3,000.00

Academic Personnel Board Actions, cont'd.

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Robuck, Alison	Music	\$1,652.00
Rogers, Valorie	Management	\$3,400.00
Rosen, Renee	Mathematics	\$3,420.00
Routh, Katrina	School Mental Health & Behavioral Sciences	\$2,445.00
Russell, Maida	Mathematics	\$6,300.00
Russell, Timothy	College of Agriculture	\$3,000.00
Russell-Ice, Whitney	Theatre & Dance	\$4,896.00
Rutherford, James	Art & Design	\$2,448.00
Salchow, Jason	College of Agriculture	\$3,000.00
Salinas, Patti	Criminology & Criminal Justice	\$8,000.00
Salloum, Georget	Foreign Language Institute	\$3,098.00
Sanada, Yudai	Foreign Language Institute	\$1,600.00
Sargent, Matthew	School of Accountancy	\$6,201.00
Scales, Megan	Sociology & Anthropology	\$6,000.00
Scarbrough, JoNita	School-Spec Ed Ldrshp Prof Studies	\$2,445.00
Schekorra, Jonathan	Marketing	\$3,300.00
Schermer, Alissa	Physical Therapy	\$1,830.00
Schroeder, Amy	School-Teaching Learn & Develop Sci	\$2,445.00
Schuldenzucker, Sarah	Foreign Language Institute	\$4,896.00
	Languages Cultures & Religions	\$2,448.00
Sellers, Rebecca	School-Spec Ed Ldrshp Prof Studies	\$5,490.00
Shaughnessy, Mackenzie	School Mental Health & Behavioral Sciences	\$2,445.00
Sheets-McKeag, Sarah	Art & Design	\$6,090.00
Shepherd, James	College of Agriculture	\$2,000.00
Shriver, Jayson	College of Agriculture	\$4,000.00
Shuler, Kristen	School Mental Health & Behavioral Sciences	\$4,890.00
Sitkins, Daniel	Information Tech & Cybersecurity	\$6,000.00
Sly, Taylor	Comm Media Journalism & Film	\$2,448.00
Smart, Amy	English	\$2,448.00
Smith, Leslee	School-Spec Ed Ldrshp Prof Studies	\$3,045.00
Smith, Shauna	Art & Design	\$7,344.00
Snobl, Rae	English	\$2,448.00
Snyder, Shannon	College of Agriculture	\$4,200.00
Speckman, Cynthia	Comm Media Journalism & Film	\$2,448.00
St Pierre, Laurine	Music	\$2,261.00
Stacy, William	Music	\$5,100.00
Steilen, Cameron	English	\$2,448.00
Stephens-Cantu, Heather	School Mental Health & Behavioral Sciences	\$2,445.00
Stewart, Alice	Management	\$4,200.00
Sumler, James	School-Spec Ed Ldrshp Prof Studies	\$2,445.00
Sutherland, Kelly	School-Teaching Learn & Develop Sci	\$3,045.00

Academic Personnel Board Actions, cont'd.

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Tanghe, Nicole	School-Teaching Learn & Develop Sci	\$3,260.00
Tannehill, Micah	Finance Economics & Risk Mgmt	\$3,300.00
Taylor, Emily	Defense & Strategic Studies	\$15,000.00
Taylor, John	School of Accountancy	\$4,000.00
Taylor, Kerra	Art & Design	\$6,090.00
Terry, Donna	School-Teaching Learn & Develop Sci	\$4,075.00
Thao, Kong	Comm Media Journalism & Film	\$4,896.00
Thomas, Eloise	Sociology & Anthropology	\$3,000.00
Thomas, Kristy	Comm Media Journalism & Film	\$2,754.00
Trachtenberg, David	Defense & Strategic Studies	\$2,000.00
Trevarthen, Jordan	English	\$4,896.00
Trexel, Jonathan	Defense & Strategic Studies	\$15,000.00
Triola, Matthew	College of Agriculture	\$2,565.00
Turlington, Sean	English	\$9,792.00
Turner, Valerie	English	\$7,650.00
Varava, Kira	Comm Media Journalism & Film	\$5,202.00
Vera, Lauren	School Mental Health & Behavioral Sciences	\$2,745.00
Walker, Kimberley	School-Teaching Learn & Develop Sci	\$2,445.00
Wallace, Ryan	Art & Design	\$2,448.00
Wan, Stephanie	School Mental Health & Behavioral Sciences	\$2,745.00
Wang, Yuxue	Mathematics	\$2,460.00
Washington, Dione	Sociology & Anthropology	\$3,000.00
Washington, Elizabeth	School-Spec Ed Ldrshp Prof Studies	\$3,045.00
Waters, Teresa	School-Teaching Learn & Develop Sci	\$2,445.00
Welker, Lydia	English	\$2,448.00
Wells, Jeffrey	Technology & Construction Mgmt	\$3,500.00
Wentz, Blake	Technology & Construction Mgmt	\$4,000.00
White, William	Technology & Construction Mgmt	\$3,000.00
Wichman, Dylan	Biology	\$2,460.00
Williams, Bryan	Management	\$4,200.00
Williams, James	Music	\$1,010.00
Williams, Joseph	Biomedical Sciences	\$4,420.00
Williams, Paul	Criminology & Criminal Justice	\$3,500.00
Williams, Vinita	Art & Design	\$8,538.00
Wise, Allison	School Mental Health & Behavioral Sciences	\$5,490.00
Wixson, Bobbi	College of Agriculture	\$2,000.00
Wolken, Jennifer	Art & Design	\$2,448.00
Wood, Kimberly	Biomedical Sciences	\$7,140.00
Wurgler, Keisha	School-Teaching Learn & Develop Sci	\$3,045.00
Wylie, Erin	School Mental Health & Behavioral Sciences	\$2,445.00
Young, Anita	School-Teaching Learn & Develop Sci	\$2,445.00

ADDENDUM B

The following have been appointed as Summer Faculty for the summer semester: June 12, 2023 through August 4, 2023.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Ford, Christopher	Defense & Strategic Studies	\$11,250.00
Parker, Lane	Technology & Construction Mgmt	\$4,000.00

ADDENDUM C**Supplemental payment for teaching assignments:**

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Aho, Kyle	Music	\$7,683.00
Akbar Akhgari, Paria	Philosophy	\$2,400.00
Akoro, Celestine	First-Year Programs	\$2,400.00
Albritton, Michael	Information Tech & Cybersecurity	\$3,821.00
Amberg, Richard	Comm Media Journalism & Film	\$5,290.00
Artman, Amy	Religious Studies	\$2,400.00
Assman, Ira	First-Year Programs	\$2,400.00
Atkinson, Jamie	School-Spec Ed Ldrship Prof Studies	\$500.00
Atkinson, ReBena	School-Spec Ed Ldrship Prof Studies	\$2,445.00
Ausmus, Kristin	Mathematics	\$2,460.00
Austin, Rebekah	Information Tech & Cybersecurity	\$7,780.00
Bajalan, Dgene	History	\$10,880.00
Barnhill, Sean	College of Business	\$2,400.00
Barudzic, Nina	First-Year Programs	\$2,400.00
Bassett, Damon	Geography Geology & Planning	\$2,400.00
Benzer, Fatih	Art & Design	\$5,011.00
Bogue, John	College of Business	\$2,400.00
Booth, Heather	First-Year Programs	\$2,400.00
Bowles, Christina	First-Year Programs	\$2,400.00
Boyle, Michael	Honors College	\$2,400.00
Bradley, Trisha	First-Year Programs	\$2,400.00
Bridges, Phil	English Language Institute	\$2,400.00
Brinkman, Bryan	Honors College	\$2,400.00
Brooks, James	Biomedical Sciences	\$7,817.00
Bruce, Richard	Technology & Construction Mgmt	\$4,000.00
Chang, Ching-Wen	Reading Foundations & Technology	\$6,400.00
Chapman, Carol	Music	\$1,993.00
Choi, Hailey	School-Teaching Learn & Develop Sci	\$4,505.00
Christian, Katelynn	First-Year Programs	\$2,400.00
Coffman, Lance	First-Year Programs	\$2,400.00
Cox, Nora	Honors College	\$2,400.00
Curry, Natalie	School Mental Health & Behavioral Sciences	\$9,452.00
Decker, Brandon	Management	\$3,400.00
Derrick, Laura	Technology & Construction Mgmt	\$3,000.00
Douglas, Briar	First-Year Programs	\$2,400.00
Dryer, Samuel	Honors College	\$2,800.00

Academic Personnel Board Actions, cont'd.

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Earnshaw, Dylan	College of Natural & Applied Sciences	\$2,400.00
Easter, Lauren	First-Year Programs	\$2,400.00
Eisman, Karen	Information Tech & Cybersecurity	\$3,544.00
Evans, Sarah	School-Spec Ed Ldrship Prof Studies	\$1,225.00
Foster, Jeffrey	School Mental Health & Behavioral Sciences	\$4,817.00
Foster, Michael	Theatre and Dance	\$3,200.00
Franklin, Thomas	Comm Sciences & Disorders	\$6,522.00
Frizell, Michael	Honors College	\$2,400.00
Gallaway, Julie	Finance Economics & Risk Mgmt	\$9,481.00
Garland, Diana	First-Year Programs	\$2,400.00
Gebken, Richard	Technology & Construction Mgmt	\$7,050.00
Geiger, Lacey	English	\$2,448.00
Gerasimchuk-Djordjevic, Maria	Art & Design	\$4,924.00
Glaessgen, Tracey	School-Spec Ed Ldrship Prof Studies	\$3,045.00
Goodin, Kyle	School of Accountancy	\$14,685.00
Gordon, Nancy	School-Teaching Learn & Develop Sci	\$3,045.00
Gorley, Nicole	Biomedical Sciences	\$7,810.00
Grace-Duran, Jennifer	Greenwood Lab School	\$2,400.00
Haggard, Stephen	Finance Economics & Risk Mgmt	\$7,050.00
Hahn, Kathleen	School of Anesthesia	\$2,400.00
Hammer, Abe	Information Tech & Cybersecurity	\$3,000.00
Hammerschmidt, Melinda	Greenwood Lab School	\$2,400.00
Hammons, David	Marketing	\$2,400.00
Hass, Aida	Criminology & Criminal Justice	\$2,415.00
Heinlein, Kurt	Theatre and Dance	\$4,123.00
Hermans, Chuck	Marketing	\$7,050.00
Hill, JaLynn	Technology & Construction Mgmt	\$2,400.00
Hopper, Tina	Biology	\$2,400.00
Horton, Leonard	Comm Media Journalism & Film	\$2,400.00
Johnson, Alex	First-Year Programs	\$2,400.00
Jones, A'Dja	First-Year Programs	\$2,400.00
Kaf, Wafaa	Comm Sciences & Disorders	\$11,248.00
	Honors College	\$3,200.00
Kane, Thomas	Graduate College	\$5,000.00
Kaula, Radhika	Information Tech & Cybersecurity	\$6,359.00
Kim, Hae	Biology	\$4,800.00
Kyle, Jerri Lynn	Comm Media Journalism & Film	\$4,800.00
Kyle, Michael	Criminology & Criminal Justice	\$1,885.00
Lagasse, LeAnne	Comm Media Journalism & Film	\$11,000.00
Lambert, Joshua	Libraries	\$2,800.00
Lange, Evelyn	School-Teaching Learn & Develop Sci	\$6,520.00

Academic Personnel Board Actions, cont'd.

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LaPrade, Jennifer	Criminology & Criminal Justice	\$1,845.00
Larimore Vargas, Aubrey	First-Year Programs	\$2,400.00
Li, Yingying	Information Tech & Cybersecurity	\$3,000.00
Liang, Yating	Kinesiology	\$3,200.00
Mabee, Jonathan	Comm Media Journalism & Film	\$5,011.00
Mainali, Raju	Information Tech & Cybersecurity	\$5,956.00
Martinez, Judith	Honors College	\$2,800.00
McCoy, Katelyn	Agribusiness Ag Ed and Communication	\$2,400.00
McWoods, Anna	Biomedical Sciences	\$3,585.00
	Honors College	\$2,400.00
Meraz, Juan	School-Spec Ed Ldrship Prof Studies	\$3,045.00
Metzker, Helena	Chemistry & Biochemistry	\$2,400.00
Mitchell, David	Finance Economics & Risk Mgmt	\$8,150.00
Mitchell, Jeffrey	School-Spec Ed Ldrship Prof Studies	\$4,600.00
Mitchell, Katrina	Music	\$7,344.00
Mitra, Mahua	Finance Economics & Risk Mgmt	\$8,456.00
Nordyke, Kathy	Comm Media Journalism & Film	\$2,754.00
	School-Teaching Learn & Develop Sci	\$3,045.00
Novik, Melinda	Public Health & Sports Medicine	\$9,765.00
Panza, Juli	College of Education	\$408.00
Payne, Richard	Music	\$4,455.00
Pham, Courtney	Marketing	\$7,422.00
Phelps, Quinton	Biology	\$5,600.00
Phillips, April	School-Spec Ed Ldrship Prof Studies	\$3,045.00
Pierson, Carly	Marketing	\$4,800.00
Politte, Jordan	School-Spec Ed Ldrship Prof Studies	\$2,445.00
Prakash, Puneet	Finance Economics & Risk Mgmt	\$14,233.00
Pullan, Andrea	Mathematics	\$2,460.00
Rector, Paula	Criminology & Criminal Justice	\$2,822.00
Reed, Jerilyn	First-Year Programs	\$2,400.00
Reed, Michael	Physics Astronomy & Mat Science	\$3,200.00
Reed, Ryan	First-Year Programs	\$2,400.00
Reger, Elizabeth	College of Business	\$4,000.00
	Technology & Construction Mgmt	\$4,000.00
Roam, Kimberly	Childhood Ed & Family Studies	\$2,400.00
Robinson, Tucker	Comm Media Journalism & Film	\$2,448.00
Rugutt, Joseph	School-Spec Ed Ldrship Prof Studies	\$3,045.00
Russell, Brandon	Theatre and Dance	\$2,113.00
Sandel, William	Criminology & Criminal Justice	\$3,690.00
Saxon, Caryn	Criminology & Criminal Justice	\$1,362.00
Scott, Matthew	First-Year Programs	\$2,400.00

Academic Personnel Board Actions, cont'd.

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Scroggins, Wesley	Management	\$7,050.00
Seery, Katy	Hospitality Leadership	\$2,400.00
Sexton, Randy	Information Tech & Cybersecurity	\$7,050.00
Shao, Feibo	Management	\$7,050.00
Shively, Eric	School-Spec Ed Ldrship Prof Studies	\$2,445.00
Sholley, Katie	College of Education	\$2,400.00
Shuler, Adam	Technology & Construction Mgmt	\$3,000.00
Simmers, Christina	Marketing	\$3,200.00
Singh, Yasmine	Religious Studies	\$2,400.00
Skibiski, Jeanie	School of Anesthesia	\$5,600.00
Smith, Joshua	Honors College	\$3,200.00
Stafford, Gary	Mathematics	\$4,800.00
Stagner, Kimberly	First-Year Programs	\$2,400.00
Stewart, James	First-Year Programs	\$2,400.00
Stout, Tracy	Honors College	\$3,200.00
Sudbrock, Christine	Agribusiness Ag Ed and Communication	\$2,400.00
Sukovaty, Lacy	College of Agriculture	\$13,719.00
Suttmoeller, Michael	Criminology & Criminal Justice	\$2,040.00
Swingle, Ethan	First-Year Programs	\$2,400.00
Tapis, Gregory	School of Accountancy	\$11,782.00
Thomas, Benjamin	Graduate College	\$5,000.00
Thomas, Kristen	School-Spec Ed Ldrship Prof Studies	\$408.00
Thomas, Kyle	Honors College	\$2,400.00
Thompson, Chris	Music	\$6,029.00
Thornton, Kristen	School of Accountancy	\$16,245.00
Walker, Alicia	Honors College	\$2,800.00
Walker, Elizabeth	Honors College	\$3,200.00
Walker, Kristen	Music	\$4,500.00
Wilhelm, Paula	Management	\$3,400.00
Willis, Jessica	School of Anesthesia	\$2,070.00
Yarckow-Brown, Ivy	Criminology & Criminal Justice	\$1,366.00
Zhang, Peng	Management	\$3,400.00
Zhang, Ying	Finance Economics & Risk Mgmt	\$7,050.00
Zhuang, Yuan	International Programs	\$5,508.00

ADDENDUM D

The following have been appointed as Graduate Teaching Assistants for the fall semester: August 14, 2023 through December 15, 2023.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Babel, Alexander	Chemistry & Biochemistry	\$6,115.00
Bowen, Elisabeth	First Year Programs	\$6,115.00
Coronado, Tracey	Geography Geology & Planning	\$5,023.00
Garland, Joshua	Chemistry & Biochemistry	\$5,023.00
Gothard, Shayd	Chemistry & Biochemistry	\$5,023.00
Grier, Ethan	Chemistry & Biochemistry	\$5,023.00
Guerra Toro, Mateo	Physics Astronomy & Materials Sci	\$6,115.00
Johnson, Collin	Chemistry & Biochemistry	\$6,115.00
Jurkowski, Acacia	Chemistry & Biochemistry	\$5,023.00
Krokower, Jesse	Biology	\$6,115.00
Lee, Skyler	Biomedical Sciences	\$5,023.00
Linhardt, Jacob	Chemistry & Biochemistry	\$5,023.00
Noor, Md Fahel Bin	Physics Astronomy & Materials Sci	\$6,115.00
Ogundele, Olamide	Chemistry & Biochemistry	\$6,115.00
Okafor, Onyinye	Biology	\$5,023.00
Price, Madeline	Biology	\$6,115.00
Richey, Anna	Geography Geology & Planning	\$5,023.00
Rust, Tanner	Chemistry & Biochemistry	\$5,023.00
Volkova, Svetlana	School of Agriculture	\$5,023.00
Willis, Grace	English	\$6,115.00
YASMIN, NUSRAT	Physics Astronomy & Materials Sci	\$6,115.00

The following have been appointed as Graduate Teaching Assistants for the Academic Year: August 14, 2023 through May 10, 2024.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Afagwu, Rita	Biology	\$12,230.00
Akinsola, Oludotun	Mathematics	\$12,230.00
Antwi, Collins	Art & Design	\$12,230.00
Aogo, Samuel	Geography Geology & Planning	\$10,046.00
Arvizu, Lyric	School of Mental Health & Behavioral Sciences	\$10,046.00
Baffour, Kristos	Chemistry & Biochemistry	\$12,230.00
Bailey, Rebecca	Biology	\$12,230.00
Baranowski, Amanda	First Year Programs	\$12,230.00

Academic Personnel Board Actions, cont'd.

