



Board of Governors Meeting

Plaster Student Union, Traywick Parliamentary Room 313

Thursday, 12/14/2023

1:00 - 5:00 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 Meeting of October 20, 2023

II.A. Minutes of the October 20, 2023, Board of Governors Meeting - Page 4

III. Consent Agenda Presented By: Governor Chris Waters

A. President

1. Approval of Appointment of Rachael Dockery as General Counsel & Vice President of Legal Affairs & Compliance

III.A.1. Appointment Letter for Rachael Dockery as General Counsel & Vice President of Legal Affairs & Compliance - Page 10

2. Approval of Appointment of Zora Mulligan as Executive Vice President

III.A.2. Appointment Letter for Zora Mulligan as Executive Vice President - Page 12

B. Facilities and Equipment

1. Approval of City Utilities Curtailable Gas Sales Agreement for the Springfield Campus

III.B.1. Approval of City Utilities Curtailable Gas Sales Agreement for the Springfield Campus - Page 14

C. Human Resources

1. Approval of Actions Concerning Academic Employees

III.C.1. Approval of Actions Concerning Academic Employees - Page 19

2. Approval of Actions Concerning Nonacademic Employees

III.C.2. Approval of Actions Concerning Nonacademic Employees - Page 27

3. Approval of Salary Adjustments for Nonacademic Employees, effective January 1, 2024

III.C.3. Approval of Salary Adjustments for Nonacademic Employees, effective January 1, 2024 - Page 35

D. Procurement and Financial

1. Approval of Procurement Activity Report

III.D.1. Approval of Procurement Activity Report - Page 38

E. West Plains Campus

1. Approval of Actions Concerning Academic Employees

III.E.1. Approval of Actions Concerning Academic Employees - Page 47

2. Approval of Actions Concerning Nonacademic Employees

III.E.2. Approval of Actions Concerning Nonacademic Employees - Page 52

IV. Making Our Missouri Statement Moment

A. Citizen Scholar Awards Presented By: Dr. Dee Siscoe, Vice President for Student Affairs

1. Approval of a Resolution to Acknowledge the Board of Governors Citizen Scholar Award Recipients

VI.A.1. Approval of a Resolution to Acknowledge the Board of Governors Citizen Scholar Award Recipients - Page 53

V. Committee Reports

A. Executive Committee Presented By: Governor Chris Waters

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

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

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

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

A. Preview Winter Graduations

B. State & Federal Government Relations Update

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

A. Update on Strategic Enrollment Management (SEM) Plan

VII.A. FAFSA Simplification - Overview and Implications - Page 54

B. Innovation Accelerator Recap

VIII. West Plains Campus

A. Chancellor's Report Presented By: Dr. Dennis Lancaster, Chancellor of the West Plains Campus

1. Higher Learning Commission Visit

2. Update on Grizzly Lofts

IX. Academic Affairs

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

IX.A. Faculty Senate - Report from the Ad Hoc Committee on Curricular Matters - Page 56

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

1. Approval of Conferring Honorary Baccalaureate Degree (walk on resolution)

2. Approval of New Program: Leadership, Learning and Educational Doctoral Program

IX.B.2. Approval of New Program - Doctor of Education - Leadership, Learning, and Educational Change (EdD) - Page 58

3. Recent Academic Realignment Decisions and Selected Study Teams Updates

IX.B.3. Recent Academic Realignment Decisions and Selected Study Teams Updates - Page 60

4. Academic Advocacy and Communications Update

IX.B.4. Academic Advocacy and Communications Update - Page 62

X. Student Affairs

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

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

X.B. Student Affairs Report - Page 71

XI. Staff Senate (written report only)

A. Staff Senate Report - Laura Derrick, Chair of Staff Senate, will provide a written report regarding activities of Staff Senate Presented By: Laura Derrick, Chair of Staff Senate

XI.A. Staff Senate Report - Page 75

XII. Community and Global Partnerships (written report only)

A. Sponsored Research Report – Vice President Brad Bodenhausen will provide a written report on Sponsored Research

XII.A. Sponsored Research Report - Page 77

XIII. Financial (written report only)

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

XIII.A. Development Report - Page 81

XIV. 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

XIV.A. Office of Inclusive Engagement Report - Page 85

XV. 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

XV.A. Information Services Report - Page 88

XVI. 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

XVI.A. Marketing and Communications Report - Page 89

XVII. New Business

A. Approval of the 2024 Executive Committee of the Board of Governors Presented By: Governor Lynn Parman

XVII.A. Approval of Appointment of the 2024 Executive Committee of the Board of Governors - Page 90

B. Announcement of Board Committee Appointments Presented By: Governor Lynn Parman

XVII.B. 2024 Board of Governors Committee Appointments - Page 91

XVIII. 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

XVIII. Closed Meeting Resolution - Page 92

XIX. Adjournment Presented By: Governor Chris Waters

**MINUTES OF THE
BOARD OF GOVERNORS
MISSOURI STATE UNIVERSITY
FRIDAY, OCTOBER 20, 2023**

The Board of Governors for Missouri State University held a meeting in the Plaster Student Union, Traywick Parliamentary Room 313 on the Missouri State University campus in Springfield, Missouri on Friday, October 20, 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
Anson Elliott, Governor
Tim Francka, Governor
Travis Freeman, Governor
Melissa Gourley, Governor
Lynn Parman, Governor
Jeff Schrag, Governor

Absent – Ann Kampeter, 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
Brent Dunn, Vice President for University Advancement
Algerian Hart, Assistant to the President for Inclusive Engagement
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
Suzanne Shaw, Vice President for Marketing and Communications
Mark Smith, Dean of the McQueary College of Health and Human Services
Rowena Stone, Secretary to the Board of Governors

Approval of Minutes

Governor Waters called for a motion to approve the open and closed minutes of the August 3-4, 2023, retreat. Governor Tim Francka provided a motion for approval, receiving a second from Governor Lynn Parman.

Motion passed 7-0.

Governor Waters called for a motion to approve the open and closed minutes of the September 20, 2023, Special Board of Governors meetings. Governor Jeff Schrag provided a motion for approval, receiving a second from Governor Anson Elliott.

Motion passed 7-0.

Consent Agenda

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

Board Policies

Approval of Revisions of G1.15 Internal Audit and Risk Management Charter (Board Policies No. 131-23)

Approval of Revisions to G7.05 Permanent Resident Policy (Board Policies No. 132-23)

President

Approval of Employment Agreements for University Athletics (Human Resources No. 1738-23)

Ratification of Employment Agreement for Head Women's Soccer Coach Kirk Nelson (Human Resources No. 1739-23)

Facilities and Equipment

Approval of Activity Report for the month of August 2023 (Activity Report No 333-23)

Human Resources

Approval of Actions Concerning Academic Employees (Human Resources 1740-23)

Approval of Actions Concerning Nonacademic Employees (Human Resources 1741-23)

Procurement and Financial

Approval of Procurement Activity Report (Purchasing Activity Report 525-23)

West Plains Campus

Approval of Actions Concerning Academic Employees (West Plains Personnel No. 489-23)

Approval of Actions Concerning Nonacademic Employees (West Plains Personnel No. 490-23)

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

Motion passed 7-0.

Making Our Missouri Statement Moment

Brent Dunn, Vice President for University Advancement, made a presentation on the Class of 1973 becoming Golden Bears this year and holding the 50-year class reunion during Homecoming. He shared a video of alumni reflecting on their time at the university and historical photos.

Committee Reports

Governor Elliott reported out on the August 9, 2023, Risk Management and Audit Committee meeting.

Governor Parman reported out on the October 20, 2023, Finance and Facilities Committee meeting.

Governor Waters reported out on the October 20, 2023, Programs and Planning Committee meeting.

President's Report

President Clif Smart welcomed the Board to homecoming weekend and reviewed the agenda.

President Smart presented two resolutions for approval. He shared that the Bronze Bear Award recognizes extraordinary achievement and outstanding support for the university. The Government Excellence Award is presented to a current or former government official who has taken significant action to demonstrate commitment to the university.

He recommended approval to award the 2023 Bronze Bear Award to John Goodman (Awards No. 108-23) for his support of Missouri State University, specifically for chairing the Onward, Upward campaign which raised over \$274 million for the university and making the lead gift that helps fund the John Goodman Amphitheatre which has helped make Missouri State a destination arts campus. Mr. Goodman has been long involved with the Theatre and Dance Department and Tent Theatre and proudly represents the university around the country.

President Smart recommended approval to award the 2023 Government Excellence Award to Gabriel E. Gore (Awards No. 109-23), circuit attorney for the city of St. Louis. Mr. Gore previously served as a Board of Governor and has spent much of his life in public service. President Smart shared that earlier this year, Mr. Gore left his law practice as a partner to accept Governor Parson's appointment as circuit attorney for the city of St. Louis. In less than six months on the job, Mr. Gore has brought experienced attorneys into the office, restored broken relationships, and built confidence in the office. Mr. Gore has exhibited what citizen bears do, make personal sacrifices so their own communities can thrive.

Governor Francka provided a motion for approval of the two resolutions, receiving a second from Governor Travis Freeman.

Motion passed 7-0.

President Smart shared the What's New at MSU video. He stated that the university creates a new version of this video each fall that celebrates the successes of the prior year. The video will be used to promote the university throughout this weekend and for the remainder of the academic year.

Governor Waters moved the Executive Vice President's Report to later in the meeting.

West Plains Campus

Dr. Dennis Lancaster, Chancellor of the West Plains Campus, provided an update on enrollment for the West Plains campus. Highlights of his report included headcount and credit hour numbers by student type, programs of focus, and geographic location.

Academic Affairs

Dr. Beth Walker, Chair of Faculty Senate, provided a report on happenings of Faculty Senate. Highlights of her report included details from the September and October Faculty Senate sessions and reports from committees.

Dr. John Jasinski, Provost, presented a resolution for Approval of Revisions to the Constitution of the Faculty (Faculty Policies No. 469-23). Governor Freeman provided a motion for approval, receiving a second from Governor Francka.

Motion passed 7-0.

Dr. Jasinski introduced Dr. Shannon Wooden, Public Affairs Fellow and Conference Chair, to discuss the 2023-2024 Public Affairs Conference: *Navigating the Now: Tradition, Innovation and Wisdom in a World of Change*. Dr. Wooden's report highlighted the conference's sessions, survey responses, and testimonials from attendees.

Dr. Jasinski provided an update on the 2023 Mind's Eye publication. He shared information on the content featured, how the publication is disseminated, and additional resources on the web. He shared one of the Mind's Eye videos that highlights the research of Dr. Marnie Watson, Associate Professor – Sociology and Anthropology.

Dr. Jasinski concluded his report by providing an update on the Continuous Agility Process (CAP) highlighting the status of specific work streams and outputs.

Executive Vice President Report

Zora Mulligan, Executive Vice President, provided an update on enrollment for the Springfield campus. Highlights of her report included current enrollment numbers and early fall 2024 indicators.

Ms. Mulligan provided an update on the Alliance for Healthcare Education (the Alliance). Since the announcement in early September, there has been very positive feedback from the community. She concluded her report by reviewing current primary areas of focus and next steps of the Alliance.

Staff Senate

Laura Derrick, Chair of Staff Senate, provided an update on happenings of Staff Senate. Highlights of her report included information on the work completed by the Recruitment and Retention Committee and review of the staff satisfaction survey that is completed every two years.

Community and Global Partnerships

Brad Bodenhausen, Vice President for Community and Global Partnerships, provided an overview of the university's international partnerships. He shared that the university has partners in over 20 countries. Of the 1,873 international students enrolled, 795 are from China. He shared highlights from the recent university trip to China to meet with delegation and partners to re-establish the face-to-face connection that is so important to relationships in China.

Facilities and Equipment

Mr. Morris presented a resolution for approval of bids and award of a contract for the addition and renovation at Kemper Hall (Bids & Quotations No. 1610-23). Governor Jeff Schrag provided a motion for approval, receiving a second from Governor Francka.

Motion passed 7-0.

Mr. Morris presented a resolution for approval of 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 of Blunt Hall (Agreement No. 468-23). Governor Parman provided a motion for approval, receiving a second from Governor Anson Elliott.

Motion passed 7-0.

Mr. Morris presented a resolution for approval of consultant and authority to enter into an agreement for professional services in conjunction with the renovation to Cheek Hall (Agreement No. 469-23). Governor Schrag provided a motion for approval, receiving a second from Governor Elliott.

Motion passed 7-0.

Financial

Mr. Morris presented a resolution for approval of procurement activity report (Purchasing Activity Report No. 526-23). Items included in the report:

- Approval of a three-contract for cloud services for administrative systems for the Office of Information Services
- Approval of a five-year contract for Ellucian administrative software maintenance and support services for Information Services on the Springfield Campus and Information Technology Services on the West Plains Campus

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

Motion passed 7-0.

New Business

Governor Waters presented a resolution for approval of the 2024 Officers for the Missouri State University Board of Governors (Administration No. 55-23) naming Governor Lynn Parman as Chair and Governor Tim Francka as Vice-Chair. Governor Schrag made a motion to approve the nominations, and Governor Elliott provided a second.

Motion passed 7-0.

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 regular 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(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...”

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

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

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

The open meeting recessed at 2:42 p.m. to go into closed session.

The open meeting reconvened at 3:53 p.m. Governor Parman left the meeting during closed session.

Adjournment

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

Motion passed 6-0.

Meeting adjourned at 3:53 p.m.

Chris Waters
Board Chair

Approved at the meeting of
December 14, 2023

Rowena Stone
Secretary to the Board



Missouri State
U N I V E R S I T Y

Rachael Dockery
656 S. Fremont Ave.
Springfield, Missouri 65804

Dear Ms. Dockery:

Thank you for your prior service to the University. I am writing to offer you the position of General Counsel and Vice President of Legal Affairs & Compliance. This letter will summarize the terms and conditions of this appointment, which is subject to formal approval by the University's Board of Governors.

Your employment in this capacity will be effective beginning on January 1, 2024, and continuing through June 30, 2027. On or before June 30, 2026, the President of the University will meet with you to evaluate your performance and discuss your continued employment with the University. This position is full-time regular, administrative staff position. Salary will be paid monthly by direct deposit at an annual base of \$225,000.00. Your salary will be subject to annual increases at level consistent with the overall staff raise pool budgeted for each year.

You will continue to be entitled to benefits accorded the University administrative, professional and staff employees, such as, but not limited to, paid vacation, sick leave, workers compensation, Missouri State Employees Retirement System ("MOSERS"), hospitalization/medical insurance, life insurance, long-term disability insurance, and other benefits established by the Board of Governors.

As General Counsel and Vice President of Legal Affairs & Compliance, you will, among other duties, provide legal advice and consultation to the Board of Governors, University President, the Administration and faculty and represent the University system before University system bodies as well as administrative and judicial bodies. Additionally, you will oversee the University's strategies to endure compliance with all applicable legal and regulatory obligations.

In order to confirm your understanding and acceptance of this offer, I request that you sign below at the space indicated, note the date of your signature, and return the original document to me prior to November 15, 2023. This appointment must have final approval of the Board of Governors.

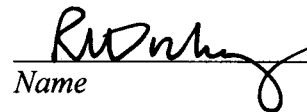
I look forward to your continued work for the University.

Yours very truly,



Clifton M. Smart III
President

I wish to be recommended for appointment as General Counsel and Vice President of Legal Affairs & Compliance on the terms as set forth in this letter.