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Barber, Christopher	Kinesiology	\$10,046.00
Bhatta, Rakshya	Biology	\$12,230.00
Bilodeau, Remy	Geography Geology & Planning	\$10,046.00
Booker, Steve	Communication Media, Journalism & Film	\$12,230.00
Brewer, Howard	Mathematics	\$12,230.00
Brockway, David	English	\$12,230.00
Bruening, Matthew	Physics Astronomy & Materials Sci	\$12,230.00
Carlson, Shane	Kinesiology	\$10,046.00
Castagna, Moth	Biology	\$12,230.00
Cerovich, Emma	Music	\$12,230.00
Chapman, Hannah	Communication Media Journalism & Film	\$12,230.00
Clubb, Preston	Chemistry & Biochemistry	\$12,230.00
Colmenero, Claudia	Geography Geology & Planning	\$10,046.00
Corbett, Charles	Art & Design	\$12,230.00
Cornelison, Makenna	English	\$12,230.00
Cressey, Mary	Art & Design	\$12,230.00
Delgado Azuaje, Francisco	Kinesiology	\$10,046.00
Donkor, Daniel	Geography Geology & Planning	\$10,046.00
Drecker, Jeanette	Biomedical Sciences	\$10,046.00
Duncan, Courtney	Biology	\$10,046.00
Egeland, Joelle	Kinesiology	\$10,046.00
Ekemezie, Success	Biology	\$10,046.00
Emock Bakelak, Jean Georges	English	\$12,230.00
Eslick, Isabella	English	\$12,230.00
Farrar, Halle	Communication Media Journalism & Film	\$12,230.00
Fink, Victoria	Biomedical Sciences	\$10,046.00
Flint, Zachary	Chemistry & Biochemistry	\$12,230.00
Freeman, Sasha	Biology	\$10,046.00
Friedrich, Caleb	Media, Journalism & Film	\$12,230.00
Froning, Kagan	Geography Geology & Planning	\$10,046.00
Garland, Joshua	Chemistry & Biochemistry	\$10,046.00
Gartin, Malaina	Art & Design	\$12,230.00
Gothard, Shayd	Chemistry & Biochemistry	\$10,046.00
Grier, Ethan	Chemistry & Biochemistry	\$10,046.00
Grissom-Walbridge, Megan	Communication Media Journalism & Film	\$12,230.00
Handa, Abhishek	Kinesiology	\$10,046.00
Hernandez Solis, Alvaro	Mathematics	\$12,230.00
Horst, Adeline	Communication Media, Journalism & Film	\$12,230.00
Howser, Sarah	English	\$12,230.00
Iyodo, Oluwaseun	Physics Astronomy & Materials Sci	\$12,230.00
Jackson, Randi	School-Teaching Learn & Develop Sci	\$10,046.00

Academic Personnel Board Actions, cont'd.

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Jamison, Jacob	Music	\$12,230.00
Jarrett, Bryce	Biology	\$12,230.00
Jedlicka, Caitlin	First Year Programs	\$12,230.00
Jurkowski, Acacia	Chemistry & Biochemistry	\$10,046.00
Kakra, Ekow	Communication Media Journalism & Film	\$12,230.00
Keller, LuAn	English	\$12,230.00
Knight, Corynn	Biomedical Sciences	\$10,046.00
Knoll, Matthew	Biology	\$10,046.00
Kpeebe, Yetimoni	Geography Geology & Planning	\$10,046.00
Landgraf, Niklas	Physics Astronomy & Materials Sci	\$12,230.00
Le, Nhi	Biology	\$12,230.00
Lee, Shawn Jian Yue	Music	\$6,115.00
Lewandowski, Emily	English	\$12,230.00
Linhardt, Jacob	Chemistry & Biochemistry	\$10,046.00
Lolley, Carson	Communication Media, Journalism & Film	\$12,230.00
Lowy, Joshua	Biology	\$12,230.00
Lynn, Trinity	Kinesiology	\$10,046.00
Makhloufi, Jamila	Biomedical Sciences	\$10,046.00
Martinez, Lydia	Communication Media Journalism & Film	\$12,230.00
McGilvry-James, Tyler	Mathematics	\$12,230.00
McGuire, Rebecca	Music	\$6,115.00
Meyer, Autumn	English	\$12,230.00
Meyer, Meagan	School of Mental Health & Behavioral Sciences	\$10,046.00
Middleton, Amanda	School of Mental Health & Behavioral Sciences	\$10,046.00
Miles, Daphne	Biology	\$10,046.00
Miles, Sidney	Communication Media Journalism & Film	\$12,230.00
Moore, Emma	English	\$12,230.00
Munshe, Fahad	Physics Astronomy & Materials Sci	\$12,230.00
Munson, Tanner	Music	\$6,115.00
Nagl, Abigail	Biology	\$10,046.00
Neff, Matthew	Communication Media, Journalism & Film	\$12,230.00
Nelson, Emily	Biomedical Sciences	\$10,046.00
Nelson, Emma	Communication Media Journalism & Film	\$12,230.00
Nguyen, Trieu	Chemistry & Biochemistry	\$10,046.00
Nicewaner, Paige	English	\$12,230.00
Obert, Nathan	Mathematics	\$12,230.00
O'Donnell, Nicholas	English	\$12,230.00
Oduor, Lilian	Mathematics	\$12,230.00
Oh, Jihyun	Public Health & Sports Medicine	\$10,046.00
Okokon, Joy	Art & Design	\$12,230.00
Olatunji, Dayo	Mathematics	\$12,230.00

Academic Personnel Board Actions, cont'd.

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Opoku-Agyemang, Isaac	Communication Media Journalism & Film	\$12,230.00
Owings, Emily	Music	\$12,230.00
Owonubi, Whitney	Communication Media Journalism & Film	\$12,230.00
Pecka, Rachel	Biomedical Sciences	\$10,046.00
Phillips, John	Communication Media Journalism & Film	\$12,230.00
Pineiro, Victor	Biology	\$12,230.00
Pleshka, Anton	Art & Design	\$12,230.00
Randle, Billie	English	\$12,230.00
Raymond, Allison	English	\$12,230.00
Reese, Kayla	English	\$12,230.00
Reifsteck, Alexis	Biology	\$12,230.00
Riggs, Gaige	Physics Astronomy & Materials Sci	\$12,230.00
Rightnowar, Lyndsey	Biology	\$10,046.00
Ritchey, Hannah	English	\$12,230.00
Rivero-Ramirez, Sara	Biology	\$10,046.00
Rogers, Logan	Geography Geology & Planning	\$10,046.00
Roman, Cole	Biology	\$12,230.00
Rostampour, Jalal	Biomedical Sciences	\$10,046.00
Rowan, Alana	English	\$12,230.00
Russell, Peter	Mathematics	\$12,230.00
Rust, Tanner	Chemistry & Biochemistry	\$10,046.00
Savage, Aleana	Biology	\$12,230.00
Sedra, Erin	Art & Design	\$12,230.00
Shakoor, Iqra	Chemistry & Biochemistry	\$12,230.00
Sherchan, Rubina	Biology	\$10,046.00
Shortt, Jared	Physics Astronomy & Materials Sci	\$12,230.00
Slover, Elijah	English	\$12,230.00
Smith, Claire	English	\$12,230.00
Soden, Karly	Kinesiology	\$10,046.00
Sohel, Md Zoheb Ullah	Mathematics	\$12,230.00
Sommer, Sarah	Geography Geology & Planning	\$10,046.00
Stark, Shelley	English Language Institute	\$5,023.00
Stewart, Megan	School of Mental Health & Behavioral Sciences	\$10,046.00
Sullivan, Emma	English	\$12,230.00
Sutton, Carissa	Chemistry & Biochemistry	\$12,230.00
Tabassum, Tasnuva	English	\$12,230.00
Taylor, Hattie	School of Agriculture	\$10,046.00
Teoh, Belle Yishu	Music	\$6,115.00
Tijani, Musa	Mathematics	\$12,230.00
Tyler, Erin	Art & Design	\$12,230.00
Urich, Stephanie	Public Health & Sports Medicine	\$10,046.00

Academic Personnel Board Actions, cont'd.

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Van Gundy, Emily	School of Mental Health & Behavioral Sciences	\$10,046.00
Van Wyk, Stephanie	English	\$12,230.00
Vangundy, Kylie	School of Mental Health & Behavioral Sciences	\$10,046.00
Veljak, Jan	Music	\$12,230.00
Vercher, Jonah	Physics Astronomy & Materials Sci	\$12,230.00
Wagner, Ethan	Geography Geology & Planning	\$10,046.00
Watson, Christopher	Biology	\$12,230.00
William, Tlove	Communication Media Journalism & Film	\$12,230.00
Zageris, Larissa	Communication Media, Journalism & Film	\$12,230.00
Zapletal, Thomas	Biology	\$10,046.00
Zhang, Hanlin	Geography Geology & Planning	\$10,046.00

III.D.2.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

HUMAN RESOURCES NO. 1741-23
Approval of Actions Concerning
Nonacademic Employees

BE IT RESOLVED by the Board of Governors for Missouri State University that the actions indicated for non-academic employees, as itemized below, are hereby approved.

APPOINTMENTS:

<u>Name</u>	<u>Position-Department</u>	<u>Grade</u>	<u>Salary</u>	<u>Effective</u>
Cassy Wilson	Custodian I Plaster Student Union	21	\$31,200 annually	07/17/23
Vanessa Lockhart	Information Specialist Financial Aid	13	\$31,678 annually	07/17/23
Samuel Coud	Custodian I Residence Life, Housing & Dining Services	21	\$31,200 annually	07/24/23
BriAnne Loughary	Project Coordinator, TESOL English	42	\$49,500 annually	07/24/23
Mikelle O'Neal	Professional Developer, Behavior Intervention Plans & Functional Behavior Agency for Teaching, Leading & Learning	45	\$53,500 annually	07/31/23
Katherine Vincent	Residence Hall Receptionist Residence Life, Housing & Dining Services	10	\$31,200 annually	07/31/23
Christopher Mitchell	Custodian I Custodial Services	21	\$31,200 annually	07/31/23
Kasey Ewers	Marketing Specialist Bookstore	41	\$34,320 annually	08/01/23
Lauren Neighbors	Autism Resource Specialist – DESE Project ACCESS Project ACCESS	42	\$50,000 annually	08/07/23

Non-academic Personnel Board Actions, cont'd.

Page 2

Noah Widick	Residence Hall Host/Hostess Residence Life, Housing & Dining Services (10-month Appointment)	10	\$26,000 annually	08/07/23
Tess Thuston	Senior Pharmacy Technician Magers Family Health & Wellness Center	14	\$39,520 annually	08/07/23
Quincy Young	Content Strategist Web Strategy & Development	42	\$40,000 annually	08/09/23
Tenisha Zackery	Academic Administrative Assistant II Political Science & Philosophy	12	\$36,608 annually	08/10/23
Kyndra Smith-Jackson	Administrative Assistant I Residence Life, Housing & Dining Services	11	\$31,720 annually	08/14/23
Samuel Smith	Custodian I Residence Life, Housing & Dining Services	21	\$31,200 annually	08/14/23
Savion Loia	Enterprise System Administrator Cybersecurity & Enterprise Systems	35	\$65,000 annually	08/15/23
Seigfred Samala	Convenience Store/Customer Service Supervisor Bookstore	42	\$39,000 annually	08/21/23
Anthony Robinson	Campus Safety Specialist Lead Office of University Safety	25	\$39,478 annually	08/24/23
Jesica Romero	Accounting Technician Financial Services	13	\$35,360 annually	08/28/23
Miranda Taylor	Residence Hall Receptionist Residence Life, Housing & Dining Services	10	\$31,200 annually	08/28/23

Non-academic Personnel Board Actions, cont'd.

Page 3

Amy Jackson	Regional Small Business Consultant Small Business Development Center	44	\$60,000 annually	08/28/23
Zachary McMeley	Coordinator, New Student Orientation Orientation & Transition Programs	42	\$40,000 annually	08/31/23
Amanda Cox	Academic Administrative Assistant III Biology	13	\$37,440 annually	09/01/23
Madison Thompson	Assistant Teacher Child Development Center	40	\$31,200 annually	09/01/23
Michaela Bennett	Assistant Director, College and Constituency Engagement Alumni Relations	43	\$55,000 annually	09/01/23
Brenna Barber	Resource Coordinator, Missouri Mentoring Partnership School Mental Health & Behavioral Sciences	42	\$38,225 annually	09/05/23
Miranda Taylor	Residence Hall Receptionist Residence Life, Housing & Dining Services (10-month Appointment)	10	\$26,000 annually	09/05/23
Pamela Dudley	Project Coordinator Ozarks Public Health Institute	42	\$45,349 annually	09/11/23
Evan Ellis	Academic Advisor/Retention Specialist College of Business	42	\$42,000 annually	09/11/23
Brianne Edwards	Research Specialist II Geography, Geology & Planning	42	\$44,000 annually	09/11/23

Non-academic Personnel Board Actions, cont'd.

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Molly Goetz	Residence Hall Director Residence Life, Housing & Dining Services	42	\$40,500 annually	09/11/23
Brandon Mattox	Cybersecurity Analyst Cybersecurity & Enterprise Systems	35	\$65,000 annually	09/11/23
Brock Duggan	Residence Hall Host/Hostess Residence Life, Housing & Dining Services	10	\$31,200 annually	09/15/23
Elizabeth Wantland	Academic Administrative Assistant II School of Teaching, Learning & Developmental Sciences	12	\$31,200 annually	09/18/23
Spencer Orr	Academic Advisor College of Education – Education Advisement	42	\$42,000 annually	09/18/23
Tex Griffin Jr	Custodian I Custodial Services	21	\$31,200 annually	09/18/23
Ashton Hughes	Accounting Technician Financial Services	13	\$35,360 annually	09/18/23
Kevin James	Admissions Coordinator - International Leadership & Training Center International Programs	42	\$50,000	09/18/23
Benjamin Wilkins	Groundskeeper Grounds Services	22	\$34,840 annually	09/18/23
Guatam Balasundaram	Assistant Director/Senior Procurement Card Coordinator Office of Procurement Services	45	\$71,520 annually	09/19/23
Taylor Ladd	Writer-Editor Creative Services	42	\$40,813 annually	09/20/23

Non-academic Personnel Board Actions, cont'd.

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Holly Pepe	Academic Advisor/Retention Specialist College of Business	42	\$42,000 annually	09/20/23
Amanda Hay	Administrative & Financial Coordinator Office of Research Administration	42	\$44,990 annually	09/25/23
Caleb King	Campus Safety Specialist University Safety	24	\$35,360 annually	10/02/23
Adam Niesen	Administrative & Financial Coordinator Office of Research Administration	42	\$44,990 annually	10/02/23
Trista Marchetto	Executive Assistant II College of Business	13	\$44,720 annually	10/03/23
Shawn Freeman	Director of Psychological Services for Intercollegiate Athletics Athletic Medical & Rehabilitation Services	UN	\$100,000 annually	10/17/23
Adam Kumm	Groundskeeper Grounds Services	22	\$34,840 annually	10/18/23

RESIGNATIONS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Douglas Maples	Custodian I Custodial Services	05/31/23
Abigayle Wilken	Assistant Director College & Constituency Engagement Alumni Relations	06/30/23
Christie Fletcher	Victim Services & Advocacy Specialist Counseling Center	07/31/23
Kelly Cardin	Fire Prevention & Planning Specialist University Safety	07/13/23

Non-academic Personnel Board Actions, cont'd.

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Julianna Swope	Executive Assistant I College of Business	07/29/23
Strausie Stephens	Accounting Technician Financial Services	07/14/23
Destiny Switzer	Residence Hall Director Residence Life, Housing & Dining Services	07/24/23
Norma Ballinger	Residence Hall Receptionist Residence Life, Housing & Dining Services	07/28/23
Kristian Wilkinson	Athletic Trainer Athletic Medical & Rehabilitation	07/31/23
Jane Henke	Mental Health Clinician Counseling Center	08/02/23
Jordan Enidcott	Academic Administrative Assistant II Political Science & Philosophy	08/04/23
Siera Osei	Professional Developer Agency for Teaching, Leading & Learning	08/04/23
Derek Payne	Campus Safety Specialist University Safety	08/11/23
Brittany Wise	Assistant Director McQueary College of Health & Human Services	08/11/23
Karen Evans	Administrative Specialist II Financial Aid	08/15/23
Latrisha Lavish	Health Career Coordinator Southwest Missouri Area Health Education Center	08/15/23
Michelle Herbert	Administrative Assistant III Residence Life, Housing & Dining Services	08/18/23
Matt Scott	Career Resources Specialist Career Center	08/18/23

Non-academic Personnel Board Actions, cont'd.

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Katherine Walters	Administrative Assistant II Facilities Management	08/18/23
Kaley Hallmark	Research Scientist Center for Applied Science & Engineering	08/21/23
Anyta Cavitt	Academic Advisor – Education Advisement College of Education	08/24/23
Tara Friga	Access Advisor Disability Resource Center	08/30/23
John Landrum-Horner	Professional Developer Agency for Teaching, Leading & Learning	08/31/23
Tuamafa Reilly	Assistant Director of Athletics Compliance Athletic Compliance	08/31/23
Molly Laird	Administrative Specialist II Public Health & Sports Medicine	09/04/23
Natosha Lancaster	Assistant Director Financial Aid	09/07/23
Charlene Kean	Academic Advisor/Retention Specialist Business Advisement Center	09/08/23
Shayla Lupfer	Vivarium Technician Research Administration	09/08/23
Victoria Ratcliff	Coordinator Upward Bound TRIO Upward Bound	10/06/23
Moussa Dembele	Custodial Foreman Juanita K. Hammons Hall for Performing Arts	10/31/23

RETIREMENTS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Gary Wells	Maintenance Supervisor Facilities Maintenance	07/28/23

Non-academic Personnel Board Actions, cont'd.

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Francis Ryan	Maintenance Technician II Facilities Maintenance	07/31/23
Brenda Greer	Custodian I Custodial Services	09/01/23
Michelle Olsen	Director Institutional Research	10/31/23
Cindy Busby	Executive Assistant IV University Advancement	12/31/23
Edward Carson	Technical Director Juanita K. Hammons Hall for Performing Arts	12/31/23
Robin Farris	Clinic Director – Center City Counseling Counseling	12/31/23
Kelly Netzer	Groundskeeper Grounds Services	01/04/24
Nancy Underhill	Groundskeeper Grounds Services	01/15/24

LEAVE WITH PAY:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Kristen Stump	Residence Hall Director	08/25/23
	Residence Life, Housing & Dining Services	09/07/23

LEAVE WITHOUT PAY:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Benjamin Russell	Campus Safety Specialist	06/10/23
	University Safety	09/30/23
Yi Wu	Marketing & Recruitment Specialist International Programs	08/21/23

SEPARATION FROM EMPLOYMENT:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Luke Kleeschulte	Construction Technician Facilities Management	08/25/23

Kristin Stump	Residence Hall Director Residence Life, Housing & Dining Services	09/07/23
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CHANGE OF STATUS:

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Ruben Berry	Administrative Assistant II Agency for Teaching, Leading & Learning	Continuation of Appointment	07/01/23 06/30/24
Susan Blades	From: Executive Assistant III Missouri State Outreach To: Executive Assistant III Office of the Provost	Department Change	07/01/23
Darla Butcher	Blindness Skills Specialist Agency for Teaching, Leading & Learning	Continuation of Appointment	07/01/23 06/30/24
Virginia Dunagan	Professional Developer Agency for Teaching, Leading & Learning	Start Date Adjustment	07/01/23
Marian Green	From: Administrative Specialist II Counseling, Leadership & Special Education To: Administrative Specialist II College of Education	Department Change	07/01/23
Paige Harp	From: Coordinator, Educator Resources GR 42, \$43,212 annually To: Library Associate III Libraries GR 15, \$43,212 annually	Status Change	07/01/23
Shanna Hight	Professional Developer Agency for Teaching, Leading & Learning	Continuation of Appointment	07/01/23 06/30/24
Rhonda Hittenberger Ortiz	Professional Developer Agency for Teaching, Leading & Learning	Continuation of Appointment	07/01/23 06/30/24

Non-academic Personnel Board Actions, cont'd.

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Joi Hook	Accounting Specialist Agency for Teaching, Leading & Learning	Continuation of Appointment	07/01/23 06/30/24
Susanne Howard	From: Research Specialist II Darr College of Agriculture – Mtn. Grove To: Staff Emeritus Darr College of Agriculture- Mtn. Grove	Status Change	07/01/23
Sandy Humbyrd	Professional Developer Agency for Teaching, Leading & Learning	Continuation of Appointment	07/01/23 06/30/24
Adja Jones	From: Director of Student & Athletic Development & Community Relations Mary Jo Wynn Academic Achievement Center To: Assistant Director of Athletics for Inclusive Engagement & Student Services Mary Jo Wynn Academic Achievement Center	Title Change	07/01/23
John Landrum-Horner	Professional Developer Agency for Teaching, Leading & Learning	Continuation of Appointment	07/01/23 06/30/24
Randall Luebbert	Professional Developer Agency for Teaching, Leading & Learning	Continuation of Appointment	07/01/23 06/30/24
Amy Moore	Professional Developer Agency for Teaching, Leading & Learning	Continuation of Appointment	07/01/23 06/30/24
Melinda Odom	Professional Developer Agency for Teaching, Leading & Learning	Continuation of Appointment	07/01/23 06/30/24

Non-academic Personnel Board Actions, cont'd.

Page 11

James Penkalski	<p>From: Director Athletic Medical & Rehabilitation Services</p> <p>To: Assistant Director of Athletics Health, Wellness, Medical & Rehabilitation Services Athletic Medical & Rehabilitation Services</p>	Title Change	07/01/23
Andrea Rockney	<p>Professional Developer Agency for Teaching, Leading & Learning</p>	Continuation of Appointment	07/01/23 06/30/24
Rob Speer	<p>Senior Research Scientist Center for Applied Science & Engineering</p>	Continuation of Appointment	07/01/23 06/30/24
Joe Spurlin	<p>Professional Developer Agency for Teaching, Leading & Learning</p>	Continuation of Appointment	07/01/23 06/30/24
Trang Tran	<p>Academic Advisor – Marketing, Recruitment & Retention Specialist College of Natural & Applied Sciences From: GR 42, \$36,509 annually To: GR 42, \$42,000 annually</p>	Salary Adjustment	07/01/23
Mark Woolsey	<p>From: Assessment & Accreditation Consultant Public Affairs & Assessment GR 45, \$73,934 annually</p> <p>To: Interim Director Assessment & Accreditation Consultant Public Affairs & Assessment GR 45, \$73,934 annually (\$880 monthly supplemental)</p>	Status Change	07/01/23

Non-academic Personnel Board Actions, cont'd.

Page 12

Brad Meyer	From: Master Control Supervisor Ozarks Public Television GR 25, \$44,678 annually To: Broadcast Operations Manager Ozarks Public Television GR 35, \$65,000 annually	Promotion	07/05/23
Michel Hackworth	From: Director, Grants & Capitol Projects Accounting Administration & Finance To: Interim Director of Budget & Accounting Administration & Finance	Title Change	07/11/23
Juan Meraz	From: Assistant Vice President Diversity & Inclusion GR 47, \$96,138 annually To: Assistant Vice President & Special Assistant for Enrollment Management & Services Enrollment Management & Services GR 49, \$96,138 annually	Department Change	07/17/23
Barbara Jones	From: Director of Special Events Reynolds College of Arts, Social Sciences & Humanities To: Staff Emeritus Reynolds College of Arts, Social Sciences & Humanities	Status Change	08/01/23
Elizabeth Perine	From: Associate Head Coach Intercollegiate Athletics \$59,426 annually To: Academic Advisor Athletics Intercollegiate Athletics GR 41, \$42,000 annually	Status Change	08/01/23

Non-academic Personnel Board Actions, cont'd.

Page 13

Kelly Schlinder	From: Academic Advisor College of Education GR 42, \$42,000 annually To: Field Placement & Compliance Specialist College of Education GR 42, \$42,000 annually	Status Change	08/09/23
Karen Scott	From: Academic Administrative Assistant II Childhood Ed & Family Studies GR 12, \$35,914 annually To: Accounting Specialist Networking & Telecommunications GR 13, \$39,853 annually	Promotion	08/14/23
Vicki Kramer	From: Executive Assistant III Office of the Provost GR 15, \$47,175 annually To: Executive Assistant IV Assistant to the President for Inclusive Engagement GR 17, \$58,968 annually	Promotion	08/14/23
Scott Turk	From: Database Analyst Cybersecurity & Enterprise Systems To: Staff Emeritus Cybersecurity & Enterprise Systems	Status Change	08/15/23
Rhonda Breshears	From: Executive Assistant II College of Agriculture GR 13, \$45,172 annually To: Executive Assistant III Office of the Provost GR 15, \$47,840 annually	Promotion	08/28/23

Non-academic Personnel Board Actions, cont'd.

Page 14

Mary Tomerlin	<p>From: Academic Advisor College of Business GR 43, \$48,300 annually</p> <p>To: Director, International Business Programs College of Business GR 45, \$60,000 annually (10-month Appointment)</p>	Promotion	08/28/23
Jessica Baker	<p>Custodian I Great Southern Bank Arena</p> <p>From: GR 21, \$32,760 annually</p> <p>To: GR 21, \$36,400 annually</p>	Salary Adjustment	09/01/23
Julie Brauch	<p>From: Mental Health Clinician Counseling Center GR 44, \$34,335 annually (9-month position)</p> <p>To: Mental Health Clinician Counseling Center GR 44, \$50,358 annually (12-month position)</p>	Status Change	09/01/23
Angela Pinegar	<p>Interim Co-Director, Advancement Business Processes & Reporting Analyst Advancement Services</p>	Continuation of Appointment	09/01/23 06/30/24
Natalie Seever	<p>Interim Co-Director, Advancement Business Processes & Reporting Analyst Advancement Services</p>	Continuation of Appointment	09/01/23 06/30/24
Xinge Zhang	<p>From: China Admission Coordinator International Services GR 42, \$48,553 annually</p> <p>To: Assistant Director of International Admissions International Services GR 43, \$55,800 annually</p>	Reclassification	09/01/23

Non-academic Personnel Board Actions, cont'd.

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Steve Brandt	<p>From: Custodian I Residence Life, Housing & Dining Services GR 21, \$32,760 annually</p> <p>To: Maintenance Technician II Facilities Maintenance GR 25, \$39,520 annually</p>	Promotion	09/05/23
Dominick Obie	<p>From: Custodian I Residence, Life, Housing & Dining Services GR 21, \$31,200 annually</p> <p>To: Custodian Specialist Residence Life, Housing & Dining Services GR 23, \$35,880 annually</p>	Promotion	09/07/23
Juliana Goodwin	<p>From: Copywriter Creative Services GR 42, \$42,854 annually</p> <p>To: Senior Writer – Editor Creative Services GR 43, \$47,228 annually</p>	Reclassification	09/11/23
Patrick Wilson	<p>From: Assistant Technical Director Juanita K. Hammons Hall for Performing Arts GR 24, \$34,049 annually</p> <p>To: Technical Director Juanita K. Hammons Hall for Performing Arts GR 26, \$47,320 annually</p>	Promotion	09/15/23
Shannon Holt	<p>From: Associate Registrar Records & Registration GR 42, \$63,672 annually</p> <p>To: Business Process & Reporting Analyst – Enrollment Management Enrollment Management & Services GR 34, \$63,672 annually</p>	Status Change	09/18/23

Non-academic Personnel Board Actions, cont'd.

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Lisa Miller	<p>From: Custodian I Residence Life, Housing & Dining Services</p> <p>To: Custodian I Custodial Services</p>	Transfer	09/18/23
Ronnie Long	<p>From: Campus Safety Specialist University Safety GR 24, \$37,127 annually</p> <p>To: Building Safety Specialist University Safety GR 21, \$30,107 annually (10-month position)</p>	Status Change	10/02/23
Jennifer Weter	<p>From: Coordinator, Pharmacy Services Magers Family Health & Wellness Center GR 43, \$54,684 annually</p> <p>To: Executive Assistant IV University Advancement GR 17, \$60,008 annually</p>	Status Change	10/02/23
Michelle Olsen	<p>From: Director Institutional Research</p> <p>To: Staff Emeritus Institutional Research</p>	Status Change	11/01/23
Cindy Busby	<p>From: Executive Assistant IV University Advancement</p> <p>To: Staff Emeritus University Advancement</p>	Status Change	01/01/24
Robin Farris	<p>From: Clinic Director – Center City Counseling Counseling Department</p> <p>To: Staff Emeritus Counseling Department</p>	Status Change	01/01/24

DEPARTMENT CHANGES:

Effective July 1, 2023 the following academic units merged to form combined academic departments and/or schools.

REYNOLDS COLLEGE OF ARTS, SOCIAL SCIENCES AND HUMANITIES

Department of Communication, Media, Journalism & Film

Cassie Douglas Frerking

Academic Administrative Assistant II

Department of Languages, Cultures & Religions

Julie Blacksher

Academic Administrative Assistant II

Jane Terry

Academic Administrative Assistant II

Helen Zhuang

Coordinator Foreign Language Institute

Department Political Science & Philosophy

Tenisha Zackery

Academic Administrative Assistant II

COLLEGE OF EDUCATION

School of Special Education, Leadership & Professional Studies

Sally Buckner

Academic Administrative Assistant II

Lisa Monkres

Administrative Specialist II

School of Teaching, Learning & Developmental Science

Jamie Cornelsen

Director of Child Development Center

Brenda Essary

Academic Administrative Assistant II

MCQUEARY COLLEGE OF HEALTH & HUMAN SERVICES

School of Mental Health & Behavioral Sciences

Brenna Barber

Resource Coordinator

Robin Farris

Clinical Director-City Center Counseling

Timmarie Hamilton

MMP Program Coordinator

Kelli Helton

Academic Administrative Assistant II

Jacqueline Patterson

Academic Administrative Assistant III

Linda Steinshour

Academic Administrative Assistant II

Passed at meeting of
October 20, 2023

Rowena Stone
Secretary to the Board

Chris Waters
Board Chair

III.E.1.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

PURCHASING ACTIVITY REPORT NO. 525-23
Approval of Procurement Activity Report

BE IT RESOLVED by the Board of Governors for Missouri State University that the attached Activity Report for all reportable actions since the last Board of Governors' meeting, as presented by the Office of Procurement Services, be approved.

Chris Waters
Board Chair

Passed at meeting of
October 20, 2023

Rowena Stone
Secretary to the Board

COMMENTS:

Recommend the attached report summarizing all reportable Office of Procurement Services activity from July 25, 2023 through October 10, 2023 be approved.

**ACTIVITY REPORT
MISSOURI STATE UNIVERSITY
OFFICE OF PROCUREMENT SERVICES**

FOR INFORMATIONAL PURPOSES ONLY

Single Feasible Source > \$100,000

**Electronic Databases for Journals and Magazines
University Libraries \$103,457.00**

Pursuant to University policy, which addresses justification for making awards on a single feasible source basis, the University is processing payment to EBSCO to renew one annual electronic database for the library, as a custom package created by EBSCO for a cost savings measure. The package includes EBSCO published electronic resources, as well as resources produced elsewhere and provided by EBSCO.

Services – September 1, 2023, through August 31, 2024

- Academic Search Complete, EBSCO Package
- Academic Search Premier
- America: History and Life EBSCOhost
- APA PsycArticles
- APA PsycINFO
- Art Full Text
- Business Source Premier
- CINAHL
- Education
- Historical Abstracts - EBSCOhost
- MLA International Bibliography

Provided services include full-text coverage and indexing to over 19,000 journals and magazines. Libraries have subscribed to three anchor electronic resources since 2004, and an additional eight electronic databases were included in Library subscriptions for several years. Renewal is direct through EBSCO as the provider.

EBSCO was created for the libraries as a custom package and cost-saving measure and began in FY21. This package includes resources published by EBSCO, as well as resources produced by EBSCO. Each of the electronic resources offers full-text coverage and indexing to academic journals and other publications, and are purchased in support of university academic departments, as the databases are considered core resources for their respective fields.

July 25, 2023 through October 10, 2023

**ACTIVITY REPORT
PAGE TWO**

Subject to ongoing satisfactory performance, future orders will be issued on a continuing basis as needed.

Note: Funding to be from Library Materials Educational Supplies A02000 172002 73219 041.

Other purchases at the discretion of the Director of Procurement Services with approval from the Chief Financial Officer or President, with description of the rationale

**Transit Equipment -- Van \$106,684.00
Athletic Development**

Athletics has purchased a new 2023 Dodge Ram ProMaster Van for the purpose of taking golf athletes to and from events at various locations.

Three quotations were requested and received by Athletic Development, and the lowest response was by the awardee, Corwin Dodge Ram.

Note: Funding to be from Springfield Capital Equipment Vehicles budgets provided by the University Foundation and donor funds.

Single Feasible Source

**Travel Lodging \$111,165.00
Intercollegiate Athletics**

Travel Lodging has been incurred for the Men's basketball team for the United States Virgin Islands Paradise Jam at the Virgin Islands, for the period from November 16, 2023 through November 22, 2023.

Payment to be processed to Basketball Travelers Incorporated, Shoreline, Washington as per the Athletic Agreement for Tournament Document signed by Kyle Moats, Athletic

Director, on April 6, 2021. A deposit check was paid to the company on October 21, 2021 in the amount of \$15,000.00.

Note: Funding to be from Athletics Basketball Men Travel H02000 222014 73001 201.

July 25, 2023 through October 10, 2023

**ACTIVITY REPORT
PAGE THREE**

Single purchase > \$100,000 from established cooperative contract

**LED Videoboard Basketball Scorer's Tables \$113,827.26
Intercollegiate Athletics Administration**

Pursuant to University policy, which allows for participation in contract agreements established by other public entities, the University is to utilize OMNIA Partners Daktronics Cooperative Contract R220601.

Equipment procured will be basketball scorer's tables for the scoreboards and electronic signs for the Great Southern Bank Arena LED video board, which is in addition to the University's Center Hung Video Board Project.

Athletics is seeking to upgrade where the University teams play regular seasons and hosts conference tournaments. Many of the conference schools that host conference tournaments have this type of scoreboard and scorer tables.

Note: Funding to be one-half from Intercollegiate Athletics Administration Capital Equipment H02000 222000 75001 201, and one-half from Learfield.