 11/15/2023
Name Date



Missouri State
U N I V E R S I T Y

November 14, 2023

Zora Mulligan
350 S. John Q. Hammons Parkway
Unit #8C
Springfield, MO 65806

Dear Zora:

I am writing to formally offer you the position of Executive Vice President at Missouri State University. This letter will summarize and commemorate the terms and conditions of this appointment, which is subject to formal approval by the University's Board of Governors.

Your employment will continue for an initial term of three (3) years (i.e., through July 4, 2025) and two (2) subsequent years (i.e., through July 4, 2027), unless terminated for cause pursuant to the *Employee Handbook* (https://www.missouristate.edu/Policy/G7_02_EmployeeHandbook.htm). The Executive Vice President serves as the second-ranking officer at the University and reports directly to the President.

Your annual salary will be \$252,000, paid on a monthly basis by direct deposit. You will also receive a housing allowance of \$2,000 per month for your first 12 months of employment (i.e., a total housing allowance of \$24,000) and \$3,000 per month for the two (2) years subsequent to that, which constitutes imputed taxable income.

The appointment includes coverage under the University's group health insurance plan, participation in the Missouri State Employee's Retirement System ("MOSERS"), and other fringe benefits extended to full-time employees. Your vacation leave will accrue at a monthly rate of 13.34 per month, such that you will be entitled to 20 days of vacation leave per year. You will also accrue paid sick leave at the rate of 8 hours (i.e., one day) per month worked. Other benefits such as educational benefits and use of the University Services and facilities are described in the University's *Employee Handbook* and will be further explained to you in a New Employee Orientation session conducted by the Office of Human Resources.

As Executive Vice President, you will oversee multiple units and operations that I assign to you, including Enrollment Management Services and Student Success. You will also assist the president in the identification and execution of the annual action plan, lead work on the Strategic Enrollment Management Plan, assist with planning professional development events and retreats, lead the university's state and federal advocacy efforts, and perform other duties as assigned. You will serve as cost center head for the budgets associated with these reporting lines and duties. Please note that your title and duties are subject to change at the discretion of the president.

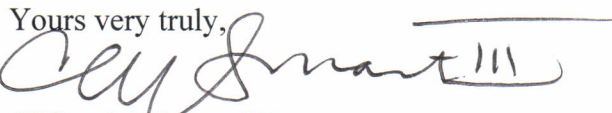
Office of the President

901 South National Avenue • Springfield, MO 65897 • 417-836-8500 • Fax 417-836-7669
www.missouristate.edu • president@missouristate.edu

Zora Mulligan
Page 2
November 14, 2023

In order to confirm your understanding and acceptance of this offer, I request that you sign below at the space indicated, note the date of your signature, and return the original document to me on or before the close of business on Monday, September 11, 2023. Please note that all appointments to the staff of Missouri State University must be formally approved by the Board of Governors.

I can honestly think of no one better suited for the role of Executive Vice President. I know that you will make an outstanding addition to our administrative team, and I am thrilled at the prospect of working with you.

Yours very truly,

Clifton M. Smart, III
President

cc: Office of Human Resources

I confirm acceptance of the terms set forth in this letter.

 11/14/23

Zora Mulligan Date

III.B.1.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

AGREEMENT NO. 470-23
Approval of City Utilities Curtailable
Gas Sales Agreement for the
Springfield Campus

WHEREAS, The University desires to purchase natural gas from City Utilities and is required to be served under the Curtailable Gas Service rate in accordance with the General Terms and Conditions Governing Gas Service due to the size of University's natural gas load; and

WHEREAS, City Utilities owns and operates a utility system and is willing to sell natural gas to the University upon the terms and conditions stated in the agreement.

WHEREAS, City Utilities is in the process of updating the Curtailable Gas Service Agreement with all curtailable gas customers and desires to replace the Curtailable Gas Service Agreement dated October 16, 1958, with a new Curtailable Gas Service Agreement.

NOW, THEREFORE, BE IT RESOLVED by the Board of Governors for Missouri State University that the Curtailable Gas Sales Agreement with the City Utilities of Springfield is approved.

BE IT FURTHER RESOLVED that the administration of the University, including the Vice President for Administration and Finance, be authorized to prepare and execute said agreement and related documents, and perform other acts as may be necessary to implement this resolution.

Chris Waters
Board Chair

Passed at meeting of
December 14, 2023

Rowena Stone
Secretary to the Board

COMMENTS:

City Utilities of Springfield provides utilities to the Springfield campus, including natural gas, electricity, and water. The Power House on the Springfield campus generates steam to provide building heating, domestic hot water, humidification, and cooking in several buildings on the Springfield campus and typically burns natural gas for this purpose.

This agreement is for the natural gas service to the Power House and replaces a previous curtailable gas sales agreement with City Utilities dating from 1958. This new agreement is part of an effort by City Utilities to update their curtailable gas sales agreements with all their customers. The agreement allows City Utilities to ask that the University not use natural gas (curtail the use of natural gas) to generate steam during periods of very high gas demand. The University keeps a supply of fuel oil on hand at all times and burns fuel oil to generate steam at the Power House when natural gas service is curtailed.

This agreement does not impact the rate the University is charged for natural gas. City Utilities reviews natural gas rates periodically and rates are revised through City ordinance as appropriate. The agreement has been reviewed by the Office of General Counsel.

CURTAILABLE GAS SALES AGREEMENT

This CURTAILABLE GAS SALES AGREEMENT (this "Agreement"), dated as of , is made by and between CITY UTILITIES OF SPRINGFIELD, MISSOURI ("City Utilities") and MISSOURI STATE UNIVERSITY ("Customer").

WHEREAS, Customer desires to purchase natural gas from City Utilities and is required to be served under the Curtailable Gas Service rate in accordance with the General Terms and Conditions Governing Gas Service due to the size of Customer's natural gas load; and

WHEREAS, City Utilities owns and operates a utility system and is willing to sell natural gas to Customer upon the terms and conditions hereinafter stated.

NOW, THEREFORE, in consideration of the mutual covenants and agreements of the parties hereto, City Utilities and Customer agree as follows:

1. City Utilities agrees to furnish natural gas to Customer, as a curtailable gas customer, at 901 S National Ave, Springfield, MO 65897.
2. Service to Customer provided hereunder is subject to all applicable rates, policies, rules and regulations of City Utilities in effect at the time of service, including, without limitation, City Utilities' Service Rules and Regulations, General Terms and Conditions Governing Gas Service, and Curtailable Gas Service Rate.
3. Customer shall maintain operable standby fuel facilities and sufficient supply of other fuels so that Customer has the ability to switch to those fuels for an extended period of time and avoid material injury or damage to Customer in the event City Utilities discontinues or curtails the supply of natural gas.
4. City Utilities may, in its sole discretion, for any reason whatsoever, with or without prior notice, require Customer to curtail or discontinue use of natural gas immediately or at any time, without rendering City Utilities liable in damages for any such curtailment or discontinuance of service.
5. If Customer fails to maintain the standby facilities and fuel or fails necessary to curtail or discontinue use of natural gas immediately when so required by City Utilities, then City Utilities may, in addition to any other remedies it might have in law or in equity, terminate this Agreement immediately by giving written notice to Customer.
6. Customer will file an annual affirmation with City Utilities confirming its compliance with the requirements of this agreement. Such affirmation will be on a form created by City Utilities. Failure to provide form by October 31 of each year may result in immediate termination of this Agreement and reclassification of service to another rate as determined by City Utilities.

7. This Agreement shall remain in full force and effect, except as provided above, from year to year until terminated upon prior written notice given at least 60 days before the end of any contract year by either party to the other.

8. Customer shall not assign this Agreement or any rights or benefits hereunder without City Utilities' prior consent in writing in each instance.

9. All notices shall be in writing and sent to Pricing@CityUtilities.net, by U.S. Mail, or other nationally recognized overnight courier addressed as follows:

City Utilities:
City Utilities of Springfield, Missouri
Attn: Director - Rates and Fuels
301 E. Central Street
Springfield, MO 65802

Customer:
Missouri State University
901 S. National Ave
Springfield, MO 65897

10. Any waiver of rights by either party hereto with respect to a default or any other matter arising in connection with this Agreement shall not be deemed to be a waiver with respect to any subsequent default or matter.

11. All agreements and understandings between the parties hereto are embodied or expressed herein or in the documents referenced herein. No modification of any term or provision of this Agreement shall be binding unless reduced to writing and executed by such parties. This agreement shall supersede any previous agreement between the parties regarding the subject matter herein.

12. The obligations of this Agreement shall be binding upon, and the benefits hereof shall inure to, the respective representatives, successors and permitted assigns of the parties hereto.

13. This contract shall be governed by and construed in accordance with the laws of the State of Missouri. Any litigation arising out of this contract shall be conducted in Greene County, Missouri.

14. This Agreement may be executed in one or more counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument. An executed copy of this Agreement delivered by facsimile, email or other means of electronic transmission shall be deemed to be as effective as an original signed copy.

Signatures on Following Page

IN WITNESS WHEREOF, the parties hereto have signed this Agreement on the dates written below.

City Utilities of Springfield, Missouri

Missouri State University

By: _____

By: _____

Name: _____

Name: _____

Date: _____

Date: _____

Approved:

City Utilities Legal Department

III.C.1.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

HUMAN RESOURCES NO. 1742-23
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.

(See Addendum A for Per Course Faculty Appointments)

(See Addendum B for Supplemental Payments)

(See Addendum C for Graduate Teaching Assistant Appointments)

RETIREMENTS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Richard Belshoff	Professor Mathematics	12/15/23
Deborah Piland	Assistant Professor Public Health & Sports Medicine	12/15/23
James Hackney	Professor Physical Therapy (12-month appointment)	12/31/23
Jeanne Cook	Department Head Associate Professor Physical Therapy (12-month appointment)	01/31/24
George Connor	Professor Political Science & Philosophy	05/10/24
Keith Ekstam	Professor Art & Design	05/10/24
Gerald Masterson	Professor Kinesiology	05/10/24
John Prescott	Professor Music	05/10/24

Rebecca Swearingen	Associate Professor School of Teaching, Learning & Developmental Sciences	05/10/24
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Barbara Skibiski	Associate Professor School of Anesthesia (12-month appointment)	05/31/24
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RESCINDED EMPLOYMENT OFFER:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Brittany Fatoma	Clinical Instructor School of Teaching, Learning & Developmental Sciences	01/08/24

LEAVE WITH PAY:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
S. Alicia Mathis	Department Head Distinguished Professor Biology	08/07/23 12/31/23
Casey Hollibaugh	Assistant Professor Kinesiology	01/08/24 05/10/24

LEAVE WITHOUT PAY:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Kip Thompson	Associate Professor Public Health & Sports Medicine	11/03/23

CHANGE OF STATUS:

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Tamara Arthaud	From: Professor Counseling, Leadership & Special Ed To: Faculty Emeritus Counseling, Leadership & Special Ed	Status Change	08/01/23
Keith Ekstam	From: Professor Art & Design To: Faculty Emeritus Art & Design	Status Change	08/01/24

Academic Personnel Board Actions, cont'd.

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Gerald Masterson	From: Professor Kinesiology	Status Change	08/01/24
	To: Faculty Emeritus Kinesiology		

John Prescott	From: Professor Music	Status Change	08/01/24
	To: Staff Emeritus Music		

Passed at meeting of October
December 14, 2023

Chris Waters
Board Chair

Rowena Stone
Secretary to the Board

ADDENDUM A

The following have been appointed as Per Course Faculty for the fall semester: August 14, 2023 through December 15, 2023.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Cantrell, Jena	Music	\$273.00
Carter, Shelley	School of Nursing	\$3,000.00
Corey, Christopher	College of Agriculture	\$3,000.00
Dalbom, Clinton	College of Agriculture	\$2,000.00
Girgin, Autumn	Comm Media Journalism & Film	\$2,448.00
Hogan, Joy	Kinesiology	\$798.00
Lee, Breanna	School-Mental Health & Behavior Sci	\$2,445.00
Nygren, McKenzie	College of Agriculture	\$2,700.00
Opitz, Matthew	History	\$2,700.00
Phipps, Weston	School-Mental Health & Behavior Sci	\$2,445.00
Spyres, Patrick	Music	\$2,475.00

The following have been appointed as Per Course Faculty for the spring semester: January 16, 2024 through May 10, 2024.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Athmer, Keith	Information Tech & Cybersecurity	\$4,000.00
Ausmus, Kristin	Mathematics	\$2,565.00
Bench, Lucas	Information Tech & Cybersecurity	\$3,000.00
Bennett, Susan	Theatre & Dance	\$3,000.00
Black, Angela	Theatre & Dance	\$4,368.00
Blackwell, Taylor	Information Tech & Cybersecurity	\$3,000.00
Bridges, Holden	Information Tech & Cybersecurity	\$6,000.00
Bruce, Richard	Technology & Construction Mgmt	\$4,000.00
Cordell, Laine	Theatre & Dance	\$5,796.00
Davis, Cheryl	Criminology & Criminal Justice	\$6,000.00
Gaebler, Alex	Art & Design	\$2,448.00
Goldsmith, Michaela	Criminology & Criminal Justice	\$3,000.00
Gones, Tracie	Mathematics	\$2,565.00
Harper, Sharon	Art & Design	\$400.00
High, Donald	Information Tech & Cybersecurity	\$4,000.00
Jamieson, Rachel	Theatre & Dance	\$2,484.00
Larkin, Kathleen	Finance Economics & Risk Mgmt	\$4,500.00
Leasure, Stanley	Finance Economics & Risk Mgmt	\$12,950.00
Lebeck, Christopher	Finance Economics & Risk Mgmt	\$4,000.00

Academic Personnel Board Actions, cont'd.

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Lukavich, Andrew	Information Tech & Cybersecurity	\$8,000.00
McDougall, Irina	Information Tech & Cybersecurity	\$3,000.00
Moon, Natalie	Mathematics	\$2,565.00
Newman, Kenneth	Information Tech & Cybersecurity	\$3,000.00
Olszewski, Haley	Theatre & Dance	\$4,368.00
Paris, Dakota	Criminology & Criminal Justice	\$3,000.00
Patterson, Jane	Finance Economics & Risk Mgmt	\$9,000.00
Pendley, Robert	Information Tech & Cybersecurity	\$3,000.00
Pettijohn, James	Finance Economics & Risk Mgmt	\$11,572.00
Pullan, Andrea	Mathematics	\$2,565.00
Russell, Maida	Mathematics	\$7,200.00
Russell-Ice, Whitney	Theatre & Dance	\$4,968.00
Sitkins, Daniel	Information Tech & Cybersecurity	\$3,000.00
Umbarger, Annesha	Criminology & Criminal Justice	\$3,000.00
Wang, Yuxue	Mathematics	\$2,460.00
Werhan, Amanda	Mathematics	\$2,565.00

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

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Balasundaram, Gautam	Information Tech & Cybersecurity	\$8,000.00
Barffour, Antoinette	Language Cultures & Religion	\$5,097.00
Booth, Heather	Language Cultures & Religion	\$4,968.00
Daehn, Ann Marie	Music	\$2,516.00
Daniel, Todd	Information Tech & Cybersecurity	\$3,899.00
Derrick, Laura	Technology & Construction Mgmt	\$3,000.00
Ferguson, Julie	College of Education	\$2,445.00
Flannery, Timothy	Finance Economics & Risk Mgmt	\$2,392.00
Gallaway, Terrel	Finance Economics & Risk Mgmt	\$8,379.00
Gaskill, Lauren	Project Access	\$2,700.00
Ge, Yidan	Information Tech & Cybersecurity	\$3,000.00
Hass, Aida	Criminology & Criminal Justice	\$9,659.00
Hausback, Jason	Music	\$9,137.00
Hudson, Michael	Public Health & Sports Medicine	\$4,503.00
Johns, Justin	School of Social Work	\$2,445.00
Kaula, Radhika	Information Tech & Cybersecurity	\$3,959.00
Keele, Campbell	Finance Economics & Risk Mgmt	\$3,300.00
Leas, Brian	Kinesiology	\$1,184.00
Loughary, Jeffrey	Language Cultures & Religion	\$3,678.00
Madsen, Christian	Kinesiology	\$931.00
Masterson, Caitlin	McQueary College of Health & Human Services	\$5,024.00
Mitra, Mahua	Finance Economics & Risk Mgmt	\$8,456.00
Naayem, Anthony	Finance Economics & Risk Mgmt	\$2,730.00
Philpot, James	Finance Economics & Risk Mgmt	\$10,835.00
Rector, Paula	Criminology & Criminal Justice	\$2,822.00
Riddell, Jordan	Criminology & Criminal Justice	\$2,559.00
Sandel, William	Criminology & Criminal Justice	\$1,845.00
Saxon, Caryn	Criminology & Criminal Justice	\$1,362.00
Schneider, Steven	College of Agriculture	\$4,268.00
Shrestha, Aishwarya	School of Earth Enviro & Sustain	\$2,460.00
Shuler, Adam	Technology & Construction Mgmt	\$3,000.00
Speer, Jason	Information Tech & Cybersecurity	\$4,465.00
Suttmoeller, Michael	Criminology & Criminal Justice	\$4,080.00
Templeton, Kelly	Theatre & Dance	\$3,525.00
Turner, John	English	\$4,082.00
Wang, Weiyan	Comm Media Journalism and Film	\$2,923.00

Academic Personnel Board Actions, cont'd.