Single Feasible Source > \$100,000

**Internet Connections and Zoom Services University-Wide \$119,273.36
Office of Information Services**

Payment is being issued to the University of Missouri System for the Missouri Research and Education Network (MOREnet) for annual University-Wide Internet Connections and Zoom Services for FY24.

Established in 1991 as one of the first higher education data network consortiums in the country, MOREnet provides internet connectivity, technical services, resources, and support, as well as technical training to Missouri's public sector entities, including K-12 schools, colleges and universities, public libraries, health care, government, and other affiliated organizations.

Note: Funding to be from ongoing operational budgets.

July 25, 2023 through October 10, 2023

**ACTIVITY REPORT
PAGE FOUR**

Single Feasible Source > \$100,000

Chorale Performance Tour **\$120,000.00 - \$150,000.00**
Reynolds College of Arts, Social Sciences and Humanities (RCASH) **(Estimated)**

Perform International is to organize, sponsor, and provide travel arrangements and related services for 48 students for the University Chorale to perform by invitation in Korea for the Jeju International Choral Festival, February 17, 2024 through February 27, 2024. Included services are transportation, hotel accommodations, and selected meals.

As an Atlanta-based travel service with specialization in choral ensemble performance tours, specifically in international and domestic concert markets, Perform International has worked with University Choirs on multiple occasions since 2014. Activities have been South Africa in 2016 and 2022, Scandinavia and China in 2018, and Spain in 2021. The working relationship has been effective and has saved costs over time.

Perform International has established connections in the industry allowing for efficient handling of unique travel situations related to choral ensembles, including but not limited to concert booking, bus scheduling, hotel contracts with rehearsal space, concert venues, and marketing concerts.

Note: Funding to be from a collaborative funding plan between the President/Provost/Global Partnerships/RCASH.

Exercise of contract renewal option for the purchase of goods and services estimated > \$100,000.

Water Treatment Chemicals and Services **\$135,551.77**
Facilities Management **(Estimated)**

A second one-year renewal was executed on January 1, 2023, for Contract C7747-1 Water Treatment Chemicals and Services with Chemtron to treat the buildings' water systems on campus, which includes multiple boilers, chillers, and cooling towers.

This renewal was the second of six University available contract renewal options, for the contract period January 1, 2023, through December 31, 2023, and was originally estimated at

July 25, 2023 through October 10, 2023

**ACTIVITY REPORT
PAGE FIVE**

\$86,449.14, which did not require reporting. Inflation, increased demand for the District Chilled Water System (DCWS), fuel delivery increase, and two larger cooling towers have increased the estimate to \$135,551.77, and as a result reporting now applies.

Subject to need and continued satisfactory performance, the University will continue to exercise the remaining available annual renewable options. Contract prices are based on the renewal option percentage listed in the contract.

Note: Funding to be from ongoing operational budgets.

Other purchases at the discretion of the Director of Procurement Services with approval from the Vice President for Administration and Finance, or President, with description of the rationale

Short-Term Housing	\$160,335.00
West Plains Student Services	(Estimated Four Months)

Additional Short-Term Housing options need to be available to the University as students move back to campus.

Fall semester housing on campus is limited due to capacity. Availability of housing close to campus is limited as well, and the opportunity to compare pricing and services is minimal. Also, the degree of need continues to change and evolve on an ongoing basis.

Consideration has been given to apartments and lodging in the area, including the Baymont Inn by Wyndham, Hampton Inn, Holiday Inn, and Quality Inn and Suites, as well as the Super 8 Hotel by Wyndham.

A secure environment as close to the University as practical is required, and close proximity to the campus allows for the placement of students relatively quickly. Hotel internet services can support on-line classes and other required communications.

Super 8 Hotel is available for 38 daily rooms, at the group rate of \$35.00 per day if the stays are more than 100 days. Any room vacated before 100 days will be charged \$50.00 per night. Number of rooms can be adjusted up to the arrival date as needed.

**ACTIVITY REPORT
PAGE SIX**

Fixed Term Commitment

Location	Rate Daily	Room Type	Rooms	Term	Total
Super 8	\$35.00	One Bed	3	127 Days	\$ 13,335.00
Super 8	\$35.00	One Bed	16	120 Days	\$ 67,200.00
Super 8	\$35.00	Two Beds	19	120 Days	\$ 79,800.00
Total			38		\$160,335.00

Included services are internet in all public and room spaces, ongoing linen exchange, and parking. Service animals are allowed, as required by law. Food service will be available through Putnam Hall meal plans paid by the students.

Arrival of three resident assistants is planned for August 13, 2023, and the balance of students are scheduled for August 19, 2023. Departure is to be on December 16, 2023.

Contract issuance was to the Super 8 Motel, 1210 Porter Wagoner Blvd, West Plains, 65775, owned by Ian Patel. At daily rates of \$60.00 to \$99.00, other available hotel properties were not comparable in price.

Subject to ongoing need, satisfactory performance, and availability, extensions of the agreement could be considered.

Note: Funding to be from student payments.

Single Feasible Source > \$100,000

Recruiting Software **\$170,244.24**
Intercollegiate Athletics Administration **(Three-Years)**

Pursuant to University policy, which allows for single feasible source purchases, Intercollegiate Athletics Administration requests a three-year agreement from July 1, 2023 through June 30, 2026 for the Wyscout electronic platform with Agile Sports Technologies, Incorporated, dba Hudl, as a single feasible source for the existing recruiting software.

WY scout is required for sport programs by the National Collegiate Athletic Association (NCAA) Missouri Valley Conference (MVC) to utilize video exchange and statistical data.

July 25, 2023 through October 10, 2023

**ACTIVITY REPORT
PAGE SEVEN**

Additionally, other sports are already using Hudl for video analysis process for the purpose and function for each sports program, with the numerous components as one price and one vendor. It is a full suite for a team to gather statistics, and use cameras, video exchange, and recruiting all in one. No other program offers all of these features.

Costs -- Three-Year Agreement

Year	Time Period	Amount
Year One	07.01.23 – 06.30.24	\$48,244.24
Year Two	07.01.24 – 06.30.25	\$60,000.00
Year Three	07.01.25 – 06.30.26	\$62,000.00
Total		\$170,244.24

Note: Funding to be from ongoing operational sports budgets.

Single Feasible Source > \$100,000

Symphony Performance Tour **\$196,170.00**
Reynolds College of Arts, Social Sciences and Humanities (RCASH) **(Estimated)**

Perform International is to organize, sponsor, and provide travel arrangements and related services for the University Symphony to participate in a Manhattan Concert Series concert tour to Carnegie Hall, and an educational activity with the President’s Own Chamber Orchestra in Washington D.C. from June 10, 2024 through June 15, 2024.

Included is transportation, hotel accommodations, selected meals, space and equipment rental, and specialty resources such as photography, reception, and concert printed programs for approximately 75 students, and three adult facilitators.

Payment of \$90,000.00 will be from the Department of Music budget, and the remaining balance of \$106,170.00 will be paid directly to Perform America from the participating students from a July 25, 2023 agreement by the University Director of Orchestral Studies.

Note: Funding to be from Additional Enrollment Fees Travel B02495 102022 73010 011, and participating students.

July 25, 2023 through October 10, 2023

**ACTIVITY REPORT
PAGE EIGHT**

Single Feasible Source > \$100,000

Band Performance Tour **\$226,500.00**
Reynolds College of Arts, Social Sciences, and Humanities (RCASH) **(Estimated)**

United World Concert Tours is to organize, sponsor, and provide travel arrangements and related services for the University Band Wind Ensemble to perform three concerts in Italy from May 13, 2024 through May 23, 2024.

Included is transportation, hotel accommodations, and selected meals, for approximately 50 students and two adult facilitators.

Payment of \$4,530.00 each will be paid by the participating students and paid to the contractor by the University.

Contractor	Cost Per Student Participant	Number	Cost Total
Atlantic Group Tours	\$4,670.00	50	\$233,500.00
Perform International	\$4,795.00	50	\$239,750.00
United World Concert Tours	\$4,530.00	50	\$226,500.00

Note: Funding to be from participating students.

Single Feasible Source > \$100,000

Consulting and Research Services **\$227,100.00**
Office of the President **(Estimated Year Four)**

EAB Global, Incorporated (EAB) provides school management and administration consultancy services to colleges, universities, K-12 districts, independent schools, and graduate programs to schools throughout the United States.

Through the Global Research Partnership, EAB provides universities with comprehensive access to EAB’s research programs, collaborative live and virtual support for senior campus leaders, and professional development and engagement opportunities for campus staff.

July 25, 2023 through October 10, 2023

**ACTIVITY REPORT
PAGE NINE**

Headquartered in Washington DC and founded in 2017, EAB now serves over 1,700 partner institutions.

Execution of a four-year agreement with EAB includes a four-year term commitment from August 14, 2020 through August 13, 2024.

Payment for year one is due on or before the start date of the program term, and subsequent annual fees for each following 12-month period are to be billed annually in advance.

Annual Fees – Global Research Partnership

Program Term	Annual Program Fee	Annual Travel & Administrative Fee
Year 1 August 14, 2020 - August 13, 2021	\$185,000	Waived
Year 2 August 14, 2021 - August 13, 2022	\$212,000	Waived
Year 3 August 14, 2022 - August 13, 2023	\$219,419	Waived
Year 4 August 14, 2023 - August 13, 2024	\$227,100	Waived

Note: Funding to be from the President’s Enhancement Fund A02000 012017 061.

Single Feasible Source > \$100,000

Transact, dba CASHNet **\$238,131.75**
ERP Maintenance **(Estimated)**

CASHNet provides credit card and e-check processing over the Internet for University departments and groups.

Payment to be processed for the renewable annual maintenance agreement for CASHNet services with Transact Campus, formerly Higher One Incorporated. Annual maintenance for the period of September 1, 2023 through August 31, 2024, based on the contract terms, is estimated at \$238,131.75.

July 25, 2023 through October 10, 2023

**ACTIVITY REPORT
PAGE TEN**

Subject to continued satisfactory performance, the University will renew future years of the agreement on an annual basis.

The University has been with CASHNet for fourteen years, using its enhanced cashiering system with the Ellucian Banner Enterprise Resource Planning (ERP) system. Pursuant to University policy, support services only available from the actual manufacturer or service provider for existing systems is considered to be single feasible source.

Note: Funding to be from ongoing operational budgets.

Single purchase > \$100,000 from an established cooperative contract

Furniture	\$240,220.00
Residence Life Administration	(Estimated)

Pursuant to University policy, which allows for participation in contract agreements established by other public entities, furniture is to be procured through E & I Cooperative Contract E100350 with Southwest Contract.

Southwest Contract will supply chairs and sofas to Sunvilla Apartments. The company is a family-owned and operated business that offers flexible furniture solutions constructed with removable and replaceable components to maximize available floor space. Southwest is a leader in creating room environments that offer students increased flexibility, space-saving opportunities, and safety in a home-like atmosphere.

Note: Funding to be from X06025-192018 76302 095 Residence Hall Reserve.

III.F.1.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

WEST PLAINS PERSONNEL NO. 489-23
Approval of Actions Concerning Academic
Employees

BE IT RESOLVED by the Board of Governors for the Missouri State University that the actions indicated for academic employees of the West Plains Campus, as itemized below, are hereby approved.

FULL-TIME FACULTY APPOINTMENTS:

FACULTY APPOINTMENTS:

<u>Name</u>	<u>Rank</u>	<u>Salary</u>	<u>Effective</u>
ReBena Atkinson	Instructor	\$44,000 Annually	8/14/2023 5/17/2024
Gabriel Foster	Lecturer	\$41,000 Annually	8/14/2023 5/17/2024
Hannah Suggs	Lecturer (Online for Dalian, China Campus)	\$35,000 Annually	9/18/2023 6/28/2024
Jenni Tilson	Instructor Normal appointment Late start date and pro-rated salary for the year	\$51,000 Annually \$45,018.52	8/14/2023 5/17/2023 9/11/2023 5/17/2024

FACULTY RESIGNATIONS:

<u>Name</u>	<u>Position/Department</u>	<u>Effective</u>
Kirsten Cotter	Instructor of Nursing West Plains Campus	12/20/2023

(See Addendum A for Supplemental Payments for the Summer 2023 semester)

Chris Waters
Board Chair

Passed at meeting of
October 20, 2023

Rowena Stone
Secretary to the Board

ADDENDUM A

Supplemental payments for the Summer 2023 semester:

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Melinda Denton	Summer Scholars	\$ 50.00
Ana Estrella	Summer Scholars	\$ 100.00
Gary Phillips	Summer Scholars	\$ 100.00
Jacob Poulette	Summer Scholars	\$ 100.00
Jerry Trick	Summer Scholars	\$ 100.00
Benjamin Wheeler	Summer Scholars	\$ 100.00
Benjamin Wheeler	ENV	\$3,238.49

COMMENTS:

ReBena Atkinson

Bachelor's in Elementary Education from Missouri State University
Master's in Special Education Administration from Southeastern Oklahoma State University

2017 - 2023 Fourth grade and Special Education Teacher for the West Plains, MO School System
2014 - 2017 Special Education and General Education ELA Teacher for the Cabool, MO School System

.....
Gabriel Foster

Completed the Welding Certification Program from Missouri State University-West Plains plus some additional college.

2022 - 2023 Corp of Opportunities Student Worker Serving as Assistant to the Welding & Fabrication
 Technology Instructor at Missouri State University-West Plains

.....
Hannah Suggs

BA from University of Arkansas, Fayetteville, AR
MA from University of Arkansas, Fayetteville, AR

2017 - Present Per Course Faculty for Missouri State University-West Plains
2016 - Present Entrepreneurship and TV Media Teacher, The New School, Fayetteville, AR
2014 - Present Instructor, Introduction to Public Speaking for University of Arkansas

.....
Jenni Tilson

BSN from Oklahoma Baptist University, Shawnee, OK
MSN from Georgetown University, Washinton D.C.

2017 - Present Clinical Director/Coord and Accreditation Specialist, Willow Midwives, Minneapolis, MN
2015 - 2017 Certified Nurse Midwife & Women's Health Nurse Practitioner, Obstetrics & Gynecology Care
 Associates, Bloomington, IL
6/2012 - 11/2012 Registered Nurse, St. Vincent Medical Center, Los Angeles, CA
2011 - 2012 Registered Nurse, Integris Baptist Medical Center, Oklahoma City, OK
2010 - 2011 Registered Nurse, Ozarks Medical Center (now Ozarks Health Care), West Plains, MO
2009 - 2010 Registered Nurse, The Children's Center, Bethany, OK

III.F.2.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

WEST PLAINS PERSONNEL NO. 490-23
Approval of Actions Concerning
Nonacademic Employees

BE IT RESOLVED by the Board of Governors for Missouri State University that the actions indicated for non-academic employees, as itemized below, are hereby approved.

APPOINTMENTS:

<u>Name</u>	<u>Position-Department</u>	<u>Grade</u>	<u>Salary</u>	<u>Effective</u>
Michael Poindexter	Assistant Coach WP Men's Basketball	UN	\$40,000 annually	08/14/2023
Kadem Tharp	Head Athletics Coach WP Men's Baseball	UN	\$52,500 annually	08/15/2023
Susan Icenhower	Registration & Records Assistant West Plains WP Registration & Records	13	\$32,765 annually	09/11/2023
Jessica McDaniel	Registration & Records Assistant West Plains-China WP Registration & Records	13	\$32,765 annually	09/11/2023
Lora Davis	Case Manager WP Counseling Services	42	\$39,519 annually	09/25/2023

CHANGE OF STATUS:

Kileene Collins	From: Administrative Assistant II WP Student Services GR 12, \$33,306 annually To: Executive Assistant III WP Student Services GR 15, \$44,719 annually	Promotion	08/01/2023
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RESIGNATION:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Angela Marcak	Registration & Records Assistant West Plains-China WP Registration & Records	08/10/2023

LAYOFF:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Nancy Leeper	Coordinator, Student Services Systems WP Student Services	09/01/2023

Chris Waters
Board Chair

Passed at meeting of
October 20, 2023

Rowena Stone
Secretary to the Board

PUBLIC AFFAIRS CONFERENCE SUMMARY REPORT

September 26-28, 2023



Executive Summary

The 20th Public Affairs Conference explored timely topics related to the 2023-24 public affairs theme, *Navigating the Now*, which reached over 5,900 students, campus members, the Springfield community and beyond.

This year's theme was led by Public Affairs Fellow, Dr. Shannon Wooden. The 32-member advisory committee representing students, faculty, staff and community members were vital in developing panel topics, descriptions and invitations to this year's 45 speakers. The cadre of high-profile panelists speaks well to the knowledge and key professional associations and relationships of the committee members.

Conference Results

5,967
TOTAL

As of 10/6/23

Keynote not included.
Recorded views
continue through
Oct. 20, 2023.

AGENDA: 3 IN-PERSON PLENARIES | 1 VIRTUAL PLENARY | 18 VIRTUAL PANELS

3,020 LIVE VIRTUAL PANEL VIEWS

1,383 RECORDED PANEL VIEWS

1,564 IN-PERSON & VIRTUAL PLENARY SPEAKER VIEWS

Final attendance will be available after Joe Montana's keynote appearance on Nov. 2nd.

Strongest interest topics: Mental Health - Personal Development - Sustainability

562 views: Leading Our Kids Out of the Dark: Addressing Mental Health

523 views: Turning Personal Passion into Professional Success

398 views: Charting a Course to Global Food Security

335 views: Human Expression, Empathy and the Social Experience

Evaluation Responses

81% rated panels good or excellent

**77% stated they are encouraged to
learn more on the topic.**

45

**NATIONAL &
INTERNATIONAL
SPEAKERS**

Includes 8 MSU
Alumni

Speakers represented experts from diverse disciplines, race/ethnicity and indigenous voices and perspectives.

Sampling of speakers:

- Dr. Ash Alpert, Yale University
- Alrinthea Carter, Emmy award nominated TV writer, Artist
- Dr. Keeley Crockett, AI expert, Manchester Metropolitan University, United Kingdom
- Julian Gerrero, Director, Office of Indian Education, U.S. Dept of Education
- Rufus Idris, Nigerian Country Director, Heifer International
- Dr. Zandra Jordan, Stanford University

Post conference speaker comments:

Mai Perkins states, "...really appreciate you encouraging me to share my perspectives and providing the safe space to do so! Congratulations on the success of the conference, it is something to be extremely proud of." *Creative Producer, Artist / Howard University graduate*

Matthew Woods states, "Thanks again for letting me participate! Great event and conversations! Hope to participate again!" *Educator & Podcaster / Owner, Leading Out of the Woods*

MSU's Academic Affairs Continuous Agility Process (CAP) Work Streams and Outputs for 2023–24
Update for the Board of Governors; as of 10-6-23 (end of Q1 of the academic year)

What is the intended 2022–23 Academic Affairs CAP output? By May 2024, we will address four work streams and 20 outputs as part of the academic affairs transformation plan.

Intended areas of discussion with the Board of Governors on Oct. 20: Any and all, per your preference. Specifically, we will discuss Work Stream 1 (Outputs 1, 2, 5, 6); Work Stream 2 (Outputs 1, 2); Work Stream 3 (Outputs 2, 3).

Color Key

- Green = In good shape
- Yellow = Moving in the right direction at the right speed
- Orange = In process but slightly behind desired progress
- Red = slightly behind desired progress or may be stopped altogether or reconceived

Please note: All color-coded ratings are in proportion to the intended output for 2023–24. At the end of Q1, 85% of outputs are at green or yellow level, 5% are at orange level and 10% are at red level.

Work Stream 1: Implementing

- **Output 1: College realignment changes (Phase 3)**
 ⇒ Intended output: Complete all elements related to July 1, 2023 realignment and prepare for the changes to be effective July 1, 2024; all to be completed by July 1, 2024
 ⇒ Responsible: College deans; Accountable: John Jasinski
- **Output 2: Brightspace learning management system (LMS)**
 ⇒ Intended output: Ensure complete changeover to Brightspace effective May 13, 2024
 ⇒ Responsible: Nancy Gordon; Accountable: John Jasinski
- **Output 3: Faculty Success**
 ⇒ Intended output: Ensure full changeover to use of Faculty Success by all faculty effective February 2024
 ⇒ Responsible: Letitia White-Minnis; Accountable: John Jasinski
- **Output 4: Advising changes + transfer enhancements**
 ⇒ Intended output: Update master articulation agreements for all 12 community colleges and prioritize development or updates for other 2+2 agreements
 ⇒ Responsible: Ross Hawkins, Kelly Wood; Accountable: Zora Mulligan
- **Output 5: Academic unit dashboard pilot use**
 ⇒ Intended output: Go live with the pilot dashboard by September 2023
 ⇒ Responsible: Michelle Olsen; Accountable: Ken Brown
- **Output 6: Data warehouse (Edify)**
 ⇒ Intended output: Work with Information Services to implement Edify
 ⇒ Responsible: Theresa McCoy, Chelsey Giles; Accountable: Jeff Coiner, Ken Brown
- **Output 7: Curricular workflow process changes (note: continuing process improvements, too)**
 ⇒ Intended output: Ensure changeover to new software is successful and other key elements from the Spring 2023 report are addressed
 ⇒ Responsible: Angela Young; Accountable: Ken Brown

Work Stream 2: Completing

- **Output 1: Study teams from academic realignment, phase 2**
 ⇒ Intended output: Ensure the work of each of the seven study teams is concluded by February 2024
 ⇒ Responsible: Assigned team leads (Shawn Wahl — ROTC; Tammy Jahnke — Honors College; Barri Tinker — Outreach; Barri Tinker — Haseltine Library; Bio/BMS — Tammy Jahnke and Mark Smith; three student pathways — Tammy Jahnke; e-journal of Public Affairs — Lucie Amberg; Enrollment Management and Student Success — TBD; addition as of Oct 2023: DFW rates — Julie Masterson); Accountable: John Jasinski
- **Output 2: Academic Performance System (APS)**
 ⇒ Intended output: Complete draft No. 1 by October 1, 2023, and ensure readiness for HLC response in 2024
 ⇒ Responsible: Mark Woolsey; Accountable: Ken Brown

- **Output 3: OER study team (AAC&U year-long membership)**

- ☑ ⇒ *Intended output: Complete year-long study and produce report recommendations by Summer 2024*
 - ⇒ *Responsible: Tracy Stout; Accountable: John Jasinski*

Work Stream 3: Building

- **Output 1: Academic reinvestment strategy**

- ☑ ⇒ *Intended output: Ensure budget process uses established reinvestment guidelines*
 - ⇒ *Responsible: Deans' Team; Accountable: John Jasinski*

- **Output 2: Data analytics approach**

- ☑ ⇒ *Intended output: Develop short-term and long-term approaches to revamping institutional research and invoke short-term measures by Spring 2024*
 - ⇒ *Responsible: Ken Brown; Accountable: John Jasinski*

- **Output 3: Comparator and CUPA approaches (institutional peers, individual positions, respectively)**

- ☑ ⇒ *Intended output: Define and select institutional peers and ensure CUPA data submission for individual positions is complete, accurate and up to date*
 - ⇒ *Responsible: Ken Brown; Accountable: John Jasinski*

- **Output 4: Artificial Intelligence (AI) use and approaches**

- ☑ ⇒ *Intended output: Update academic integrity policy and include AI as appropriate and/or develop separate AI policy by August 2023; develop and deploy approach to addressing AI within the classroom throughout 2023–24*
 - ⇒ *Responsible: Ken Brown; Accountable: John Jasinski (note: Information Services is addressing the institutional component to this topic)*

- **Output 5: Research strategy and research compliance**

- ☑ ⇒ *Intended output: Develop strategy for research, update centers and institutes policy and develop annual review mechanism for centers and institutes, delineate as-is process for research compliance and produce recommended changes*
 - ⇒ *Responsible: Paul Durham and Amy Hulme, respectively; Accountable: Ken Brown*

- **Output 6: Online strategy (and other offerings/modalities)**

- ☑ ⇒ *Intended output: Develop online strategy*
 - ⇒ *Responsible: Subha Basu Roy; Accountable: Ken Brown*

- **Output 7: Classroom technology approach (e.g., hy-flex, immersive/active learning classrooms and facilities)**

- ☑ ⇒ *Intended output: Develop approach for short- and long-term investment in classroom technology*
 - ⇒ *Responsible: Nancy Gordon, Brian Leas, Subha Basu Roy, Corey Tracey; Accountable: John Jasinski*

- **Output 8: Professional development approach**

- ☑ ⇒ *Intended output: Revamp professional development offerings for new faculty, academic unit leaders and administrative assistants*
 - ⇒ *Responsible: Judith Martinez, Julie Masterson, Mark Smith, Mary Lynne Golden; Accountable: John Jasinski*

- **Output 9: Academic advocacy and communication approach**

- ☑ ⇒ *Intended output: Complete communications audit, develop overall approach to academic advocacy and communication and deploy actions*
 - ⇒ *Responsible: Lucie Amberg; Accountable: John Jasinski*

Work Stream 4: Preparing

- **Output 1: Draft Higher Learning Commission (HLC) Assurance Argument responses and reaffirmation of accreditation visit**

- ☑ ⇒ *Intended output: Refine responses to Assurance Argument by Summer 2024 and submit materials by early Fall 2024 for the 2025 Higher Learning Commission (HLC) visit*
 - ⇒ *Responsible: Mark Woolsey and team; Accountable: Ken Brown*



STAFF SENATE BOARD OF GOVERNORS OCTOBER 2023 REPORT

Staff Senate began this new year with a perennial favorite and always well attended Pineapple Whip visit to campus with 633 cups of joy given out to staff, faculty, and visitors to campus on the west mall. There was also great appreciation for the extra given day of July 3rd with all returning to campus ready to get to work.

The new budget was approved which included increases resources for opportunities all staff to participate in campus activities including sports, theater, book clubs, etc. We also purchased notebooks, pens, and jackets with the Staff Senate logo for all FY23 and FY 24 Senators.

Prior to the pandemic, Staff and Faculty Senate executive members met to coordinate efforts on items of concern. We have reinstated this practice and have met regularly with the Chair and others to discuss and find solutions.

Recruitment and Retention Committee

Our largest committee, Recruitment and Retention Committee, has continued its work after crafting or approved resolutions for revisions to the Flex Time and Remote Work Policies. This committee is comprised of nearly half of the current senators. Each of their subjects are suggestions from all the senators and are extensively researched within the university's processes, procedures, and policies as well as our peer institutions.

This year's first resolution which passed unanimously by the Senate were suggestions from Staff to improve the ADP process. The primary recommendations related to education, training, and consistency in evaluations. A sub-committee has been formed to work with HR on these suggestions for possible implementation.

The next topic the committee is researching is related to the Family Leave Policy. A draft of their recommendations is expected for our November meeting.

Other Committees

Members of the Senate serve on four standing committees and eighteen external committees. Some of the reporting on these are as follows:

- Clif's connection: Met with new staff.
- Inclusion Awareness: Event to introduce staff to inclusion on campus.
- IT Council: Reforming to include more technical areas.
- Presidents Council: Discussion included fiscal year accomplishments and upcoming initiatives.
- Public Affairs: United Way Day of Caring - volunteered at the Springfield Community Gardens. Adopt a

street cleanup and happy hour. Public Affairs Conference book club. Upcoming volunteer day at Ozarks Food Harvest and annual Breast Cancer Awareness Luncheon.

- Shared Leave: Approved one new case and one extension.

Meetings

Like last year, we invite as many campus groups as possible to present at our monthly meetings for senators to be familiar and to take back information to their Job Family. The following groups have presented and will be presenting:

- COB McDonald Entrepreneurship Lab (Dana Frederick and Janeen Michalak)
- HR ADP Resolution Response Update (Scot Scobee)
- PDC Campus Update (Mark Wheeler)
- Inclusion Awareness Team (April Phillips, Carlye Genisio and Gabrielle Catlin)
- University Advancement (Brent Dunn)
- Human Resources – Open Enrollment
- Vet Center (Raeleen Ziegler)
- Bear Pantry (Alex Johnson)
- Safety & Transportation Update (David Hall)
- Student Retention – What can Staff do?

Staff Satisfaction Survey

The current Staff Satisfaction Survey has been completed with a 46.7% response rate. The Job Families with the lowest participation appear to be those who do not have regular access to a computer and work second and third shifts. We will work to get those staff better knowledge and access for future surveys.

The areas related to satisfaction with work, teams, participation, and benefits continue to be strong which is encouraging but must continue to be cultivated. We will continue to develop opportunities to participate in activities on campus and gain more knowledge to work more efficiently.

Areas that have been a concern, continue to be of concern:

- The dissatisfaction with pay and preference to work at MSU may be related. There have been several staff who have taken positions at other institutions due to the amount of income over what they were making at MSU. Whereas there have been great improvements with pay increases the past few years this will continue to be a challenge. We will continue to work with administration on strategies to address these concerns.
- The work distribution concerns have been discussed in previous years in Staff Senate meetings. The reduction of staff in the past has left some units with more work than there are workers. We will put this item on the list for the Retention Committee to investigate and develop some possible solutions.
- The performance evaluation concern may be able to be improved as we continue to work with HR on the ADP updates. We will track this to assess incremental improvements.
- We are working to improve the pathways for staff to have more input on decisions or policies as well as opportunities to engage in leadership activities. Even though these tools are available they appear to be difficult to navigate.

All the items above are of concern but the most concerning to me personally is there is a slim majority that feel their work is recognized and appreciated. My focus this year as Chair is to get staff more connected with the campus community to understand how each of us contribute to each other's success. The more we know about others, the more we can recognize and appreciate the work we do.

Respectfully Submitted:

Laura Jean Derrick, Chair – Staff Senate

10/4/2023

Staff Satisfaction Survey Results 2023

All Staff (47% Completion)	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Abstain	Verification
I am satisfied with my current rate of pay.	5%	28%	16%	30%	21%	0%	100%
My work is recognized and appreciated.	18%	44%	16%	14%	7%	0%	100%
My work is challenging, stimulating, and rewarding.	26%	54%	13%	5%	2%	1%	100%
I am satisfied with my opportunities for professional development.	21%	42%	21%	10%	6%	1%	100%
I am given sufficient opportunities to engage in leadership related activities.	19%	42%	20%	11%	6%	2%	100%
I feel stressed in my current position.	16%	30%	29%	19%	6%	1%	100%
Work responsibilities are appropriately distributed within my office.	16%	39%	17%	17%	10%	1%	100%
My office works to promote team cohesion.	29%	42%	12%	10%	6%	1%	100%
I feel that I can rely on my team members.	36%	40%	12%	8%	3%	1%	100%
I am comfortable bringing forward issues within my team.	30%	42%	12%	9%	5%	1%	100%
I enjoy working with my team.	43%	39%	13%	2%	2%	1%	100%
Important information is communicated to me.	17%	46%	14%	16%	6%	0%	100%
I feel my input is taken into consideration when decisions or policies are made.	17%	37%	18%	15%	10%	2%	100%
My supervisor allows me to participate in campus activities.	42%	43%	10%	2%	1%	1%	100%
Employee performance evaluations are fair and appropriate.	27%	35%	17%	11%	6%	4%	100%
I feel like my area is well managed.	28%	36%	17%	11%	7%	1%	100%
I have an adequate understanding of my benefits as an employee.	22%	59%	11%	7%	1%	1%	100%
I am satisfied with my ability to utilize accrued leave benefits.	33%	51%	7%	5%	2%	1%	100%
I am able to participate in campus activities and events that I'm interested in.	31%	49%	10%	6%	1%	2%	100%
I have the opportunity to interact with staff members outside my immediate department.	24%	50%	14%	7%	2%	2%	100%
I am satisfied with the employee benefits, not including pay, offered at MSU.	27%	52%	13%	5%	1%	1%	100%
Upward mobility is a possibility for me.	5%	22%	29%	22%	15%	5%	100%
I am likely to retire from MSU.	30%	33%	17%	7%	7%	6%	100%
I am currently looking for employment elsewhere.	4%	10%	21%	29%	32%	4%	100%
I am considering quitting.	4%	9%	17%	31%	36%	3%	100%
I prefer to work at MSU over any other employer in the Springfield area.	20%	36%	29%	7%	3%	6%	100%
How would you rate your overall satisfaction with your job?	20%	46%	21%	9%	3%	0%	100%

Student Affairs Report
Missouri State University Board of Governors
October 20, 2023

The Division of Student Affairs' mission is to support student success, foster student engagement, inspire a commitment to public affairs, and instill pride and tradition. Highlights since the last Board Meeting in June include:

Dean of Students Cluster:

- The **Behavioral Intervention Team (BIT)** identifies students exhibiting behaviors detrimental to their or other campus community members' success and provides resources improving opportunities to achieve success had 136 cases since August.
- **Student Conduct** facilitated educational sessions about the Code of Student Rights & Responsibilities during the URSA experience for 250 students. The Director worked with Faculty Senate to edit and adopt a new description of the Faculty Student Judicial Commission. Additionally, the staff provided passive programming for Hazing Prevention week on social media platforms, the blog, and family newsletter.
- **New Student Orientation & Family Programs** - 2571 students attended one of our two-day SOAR (Student Orientation, Advisement, and Registration) sessions and 216 students attended the URSA Experience. In August, the Director hired a new Coordinator and four (4) new student Orientation Assistants as well as sending out 2109 "Good Luck at Missouri State" first day of classes photos to students. The staff ended September with a successful Family Weekend with 1989 families with registered participation.
- **Counseling Center** continues to offer walk-in initial consultation appointments on a first-come first-serve basis. Crisis appointments are also being utilized daily. In September, the Counseling Center hosted the annual Fresh Check Day. We hired our first Graduate Assistant from the new PsyD (Psychology Doctorate) program and are now working with GA (Graduate Assistant) counselors representing each of the mental health education programs within the School of Mental Health.
- **The Career Center** sponsored Career Fairs with 1,371 students attending one of 4 fairs. 171 students had their resumes reviewed at Resume Café events. Additionally, the Launchpad space in Plaster Student Room 141 opened. This is a collaborative effort among the PSU, eFactory, Student Employment, and the Career Center where the primary goal is connecting students and employers (and getting students ready to connect with those employers) in a centralized place on campus.
- **Veteran's Student Services** staff have completed 648 students' certifications for the GI Bill and awarded \$118,665.61 to Tuition Assistance recipients

Magars Health and Wellness Center:

- **Partnership with UMKC.** We have expanded our partnership with UMKC and are offering a clinical rotation for pharmacy students to complete their pharmacist training. Our first student started at MSU and worked as a student within the pharmacy as an undergraduate. This experience was so positive that it impacted her career choice, and she was excited to come back to the Magars Pharmacy to complete her training. This will also be a second year of a continued partnership that allows UMKC certified student pharmacist immunizers to assist with MSU vaccination efforts.

- **Magers Health and Wellness** expands student experiences. Through a new partnership with the School of Nursing we have added a community clinical rotation for nurses seeking their BSN. This allows the BSN student to have a community clinic experience right here on their very own MSU campus.
- **Student and Employee Wellness** worked together to sponsor two new successful events for Student Move-in weekend. We had 80 + students and employees participate “Yoga in the Garden” at 8am, Friday morning of Welcome Weekend and hosted a button making event at Magers for early move-in students.
- **Passed Board of Pharmacy** inspection with no infractions. Completed annual inventory successfully with minor recommendations made.