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Yang, Zhiguo	Information Tech & Cybersecurity	\$10,708.00
Yarckow-Brown, Ivy	Criminology & Criminal Justice	\$1,366.00

ADDENDUM C

The following have been appointed as Graduate Teaching Assistants for the spring semester: January 8, 2024 through May 10, 2024.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Abdullah, Saadatu	Schl of Earth Enviro & Sustain	\$5,023.00
Bivens, Lyssa	Counseling	\$5,023.00
Cox, Jianna	Biomedical Sciences	\$5,023.00
DeHart, Dorian	Schl of Earth Enviro & Sustain	\$5,023.00
Engworo, Gentle	Mathematics	\$6,115.00
Finley, Melanie	Counseling	\$5,023.00
Guerra Toro, Mateo	Physics Astronomy & Materials Sci	\$6,115.00
Idanwekhai, Leonard	Mathematics	\$6,115.00
Nyamwega, Grace	Mathematics	\$6,115.00

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

HUMAN RESOURCES NO. 1743-23
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>
Jeff Jones	Access Advisor Disability Resource Center	42	\$42,000 annually	10/05/23
Elizabeth Serna	Custodian Apprentice Residence Life, Housing & Dining Services	20	\$31,200 annually	10/06/23
Timothy McHenry	Associate Director, Access Technology Center Disability Resource Center	44	\$55,000 annually	10/09/23
Amanda Schmelzer	Assistant Director of Athletics - Compliance Intercollegiate Athletics	43	\$60,000 annually	10/09/23
Jonas Tanaka	Technology Support Specialist Advancement Services	32	\$48,880 annually	10/09/23
Thad Fry	Research Specialist Environmental Plant Science & Natural Resources	41	\$39,998 annually	10/16/23
Scott Maness	Fire Prevention & Planning Specialist II University Safety	26	\$42,640 annually	10/16/23
Keith Schaffer	Custodian I Plaster Student Union	21	\$31,200 annually	10/16/23
Joneathan Spagner	Custodian I Residence Life, Housing & Dining Services	21	\$31,200 annually	10/16/23

Non-academic Personnel Board Actions, cont'd.

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Jacob Miles	Career Resources Specialist Career Center	42	\$41,000 annually	10/18/23
Kerry Foreman	Boiler Operator II Facilities Maintenance	26	\$44,720 annually	10/23/23
Vanessa Sneed	Administrative Assistant II Facilities Management	12	\$33,279 annually	10/23/23
Alan Cleek	Custodial I Plaster Student Union	21	\$31,200 annually	10/30/23
Sean Nowack	Custodian I Custodial Services	21	\$31,200 annually	10/30/23
Julian Nunez	Coordinator, Communications Infrastructure Networking & Telecommunications	37	\$87,375 annually	11/01/23
Brittany Duffy	Administrative Assistant III Residence Life, Housing & Dining Services	13	\$36,338 annually	11/06/23
Tahara Graves	Construction Technician Facilities Management	25	\$41,808 annually	11/06/23
Paula Rivero	Graphic Designer-International Programs International Programs	42	\$45,000 annually	11/06/23
Frank Merolli	Custodian I Residence Life, Housing & Dining Services	21	\$31,200 annually	11/08/23
Joseph Clemons	Accounting Specialist Residence Life, Housing & Dining Services	13	\$36,338 annually	11/13/23

Non-academic Personnel Board Actions, cont'd.

Page 3

Monte Maska	Physician Medical Staff Magers Family Health & Wellness Center (83% FTE)	UN	\$180,000 annually	11/13/23
Enoch Andersen	Campus Safety Specialist University Safety	24	\$35,360 annually	11/16/23
Shannon Matthews	Academic Administrative Assistant II Biology	12	\$33,280 annually	11/16/23
Laura Skiles	Health Career Coordinator Southwest Missouri Area Health Education Center	43	\$45,000 annually	11/20/23
Rebecca Damron	Coordinator, Missouri Pathways Internship Program Public Health & Sports Medicine	44	\$48,880 annually	11/27/23 07/31/27
Sara Wolf	Mental Health Clinician Counseling Center (10-month position)	44	\$41,948 annually	11/27/23
Elizabeth Schmidt	Assistant Director, Accounting & Budgeting Financial Services	47	\$91,500 annually	12/11/23

RESIGNATIONS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Enya Eyerman	Food Service Coordinator Child Development Center	09/29/23
Barbara Bones	Accounting Specialist Residence Life, Housing & Dining Services	10/02/23
Caleb King Lester	Campus Safety Specialist University Safety	10/08/23
Laura Osborn	Assistant Teacher Child Development Center	10/10/23

Non-academic Personnel Board Actions, cont'd.

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Cynthia Hagenhoff	Application Development/Program Analyst Institutional Research	10/13/23
Joan Spurrier	Director of Leadership – Annual Giving Office of Development	10/13/23
Benjamin Russell	Campus Safety Specialist University Safety	10/24/23
Kunti Bentley	Director, Project HEAL Title IX Office	10/30/23
Kim Dexter	Journeyman Plumber Facilities Maintenance	11/02/23
Molly Regier	Administrative Specialist II School of Teaching, Learning and Developmental Science	11/03/23
Joseph Pfankuch	Financial Aid Counselor Financial Aid	11/06/23
Alan Cleek	Custodian I Plaster Student Union	11/07/23
Divya Thakkar	Mental Health Clinician – Diversity Initiative Counseling Center	11/10/23
Kasey Ewers	Marketing Specialist Bookstore	11/15/23
Adam Kumm	Groundskeeper Grounds Services	11/15/23

RETIREMENTS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Joni Durden	Academic Administrative Assistant II Biology	10/03/23
Julie Blacksher	Academic Administrative Assistant II Languages, Cultures & Religions	12/31/23

Non-academic Personnel Board Actions, cont'd.

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Donald Swift	Powerhouse Supervisor Facilities Maintenance	12/31/23
Marcus Ungeheier	Maintenance Electrician Facilities Maintenance	12/31/23
Julie Abney	Budget Officer Financial Services	01/31/24
Kelly Netzer	Groundskeeper Grounds Services	01/31/24
Tennie Phinney	Paralegal Legal Affairs & Compliance	01/31/24
Nancy Underhill	Groundskeeper Grounds Services	01/31/24

RETIREMENT DATE DELAYED:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Michelle Olsen	Director Institutional Research	12/31/23

SEPARATION FROM EMPLOYMENT:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
David Consiglio	Assistant Strength-Conditioning Coach Intercollegiate Athletics	01/15/24

LEAVE WITHOUT PAY:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Flora Silva-Galicia	Accounting Specialist Bookstore	11/20/23

CHANGE OF STATUS:

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Steven McMurray	From: Simulation Technician -Nursing School of Nursing To: Simulation Technician McQueary College of Health & Human Services	Title Change	07/25/23

Non-academic Personnel Board Actions, cont'd.

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Victoria Ratcliff	Coordinator Upward Bound TRIO TRIO Upward Bound From: GR 41, \$38,850 annually To: GR 41, \$40,941 annually	Salary Adjustment	09/01/23
Joni Durden	From: Academic Administrative Assistant II Biology To: Staff Emeritus Biology	Status Change	10/16/23
Jacob Curless	From: Assistant Technical Director Great Southern Bank Arena GR 24, \$32,760 annually To: Assistant Technical Director Juanita K. Hammons Hall for Performing Arts GR 24, \$36,920 annually	Transfer & Salary Adjustment	11/01/23
Yingying Li	From: Accounting Specialist Education Abroad GR 13, \$30,067 annually (75% FTE) To: Coordinator, Accreditation, Assessment & Enrollment Management College of Business GR 44, \$60,000 annually	Promotion	11/01/23
Douglas Rainwater	From: Budget & Financial Manager Office of the Provost GR 46, \$85,267 annually To: Senior Academic Financial Officer Office of the Provost GR 47, \$110,000 annually	Reclassification & Salary Adjustment	11/01/23

Non-academic Personnel Board Actions, cont'd.

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Rachel Rigby	From: Coordinator Office of the Registrar GR 16, \$45,353 annually To: Associate Registrar, Records & Registration Office of the Registrar GR 44, \$60,000 annually	Promotion	11/01/23
Laura Rogg	From: University Operator Networking & Telecommunications GR 11, \$36,586 annually To: University Operator Networking & Telecommunications GR 12, \$40,622	Reclassification	11/01/23
Clayton Merritt	From: Custodian I Residence Life, Housing & Dining Services GR 21, \$32,760 annually To: Custodial Foreman Juanita K. Hammons Hall for Performing Arts GR 23, \$37,960 annually	Promotion	11/6/23
Arti, Arti	From: Internal Auditor Internal Audit & Risk Management GR 43, \$71,985 annually To: Senior Accounting-Analyst Financial Services GR 44, \$64,050 annually	Status Change	11/15/23
Choompoonoot Knight	From: Coordinator Office of the Registrar GR 16, \$45,353 annually To: Academic Advisor, College of Business Graduate Program College of Business GR 43, \$49,000 annually	Promotion	11/27/23

Michel Hackworth	From: Interim Director, Accounting & Budgeting Financial Services GR 47, \$105,000 annually (\$833 monthly supplemental) To: Director, Accounting & Budgeting Financial Services GR 48, \$115,000 annually	Reclassification & Salary Adjustment	12/01/23
Julie Blacksher	From: Academic Administrative Assistant II Languages, Cultures & Religions To: Staff Emeritus Languages, Cultures & Religions	Status Change	01/01/24
Yidan Ge	From: Financial Technology Support Specialist Financial Services GR 32, \$43,813 annually To: Financial Technology Support Specialist Financial Services GR 33, \$49,149 annually	Reclassification	01/01/24

Passed at meeting of October
December 14, 2023

Rowena Stone
Secretary to the Board

Chris Waters
Board Chair

BOARD RESOLUTION

HUMAN RESOURCES NO. 1744-23

Approval of Salary Adjustments for
Nonacademic Employees, effective
January 1, 2024

BE IT RESOLVED by the Board of Governors of Missouri State University that the salary adjustments indicated for Non-academic employees, as itemized below, are effective January 1, 2024.

<u>Name</u>	<u>Department</u>	<u>Current Salary</u>	<u>Amount of Increase</u>	<u>New Salary</u>
Barakat, Terry	English Language Institute	\$51,083.00	\$2,554.15	\$53,637.15
Barlowe, Jason	Greenwood Lab School	\$46,863.00	\$3,660.00	\$50,523.00
Barnhill, Sean	College of Business	\$65,520.00	\$2,500.00	\$68,020.00
Beck, Adam	Physics, Astronomy & Mat Sciences	\$32,760.00	\$1,500.00	\$34,260.00
Berry, Rueben	Agency for Teaching Leading & Learning	\$32,760.00	\$728.00	\$33,488.00
Braddish, Dustin J.	Career Center	\$42,903.00	\$857.00	\$43,760.00
Brauch, Julie	Counseling Center	\$50,358.00	\$2,014.00	\$52,372.00
Brown, Robert	College of Business	\$42,000.00	\$1,500.00	\$43,500.00
Buckner, Sally	School of Spec Ed Leadership & Prof Studies	\$36,153.00	\$2,000.00	\$38,153.00
Cantrell, Shelley	VP Administration & Finance	\$47,375.00	\$2,625.00	\$50,000.00
Carroll, Tracy	School of Earth, Environment & Sustainability	\$33,357.00	\$1,500.00	\$34,857.00
Catlin, Gabrielle	Dean of Students	\$54,600.00	\$500.00	\$55,100.00
Chavez, Katrina	Office of the Registrar	\$60,060.00	\$8,605.00	\$68,665.00
Coffman, Lance	efactory-CBED	\$58,262.00	\$3,738.00	\$62,000.00
Culver, Sandra	College of Business	\$74,805.00	\$2,500.00	\$77,305.00
Cummings, Ranald	Broadcast Services	\$34,943.00	\$1,057.00	\$36,000.00
Cunningham, Thomas	Center for Resource Planning & Management	\$47,914.78	\$4,787.51	\$52,702.29
Davis, Janet	College of Business	\$39,522.00	\$1,000.00	\$40,522.00
Deal, Kerri	Dean of Students	\$40,683.00	\$1,600.00	\$42,283.00
Durden, Karen	University Libraries	\$40,626.00	\$1,000.00	\$41,626.00
Eason, Armani	Multicultural Services	\$40,000.00	\$2,000.00	\$42,000.00
Elkins, Sherry B.	Career Center	\$42,861.00	\$399.00	\$43,260.00
Hader, William	VP-Community & Global Partnerships	\$78,750.00	\$6,300.00	\$85,050.00
Harbaugh, Rebecca	Office of the Registrar	\$64,869.00	\$3,796.00	\$68,665.00
Hardy, Jason	College of Business	\$42,255.00	\$1,845.00	\$44,100.00
Harrison, Rebecca	International Programs	\$40,680.00	\$2,034.00	\$42,714.00