Campus Recreation:

- **Camp Claw-** Campus Recreation hosted the 2nd annual summer camp program for kids ages 6-12. This program covers 8 weeks and was hosted at the Foster Recreation Center. Campers were active and engaged in games, crafts, swimming, climbing, sport and more. Camp concluded on August 4th. This summer's camp consisted of 220 campers which is an increase of 51% from summer of 2022.
- **KPI's Highlights** - Foster Recreation facility usage for the 22/23 academic year resulted in 239,074 visits which is an 8% increase from 21/22.
- **Student organizations**, university departments, and off campus groups reserved Campus Recreation spaces more frequently. Student organizations' reservations increased 128% this academic year.
- **Recreational Sports** -Campus Recreation has kicked off part 1 of the fall recreational sports season. Major sports included in this season are listed below:
 - Sand Volleyball (12 % increase in team participation)
 - Flag Football (32% increase in team participation)
 - Soccer (31% increase in team participation)

Multicultural Services:

- **The Multicultural Resource Center** successfully completed 4 events during welcome week in August and welcomed 200 students in the month of September for all our Heritage Month events. For the month of October, the Multicultural Programs has prepared eight exciting events and are focusing on data collection regarding students' experiences with programming and the impact on their learning.
- **Access & Success Programs/Bears Lead-** Bears LEAD is now serving 308 students and there are 22 new students on Access Scholarships.
- **TRIO Upward Bound** had 29 participants attend their Academy Recap. Seven of their students are taking dual credit and 22 students are taking traditional credits.
- A new scholarship was developed- **TRIO Scholarship in Partnership** with Access and Success Programs- \$2,000 Renewable Scholarship for 4 years for students who come to MSU

University Bookstore:

- **StreamlinED** – This Fall the StreamlinED program has again shown tremendous growth.

- Fall 2023- 152 titles, 609 courses, 10,405 students, savings, \$624k, prog value \$1.7M
- Fall 2022- 130 titles. 137 courses, 9,000 students, savings \$482k, prog value \$1.1M
- 17% growth in titles
- 345% growth in courses -
- **30% growth in savings**
- 47% of Fall 23 semester enrolled students were in at least 1 StreamlinED course.
- **Fall Back-To-School Sales** – Total sales for the first few weeks of the Fall 2023 semester improved over Fall 2022 sales. Wait times to check-out in the bookstore were under 10 minutes during our peak times, and pick-up waiting time for online orders was even shorter. Sales at our convenience stores, and the Madison Ave Boutique were up \$10k to last year, and overall, we were \$245,000 up in total sales (including StreamlinED sales) for the month of August!
- **Family Weekend / Online Promotion** –We offered extended hours throughout the weekend and experienced consistent traffic through the store! We offered families a pre-family weekend opportunity to shop online with the bookstore: 20% discount allowing for families to arrive on campus already outfitted in their Bear-Wear ... was successful, we processed 77 orders with 285 total products purchased during this promotion with sales totaling over \$6,000! Our Family Weekend T-shirt pre-sale promotion was a huge success, we sold over 350 t-shirts in advance and sold out of the remaining shirts over the family weekend in-store. Total sales for Family Weekend topped \$120K!

Plaster Student Union:

- **Student Activities Council (SAC)**- created a fall 2023 programming calendar and 38% of their 50 events for the semester are co-programs with other organizations, departments, or community partners. This helps build better relationships across campus, promote other areas and resources to students, and increase overall engagement. The student organization also had 79 membership applications this fall compared to last fall when they had 47. This shows a 68% growth in membership interest in the organization.
- **Co-Curricular Involvement (CCI)**- Over 2,300 students attended Welcome Week activities, as tracked via Bearlink, Missouri State’s student organization management system. Student Organization registration has ended, and Missouri State now recognizes 280 active student organizations. CCI staff will now work to support these groups through the academic year.
- **Center for Community Engagement (CCE)** - The Bear Pantry is serving over 650 members (students, faculty, and staff) who need food, hygiene products, and other items for sustenance.
- **Fraternity and Sorority Life (FSL)**- added over 730 new members to our community. Several organizations continue to recruit members, which will help further grow the community.
 - The Spring 2023 Fraternity and Sorority Life grade report was completed, and it was another outstanding year in the classroom for our FSL community. The All-Campus GPA was 3.23, the All-FSL was 3.24. Additionally, 258 members within the community earned a 4.0 GPA.

- The FSL community was recognized by the Division of Student Affairs (DOSA) by receiving the DOSA Award for Public Affairs. The recognition was earned thru the FSL community's donation of over 21,000 pounds of food to the Bear Pantry and providing over 3,000 service hours during the 2023 Greek Week.

Residence Life, Housing and Dining Services:

- We have 3,398 students living in **on-campus housing** this fall compared to 2,912 last year. We had 18 more students select private rooms in Freddy and Wells this fall compared to last fall. This increase may be due to the \$800 incentive that we announced in the spring. We did special marketing for West Plains and OTC transfer students. We have 14 OTC, and 3 West Plains transfers who are living with us this fall.
- **Facilities and Operations-** In collaboration with Planning, Design and Construction the grease interceptor for the Blair-Shannon Dining Center was replaced, the exterior panels of Hammons House were secured, and the soffit for the Blair Tower entrance was replaced.
- **Training and Opening** - Staff training and onboarding took place in July and August and included 111 student desk staff members, 95 resident assistants, 8 hall directors, 7 assistant hall directors, and 10 residence hall receptionists.

Respectfully submitted by,



Dr. Dee Siscoe
Vice President for Student Affairs



**THE OFFICE OF RESEARCH ADMINISTRATION
ACTIVITY REPORT – FISCAL YEAR 2024 THROUGH AUGUST**

Missouri State University faculty, staff, and students are involved in research, education, and service projects through the support of governmental, business, and philanthropic entities. This report summarizes key aspects of this activity and highlights awards received in FY 2024 through the month of August.

PROJECT HIGHLIGHTS

- **Benjamin Onyango**, Professor of Agribusiness, Agricultural Education and Communications, received **\$299,975** from the **US Department of Agriculture** to address food security by expanding American meat protein diet through improvements in public perception and acceptance of goat consumption.
- **Dennis Lancaster**, Chancellor, and **Cathy Boys**, Associate Dean for Career and Technical Education at the West Plains Campus, received **\$437,693** from the **Delta Regional Authority** to establish Registered Apprenticeship Programs which meet the needs of employers by upskilling incumbent workers to perform in jobs that currently are extremely difficult to fill.
- **Chuck Garner**, Director of the Agency for Teaching, Leading & Learning, received **\$3,331,750** from the **US Department of Education** through the **Missouri Department of Elementary and Secondary Education** to fund Regional Professional Development Centers (RPDCs), providing services to districts that support the development and retention of teachers, while the content of the professional development trainings supports at least one category of the following: early learning and literacy, success-ready students, and safe and healthy schools.

RESULTS

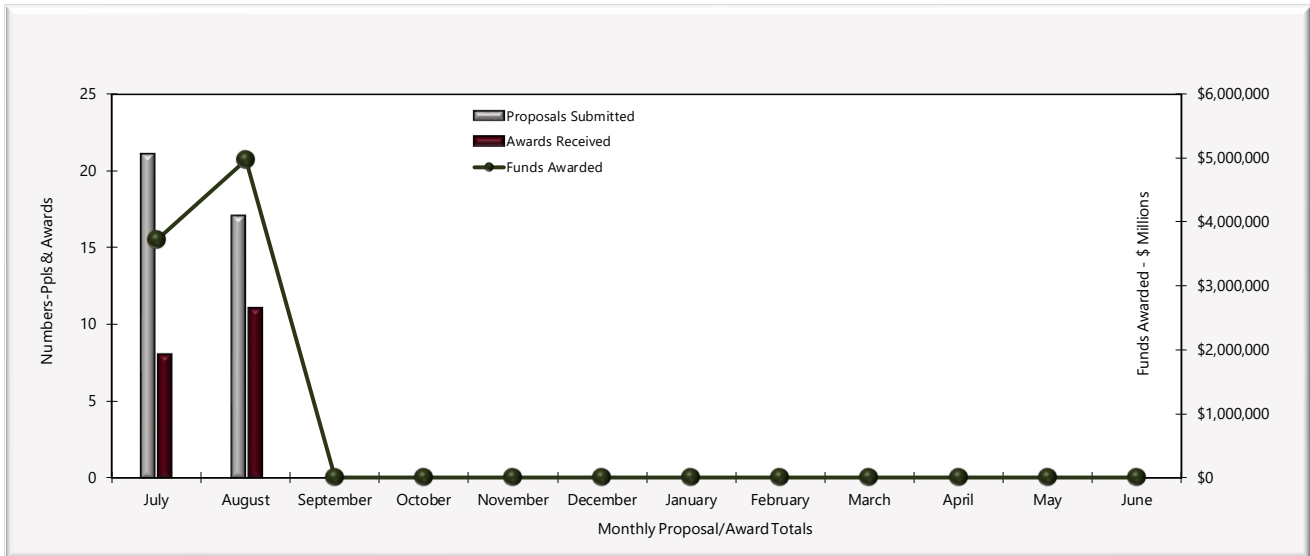
As of the end of August, the University has submitted 38 proposals for support of university-based projects. To date, 19 awards have been received – some of which are from proposals submitted during the previous fiscal year. The commitment of funds in these grants and contracts to date is \$8.7 million. Some of these awards are for projects that extend over more than one year, but the full commitment for funds is allocated to the first year. Additionally, we have received approximately \$1.1 million in ARPA funding that is not reflected in this report.

Key Indicators	Activity for FY 2024	% Change from FY 2023
Proposals Submitted	38	27%
Funds Requested	\$16,089,269	10%
Named Investigators	24	-47%
Grants & Contracts Awarded	19	-24%
Funds Awarded	\$8,688,182	-50%

External funding activity so far in FY 2024:

Sponsored Program Activity FY 2024

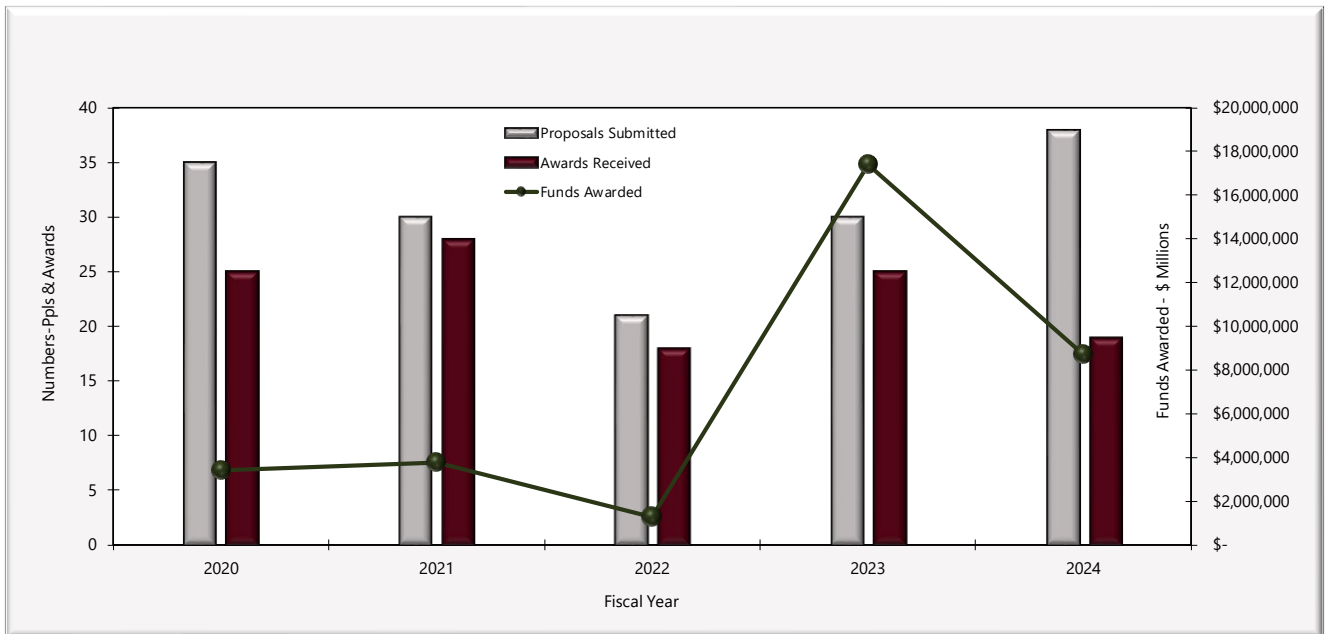
Month	Proposals Submitted	Total Awards	Dollars Awarded
July	21	8	\$3,726,641
August	17	11	\$4,961,541
September	0	0	\$0
October	0	0	\$0
November	0	0	\$0
December	0	0	\$0
January	0	0	\$0
February	0	0	\$0
March	0	0	\$0
April	0	0	\$0
May	0	0	\$0
June	0	0	\$0
	38	19	\$8,688,182



A comparison of activity over the last five years:

Cumulative Sponsored Program Activity Through the Month of August (FY 2020 - FY 2024)

Fiscal Year	Proposals Submitted	Number of Awards						\$Millions	
		Education	Equipment	Facilities & Infrastructure	Research	Service	Ttl Awds	Requested	Awarded
2020	35	9	0	0	11	5	25	\$ 22,620,877	\$ 3,415,108
2021	30	15	0	0	9	4	28	\$ 7,893,135	\$ 3,781,794
2022	21	2	1	0	8	7	18	\$ 6,265,782	\$ 1,289,476
2023	30	10	1	3	4	6	25	\$ 14,594,940	\$ 17,377,124
2024	38	5	0	0	8	6	19	\$ 16,089,269	\$ 8,688,182



Grant and contract activity for FY 2024, through August:

**Missouri State University
FY 24 Grant/Contract Activity by Unit**

Unit	# Applying		# Awarded		Credit Share*			Actual**		
	Staff	Faculty	Staff	Faculty	Grants /	Contracts	Award	Grants /	Contracts	Award
					Submit	Awards	\$	Submit	Awards	\$
ADMIN - Administrative Services	0	0	0	0	0	0	\$ -	0	0	\$ -
CGP -Community & Global Partnerships	0	0	0	0	0	0	\$ -	0	0	\$ -
CASE - Center for Applied Science & Engineering	1	0	1	0	1	1	\$ 2,500,000	1	1	\$ 2,500,000
CBED - Center for Business & Economic Development	2	0	1	0	3	1	\$ 6,990	2	1	\$ 6,990
CBLS - Center for Biomedical & Life Sciences	0	0	0	0	0	0	\$ -	0	0	\$ -
ILTC - International Leadership & Training Center	0	0	0	0	0	0	\$ -	0	0	\$ -
JVIC - Jordan Valley Innovation Center	0	0	0	0	0	0	\$ -	0	0	\$ -
SBDC - Small Business Development Center	1	0	0	0	1	0	\$ -	1	0	\$ -
CNAS - College of Natural & Applied Sciences	0	11	0	4	11	4	\$ 487,378	10	4	\$ 487,378
BSFS - Bull Shoals Field Station	0	0	0	0	0	0	\$ -	0	0	\$ -
CRPM - Center for Resource Planning & Management	1	0	1	0	2	1	\$ 95,000	1	1	\$ 95,000
OEWRI - Ozark Environmental Water Research Institute	2	1	1	1	6	3	\$ 72,102	4	2	\$ 72,102
COB - College of Business	0	1	0	1	1	1	\$ 187,070	1	1	\$ 187,070
C-PRIME - Center for Project Innovation & Management Education	0	0	0	0	0	0	\$ -	0	0	\$ -
COE - College of Education	1	1	0	0	2	0	\$ -	2	0	\$ -
ATLL - Agency for Teaching, Leading and Learning	1	0	1	0	1	1	\$ 3,331,750	1	1	\$ 3,331,750
IPT - Institute for Play Therapy	0	0	0	0	0	0	\$ -	0	0	\$ -
ISI - Institute for School Improvement	0	0	0	0	0	0	\$ -	0	0	\$ -
DCOAG - William H. Darr College of Agriculture	0	2	0	3	2	3	\$ 599,854	2	2	\$ 599,854
CGB - Center for Grapevine Biotechnology	0	0	0	0	0	0	\$ -	0	0	\$ -
MVEC - Mid-America Viticulture & Enology Center	0	0	0	0	0	0	\$ -	0	0	\$ -
DEI - Diversity, Equity & Inclusion	0	0	0	0	0	0	\$ -	0	0	\$ -
EVP - Office of the Executive Vice President	0	0	0	0	0	0	\$ -	0	0	\$ -
GRAD - Graduate College	0	0	0	0	0	0	\$ -	0	0	\$ -
INFO - Information Services	0	0	0	0	0	0	\$ -	0	0	\$ -
LIB - Libraries	0	0	0	0	0	0	\$ -	0	0	\$ -
MCHHS - McQueary College of Health & Human Services	0	5	0	2	5	2	\$ 76,500	4	1	\$ 76,500
AHEC - Southwest Missouri Area Health Education Center	1	0	0	0	1	0	\$ -	1	0	\$ -
OPHI - Ozarks Public Health Institute	0	1	0	1	2	1	\$ 379,276	2	1	\$ 379,276
RSTATS - RStats Institute	0	1	0	0	1	0	\$ -	0	0	\$ -
PRES - Office of the President	0	0	0	0	0	0	\$ -	0	0	\$ -
PROV - Office of the Provost	1	0	1	0	1	1	\$ 64,394	0	0	\$ -
RCASH - Judith Enyeart Reynolds College of Arts, Social Sciences & Humanities	0	1	0	0	1	0	\$ -	1	0	\$ -
CAR - Berniece S. Warren Center for Archaeological Research	0	0	0	0	0	0	\$ -	0	0	\$ -
CDR - Center for Dispute Resolution	0	0	0	0	0	0	\$ -	0	0	\$ -
CWCCC - Center for Writing in College, Career & Community	0	0	0	0	0	0	\$ -	0	0	\$ -
SA - Student Affairs	2	0	2	0	2	2	\$ 96,591	0	0	\$ -
CCE - Center for Community Engagement	1	0	1	0	1	1	\$ 160,985	1	1	\$ 321,970
WP - West Plains Campus	2	1	2	1	5	4	\$ 630,292	4	3	\$ 630,292
TOTAL	16	25	11	13	49	26	\$ 8,688,182	38	19	\$ 8,688,182

* Credit Share - divides the proposals/awards between the PI's, therefore proposals/awards may be reflected in the totals more than once.