Henderson, Tabitha	Finance, Economics & Risk Management	\$36,248.00	\$1,000.00	\$37,248.00
Hook, Joi	Agency for Teaching Leading & Learning	\$38,815.00	\$2,080.00	\$40,895.00
Hornback, James (Jim)	College of Business	\$42,255.00	\$1,845.00	\$44,100.00
Huff, Amy	Education Abroad	\$42,000.00	\$1,680.00	\$43,680.00
Jones, Peggy	Student Affairs	\$57,105.00	\$3,140.78	\$60,245.78
Kahre, Peggy	Marketing	\$35,914.00	\$1,000.00	\$36,914.00
Kaughman, Kristen	Graduate College	\$34,594.00	\$906.00	\$35,500.00
Ketchum-Brewer, Karmen	College of Business	\$47,508.00	\$1,500.00	\$49,008.00
Kidula, Iris	English Language Institute	\$44,516.85	\$2,225.84	\$46,742.69
Lewellen, Ashleigh	Campus Recreation	\$78,292.00	\$5,480.44	\$83,772.44
Liu, Dandan	VP-Community & Global Partnerships	\$71,793.00	\$1,794.83	\$73,587.83
Livingston, Corbin	Broadcast Services	\$32,760.00	\$3,931.00	\$36,691.00
Marcum, Andrew (Drew)	College of Business	\$61,951.00	\$2,000.00	\$63,951.00
Marler, Morgan	Education Abroad	\$27,846.00	\$1,253.07	\$29,099.07
Marler, Travis	College of Education	\$52,209.00	\$3,000.00	\$55,209.00
Mayes, Hillary	McQueary College of Health & Human Services	\$70,980.00	\$5,000.00	\$75,980.00
McBride, Amber	Graduate College	\$47,250.00	\$12,750.00	\$60,000.00
Michalak, Janeen	Management	\$34,411.00	\$1,000.00	\$35,411.00
Miles, Jacob C.	Career Center	\$41,000.00	\$900.00	\$41,900.00
Moentnish, Shirley	University Libraries	\$50,571.00	\$1,000.00	\$51,571.00
Moore, Paula	English Language Institute	\$73,222.00	\$5,125.54	\$78,347.54
Mostyn, Andrea	Strategic Communication	\$82,302.15	\$7,700.00	\$90,002.15
Paris, Tamara	School of Accountancy	\$34,296.00	\$1,000.00	\$35,296.00
Phillips, Jacob	Center for Resource Planning & Management	\$46,956.00	\$4,695.60	\$51,651.60
Phillips, Mary Grace	College of Business	\$48,592.00	\$2,000.00	\$50,592.00
Phipps, Kimberly	Printing Services	\$39,953.00	\$3,727.00	\$43,680.00
Piercy, Angie	Cooperative Engineering Program	\$34,069.00	\$1,500.00	\$35,569.00
Pinkham, Courtney	Center for Resource Planning & Management	\$40,038.10	\$4,003.81	\$44,041.91
Poort, Missy	Computer Science	\$32,760.00	\$1,500.00	\$34,260.00
Quin, Jessica	Chemistry	\$32,760.00	\$1,500.00	\$34,260.00
Radier, George	College of Business	\$46,740.00	\$1,500.00	\$48,240.00
Ragsdale, Chansouk	University Libraries	\$46,786.00	\$250.00	\$47,036.00
Raleigh, Phillip	Graduate College	\$36,903.00	\$97.00	\$37,000.00
Reynolds, Holly	Counseling Center	\$50,358.00	\$2,014.00	\$52,372.00

Rogg, Laura	Networking & Telecommunications	\$36,586.00	\$4,026.00	\$40,612.00
Rude, Brian	Copy This	\$40,446.00	\$3,234.00	\$43,680.00
Shrestha, Aishwarya	Center for Resource Planning & Management	\$46,956.00	\$4,695.60	\$51,651.60
Smart, Sandra	efactory-CBED	\$60,287.00	\$3,737.00	\$64,024.00
Smith, Alaina	Multicultural Services	\$48,000.00	\$2,000.00	\$50,000.00
Smith, Cullen	Intercollegiate Athletics	\$43,617.00	\$6,383.00	\$50,000.00
Sommers, Emily	Mathematics	\$32,760.00	\$1,500.00	\$34,260.00
Stanton, Shannon	Juanita K. Hammons Hall for Performing Arts	\$76,934.00	\$5,566.00	\$82,500.00
Steele, Melvin	efactory-CBED	\$57,225.00	\$3,738.00	\$60,963.00
Strong, Elizabeth	Education Abroad	\$71,005.00	\$2,840.20	\$73,845.20
Tracy, Corey	Faculty Center for Teaching Leading & Learning	\$57,122.00	\$5,000.00	\$62,122.00
Trotter, Alisa	College of Business	\$57,267.00	\$2,000.00	\$59,267.00
Vaughan, Lori	Graduate College	\$35,489.00	\$911.00	\$36,400.00
Walker, Kimmy	McQueary College of Health & Human Services	\$50,232.00	\$3,500.00	\$53,732.00
Wall, Rebekkah A.	Career Center	\$41,790.00	\$1,200.00	\$42,990.00
Webster, Nicole	Veteran Student Services	\$45,864.00	\$1,636.00	\$47,500.00
Welker, Dylan	College of Natural & Applied Sciences	\$33,495.00	\$1,500.00	\$34,995.00
Winkler, Danny	College of Business	\$70,638.00	\$2,000.00	\$72,638.00
Zhou, Xiaomin	Financial Services	\$73,500.00	\$8,820.00	\$82,320.00
Zhuang, Yuan (Helen)	English Language Institute	\$55,680.00	\$2,784.00	\$58,464.00
Ziegler, Raeleen	Veteran Student Services	\$59,242.00	\$758.00	\$60,000.00

Chris Waters
Board Chair

Passed at meeting of October
December 14, 2023

Rowena Stone
Secretary to the Board

III.D.1.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

PURCHASING ACTIVITY REPORT NO. 528-23
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
December 14, 2023

Rowena Stone
Secretary to the Board

COMMENTS:

Recommend the attached report summarizing all reportable Office of Procurement Services activity from October 6, 2023 through December 1, 2023 be approved.

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

FOR INFORMATIONAL PURPOSES ONLY

Contract for the purchase of goods and services estimated < \$250,000

Insurance for Education Abroad Travel **\$100,000.00**
Education Abroad **(Estimated – Funded by Students)**

It has become increasingly apparent there is a need for Education Abroad Travel Programs to establish a relationship with one reputable insurance provider in order for Education Abroad Travel staff to facilitate the maintenance of comprehensive coverage, services, and support provided to students.

Education Abroad Travel staff field inquiries from students, parents, faculty, and administration in regard to overseas health insurance coverage. By working with an insurance provider that specializes in the field of education abroad, Education Abroad Travel Programs can effectively meet the needs of Education Abroad Travel Away participants and help mitigate risk and liability to the University.

Based on peer institution review and University student incidences, Education Abroad Travel Away is seeking supplementary Education Abroad Travel Health, Evacuation, and Repatriation Insurance for students participating in the Education Abroad Travel Away experience. Participation would be mandatory, and all fees would be paid by the students. Short-term limited duration insurance is in compliance with the national Affordable Care Act.

Four providers responded to a University solicitation. The award is based on cost, coverage, no out-of-pocket costs for students when using a vendor approved medical office, a twenty-four-hour telephone English hotline, ease-of-use online tools, and a smart telephone application. A one-year contract with nine optional one-year renewals is recommended for award to the incumbent, GeoBlue Insurance.

Recommended coverage is \$250,000.00, based on an estimate of approximately 400 students per year. The rate per person includes medical insurance while outside of the United States, political and natural disaster evacuation, and repatriation.

October 6, 2023 through December 1, 2023

**ACTIVITY REPORT
PAGE TWO**

Term	Participant	Deductible
Monthly	\$64.10	None
Weekly	\$14.75	None

GeoBlue is an industry leader specializing in study abroad health insurance, and its service fully integrates with the Terra Dotta software which would track Education Abroad student travel activities for students in the University’s program.

Note: Funding to be from the FY24 designated Education Abroad funds, with full reimbursement by student participants.

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

Printing and Mailing \$109,865.00
Marketing and Communications Editorial and Design (Estimated)

Request renewal of Contract C8163-1AMD-1 Alumni Magazine by LSC Communications MCL LLC, for the January, May, and September annual printing and mailing of the Alumni Magazine. Action is the first renewal of five for the term of January 1, 2024, through December 31, 2024.

Four additional University optional one-year renewals are available through December 31, 2028. The original contract term is January 1, 2023 through December 31, 2023.

Subject to continued satisfactory performance, the University will continue to exercise the remaining available annual renewal options as needed.

Note: Funding is to be from ongoing operational budgets.

**ACTIVITY REPORT
PAGE THREE**

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)**

Renewal requested for Contract C7747-1 Water Treatment Chemicals and Services to treat the building water systems on campus, which includes multiple boilers, chillers, and cooling towers.

This renewal is the third of six University available contract renewal options, for the contract period January 1, 2024, through December 31, 2024, and was originally estimated at \$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 \$139,618.33, 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 of 3% annually listed in the contract.

Note: Funding to be from ongoing operational budgets.

Single feasible source/Single purchase > \$100,000 that was competitively bid

**Diffusing Wave Spectroscopy Equipment (\$79,750.00) \$177,320.00
Dispersion Stability Analysis Equipment (\$97,570.00)
Jordan Valley Innovation Center (JVIC)**

Jordan Valley Innovation Center (JVIC) has requested two types of equipment totaling over \$100,000.00 from the same contractor.

Curinscan equipment uses diffusing wave spectroscopy to identify drying and curing mechanisms and characteristic times in order to enhance coatings formulations and curing processes for ink. Curinscan is therefore the solution to optimize the formulation protocols and evaluate the impact of formulation and temperature, providing objective and accurate monitoring of all the steps in curing and drying processes.

October 6, 2023 through December 1, 2023

**ACTIVITY REPORT
PAGE FOUR**

The Curinscan is a benchtop piece of analytical equipment used to study the way coating formulations cure and dry. These coating formulations will be electronics grade inks used in conjunction with JVIC laboratory-scale and prototype production scale inkjet printers.

Equipment by Turbiscan is used for dispersion stability analysis. Turbiscan was the first patented technology to provide tools that allow for accelerated aging tests on unstressed products, thus becoming a reference for direct stability characterization technology. Turbiscan is supported by the application of static multiple light scattering, an optical method that allows for the direct characterization of native concentrated liquid dispersions.

The Turbiscan is a benchtop piece of analytical equipment used to understand the stability of the inks utilized in inkjet printing processes. Understanding the stability of the inks as they are on the shelf over time is a critical quality control piece of information. Understanding the stability will ensure utilization of qualified inks each time an ink source is selected for use in developing a printed product.

Each piece of equipment is required to meet the deliverables of a federally funded program and is funded by the Air Force Research Laboratory (AFRL) on the project *Affordable Manufacture of Resistive Films*.

Recommend award to Microtrac MRB for both equipment items. Pursuant to University policy, which addresses justification for making awards on a single feasible source basis, the University is processing payment for the Curinscan, and based on quotations obtained by the department, the University is processing payment for the Turbiscan.

Note: Funding to be from Subcontract SI2-2023-60022-001 between SI2 Technologies, Incorporated, and The Board of Governors of Missouri State University.

Payment is to be made through CASE-Resistive Films, Center for Applied Science and Engineering Capital Equipment Research I03170 072008 75001 021.

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

Wireless Equipment Networking and Telecommunications	\$190,000.00 (Estimated)
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Pursuant to University policy, which allows the University to participate in contract agreements established by other public entities, the University seeks approval to utilize the PEPPM Contract through BlueAlly.

October 6, 2023 through December 1, 2023

**ACTIVITY REPORT
PAGE FIVE**

The purpose of this procurement is to obtain HPE and Aruba wireless hardware, maintenance services, and licenses for wireless access points, to replace aging equipment in the Blair Shannon residence hall on the Springfield campus.

Note: Funding to be from Telecommunication Services Networking and Telecommunications Operating Supplies Computer General Administrative/ Logistical Services D02008 062048 73204 063.

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

Furniture Plaster Student Union	\$194,979.72 (Estimated)
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Pursuant to University policy, which allows for participation in contract agreements established by other public entities, utilization is recommended of Sourcewell Cooperative Contract OT0034583, through KI International Incorporated.

KI will supply furniture to replace all existing meeting room tables and chairs throughout the Plaster Student Union third floor. The meeting room chairs were purchased in 1999, and the tables have been routinely purchased over a period of time, but not principally since 2014. Existing furniture has fallen into despair, requiring replacement for the entire area.

Note: Funding to be from Foundation Plaster Student Union Buildings and Grounds FN3887 202000 73202 046.

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

Network Equipment Networking and Telecommunications	\$225,000.00 (Estimated)
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Pursuant to University policy, which allows the University to participate in contract agreements established by other public entities, the University seeks approval to utilize PEPPM Contract 533902-087 through BlueAlly.

The purpose of this procurement is to obtain Juniper network hardware, maintenance services, and licenses for network switches, to replace aging equipment in the Blair Shannon residence hall and other areas on the Springfield campus.

October 6, 2023 through December 1, 2023

**ACTIVITY REPORT
PAGE SIX**

Note: Funding to be from Telecommunication Services Networking and Telecommunications Supplies Computer General Administration/Logistical Services D02008 062048 73204 063.

Single purchase > \$100,000 that was competitively bid

**Air Charter Transportation Services \$235,880.00
Intercollegiate Athletics – Men’s and Women’s Basketball (Estimated)**

In response to required advertising, and transmittals of solicitations to seven (7) contractors, four (4) bids were received. The incumbent was the lowest bid received for air charter transportation. Services are to be for nine (9) trips for the Men’s and Women’s Basketball team for the 2023/2024 season.

Contractor – Minimum Seating Capacity is 30	Price
CharterSearch (Incumbent)	\$235,880.00
PASS Charters	\$273,010.00
Private Jet Services, Incorporated	\$352,660.00
SoFly, Incorporated	\$237,475.00

Payment terms are to be a combined 50% deposit for all trips after contract award. Individual balances are due 45 days prior to each actual departure date and can be negotiable if required.

Men’s Basketball

Date	University	Location
12.01.23	Drake University	Des Moines Iowa
01.05.24	Bradley University	Peoria, Illinois
01.12.24	Evansville University	Evansville, Indiana
01.16.24	Indiana State University	Terre Haute, Indiana
02.07.24	University of Northern Iowa	Cedar Falls, Iowa

October 6, 2023 through December 1, 2023

**ACTIVITY REPORT
PAGE SEVEN**

Women's Basketball

Date	University	Location
01.25.24	Belmont University	Nashville, Tennessee
02.14.24	Indiana State University	Terre Haute, Indiana
02.21.24	Drake University	Des Moines, Iowa
03.13.24	MVC Tournament	Moline, Illinois

Note: Funding to be from ongoing operational budgets.

FOR APPROVAL

Single Feasible Source > \$250,000

**Coating Requirements and Applications Engineering Services \$300,000.00
Jordan Valley Innovation Center (JVIC)**

Northrop Grumman Corporation (NGC) will provide technical support to JVIC's USAF program in collaboration with JVIC affiliate GVD Corporation. The effort seeks to optimize and scale unique CVD coating processes to enhance sealing and hermeticity in certain electronic systems of interest to the US Air Force and NGC. NGC will support this effort by providing the following services:

- Provide technical requirements for coating systems
- Review program data and provide feedback vis-à-vis technical requirements
- Support development of a draft procurement specification for CVD coated electronics
- Provide estimates for product demand for coated electronics
- Participate in two annual program reviews and final review via web conference
- Participate in periodic ad hoc technical telecoms as required

October 6, 2023 through December 1, 2023

**ACTIVITY REPORT
PAGE EIGHT**

NGC has been working with JVIC affiliate GVD Corporation for several years providing requirements and applications for electronics coatings. NGC has specific knowledge of the GVD capability and has a recommended plan to qualify it for use across the defense industry. NGC is an important member of the technology acceleration team and has customer insight, knowledge, and access not readily available from another DoD prime contractor.