** Actual - proposals/awards will only be shown in the originating unit.

XIII.A.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

BIDS & QUOTATIONS NO. 1610-23
Approval of bids and award of a contract for
the addition and renovation at Kemper Hall

BE IT RESOLVED by the Board of Governors for Missouri State University that the low bid of Carson-Mitchell, Inc. in the amount of Seven Million Seven Hundred Three Thousand Seven Hundred Seventy-four and 00/100ths dollars (\$7,703,774.00) for the base bid plus alternates 1 and 2 for the addition and renovation at Kemper Hall be accepted, approved, and awarded.

BE IT FURTHER RESOLVED that the financial plan be established as follows:

Project Budget	
Consultant Fees	\$516,380.00
Construction Costs	\$7,703,774.00
Other Construction Costs	\$148,510.75
Project Administration	\$115,556.61
Construction Contingency	\$790,778.64
Furniture, Fixtures, and Equipment	\$200,000.00
Telecommunications	\$75,000.00
Classroom Technology	\$50,000.00
Relocation Costs	\$0.00
Total Project Budget	\$9,600,000.00
Funding Source	
Kemper Hall Addition budget	\$9,600,000.00
Total Funding Source	\$9,600,000.00

BE IT FURTHER RESOLVED that this be paid from the Kemper Hall Addition budget funded by FY24 MoExcels Workforce Initiative, President’s Program Enhancement fund, One Time Funding – Provost budget, Operating Maintenance and Repair budget, COB – One Time Funding budget, COB – Upper Level Business Course Fees, COB – Graduate Differential Fees, Center for Business Excellence budget, and Technology & Construction Management – Non Operating budget.

BE IT FURTHER RESOLVED that the Vice President for Administration and Finance or the University Architect and Director of Planning, Design and Construction be authorized to sign the agreement with the selected contractor, incorporated herein by reference, and perform those acts necessary to carry out and perform the terms of the agreement. With approval of the above project budget, authorization is also provided to further sign agreements or amendments to existing agreements directly related to this project as long as the approved project budget is not exceeded.

Chris Waters
Board Chair

Passed at meeting of
October 20, 2023

Rowena Stone
Secretary to the Board

COMMENTS:

The bids received on this project are as follows:

Contractor	Base Bid	Altenate 1	Alternate 2	Total (Base Bid + Alt. 1 & 2)
Carson Mitchell, Inc.	\$7,564,000.00	\$60,086.00	\$79,688.00	\$7,703,774.00
DeWitt & Associates, Inc.	\$7,598,000.00	\$105,400.00	\$139,650.00	\$7,843,050.00
Branco Enterprises	\$7,850,000.00	\$46,000.00	\$103,000.00	\$7,999,000.00
KCI Construction Company	\$8,025,000.00	\$71,700.00	\$118,500.00	\$8,215,200.00
RIHC Contracting, Inc.	\$8,690,000.00	\$92,000.00	\$135,000.00	\$8,917,000.00

This project includes an approximate 10,000 square foot addition and renovation of existing space on the northwest corner of Kemper Hall for the Construction Management and Technology program. It will include a high-bay space for use as a training lab, a lobby, collaborative spaces for student use, restrooms, storage, a student study lounge, and computer lab on the second floor. Work is scheduled to be completed during the fall 2024 semester.

Alternate 1 provides stormwater improvements to JQH Parkway and Briggs Street. Alternate 2 provides improvements to the low roof deck. It is recommended that these alternates be accepted.

Unit prices were also received during bidding, and additional site work may be addressed based on unit prices as needs and funding are identified.

Other construction costs include asbestos abatement for the demolition and construction of this project, as well as City Utilities work.

This project will be paid from the Kemper Hall Addition budget funded by FY24 MoExcels Workforce Initiative (\$2,000,000.00), President’s Program Enhancement fund (\$400,000.00), One Time Funding – Provost (\$400,000.00) budget, Operating Maintenance and Repair (\$60,086.00) budget, COB – One Time Funding (\$4,500,000.00) budget, COB – Upper Level Business Course Fees (\$750,000.00), COB – Graduate Differential Fees (\$349,914.00), Center for Business Excellence (\$1,000,000.00) budget, and Technology & Construction Management – Non Operating (\$140,000.00) budget.

XIII.B.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

AGREEMENT NO. 468-23

Approval of a project budget, consultant, and construction management at risk firm with authority to enter into an agreement for professional construction management services in conjunction with the phase II renovation at Blunt Hall

BE IT RESOLVED by the Board of Governors for Missouri State University that the project budget in the amount of Forty-one Million One Hundred Thousand and 00/100ths dollars (\$41,100,000.00) for the phase II renovation at Blunt Hall be accepted, approved, and awarded.

BE IT FURTHER RESOLVED that the financial plan be established as follows:

Project Budget	
Consultant Fees	\$2,510,200.00
Construction Costs	\$34,783,265.72
Project Administration	\$650,000.00
Construction Contingency	\$1,386,534.28
Furniture, Fixtures, and Equipment	\$600,000.00
Telecommunications	\$650,000.00
Relocation Costs	\$520,000.00
Total Project Budget	\$41,100,000.00
Funding Source(s)	
Blunt Hall, Phase II budget	\$41,100,000.00
Total Funding Source	\$41,100,000.00

BE IT RESOLVED by the Board of Governors of Missouri State University that the professional services of BNIM in conjunction with the phase II renovation at Blunt Hall be accepted, approved, and awarded.

BE IT FURTHER RESOLVED that BNIM perform this work for a fixed fee of Two Million Five Hundred Ten Thousand Two Hundred and 00/100ths dollars (\$2,510,200.00) including reimbursable expenses.

BE IT FURTHER RESOLVED by the Board of Governors of Missouri State University that the professional construction management services of The Whiting-Turner Contracting Company in conjunction with the phase II renovation at Blunt Hall be accepted, approved, and awarded.

BE IT FURTHER RESOLVED that The Whiting-Turner Contracting Company perform this work for a guaranteed maximum price of Thirty-four Million Seven Hundred Eighty-three Thousand Two Hundred Sixty-five and 72/100ths dollars (\$34,783,265.72).

BE IT FURTHER RESOLVED that this be paid from the Blunt Hall, Phase II budget funded by Health Resources and Services Administration Funds, State of Missouri ARPA Funds, Sunderland Foundation Funds, and Greene County ARPA Funds.

BE IT FURTHER RESOLVED that the Vice President for Administration and Finance or the University Architect and Director of Planning, Design and Construction be authorized to sign the agreement with the firm selected, incorporated herein by reference, and perform those acts necessary to carry out and perform the terms of the agreement. With approval of the above project budget, authorization is also provided to further sign agreements or amendments to existing agreements directly related to this project as long as the approved project budget is not exceeded.

Chris Waters
Board Chair

Passed at meeting of
October 20, 2023

Rowena Stone
Secretary to the Board

COMMENTS:

The university desires to facilitate the design of the phase II renovation at Blunt Hall. Phase II of this project will renovate the existing 126,000 square foot building.

BNIM was the firm selected for this project due to past knowledge and experience with the phase I addition and renovation of Blunt Hall. The consultant will provide comprehensive design services, from schematic design through post-construction.

Approval of this resolution will continue the current construction management at risk agreement to provide professional construction management services for the phase II renovation at Blunt Hall. The duties of the construction manager at risk includes pre-construction services and construction phase services. The construction manager at risk is responsible for preparing a project estimate, schedule, and bid packages as part of the pre-construction services. During the construction services phase there will be an onsite project manager and construction superintendent to handle the day-to-day inspections, coordination, and project paperwork. The post construction services will involve the warranty period, handling any warranty issues that may come up during that period.

This project renovates the existing Blunt Hall (formerly known as Temple Hall). Work will include exterior restoration with window, door, and roof replacements, new fire suppression and alarm systems, replacement of existing mechanical system and elevator, new LED lighting, existing lab and office renovation, upgrade existing restrooms to meet accessibility requirements, upgrade existing lab piping and electrical systems, and replacement of interior doors and hardware.

Work is scheduled to be completed by the Fall 2026 semester.

This project will be paid from the Blunt Hall, Phase II budget funded by Health Resources and Services Administration Funds (\$30,000,000.00), State of Missouri ARPA Funds (\$10,000,000.00), Sunderland Foundation Funds (\$1,000,000.00), and Greene County ARPA Funds (\$100,000.00).

XIII.C.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

AGREEMENT NO. 469-23
Approval of consultant and authority
to enter into an agreement for
professional services in conjunction
with the renovation to Cheek Hall

BE IT RESOLVED by the Board of Governors of Missouri State University that the professional services of Christner Architects in conjunction with the renovation to Cheek Hall be accepted, approved, and awarded.

BE IT FURTHER RESOLVED that Christner Architects perform this work for a fixed fee of Nine Hundred Thousand Six Hundred and 00/100ths dollars (\$900,600.00) including reimbursable expenses.

BE IT FURTHER RESOLVED that this be paid from the Cheek Hall Renovation budget funded by National Institute of Standards and Technology funds.

BE IT FURTHER RESOLVED that the Vice President for Administration and Finance or the University Architect and Director of Planning, Design and Construction be authorized to sign the agreement with the firm selected, incorporated herein by reference, and perform those acts necessary to carry out and perform the terms of the agreement.

Chris Waters
Board Chair

Passed at meeting of
October 20, 2023

Rowena Stone
Secretary to the Board

COMMENTS:

The university desires to facilitate the design of the Center for Transformational Education for Life, Physical, and Health Sciences in Cheek Hall. Cheek Hall was originally constructed in 1955. It is expected that investigations will be required of the exterior envelope, aging mechanical, electrical, plumbing, and life safety systems. Due to the age of the building envelope and building systems, this project will focus on prioritizing and resolving issues while reconfiguring and updating interior space usage and finishes.

The University will utilize a Construction Manager at Risk (CMAR) delivery method. Construction work is scheduled to be completed by the fall 2025 semester.

Christner Architects was the firm selected by a qualifications-based selection process. The consultant will provide comprehensive design services, from pre-design through post-construction.

This project will be paid from the Cheek Hall Renovation budget funded by National Institute of Standards and Technology funds.

XIV.A.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

PURCHASING ACTIVITY REPORT NO. 526-23
Approval of Procurement Activity Report

BE IT RESOLVED by the Board of Governors for Missouri State University that the attached Activity Report for all reportable actions since the last Board of Governors' meeting, as presented by the Office of Procurement Services, be approved.

Chris Waters
Board Chair

Passed at meeting of
October 20, 2023

Rowena Stone
Secretary to the Board

COMMENTS:

Recommend the attached report summarizing all reportable Office of Procurement Services activity from July 25, 2023 through October 10, 2023 be approved.

**ACTIVITY REPORT
PAGE TWO**

Five-Year Cost Analysis for the Springfield Ellucian Contract	
Description	Annual Total
Year 1 Software Maintenance and Support Services Fee	\$ 638,016.00
Year 2 Software Maintenance and Support Services Fee	674,807.30
Year 3 Software Maintenance and Support Services Fee	722,881.30
Year 4 Software Maintenance and Support Services Fee	774,461.60
Year 5 Software Maintenance and Support Services Fee	829,813.10
Total for All Years – Springfield	\$3,639,979.30
Five-Year Cost Analysis for the West Plains Ellucian Contract	
Description	Annual Total
Year 1 Software Maintenance and Support Services Fee	\$ 137,206.00
Year 2 Software Maintenance and Support Services Fee	146,450.00
Year 3 Software Maintenance and Support Services Fee	156,329.00
Year 4 Software Maintenance and Support Services Fee	166,891.00
Year 5 Software Maintenance and Support Services Fee	178,183.00
Total for All Years – West Plains	\$ 785,059.00
Total for All Years – Springfield and West Plains	<u>\$4,425,038.30</u>

Note: Funding to be from ongoing operational budgets.

**Report of Gifts
to the
Missouri State University Foundation
Monthly and Year-to-Date**

	Year	MONTHLY						YEAR-TO-DATE		
		Designations under \$1,000		Designations \$1,000 and over		Totals for September		Running Totals		Year
		No.	Amount	No.	Amount	No.	Amount	No.	Amount	
Annual Gifts	FY 23	6,647	\$191,757	112	\$272,590	6,759	\$464,347	20,194	\$1,996,188	FY 23
	FY 24	2,031	\$106,329	87	\$302,097	2,118	\$408,426	15,498	\$1,383,834	FY 24
Capital Facilities	FY 23	15	\$2,007	7	\$109,106	22	\$111,113	85	\$491,667	FY 23
	FY 24	8	\$312	8	\$76,500	16	\$76,812	36	\$118,686	FY 24
One Time Gifts	FY 23	0	\$0	15	\$281,585	15	\$281,585	39	\$2,207,134	FY 23
	FY 24	0	\$0	14	\$291,844	14	\$291,844	28	\$601,755	FY 24
TOTALS	FY 23	6,662	\$193,764	134	\$663,281	6,796	\$857,045	20,318	\$4,694,989	FY 23
	FY 24	2,039	\$106,641	109	\$670,441	2,148	\$777,082	15,562	\$2,104,275	FY 24

**MISSOURI STATE UNIVERSITY FOUNDATION
INCOME SUMMARY TOTALS BY TYPE AND SOURCE
07/01/2023 TO 09/30/2023**

SOURCE	UNRESTRICTED CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	NON-GIFT INCOME*	TOTAL 07/01/2023 TO 09/30/2023	TOTAL 07/01/2022 TO 09/30/2022
ALUMNI	\$15,021	\$328,229	\$57,781	\$7,090	\$97,852	\$505,802	\$701,727
FRIENDS	224	454,112	20,275	75,909	32,880	\$583,400	663,266
PARENTS	0	14,223	300	0	2,020	\$16,543	31,176
FOUNDATIONS	0	51,832	150,000	0	0	\$201,832	127,150
ORGANIZATIONS	3,078	200,997	97,942	5,360	0	\$307,377	2,410,896
BUSINESSES	841	300,097	92,351	64,092	31,940	\$489,321	760,774
GIFT TOTAL	\$19,164	\$1,349,490	\$418,649	\$152,451	\$164,692	\$2,104,275	\$4,694,989

**Per the Tax Cuts and Jobs Act, the US Tax reform bill signed into law effective in 2021, income recieved from athletics seat assessments and suites are no longer tax deductible.*

DEFERRED GIFT COMMITMENTS

	UNRESTRICTED CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	TOTAL 07/01/2023 TO 09/30/2023	TOTAL 07/01/2022 TO 09/30/2022
DEFERRED GIFTS	0	0	225,000	0	\$ 225,000	\$ 1,200,000

GRAND TOTAL FOR TESTAMENTARY GIFTS YET TO BE RECEIVED: \$78M

	NUMBER OF DONORS 7/1/2023 TO 09/30/2023	NUMBER OF DONORS 7/1/2022 TO 09/30/2022
ALUMNI	2,426	2,667
FRIENDS	5,747	6,326
PARENTS	268	315
FOUNDATIONS	12	14
ORGANIZATIONS	77	88
BUSINESSES	306	279
TOTAL	8,836	9,689

**Report of Gifts
to the
Missouri State University Foundation
Monthly and Year-to-Date**

	Year	MONTHLY						YEAR-TO-DATE		
		Designations under \$1,000		Designations \$1,000 and over		Totals for August		Running Totals		
		No.	Amount	No.	Amount	No.	Amount	No.	Amount	Year
Annual Gifts	FY 23	6,806	\$246,588	160	\$765,334	6,966	\$1,011,922	13,435	\$1,531,841	FY 23
	FY 24	6,601	\$180,304	97	\$306,552	6,698	\$486,856	13,075	\$892,004	FY 24
Capital Facilities	FY 23	17	\$3,927	6	\$217,236	23	\$221,163	63	\$380,554	FY 23
	FY 24	8	\$312	3	\$32,500	11	\$32,812	21	\$42,874	FY 24
One Time Gifts	FY 23	0	\$0	12	\$1,313,846	12	\$1,313,846	24	\$1,925,549	FY 23
	FY 24	0	\$0	5	\$196,500	5	\$196,500	14	\$309,911	FY 24
TOTALS	FY 23	6,823	\$250,515	178	\$2,296,416	7,001	\$2,546,931	13,522	\$3,837,944	FY 23
	FY 24	6,609	\$180,616	105	\$535,552	6,714	\$716,168	13,110	\$1,244,789	FY 24

**MISSOURI STATE UNIVERSITY FOUNDATION
INCOME SUMMARY TOTALS BY TYPE AND SOURCE
07/01/2023 TO 08/31/2023**

SOURCE	UNRESTRICTED CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	NON-GIFT INCOME*	TOTAL 07/01/2023 TO 08/31/2023	TOTAL 07/01/2022 TO 08/31/2022
ALUMNI	\$9,920	\$210,176	\$9,704	\$1,706	\$31,070	\$262,576	\$525,947
FRIENDS	71	247,565	17,522	30,738	14,727	\$310,623	483,406
PARENTS	0	11,047	300	0	1,200	\$12,547	21,076
FOUNDATIONS	0	46,432	150,000	0	0	\$196,432	120,050
ORGANIZATIONS	2,000	153,774	59,450	0	1,200	\$216,424	2,235,472
BUSINESSES	734	140,431	92,351	1,471	11,200	\$246,187	451,993
GIFT TOTAL	\$12,725	\$809,425	\$329,327	\$33,915	\$59,397	\$1,244,789	\$3,837,944

*Per the Tax Cuts and Jobs Act, the US Tax reform bill signed into law effective in 2021, income recieved from athletics seat assessments and suites are no longer tax deductible.