These services are required to meet the deliverables of a federally funded program and is funded by the Air Force Research Laboratory (AFRL) on the project, *Cost-Effective Solutions for the Reliability of Combat Cloud Communications Systems*.

Recommend award to Northrop Grumman Corporation as a sole source.

Note: Funding to be from Cooperative Agreement Award FA8650-23-2-1088.

Payment is to be made through CASE-Cloud Communication Systems, Center for Applied Science and Engineering Capital Equipment Research I03169 072008 73420 021.

**Exercise of contract renewal option for the purchase of goods and services estimated >
\$250,000.00**

Custodial Supplies Campus-Wide Facilities Management	\$319,000.00 (Estimated One-Year)
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Request renewal of Contract C7442-1, AMD-4, Second Renewal initiated by Hillyard Incorporated, for the purchase of custodial supplies campus-wide.

This action is the second renewal of five renewals, for the contract term January 1, 2024, through December 31, 2024. Three additional University optional one-year renewals are available through December 31, 2027.

Subject to continued satisfactory performance, the University will continue to exercise the remaining available annual renewal options as needed.

Note: Funding is to be from ongoing operational budgets.

October 6, 2023 through December 1, 2023

III.E.1.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

WEST PLAINS PERSONNEL NO. 491-23
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.

FACULTY RETIREMENTS:

<u>Name</u>	<u>Position/Department</u>	<u>Effective</u>
Barbara Caton	Associate Professor of Nursing West Plains Campus	2/1/2024
Kathleen Morrison	Professor of Political Science West Plains Campus	2/1/2024
Joseph Kip Rugutt	Professor of Chemistry West Plains Campus	2/1/2024

(See Addendum A for Per Course Faculty Payments for the Fall 2023 semester)

(See Addendum B for Supplemental Payments for the Fall 2023 semester)

Chris Waters
Board Chair

Passed at meeting of
December 14, 2023

Rowena Stone
Secretary to the Board

ADDENDUM A

Per Course payments for the Fall 2023 semester:

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Valda Agüero	ART	\$ 1,800.00
Leslie Allen	ENG	\$ 3,600.00
Virginia Allsman	PSY	\$ 1,800.00
Paula Blackburn	COM	\$ 3,600.00
Patricia Yvonne Bowers	TEC	\$ 3,067.65
Teresa Brame	IDS	\$ 3,000.00
Sharon Bynum	HST	\$ 1,800.00
Jessica Clanton	PHY	\$ 3,094.36
Rachel Cobb	PSY	\$ 3,600.00
Lillard Del Davis	GRY/Course Redevelopment	\$ 5,900.00
Dennis Emslie-Drummond	VIN	\$ 1,485.29
John Fenske	CSC	\$ 990.19
Nathan Ferree	CGP	\$ 2,004.00
Emily Fox	SOC	\$ 1,800.00
Mark Fugitt	REL	\$ 2,100.00
Stephen Fugitt	REL	\$ 2,100.00
Lesa Hall	CIS	\$ 2,746.65
Frank Hamill	VIN	\$ 742.65
John Hansen	ENG	\$ 5,400.00
Danny Hobbs	PSY/SOC	\$ 3,600.00
Rebecca Holman	SWK	\$ 1,800.00
Victoria Hutsell	COM	\$ 1,500.00
Ralph Jenkins	CIS	\$ 3,340.00
Esme Johnson	ART	\$ 2,148.89
Candace Killian	HST	\$ 3,956.61
Robert Kitt	ART	\$ 3,600.00
Cambry Knies	COM	\$ 5,085.29
Seth Lancaster	ENG	\$ 3,600.00
Michelle Ledbetter	INS	\$ 1,800.00
Nancy McLain	MTH	\$ 1,200.00
Scott McWilliams	AGR	\$ 4,676.55
Darren Michaels	VIN	\$ 3,000.00
Tracie Morris	BMS	\$10,416.00
Typhanie Myers	EDU	\$ 2,100.00
Samantha Osborn	AGR	\$ 4,010.00
RA Pendergrass	PLS	\$ 4,084.55
Bonnie Peterson	PHY	\$ 3,510.00
Kapil Phuyal	GRY	\$ 5,208.00
Heather Poindexter	HST	\$ 3,600.00
Shelia Priest	REL	\$ 3,600.00
Laurette Roylance	BIO	\$ 3,006.00
Unity Seay	PSY	\$ 5,400.00
Jason Self	CHM	\$ 3,738.00

Academic Personnel Board Actions, addendum A cont'd.
Page 3

Tabitha Shaver	BIO	\$ 2,604.00
Lissa Siemers	HIT	\$ 2,599.26
Tera Smith	CGP	\$ 3,489.29
Janice Sperry	MUS	\$ 1,800.00
Randy Story	COM/THE	\$ 3,600.00
Marcia Stumpff	IDS	\$ 1,800.00
Bethany Teeter	CRM	\$ 2,171.32
Patricia Thakur	PSY	\$ 4,200.00
Alice Vandergriff	ART	\$ 3,600.00
Ashton Vonallmen	CRM/LWE	\$ 3,742.65
Laurie Wall	IDS	\$ 1,200.00
Anna Westman	SPN	\$ 5,400.00
Debra Whetstine	ENG	\$ 1,800.00
Donald Young	CRM/LAW	\$ 3,585.29

ADDENDUM B

Supplemental payments for the Fall 2023 semester:

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Leigh Adams	ENG	\$ 1,800.00
Sheila Barton	IDS	\$ 600.00
Dakota Bates	IDS	\$ 2,000.00
Cathy Boys	CSC/EGR/UAS	\$ 4,389.00
Cindy Bridges	MGT	\$ 1,800.00
Kris Brinkerhoff	IDS	\$ 1,200.00
Thora Broyles	MTH	\$ 2,310.00
Lacey Campbell	IDS/NUR	\$ 1,500.00
Judy Carr	EDU/PSY	\$ 600.00
Bruce Cavitt	IDS	\$ 1,500.00
Charles L. Cook	Prog. Coord. Duties	\$ 750.00
Marcus Cook	IDS	\$ 3,000.00
Melinda Denton	MTH	\$ 1,875.00
Ana Estrella	BIO	\$ 1,404.00
Alexandra Graham	ENG	\$ 4,455.00
Ronald Hensley	MTM	\$ 510.00
Lindsay Hill	IDS	\$ 600.00
Phillip Howerton	ENG	\$ 700.00
Krista Lair	CIS	\$ 3,174.00
Jason McCollom	HST/Dept. Chair Duties	\$ 3,600.00
Michael Orf	PLS	\$ 6,300.00
Gary Phillips	Dept. Chair Duties	\$ 1,500.00
Jacob Poulette	Prog. Coord. Duties	\$ 750.00
Frank Priest	ENG	\$ 1,020.00
Sheila Rather	IDS	\$ 1,200.00
Sharath Rongali	BIO	\$ 2,107.00
Dasha Russell	ACC	\$ 3,075.00
Tresa Ryan	HIT/Dept. Chair Duties	\$ 1,967.50
Brenda Smith	Prog Coord. Duties	\$ 750.00
Deanna Smith	EPR/Online Course Redevelopment	\$ 4,865.00
Krista Tate	HST	\$ 2,100.00
Jay Towell	MTH/Dept. Chair Duties	\$ 5,920.00
Abel Jerry Trick	MTH	\$ 600.00
Lisa Wade	NUR	\$ 2,700.00
V. Jane Ward	EDU	\$ 1,530.00

Per Course payments for the Spring 2023 semester Cont'd:

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Benjamin Wheeler	BMS/Dept. Chair Duties	\$ 4,300.00
David White	MGT/Prog. Coord. Duties	\$ 4,150.00
John White	IDS	\$ 2,220.00
Joan Wright	PSY	\$ 2,100.00
Linda Wulff-Risner	AGR/Internships/Prog. Coord. Duties	\$16,545.00

III.E.2.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

WEST PLAINS PERSONNEL NO. 492-23
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.

APPOINTMENT:

<u>Name</u>	<u>Position-Department</u>	<u>Grade</u>	<u>Salary</u>	<u>Effective</u>
Christina Hodgson	Administrative Assistant I WP ASCEND	11	\$33,903 Annually	10/13/2023

RESIGNATION:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Travis Woods	Custodian I WP Facility Operations	10/31/2023

Chris Waters
Board Chair

Passed at meeting of
December 14, 2023

Rowena Stone
Secretary to the Board

BOARD RESOLUTION

AWARDS NO. 110-23
Approval of a Resolution to
Acknowledge the Board of
Governors Citizen Scholar
Award Recipients

WHEREAS, the Missouri State University Board of Governors wishes to encourage and recognize outstanding students; and

WHEREAS, the Board of Governors Citizen Scholar Award has been established to honor students each year who exemplify both academic success and the Public Affairs mission of the University; and

WHEREAS, the intent of the Citizen Scholar Award is to identify and recognize students who met criteria that included Ethical Leadership, Cultural Competence, and Community Engagement.

NOW THEREFORE, BE IT RESOLVED that the following students be approved as Citizen Scholars for 2023-2024 and that their names be added to the Citizen Scholar Wall.

- Tyler Crane
- Heather Day
- Susan Hardy
- Triona Leach
- Sarah McCord
- Erik Netzer

Chris Waters
Board Chair

Passed at meeting of
December 14, 2023

Rowena Stone
Secretary to the Board

Comments: The Citizen Scholar Award recipients were selected by the Citizen Scholars subcommittee of the Board of Governors at a meeting held on October 10, 2023, and are recommended for approval by the Board of Governors at the December 14, 2023, meeting. These individuals were selected from a pool of eighteen (18) nominees.

FAFSA SIMPLIFICATION: OVERVIEW AND IMPLICATIONS

Brief Overview

The FAFSA (Free Application for Federal Student Aid) Simplification Act, enacted into law as part of the Consolidated Appropriations Act of 2021 and amended by the Consolidated Appropriations Act of 2022, represents a significant overhaul of federal student aid, including the FAFSA form, need analysis, and many policies and procedures that must be implemented by colleges and universities that participate in federal financial aid programs.

Benefits

FAFSA simplification will have significant positive impacts when fully implemented. The U.S. Department of Education (ED) [projects](#) that 610,000 additional low-income students will receive Pell Grants as a result of the changes, and that 1.5 million additional students will qualify for the maximum Pell Grant. In Missouri, ED projects that 10,919 students will be eligible for federal aid under the new rules, and the number of students who receive the maximum Pell Grant will increase by 24,250. The National Association of Student Financial Aid Administrators (NASFAA) [indicates](#) that FAFSA simplification will have an especially positive impact on students from families with an annual income of around \$70,000 and who have no siblings in college.

Challenges

While the positive impacts of FAFSA simplification will be substantial, Missouri State University and other colleges and universities across the country will face many short-term challenges associated with ED's rollout of the new form, methodology, policies, and procedures. These challenges are likely to impact the 2024-2025 recruitment cycle. Major issues include:

- Delayed FAFSA Availability.** Students can normally begin completing and submitting the FAFSA on October 1. This year, however, ED has delayed availability of the new form, most recently announcing that the FAFSA will be available by December 31. This delay may cause current high school students to start their college process later. Anecdotally, some high school counselors have reported to our Admissions and Financial Aid staff that they are telling students to wait to start their college process until the FAFSA is available. To mitigate this risk, Missouri State and other higher education institutions, associations, and industry/nonprofit partners have communicated to students that they should not postpone the college process simply because of the FAFSA delay. Missouri State has communicated with students about steps they can take before the FAFSA is available, such as applying for admission, applying for scholarships, and setting up the Federal Student Aid IDs they will need to complete the FAFSA when it becomes available. Additionally, Missouri State's Office of Financial Aid and Division of Marketing and Communications have developed a communication campaign to guide students through the FAFSA application process between December 2023 and January 2024.
- Delayed Institutional Student Information Record Files from ED.** ED will not provide institutions with FAFSA information, which includes a student's eligibility for aid and any follow-up processes that may be required, until late January 2024. This delay will have a waterfall effect on our 2024-2025 processes. First, it will delay our ability to fully test all system updates/upgrades and reporting/tracking changes required under the new FAFSA framework. This testing and troubleshooting will take time, as essentially all our "behind the scenes" jobs will be updated in some way. As a result, we will be delayed in our ability to award financial aid to students using our normal packaging rules, which will directly impact our ability to generate and mail 2024-2025 financial aid offer letters to first time new in college (FTNIC) and transfer students.

- **Changes in Pell Methodology.** The FAFSA Simplification Act overhauled the formula used to calculate students' Pell Grant eligibility. One substantial change is in the extent to which a student's expected family contribution (EFC) is impacted by having more than one family member in college. Under the old FAFSA methodology, these students' EFC was reduced to reflect the financial burden of having more than one family member in college. The new methodology eliminates that reduction. This means that some students who receive Pell Grants this year will no longer be eligible to receive the award in the future, regardless of the fact that their family's financial situation has not changed. This is a concern for all Pell Grant recipients, but especially for MoState Access award recipients. Staff are developing projections on how many students may be affected by the change and will develop a strategy based on that information.

Summary

ED has implemented many changes as part of the FAFSA simplification process. The 2024-2025 academic year is the culmination of the department's implementation and includes many of the most impactful changes. These changes will require considerable time and resource investment on the part of institutions to meet full compliance. While MSU's Office of Financial Aid has prepared for the updates in many ways, there are some changes for which we have been unable to prepare due to incomplete or changing information from ED. To mitigate these challenges, we have taken or are taking the following actions:

- Formed a FAFSA Simplification Implementation Team within Financial Aid to review, assign, and prepare for the requisite system, reporting, and procedural updates.
- Communicated via institutional email with current MSU students who filed a 2023-2024 FAFSA to explain the changes and steps they can take to prepare for the new FAFSA.
- Worked with Admissions to communicate these changes to new admits in the form of emails, webinars, and fall Showcase presentations.
- Worked with Marketing and Communications to develop an email communication plan that will walk new students and their families through the FAFSA completion process and address what we anticipate to be areas of concern or difficulty.
- Evaluated and revised our current aid offer to meet standards set forth by the [College Cost Transparency Initiative](#) (to which we are a signatory), while also streamlining the document to a more consumer-friendly format and expediting our ability to send out aid offers when the necessary FAFSA data is available.
- Using the National Association of Student Financial Aid Administrators' Student Aid Index tool to develop projections of the potential impact of the Pell Grant formula changes on our student body, particularly our Pell Grant and MoState Access award recipients.

Report from the Ad Hoc Committee on Curricular Matters, Fall 2023

Members

- Lanya Lamouria, Past Secretary of the Faculty (Committee Chair)
- Elizabeth Walker, Chair of Faculty Senate
- Scott Zimmerman, Chair-Elect of Faculty Senate
- Melinda Novik, Secretary of the Faculty
- Michael Hudson, Past Chair of Faculty Senate
- Subhasree Basu Roy, Provost Fellow for Learning and Curriculum
- Katrina Chavez, Associate Registrar-Course and Curriculum Management
- Sandra Johnson, Administrative Specialist III, Faculty Senate

Background

Faculty Senate passed a motion at the April 10, 2023, meeting to charge the Rules Committee with the creation of a new Faculty Senate “Committee on Curricular Matters” (Internal Senate Action 3-22/23). Since the Rules Committee will not complete this work until the Spring of 2024, Faculty Senate was asked to convene an Ad Hoc version of the Committee for 2023-2024. This motion was approved (Internal Senate Action 4-22/23).

The charge of the Ad Hoc Committee on Curricular Matters (see below) includes the preparation of an annual report to be presented at Faculty Senate during the fall semester.