DEFERRED GIFT COMMITMENTS

	UNRESTRICTED CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	TOTAL 07/01/2023 TO 08/31/2023	TOTAL 07/01/2022 TO 08/31/2022
DEFERRED GIFTS	0	0	0	0	\$ -	\$ 1,200,000

GRAND TOTAL FOR TESTAMENTARY GIFTS YET TO BE RECEIVED: \$78M

	NUMBER OF DONORS 7/1/2023 TO 08/31/2023	NUMBER OF DONORS 7/1/2022 TO 08/31/2022
ALUMNI	1,231	1,659
FRIENDS	2,942	4,929
PARENTS	124	205
FOUNDATIONS	4	3
ORGANIZATIONS	24	23
BUSINESSES	28	54
TOTAL	4,353	6,873

**REPORT TO BOARD OF GOVERNORS
ASSISTANT TO THE PRESIDENT
FOR INCLUSIVE ENGAGEMENT
October 2023**

EVENTS

- St. Louis Community Foundation
- Inclusive Leadership Success Mo State Football
- Good Morning Springfield
- Black Alumni Council (BAC) e-Factory
- Recruit for MSU Men's Basketball
- Baptist Student Union Collaboration
- MCHHS DEIC team recalibration
- PRIME Trucking Inc. Safety meeting
- College Bound, St Louis MOCAN Network

COLLABORATIONS

- Multicultural House & Interfaith Bridge Building Project
- Service Master DSI and MSU Community Building
- DEI Roundtable
- OIE and Southwest Missouri Indian Center
- OIE and Keller Williams Springfield Priority Partnership
- Community LEADS
- MSU IE St. Louis Partnership w/ Rosati-Kain Academy
- St. Louis Integrated Health Network
- Missouri Philharmonic Orchestra and Strings Collaboration & MSU
- COX Inclusive leadership strategies w/ (Heather Hardinger)
- Casey Communication, St. Louis & OIE

INITIATIVES

- Inclusive Engagement Fellows
- Moral Courage
- Campus Inclusive Engagement Cultivation

ASSISTANT VICE PRESIDENT FOR INCLUSIVE EXCELLENCE AND FACULTY DEVELOPMENT

- Inclusive Engagement workshop offerings for fall 2023 posted (IE 101, 201, and 301)
- Inclusive Engagement Faculty Fellowship (2024) opened.
- Leadership Springfield launch – Professional Development and Community building.
- Collective Action Community Networking (Inclusive Springfield).
- Ozarks’ Chatter Podcast episodes recorded (working with KSMU).
- Inclusive Engagement College Councils.
- Created Service-Learning project for undergraduate student (podcast editor).
- Collaboration with Dr. Tina Liang regarding class/program project for REC 390 class

DIRECTOR, BEAR BRIDGE

Bear Bridge

- All mentees-mentors matched and notified.
- **Meet and Greet** about 60 attendees through the morning
- **Blackboard Tips & Trick for new faculty**
- Mentors Dinner moved to October 5th, 2023.
- Next workshop: **Resources for Trauma & Mental Health** by Kunti Bently Oct 10
- 11 new mentors, three of those were mentees, got tenure moved up to mentors.
- One-on-One meeting with mentees and mentors as needed.

Initiatives:

- Reviewer for the small grants for CFO & Applying for the 20K Grant in CFO. (Met with Brian Fogle)
- Drew Lewis Foundations Collaboration with Amy Bledsoe to translate documents for Latinx audience.
- Everyone received the “Don’t Label Me” Book to connect with CDC (Community Diversity Conference) Keynote Speaker Irshad Manji
- Started first “Build a Longer Table”
- Selected to be in 100 Wise Women for ROSIE
- Latinx Alumni Kick Off
- Ursi Latinx Official (Students on campus)

Community Connectivity:

- Leadership SGF Panelist for class 45 & 46
- Women Association of Lawyers Speaker
- LEAD SGF Board meeting.
- Junior League of SGF: Education and Advocacy Committee
- Minorities in Business Board Member

INCLUSIVE ENGAGEMENT FELLOW

Applications pending for Spring 2024 participants.

Information Services Written Report for the MSU Board of Governors
Jeff Coiner – Chief Information Officer

Information Services continues to make progress on the Simplify IT Initiative that defines the guiding principles for technology investments and implementation at Missouri State including a cloud-first strategy, development and retention of our IT professionals, life-cycle funding, using technology to fuel innovation, and improving the experience with technology for students, faculty, and staff.

The Information Services team on the Springfield campus and the Information Technology team on the West Plains campus recently gathered in West Plains for a technology retreat. The retreat focused on continuing the collaboration we experienced during some large-scale projects, moving critical systems to cloud computing, data center improvements, staffing challenges, and remote/hybrid work.

October is National Cybersecurity Awareness Month, and we are recognizing it with cybersecurity awareness training for all employees. The Information Services Cybersecurity Team identified three training videos relevant to our work at the University: phishing, ransomware, and cloud security. Each awareness video is between 5 – 10 minutes long. The training modules provide good recommendations for technology at work and at home and are available now. Employees have been asked to complete them by the end of October.

The Provost's Office and Information Services are working together to implement our new Learning Management System (LMS), D2L Brightspace. Earlier this year, we signed a 5-year agreement with D2L that provides faculty, students, and staff access to the Brightspace platform. We also included 24 x 7 x 365 support available to all users of Brightspace. Our initial rollout started with nearly 50 faculty and 295 classes that are using Brightspace during the Fall semester. So far, the feedback is overwhelmingly positive regarding the new system. The faculty participating in our initial pilot group report that moving their courses from our previous LMS to Brightspace is comprehensive and easy to do. Over the next several months, we will continue working to configure the system to support more courses and integration, train all faculty, and move courses in preparation for the target go live date for the Summer 2024 semester.

We are also working with the EAB Edify team on the implementation of the data warehouse for education. The scope for the first project is to create an academic performance dashboard with 10 metrics that the Provost's Office identified. We expect the dashboard to be ready in December.

Mobile or digital Bear Pass cards are being piloted with a small group of employees. This new capability will allow employees and students to use their phone and digital wallet as their Bear Pass card for payments, identification, and access to facilities. Our Student Government Association has expressed interest in this option recently, and we hope to get them involved in our pilot program soon.

Other projects we are working on include:

- Implementing Time Clock Plus software to streamline time sheet entry and the payroll process.
- Replacing or upgrading computers with Windows 10 operating system.

Marketing and Communications Report
Missouri State University Board of Governors
October 20, 2023

MarCom updates since the June 23, 2023 meeting

Web Strategy and Development (WSD)

Academic realignment is the top project and will be for the next 18 months. The team evaluated the changes and developed a plan and timeline for the implementation of updated websites for the reorganized colleges. Work is progressing on schedule. The team is also focused on academic policy updates to the Policy Library as well as re-formatting lengthy policy pdfs to ensure they are accessible.

Work continues on the new university calendar. While there was a slow-down in progress due to the academic realignment, policy library updates and transition of MarCom servers to the university cloud systems, internal testing has begun. Campus training sessions will be offered in December. Public rollout is targeted for the middle of spring semester.

The quarterly web analytics are attached.

Office of Strategic Communications

The team is launching multiple digital marketing projects that align with the school year – this includes Admissions and several colleges and departments. Digital marketing is proving to be very effective in reaching targeted audiences – driving them to action and to our website for unique messaging.

Last year, we ran 26 digital marketing campaigns for seven university clients, totaling \$83K in ads.

This year, we expect to run at least 26 campaigns for at least nine clients, totaling \$115K-\$129K in ads.

Social media continues performing well with strong results on Instagram and TikTok -two important channels used by current and prospective students.

The team engaged several new graduate assistants who provide vital communications support for the participating colleges.

Video Marketing

The video team continues work with several colleges developing informational videos for use on websites, social media, conferences, etc.

They are wrapping up high-production-value videos for 2023 Mind's Eye. The "What's New at MSU" video will premier at the October Board of Governors meeting.

They continue to engage audiences with creative videos that speak to everyone in a positive presentation of the university.

Creative Services

Print pieces across the university are dramatically changing as the academic realignment is implemented. The team is working with clients across campus on these changes.

Photographers are busy working on fall athletic, foundation and event shoots on both the Springfield and West Plains campuses.



Q3 2023 Analytics

Note: Certain metrics will undergo changes in Q4 due to GA4 reporting.



Website Overview

Bounce back from summer

- The metrics showed improvement in August with the beginning of the fall semester after a decline during the summer.
- However, this quarter's sessions, unique visitors, and pageviews are lower compared to Q2 due to the summer's impact on the results.
- The level of engagement is stabilizing, with some slight increases that have resulted in a pleasant bump since Q2.

Quarterly	July	MoM	August	MoM	Sept.	MoM	Q1 Total / *Avg.	Q2 Total / *Avg.	% Change	Q3 Total / *Avg.	% Change
Overall engagement rate	59.7	-0.02%	61.9	3.69%	62.2	0.48%	51.25	55.79	8.86%	61.27	9.82%
Home page engagement rate	52.1	-16.09%	57.41	10.19%	58.11	1.22%	58.50	51.70	-11.62%	55.87	8.07%
Sessions	588,584	0.56%	780,218	32.56%	765,949	-1.83%	2,427,487	2,232,087	-8.05%	2,134,751	-4.36%
Unique Visitors	344,403	-3.39%	421,204	22.30%	419,248	-0.46%	1,400,202	1,306,439	-6.70%	1,184,855	-9.31%
Pageviews	1,468,741	1.64%	1,944,156	32.37%	1,609,347	-17.22%	5,803,474	5,285,468	-8.93%	5,022,244	-4.98%
Pages per session	2.56	2.81%	2.72	6.25%	2.37	-12.87%	2.40	2.42	0.83%	2.55	5.37%
Average time per session	2.16	3.35%	2.31	6.94%	2.18	-5.63%	2.08	2.07	-0.48%	2.22	7.09%
Bounce Rate %	56.02	3.26%	53.02	-5.36%	53.98	1.81%	53.45	54.43	1.83%	54.34	-0.17%
% New visitors	52.52	-3.77%	53.36	1.60%	52.41	-1.78%	51.61	52.49	1.71%	52.76	0.52%

In process

Evaluating home and enrollment pages for opportunities for Content updates to increase engagement.



Website Content

Enrollment/Admissions content remains strong

- Enrollment-related pages consistently attract the most visitors, indicating success in promoting University objectives.
- Coinciding with the start of the fall semester, student preparation content was popular in July and August.

Top Content		
July	August	September
<ol style="list-style-type: none"> Home Academic calendar Majors Apply now Soar schedule Future students Res life Libraries Undergrad application Current Students 	<ol style="list-style-type: none"> Home Banner outage Academic calendar Apply now Majors Welcome schedule Reslife Bookstore Future students Undergrad application 	<ol style="list-style-type: none"> Home Apply now Future students Majors Academic calendar Libraries Undergrad application Public affairs schedule Dual credit Grad applicaion

In progress

Optimization of program content during the realignment process.

Note: Sports and Hammons have been filtered out.

Website Traffic

Organic search continues to be the top driver

- Traffic from SEO continues to increase at a steady pace.
- Quarter over quarter, both direct and referral traffic have decreased; however, it is expected to recover during the fall season.
- Social and paid search are increasing due to assumptions that the start of the fall semester is leading to increased social activity and paid promotions.

Quarterly	July	August	Sept.	Q1 Total	Q2 Total	Q3 Total	Q2-3% Change
Organic	366,727	487,977	495,558	1,449,452	1,336,612	1,350,262	1.02%
Direct	115,529	152,080	140,437	469,621	410,060	408,046	-0.49%
Referral	50,293	68,034	61,439	230,643	193,957	179,766	-7.32%
Social	33,745	43,706	46,706	140,406	123,275	124,157	0.72%
Paid Search	9,731	10,272	9,163	55,509	24,830	29,166	17.46%
Display	10,858	9,957	12,331	43,302	65,508	33,146	-49.40%
Other	10,987	10,483	11,462	46,179	69,723	32,932	-52.77%
Email	3,698	1,877	1,745	7,405	8,122	7,320	-9.88%



SEO

SEO remains the #1 traffic driver

- Page 1 keyword growth remains constant.
- Feature and Pages 2 placements experience a dip when keywords move up or down in results.
- Admissions keyword groups continue to contribute to reliable rankings.
- Like last quarter, we are noticing an increase in program-related keyword groups moving up in search rankings.

Autopilot Optimizations	Total
Keywords to page 1	511
Automated optimizations	13,460
Image optimizations	28,948
Total	42,919

	July	MoM	August	MoM	September	MoM	Q2	Q3	Change
Keywords Page 1	67	1.52%	69	2.99%	72	4.35%	201	208	3.48%
Features	28	7.69%	26	-7.14%	27	3.85%	89	81	-8.99%
Keywords Page 2	19	-5.00%	21	10.53%	18	-14.29%	67	58	-13.43%
Keywords Page 3	17	41.67%	19	11.76%	14	-26.32%	48	50	4.17%
Total	131	5.65%	135	3.05%	131	-2.96%	409	397	-2.93%

Q3 Page 1 Keyword Groups
<ul style="list-style-type: none"> • Branded • Financial Aid-Prospective Students • Getting Started-General • Admissions • Undergraduate, Tuition, Costs and Fees • Future Students • College of Education • Graduate Applications-Future Students • Hospitality Leadership • Social Work • Enrollment

In progress

Optimization of program content during the realignment process.



ChatBot

ChatBot content continues to support admissions

- The percentage of answered questions has remained relatively stable, with a decrease noticed in September.
- Nearly half of the inquiries received are regarding Admissions and Financial Aid topics.
- Content
 - Admissions 27%
 - Financial Aid 21%
 - General 17%
 - Academics 9%
 - Miscellaneous 6%
 - Billing 5%
 - Services 4%
 - International 2%
 - Housing 2%
 - Coronavirus 2%

ChatBot	July	August	September	Total	Q3 Average
Contacts	1,233	1,125	890	3,248	1,083
Incoming message	2,874	4,355	2,314	9,543	3,181
Outgoing messages	3,513	5,281	3,438	12,232	4,077
Escalated to human	7.31%	6.33%	7.58%	-	7%
Questions Answered	80%	82%	76%	-	79%

In Progress

Reviewing unanswered questions and adding answers to the knowledge base to increase Questions Answered %.



Virtual Tour

Virtual tour provides solid results

- The current conversion rate remains higher than the benchmark of 23.4%.
- The level of engagement has remained relatively stable.

Virtual Tour	July	August	September	Total	Q3 Average
Visitors	965	1,441	1,390	3,796	1265.3
Engagements per visit	60	57	62	179	59.7
Conversion Rate	25.3%	26.5%	29.3%	-	27.0%
Average time per session	6.08	5.56	5.54	-	5.7

In progress

Identifying areas to leverage the Virtual Tour. 73% of students use Virtual Tours in college planning.

XVIII.A.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

ADMINISTRATION NO. 55-23

Approval of 2024 Officers for the Missouri
State University Board of Governors

WHEREAS, Article III, Section 2 of the Bylaws of the Board of Governors (“Bylaws”), set forth at G1.01-3, provides that the Board of Governors “shall discuss selection of the Chair and Vice-Chair during the meeting held at the end of the summer semester each year for the purpose of succession planning”;

WHEREAS, such discussion was conducted on August 4, 2023, at the August Board of Governors retreat in accordance with Article III, Section 2; and

WHEREAS, Article III, Section 2 of the Bylaws also provides that, “The Chair, Vice-Chair, Secretary, and Treasurer shall be elected at the regular meeting of the Board held during the University’s homecoming festivities each year,” which meeting is scheduled for October 20, 2023; and

WHEREAS, Article III, Section 2 of the Bylaws furthermore provides that “Officers’ terms of office shall commence on the first day of January immediately following a Board election” and shall continue “until their successors’ terms commence, or until their earlier resignation, disqualification, death or removal from office.”

NOW, THEREFORE, BE IT RESOLVED that the 2024 Officers of the Missouri State University Board of Governors are:

Governor Lynn Parman, Chair
Governor Tim Francka, Vice Chair
Cindy Schull, Treasurer
Rowena Stone, Secretary

Chris Waters
Board Chair

Passed at meeting of
October 20, 2023

Rowena Stone
Secretary to the Board

XIX.

RECOMMENDED ACTION - Resolution authorizing closed meeting

BE IT RESOLVED by the Board of Governors for the Missouri State University that a closed meeting, with closed records and closed vote, be held during a recess of this regular meeting of the Board of Governors to consider items pursuant to...

- A. R.S.Mo. 610.021(1). "Legal actions, causes of action, or litigation involving a public governmental body..."
- B. R.S.Mo. 610.021(2). "Leasing, purchase or sale of real estate by a public governmental body..."
- C. R.S.Mo. 610.021(3). "Hiring, firing, disciplining or promoting of particular employees by a public governmental body..."
- D. R.S.Mo. 610.021(6). "Scholastic probation, expulsion, or graduation of identifiable individuals..."
- E. R.S.Mo. 610.021(9). "Preparation, including any discussions or work product, on behalf of a public governmental body or its representatives for negotiations with employee groups;"
- F. R.S. Mo. 610.021(11) and (12). "Specifications for competitive bidding...;" and "Sealed bids and related documents...;"
- G. R.S.Mo. 610.021(13). "Individually identifiable personnel records, performance ratings or records pertaining to employees or applicants for employment...;"
- H. R.S.Mo. 610.021(14). "Records which are protected from disclosure by law;" and
- I. R.S.Mo. 610.021(17). "Confidential or privileged communications between a public governmental body and its auditor,..."

VOTE: ___ AYE

___ NAY