Charge of Ad Hoc Committee on Curricular Matters

- Continuously reviewing the university’s curricular processes, practices, actions, and systems to ensure they reflect the curricular process outlined in the Faculty Senate Constitution and Bylaws. Any recommendations and/or resolutions of the Committee shall be directed to the Faculty Senate for appropriate disposition.
- Serving as a vehicle through which Faculty Senate, the Office of the Provost, and the Office of the Registrar may introduce items of concern for discussion and consideration.
- Inviting the submission of items of concern regarding curricular matters from faculty members or administrators for discussion.
- **Preparing an annual report to be presented at Faculty Senate and posted to the Faculty Senate website during the fall semester.** The report should (1) include data on the number of curricular proposals submitted and approved during the previous academic year, distinguishing between types of proposals; (2) describe any substantial changes made to curricular processes, practices, or systems; (3) explain items of concern that were discussed and/or addressed; and (4) outline the process by which items of concern can be submitted to the committee.

Membership

- The membership of the Ad Hoc Committee on Curricular Matters should consist of a past Secretary of the Faculty, who would be chair of the Committee on Curricular Matters; the Chair of the Faculty Senate; the Chair-Elect of the Faculty Senate; the Secretary of the Faculty; and the Past Chair of the Faculty Senate. The administrative

specialist for Faculty Senate, a designee of the Office of the Provost, a designee of the Office of the Registrar, and any other additional representative(s) as designated by the chair would serve as *ex officio* members without vote.

Annual Report

The Ad Hoc Committee on Curricular Matters held four meetings during the Fall 2023 semester. While the data on proposals are based on the previous academic year (2022-2023), all other information is based on the Committee's work in Fall 2023.

- (1) Data on number of curricular proposals submitted and approved, 2022-2023

Note: These numbers, based on a manual account, are approximate.

Total submitted: 830

- Approved: 614
- Pending (i.e., moved forward to 2023-2024): 147
- Withdrawn by originator: 66
- Rejected at College Council level and not yet resubmitted in 2023-2024: 3
- Denied at Faculty Senate Executive Committee level: 1 (subsequently resubmitted and approved)

Approved proposals by proposal type:

- Change Course Proposals: 291
- Delete Course Proposals: 28
- New Course Proposals: 110
- Change Program Proposals: 153
- Delete Program Proposals: 9
- New Program Proposals: 23

- (2) In Fall 2023, no substantial changes were made to the curricular processes, practices, or systems.
- (3) In Fall 2023, the Committee discussed and addressed several minor concerns related to the current curricular system (for example, nonfunctional submission forms and webpages). However, the Committee's main project for 2023-2024 is preparing for the implementation of the new Curriculog curriculum management system, which should go live in Fall 2024. Committee members from the Faculty Senate Executive Committee are working closely with members representing the Offices of the Provost and Registrar to ensure that the Curriculog workflow follows the current Faculty Senate Constitution and Bylaws. The Committee will summarize its recommendations during a Spring 2024 presentation to Faculty Senate on Curriculog.
- (4) To submit items of concern, email the current Chair of the Ad Hoc Committee on Curricular Matters (currently, Lanya Lamouria) or the Chair of Faculty Senate (currently, Elizabeth Walker).

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

CURRICULUM NO. 402-23
Approval of New Program: Doctor
of Education in Leadership,
Learning, and Educational Change
(EdD)

WHEREAS, the rapidly evolving educational landscape presents significant challenges requiring skilled leaders capable of driving effective change; and

WHEREAS, there is a recognized demand for advanced education in leadership, learning and educational change, as evidenced by feedback from potential students, alumni, community members and educational professionals; and

WHEREAS, the Doctor of Education in Leadership, Learning and Educational Change is an interdisciplinary program designed to develop transformative leaders with advanced knowledge and skills in educational leadership, learning and practical approaches to educational improvement and change; and

WHEREAS, the program's innovative curriculum, emphasizing both theoretical and practical applications of leadership, prepares students to navigate and manage complex educational systems adeptly; and

WHEREAS, the program's flexibility and individualized approach enable students to tailor their learning to specific areas of interest, aligning with their career aspirations and enhancing their capacity for impactful leadership within an organization and the broader community; and

WHEREAS, the program addresses the critical need for well-prepared individuals who can effectively respond to and shape the dynamic educational environment, thereby positively impacting the broader education system;

NOW THEREFORE, BE IT RESOLVED by the Board of Governors for Missouri State University that the Doctor of Education in Leadership, Learning and Educational Change be added to the programs of the College of Education at Missouri State University.

Chris Waters
Board Chair

Passed at meeting of
December 14, 2023

Rowena Stone
Secretary to the Board

EXECUTIVE SUMMARY:

The Doctor of Education (EdD) degree is designed to train and develop skilled educational leaders and prepare its students to become change-makers in the education system, ready to face contemporary challenges with innovative solutions. The program is designed to create leaders that are focused on practical problem-solving for real-world educational challenges.

The core coursework consists of 55–65 credit hours, which will include classes (both core courses and electives), interdisciplinary seminars and the completion of a dissertation project. A unique feature of this program is the design and implementation of the coursework to facilitate interdisciplinary educational opportunities. Using a cohort model, all students will complete 25 core credit hours and 12 hours of dissertation coursework, but will also have 18–28 credits which they can use to specialize (and get a certification or certificate) in an area of their choosing.¹

The degree's scope and sequence has a recommended three-year timeline for completion for each cohort, contingent on the number of electives taken and dissertation completion. The department anticipates adding 15 students per cohort each year with a fall admission. By the third year, the total enrollment will be 45–55 students enrolled in the program at one time.

In addition to utilizing existing faculty, the department anticipates the need to add additional faculty. The costs of these new faculty are incorporated in the cost/revenue projections.

¹ Examples include a principal or superintendent certification (28 credit hours), a certificate in literacy or elementary education (18 credit hours) or any graduate-level course work of interest to students and with the guidance of their advisor.

IX.B.3.

Missouri State University's Board of Governors, December 14, 2023 **Provost's Report: Recent academic realignment decisions and selected study team progress reports**

UPDATE ON PHASE 3 CHANGES

From December 2022 through June 2023, we implemented a number of college-specific changes related to the university's academic realignment. These changes fell within phases 1 and 2 of the realignment process.

In accordance with the Academic Affairs 2023–24 Continuous Agility Process (CAP), we are now implementing college realignment changes associated with phase 3, with the goal of completing all elements related to the realignment and preparing for changes that will be effective July 1, 2024.

Phase 3 Completed Changes(since July 1, 2023)

- The following schools have been named:
 - School of Earth, Environment and Sustainability (formerly the department of geography, geology and planning). This change took effect November 1.
 - School of Agricultural Science and Conservation (housing the animal science, equine science, pre-veterinary, environmental plant science, natural resources and wildlife conservation and management programs). This change will take effect January 4, 2024.
 - School of Hospitality and Agricultural Leadership (housing the hospitality leadership, agribusiness, agriculture education and agricultural communications programs). This change will take effect January 4, 2024.
 - School of Health Care Professions (housing the athletic training, audiology, occupational therapy, physician assistant studies, physical therapy, RStats and speech-language pathology programs, plus the communication sciences and disorders undergraduate program). This change will take effect July 1, 2024.
 - School of Health Sciences (housing the dietetics and nutrition, health services, sports medicine, recreation, physical education, exercise and movement sciences, biomedical sciences and public health programs). This change will take effect July 1, 2024.
- The following leadership roles have been filled:
 - Dr. Lacy Sukovaty, School of Agricultural Science and Conservation, Darr College of Agriculture (DCOAG)
 - Dr. Kara Wolfe, School of Hospitality and Agricultural Leadership, DCOAG
 - Dr. Xiang Guo, Information Technology and Cybersecurity Department
- We have completed 85% of the website updates related to academic realignment changes.
- Within various divisions, records have been updated to reflect the academic realignment, including, for example, financial, human resources and Missouri State Foundation information and records.

Phase 3 Changes in Process

- Addressing and completing implementation-based outputs as outlined in the 2023–24 CAP.
- Completing the work of study teams that were formed during phase 2 of the academic realignment, as well as study teams that have since been identified.

SELECTED STUDY TEAMS: PROGRESS REPORTS

The Academic Affairs 2023–24 CAP calls for the addressing and completion of work assigned to study teams in phase 2 of the academic realignment. In addition to these study teams, we added several teams during fall 2023.

What follows are brief progress reports for selected study teams, including: (1) Honors College Enhancement Task Force, (2) DFW Rate Study Group, (3) Graduate College Tuition and Fees Study Team, (4) Outreach, (5) BIO/BMS Review and (6) CUPA Review/Institutional Comparator Team.

Please note that some technology/software-related CAP items were addressed in the BOG Programs and Planning Committee meeting on December 14 (e.g., Brightspace implementation, Faculty Success).

Honors College Enhancement Task Force (led by Tammy Jahnke)

The Honors College Enhancement Task Force is charged with assessing the current state of the Honors College and providing recommendations for its enhancement. The task force has completed its listening phase, which included data collection. An overall summary of this data was presented to the Faculty Senate on November 9. The same summary, with further analysis and discussion-based questions, was then shared with academic affairs leadership teams in December. By February, the task force will make recommendations for enhancements to the provost. The next step is to develop an action plan based on these recommendations.

DFW Rate Study Group (led by Julie Masterson)

The DFW Rate Study Group is charged with understanding our rate of students who receive a grade of D or F in a course or who withdraw from it; this is known as the “DFW rate.” The group is also tasked with providing recommendations for improving our rate. The group has agreed on a method for identifying courses with high DFW rates. In some courses that are taught in many different sections, the DFW rate has high intra-section variability, and in some courses, the rate has low intra-section variability. The team is in the process of subcategorizing courses based on this variability and will next work on identifying factors that might influence this variability. The team will need to gather data for further analysis. The final task will be reviewing literature regarding how to best address high DFW rates. Because concern about DFW rates spans across higher education and is not limited to Missouri State, there are strategies that have been tested and found successful. Ultimately, the team will produce a list of courses, along with potential solutions/strategies for the Deans Team’ and the Academic Leadership Institute to consider in spring 2024.

Graduate College Tuition and Fees Study Team (led by Julie Masterson)

The Graduate College Tuition and Fees Study Team commenced in November with the goal of studying comparative rates and making recommendations on any appropriate changes. All colleges are represented, and recommendations are projected to be delivered by early February.

Outreach (led by Barri Tinkler)

The Outreach Work Group is charged with determining the reporting line for Outreach and addressing its financials. The group has determined that Outreach programs, staff and budget should be moved to the College of Education. A timeline for this move will be established by the end of 2023. Funding will be transferred to support the College of Education’s efforts, and excess funds will be reserved to support the build-out of institutional research and other academic priorities.

BIO/BMS Review (led by Tammy Jahnke and Mark Smith)

The BIO/BMS Review includes the charge of evaluating content, content level, syllabi and curriculum to eliminate duplication across colleges, specifically regarding the biology (BIO) and biomedical sciences (BMS) programs. The goal is to optimize benefits for students and develop clearer, more distinct and more cooperative pathways for current and prospective students. This fall, the BIO and BMS faculty met in small groups and submitted reports to academic unit leaders (AULs). The AULs are meeting in December and will submit a final report to the deans. An external consultant will conduct a workshop in January; final findings and recommendations are due in early spring.

CUPA Review/Institutional Comparator Team (led by Ken Brown)

The team is charged with defining and selecting institutional peers and ensuring CUPA (College and Universities Personnel Association) data submission is complete, accurate and up to date by the end of January. The team has completed research into processes used by other universities and systems for peer school identification. This found a broad set of variables that universities and systems use to define themselves and their peer schools. CUPA data submission accuracy steps have been identified. The team is now identifying variables that define Missouri State and will be collecting data for Missouri State and other institutions on these variables and selecting the institutions that are most like Missouri State along these dimensions. Results will be shared with stakeholders in late January or early February. The institutional peer list is projected to be shared at the February BOG Programs and Planning Committee meeting.

IX.B.4.

Missouri State University's Board of Governors, December 14, 2023 Provost's Report: Academic advocacy and communication update

The Academic Affairs 2023–24 Continuous Agility Process (CAP) includes an output dedicated to academic advocacy and communication. This output evolved directly from discussions that Dr. John Jasinski and Dr. Mark Smith held with faculty, academic unit leaders and the Deans' Team during spring 2023. Throughout these discussions, the need for consistent, thoughtful advocacy for campus academics emerged as an important theme.

As a result, this output was defined as developing an overall approach to academic advocacy and communication, with a special focus on ensuring that faculty's work in teaching, research and service is fully recognized and contextualized.

One of the primary barriers to achieving this output was structural; there were few platforms dedicated to showcasing faculty work. In August, an existing platform, the provost's blog, was adapted — expanding its brand, tone and focus to make it the No. 1 destination for articles about how faculty conduct extraordinary research, teaching and service.

Since rebranding this platform, topics have included:

- A professor who's changed his approach to teaching foundational courses, such as Math 101
- How Missouri State Libraries raise awareness of the university's scholarship and foster significant engagement with our regional, national and international communities

These are just two examples of topics that have found a home on this platform. They all interest and affect faculty, but prior to the blog rebrand, there was not an obvious outlet for distributing them. Time and resources are invested in making these articles high quality — comparable to stories that would be published as print-outlet features. Feedback indicates that the primary audience, faculty, is reading and enjoying the content and that the articles engender a sense of pride and belonging. Beyond the campus community, these features advocate for the expertise and character of Missouri State's faculty and help share the university's story with a broad audience.

TO KEEP UP WITH NEWS ABOUT FACULTY ACHIEVEMENTS IN TEACHING, RESEARCH AND SERVICE, PLEASE VISIT:

[BLOGS.MISSOURISTATE.EDU/PROVOST/TAG/EXPRESSIONS](https://blogs.missouristate.edu/provost/tag/expressions)

Academic Expressions

Office of the Provost



Photo by Jesse Scheve/Missouri State University

Making Math 101 Better

A conversation between Provost Dr. John Jasinski and Dr. Patrick Sullivan, associate professor of mathematics, about reimagining gateway courses.

Plus, Dr. Christopher Herr offers perspective on the

record-setting Art Annex donation.

Anyone who's advised students is familiar with the fears and frustrations that can swirl around gateway courses, such as foundational writing and Math 101. These feelings are often intensified by the fact that gateway courses exert significant influence on students' year-to-year retention — and overall success in college. Because of this, faculty who teach gateways may feel torn between their courses' learning goals and their desire to see students progress toward degree completion. But the research team at EAB suggests that this is a false binary; a course's academic rigor may actually play a smaller role in student success than the course's design does.

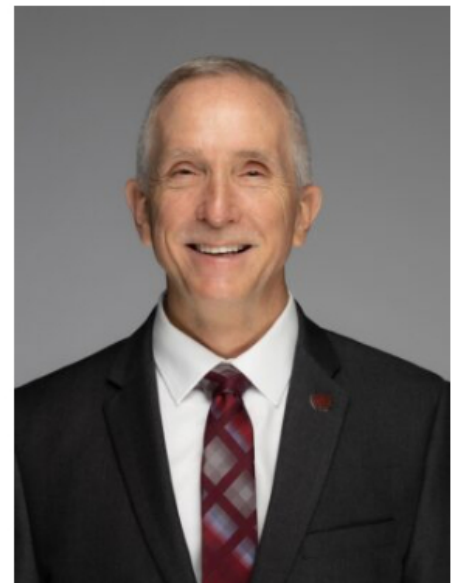
Dr. Patrick Sullivan, associate professor of mathematics, has found this to be true. He spoke with Provost Dr. John Jasinski about how he's retooled his approach to Math 101.

Q&A

John Jasinski: What interests you most about teaching math?

Patrick Sullivan: I want students to love and appreciate mathematics — and not let their fear of math stop them from accomplishing their goals.

You'll often hear people say: "I stopped liking math when..." But few have a follow-up math redemption story. Life is about redemption, and math plays such a role in how we perceive ourselves as learners. We're a university! We are where students come to explore their dreams without the tethers that have held them down before. We can be positive catalysts in their lives, as well as help them develop the mindset to be successful in all their courses. I love playing a small part in these stories.



Dr. John Jasinski, Missouri State University Provost

On Overcoming “Math Trauma”

JJ: What are you learning about students in Math 101 in terms of their predispositions and approaches to learning?

PS: 101 students' relationship with math is complicated. If they're in 101, they know their standing in the math game. The first day, I like to say: "Stand up if you like math." I think this year — out of 70 students — two stood up. I then asked them to stand if they felt anxious about the class, and almost everyone stood.

These students have dreams, and many know that to realize their dreams, they must overcome their struggles with math.

Over a third of students have indicated that they've experienced some form of "math trauma." They may have had a personal experience, like sickness or a family death, that disrupted their learning and resulted in them being placed in a lower math class. Or they may have felt marginalized or punished — something like not getting a treat because they didn't know their multiplication facts. Or they may have tracked into lower-level math classes, away from their peers. The challenges these students face in learning mathematics are deeply rooted and persistent. Think of something that you haven't had success doing and imagine that you had to keep doing it, year after year — knowing that your "math story" wasn't changing.

Current research shows that the most common challenges these students face are rooted in their understanding of fraction concepts and multiplicative reasoning. That means the basic building blocks are missing, but these students have still persevered.

“CURRENT RESEARCH SHOWS THAT THE MOST COMMON CHALLENGES [STUDENTS WHO HAVE STRUGGLED WITH MATH] FACE ARE ROOTED IN THEIR UNDERSTANDING OF FRACTION CONCEPTS AND MULTIPLICATIVE REASONING. THAT MEANS THE BASIC BUILDING BLOCKS ARE MISSING, BUT THESE STUDENTS HAVE STILL PERSEVERED.”

—DR. PATRICK SULLIVAN

On the Role of Active Learning

JJ: Why — and how — are you connecting with students and helping them learn?

PS: It starts with building relationships. Yes, technology has enabled more connections, but we seem to have less connectiveness. Everyone needs to feel seen, to know that they have value and purpose. There are so many new experiences for them on this campus. They may be away from everyone they know; they may be trying to break a generational cycle of poverty. We have many chances to make a difference in our students' lives.

Research suggests that, if we want to change a student's relationship with math, active learning is the way to go. For example, a group of researchers led by Scott Freeman conducted [a metanalysis of 225 studies](#) that reported data on examinations scores or failure rates in undergraduate STEM courses; they specifically compared the data



Dr. Patrick Sullivan, Associate Professor of Mathematics

...and traditional lecture remains to serve learning format. They found that students in classes with traditional lecturing were 1.5 times more likely to fail than those in classes with active learning, regardless of class size. I'm a fan of explicit instruction and problem-based learning, but there's such power in getting students out of their seats to collaborate and reflect on what they are learning.

We must also go back to go forward, which means deepening their understanding of number concepts. Research shows that these concepts, especially ones related to fractions, are highly associated with overall math achievement and success in algebra. It's hard to move forward without strengthening the foundation. One of the elements of Vosniadou's conceptual change framework is that "knowledge acquisition is not always a process of enriching conceptual structures, but a radical reorganization of what is already known." Part of this radical reorganization is a shift from just getting answers, which technology can give us — "Hey Siri! What is two-thirds of nine-tenths?" — to understanding why these answers make sense.

JJ: Have you seen results?

PS: Success rates in 101 have increased, as have success rates in ensuing math classes. Plus, we're seeing changes in attitudes toward math. Students tell us that they feel — for the first time in a long time — they're back in the math game. Two students who told us about past math failures are now peer mentors for the course.

On the Importance of "Finding Your Team"

JJ: Is this part of a broader approach in your department? And do you think there are ways other academic disciplines might implement these ideas?

PS: It is all about imagining possibilities. Last semester, our department implemented Listening Lunches. We'd order pizza and offer an open invitation for students. We usually had 10 or 12 attend, and we'd ask them to tell us about their experiences with math — not just in our classes, but their whole math story. We just listened and took notes. A few of the stories brought tears to our eyes because many of us could relate. These students wanted to succeed and do well in math, but they didn't know how to change their story. Many expressed that they felt teachers had given up on them.

We gained so much by sitting down with students and listening. I think I've learned more about student learning in the past two years than I did during my first 30 years in this profession! It takes work, but it's invigorating.

Find your team! The key to change is getting a group of people together who are willing to imagine possibilities, implement these possibilities and weather the storms along the way. You're not going to get it all right the first time — or the second, or the third! Just keep moving forward. We like to focus on two questions: What have we learned about students' understanding of the content? And how can we use what we've learned to improve instruction?

We are still growing and learning so much.

Around Campus...

On August 18, the campus community rejoiced when we received the largest one-time gift in Missouri State history. With this donation from the C.W. Titus Foundation, given in memory of Judith Enyeart Reynolds, we'll replace the Art Annex.

"It's hard to overstate the impact this will have on the program and on our students' careers," says Dr. Christopher Herr, interim department head of theatre and dance. "We have top-flight programs — really wonderful instruction, performance opportunities and students — and this donation will allow our facilities to match the quality of the programs. I'm particularly excited for the design, technology and stage management students because it will give them a chance to work in spaces that are like the spaces they'll be working in once they leave the university."



Dr. Christopher Herr, Interim
Department Head of
Theatre and Dance



Academic Expressions

Office of the Provost



(Photo by Jesse Scheve/Missouri State University)

Increasing Missouri State's Visibility

Tom Peters shares how systems like BearWorks and events like the Smithsonian Folklife Festival bring our expertise to audiences around the world.



BearWorks, Missouri State's institutional repository, collects digital copies of scholarship created by members of the university's academic community. Through this platform, Missouri State's intellectual output is accessible to an international audience.

How BearWorks Works

The BearWorks system is managed by Missouri State Libraries, and it's made possible by Libraries' funding in addition to funds from the Office of the Provost and the Graduate College. You'll find articles, theses and documents on BearWorks as well as archives of data sets, images and multimedia files. [Tom Peters](#), dean of Missouri State Libraries, says the system receives heavy use from academics and researchers around the world, who download full texts of BearWorks items at a high rate. On the BearWorks [landing page](#), you can check out an interactive world map that shows items being downloaded in real time.



Tom Peters, Dean of the Libraries

Peters sees BearWorks as part of a cultural shift toward broader, more open access to a diverse range of sources. "As the Libraries and its users move into the second quarter of the 21st century, we're all seeking and using locally created and curated content, in addition to the mainstream content from major publishers that we've always used," he says. "BearWorks, along with other local digitization efforts, are key components of this broad program to focus on localized digital content."

BearWorks by the Numbers

- Almost 13,000 papers, theses and documents are housed in BearWorks.
- Approximately 156,000 items are downloaded each year.
- Currently, the most-downloaded document, "The Impact of Social Interaction on Student Learning," by [Dr. Beth Hurst](#), [Dr. Randall R. Wallace](#) and [Dr. Sarah B. Nixon](#), has been downloaded 10,769 times.

Submit Items to BearWorks

Submitting scholarly works to BearWorks is a straightforward process.

- For faculty: Send your preprints, postprints or other scholarly materials to BearWorks@MissouriState.edu.
- For graduate students: Following approval by the Graduate College, submit your thesis directly to BearWorks according to instructions in the Brightspace thesis course.

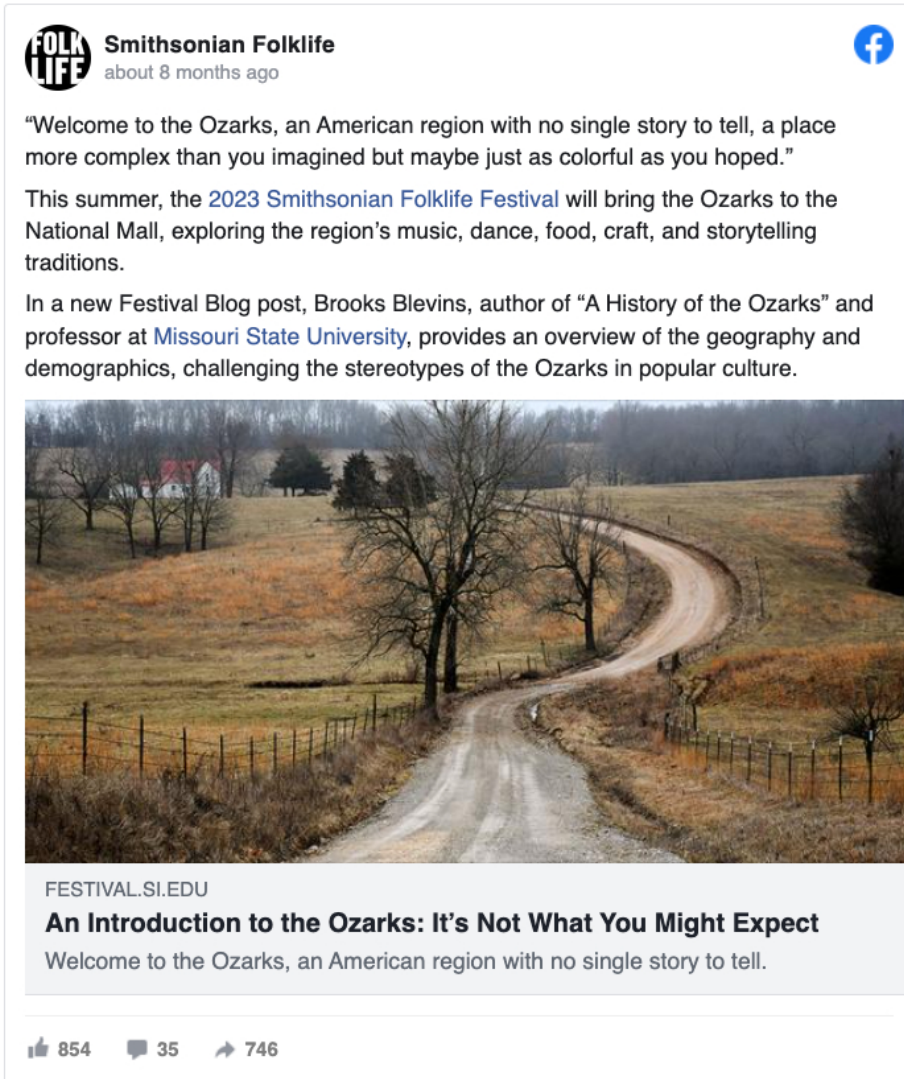
Around Campus...

The [Ozarks Studies Institute](#), an ongoing initiative of Missouri State Libraries, is well known in our region for preserving, documenting and promoting Ozarks culture. This summer, the Institute's work got an even bigger platform — one of the highest-profile stages in the country: [the National Mall](#). The Smithsonian Folklife Festival presented "[The Ozarks: Faces and Facets of a Region](#)," a 10-day exploration and celebration of our region's culture.

Tom Peters served as co-curator of the event, and it was made possible through a vast collaboration. State funding, in-kind donations and student contributions all played roles in bringing this comprehensive look at Ozarks culture to Washington, D.C. Participants and presenters from Missouri State were on site, taking photos, interviewing attendees and recording performances and craft demonstrations.

Sabrina Lynn Motley, the festival's director, shared the following on-site attendance figures and social media data for the event.

- In-person attendance for the event reached 626,851.
- Across various social media platforms, there were 2,230,264 impressions related to festival content. Some of the most popular posts featured Ozarks expert [Dr. Brooks Blevins](#), professor of history.




FOLK LIFE Smithsonian Folklife
about 8 months ago

“Welcome to the Ozarks, an American region with no single story to tell, a place more complex than you imagined but maybe just as colorful as you hoped.”

This summer, the [2023 Smithsonian Folklife Festival](#) will bring the Ozarks to the National Mall, exploring the region's music, dance, food, craft, and storytelling traditions.

In a new Festival Blog post, Brooks Blevins, author of “A History of the Ozarks” and professor at [Missouri State University](#), provides an overview of the geography and demographics, challenging the stereotypes of the Ozarks in popular culture.



FESTIVAL.SI.EDU

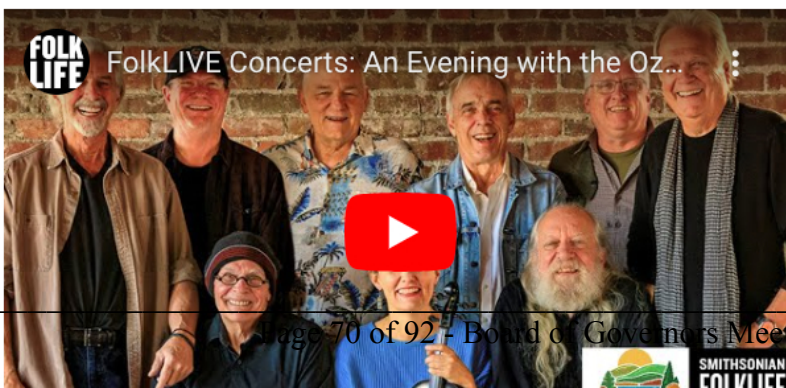
An Introduction to the Ozarks: It's Not What You Might Expect

Welcome to the Ozarks, an American region with no single story to tell.

854 35 746

Relive the Experience

Much of the festival's content is [available to enjoy online](#), including this headlining concert from the Ozark Mountain Daredevils.



Student Affairs Report
Missouri State University Board of Governors
December 14, 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 October include:

Residence Life, Housing and Dining Services:

- Residence hall reapplication for current students opened on October 18, 2023. On opening day 977 students reapplied to live on campus. This is 398 more applications than we had on opening day in 2022. We are once again offering an incentive for returning students who select a private two-person room in Freddy or Wells.
- We hosted an open house at Kentwood Hall on October 30, 2023, to allow students an opportunity to tour the building and ask questions about the facility. All returning student spaces in Kentwood have been filled for the 24/25 academic year.
- During the month of November, a student satisfaction survey was sent to all on-campus residents. The response rate was 29.8% for a total of 1004 responses. This data will be received and evaluated in the spring semester.
- Student leaders traveled to Washington University in St. Louis to participate in the Midwest Association of College and University Residence Halls annual leadership conference. Our delegation was the most decorated delegation at the conference including the recognition listed below:
 - Resident Staff Member of the Year Top 10 Education Session
 - Program of the Year Golden Cowbell Award
 - 4-year Service Award
- **Dining Services** completed a listening tour with students. Resident District Manager, Director of Operations, Marketing Director, and our Executive Chef visited Hall Council meetings in each of the residence halls to have a conversation about the dining program. Students had an opportunity to share anything related to dining with the team. Meaningful feedback was received, and some modifications have been made to the dining program in response to the student feedback.

University Bookstore:

- During the **MSU Fall Showcase event**, the bookstore was open extended hours, along with our other locations in PSU (Bear Necessities and Madison Ave) and our trailers and stadium stands at the football game. For the day, we generated sales over 24k in Bear-Wear and souvenirs. A successful day and event for the Bookstore!
- **During the Faculty/Staff Appreciation Days** (11/28 & 11/29) – the Bookstore offered 25% off to all faculty and staff on Bear-Wear and souvenirs. Promotional discounts on M2 MacBooks and offering iPads bundle discounts as well. In addition, we offered a “free” MSU Bear to customers spending \$99 or more on Bear-Wear and souvenirs. We also have our second “flash sale” of the fall semester scheduled for these days – 50% off select Champion Hoodies and crews in assorted colors!

- **The Bookstore** will host a **Fan Appreciation Day** on 12/9 to thank the MSU sports fans for all their support. We will be offering 25% off Bear-Wear and Souvenirs, in-store and online.

Plaster Student Union:

- **Student Activities Council** reached their goal of 5,000 Instagram followers and continue to increase engagement, involvement, and overall awareness of their organization that provides 2-3 free events for all students each week.
- **Homecoming** - A successful Homecoming week was held with 54 organizations participating throughout the week. We crowned a new Homecoming King, Matthew Muldoon, and Homecoming Queen Erynn McClemore during half time of the football game.
- **Traditions Council** was successful in recruiting 46 members for the fall semester, which is a 130% increase from Fall 2022. Retention of membership is at 98% and members are engaged and consistently meet quota for volunteering at events. The council has also implemented new events to increase engagement with athletes on campus, including Team Trivia and Golf Cart Trivia this fall. They have also started social media initiatives to connect students to Athletics.

Multicultural Services:

- **Multicultural Programs** successfully completed 25 events this semester, finished with 6 sessions of Safe Zone, and 10 additional inclusive training courses across campus.
- **MRC** created a map of gender-inclusive restrooms
- **Upward Bound** has 55 Participants – 4 Waitlisted (Max Capacity allowable by the grant is 54 high school students)
- Creation of new Upward Bound Ambassador Program – Student council program allowing participant input while developing leadership skills
- **Access & Success Programs** is creating a new partnership with KC Scholars

Campus Recreation:

- **Showcase-** Campus Recreation became a host location for *Meet the Faculty* and *Student Life Expo* for the annual fall showcase event in partnership with Admissions. This semester's program hit a record number of student attended with an increase of 72% from fall of 2022. The Foster Recreation looks to continue this partnership for the upcoming spring semester.
- **NIRSA Region IV Conference** – Campus Recreation represented Missouri State University in Denton, Texas as 12 students and staff members volunteered for the regional conference. MSU submitted multiple presentations as well as serving on the planning committee and providing student room host. Post-conference, all students presented the benefits of the experience and provided a list of professional contacts they connected with.
- **Special Event Highlight** – The Foster Recreation Center completed its annual Haunted Trail on October 26th. This year's event resulted in over 956 students attending (within 3 hours), setting another record for the department. Additionally, this event was supported by 67 student volunteers representing multiple student organizations.

- **Volunteer Service** – The Campus Recreation professional staff volunteered at the Ozarks Food Harvest in November and sorted 7,885 lbs. of food resulting in 6,571 meals for the community.
- **Recreational Sports** -Campus Recreation has kicked off part 2 of the fall recreational sports season. Major sports included in this season are listed below:
 - Volleyball (27 % increase in team participation) 56 teams in fall 2022; 71 teams in 2023
 - Basketball (6% increase in team participation) 69 teams in fall 2022; 73 teams in 2023
 - New Sport Added – Spikeball 16 teams.

Dean of Students Cluster:

- **Office of Student Conduct (OSC)** –
 - In the absence of an Assistant Director of Student Conduct, a part-time Student Conduct investigator has been hired to assist with the current caseload
 - The OSC has held several tabling events throughout the semester in the Plaster Student Union to provide information about the Code of Student Rights and Responsibilities to students
- **Counseling Center**
 - The Counseling Center is managing their waitlist through added resources, intentional outreach and continual reassessment. Resources added have included: drop-in interpersonal processing groups, “Bear Chat” times added for mental health ambassador peer outreach, connection to on campus resources for related needs, and more targeted referral to community partners when appropriate. They are calling and screening all waitlist students this week to check in and make sure they know how to schedule at the start of the semester.
 - The Counseling Center has offered additional onsite support for two different organizations who have experienced a crisis outside of regular operating hours. These additional hours of support have equated to over 40 direct student clock hours. They have also added a number of additional crisis-related services during our regular operating time. They have several group outreaches scheduled with student groups early next semester.
- **New Student & Family Programs**
 - As of 12/9/23, 647 students will have received **Good Luck on Your Exam e-cards** from family members
 - New Student & Family Programs has finished the SOAR Leader interview process for 2024 and will be hiring 22 new SOAR Leaders in addition to the 19 returning SOAR Leaders
 - New Student & Family Programs has hired 12 returning URSA Majors and the application for new URSA Majors is currently open. The application will close on January 26th.

Plaster Student Union:

- **Student Activities Council** reached their goal of 5,000 Instagram followers and continue to increase engagement, involvement, and overall awareness of their organization that provides 2-3 free events for all students each week.

- **Homecoming** - A successful Homecoming week was held with 54 organizations participating throughout the week. We crowned a new Homecoming King, Matthew Muldoon, and Homecoming Queen Erynn McClemore during half time of the football game.
- **Traditions Council** was successful in recruiting 46 members for the fall semester, which is a 130% increase from Fall 2022. Retention of membership is at 98% and members are engaged and consistently meet quota for volunteering at events. The council has also implemented new events to increase engagement with athletes on campus, including Team Trivia and Golf Cart Trivia this fall. They have also started social media initiatives to connect students to Athletics.

Magers Health and Wellness Center:

- **We** were sad to lose a valued provider, **Dr. Sarah Cook**. She transitioned to Virginia with her family.
- **We** are very excited to welcome **Dr. Monte Maska**. He is a family practice physician with 26 years of experience. He will be a great addition to our Magers family.
- **Additional Partnership with MSU Nursing School**. We have expanded our partnership with MSU Nursing School and offered a community clinical rotation for nursing students. We also extended the experience for these nurses, and they assisted our staff with our annual flu vaccination campaign. We are looking forward to expanding these types of opportunities for our students.
- **The Wellness and Benefit Fair held October 26th increased their vendor participation to a record high this year. The fair was a collaboration between Magers Health and HR.**
 - 79+ vendors including HR benefit vendors, community wellness vendors and MSU departments, an increase of 29 additional vendors from previous years.
 - Magers Health and Wellness offered a vaccination clinic at the fair opening opportunities for those to receive their vaccines.

Respectfully submitted by,



Dr. Dee Siscoe
Vice President for Student Affairs



STAFF SENATE BOARD OF GOVERNORS DECEMBER 2023 REPORT

This semester is flying by! Hard to believe it's already December. Staff is looking forward to their winter break and their retention bonus, which they very much thank the Board for again this year.

Recruitment and Retention Committee

A quick update on the current resolution being crafted for recommendations to improve the Family Leave Policy: The committee continues to work with Human Resources to understand the cost implications and challenges related to the recommendations. They plan on submitting a final draft to the Senate for our December meeting. Once approved we will submit to the President for his review and comment.

Other Committees

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

- Activities: Veteran's Day Tailgate with Veterans' Center. Chiefs watch party. Cogger Theatre tickets for Staff. Upcoming movie night at Alamo Drafthouse.
- Clif's connection: Met with new staff.
- Healthcare & Benefits: Encouraged Staff to participate in wellness incentive and reminded of open enrollment.
- President's Council on Accessibility: Introduced new staff at the disability resources center. Received report on Inclusive Access Program for Digital Materials for Students.
- Public Affairs Committee: Adopt. Book discussion for Joe Montana's book prior to his presentation during the Public Affairs Conference. Ozarks food harvest volunteer day. Isabels House winter coat drive. Breast Cancer lunch raised over \$1,700.
- Shared Leave: Approved one new case and one extension.
- Staff Excellence in Service Awards: Encouraged nominations for full & part-time staff.
- Wyrick Commission: Accepting projects from students to benefit the campus as a whole.

Meetings

We held an open forum during our November meeting to take questions/concerns regarding the Presidential Search. And the following groups will be presenting in upcoming meetings:

- University Advancement (Brent Dunn)
- Bear Pantry (Alex Johnson)
- SEM Update (Zora Mulligan)
- President Clif Smart & Vice President Matt Morris

- Safety & Transportation Update (David Hall)
- Student Retention – What can Staff do?

Staff Satisfaction Survey

We have been working through understanding why our response rate isn't higher and how to better communicate with all Staff. One item which has been brought to our attention is the availability and access to university email accounts by some of the Job Families. We will work with orientation to provide an avenue to assist those with setting up accounts via a computer or their mobile phones.

Also, I am hopeful our upcoming Staff Appreciation & Recognition Luncheon in January will continue the process of ensuring Staff feel their work is recognized and appreciated.

Respectfully Submitted:

Laura Jean Derrick, Chair – Staff Senate

12/1/2023



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

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 October.

PROJECT HIGHLIGHTS

- **Alicia Mathis**, Department Head of Biology, received **\$300,274** from the **US Department of the Interior** to continue a collaboration with the National Park Service staff to accomplish annual data collection to monitor trends in fish, aquatic invertebrate, springs, and water quality in 15 NPS units.
- **Rachel Anderson**, Executive Director, and **Chrystal Irons**, Director of Business Support and Training of the efactory, and **Jason Ray**, Director of the Center for Resource Planning and Management, received **\$150,000** from the **Department of Commerce - Economic Development Administration** to establish a statewide partnership with a southern Missouri region focus that connects, individuals, employers and economic development organizations with university and Southern Missouri Innovation Network resources to advance the region’s economic impact.
- **Robert Niezgod**a, Visiting Assistant Professor of Public Health and Sports Medicine received **\$2,175,000** from the **US Department of Health and Human Services** through the **Missouri Department of Health and Senior Services** to coordinate an internship program for internships at the Missouri Department of Health and Senior Services and Local Public Health Agencies.

RESULTS

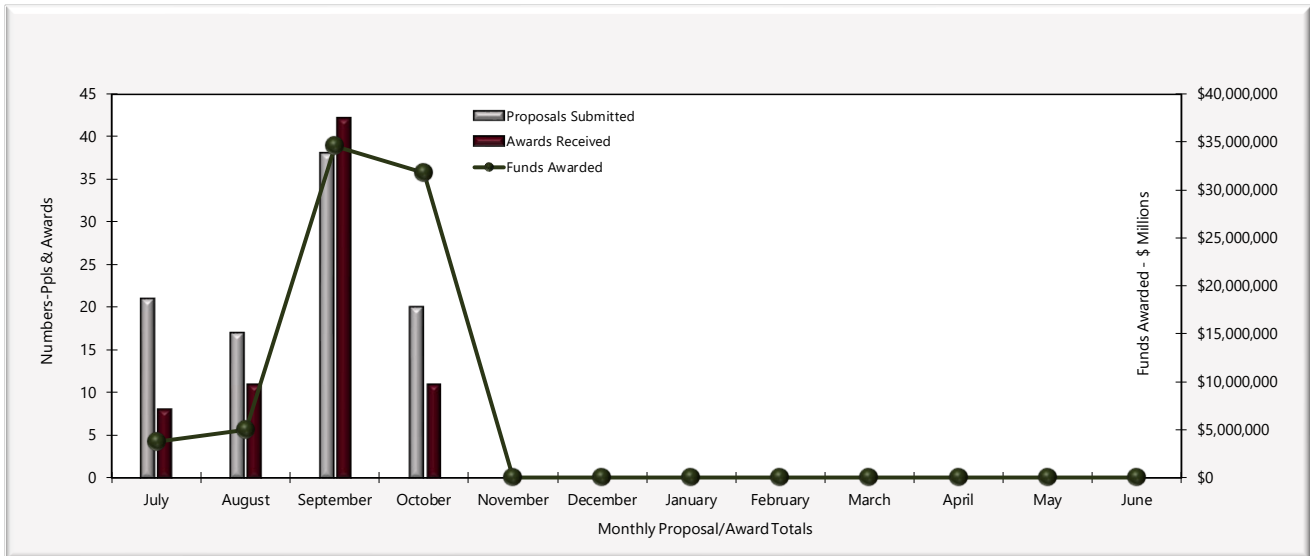
As of the end of October, the University has submitted 96 proposals for support of university-based projects. To date, 72 awards have been received – some of which are from proposals submitted during the previous fiscal year. The commitment of funds in these grants and contracts to date is \$75.0 million. 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	96	0%
Funds Requested	\$47,235,844	123%
Named Investigators	57	-25%
Grants & Contracts Awarded	72	-11%
Funds Awarded	\$75,066,710	29%

External funding activity so far in FY 2024:

Sponsored Program Activity FY 2024

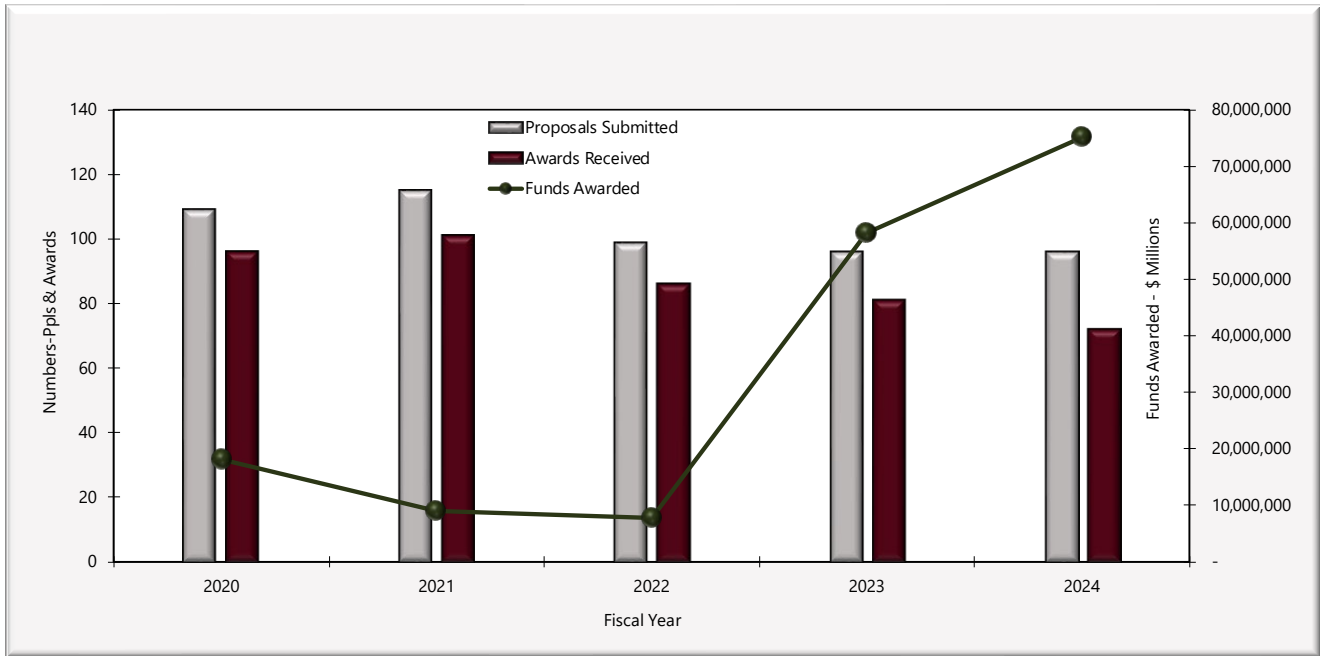
Month	Proposals Submitted	Total Awards	Dollars Awarded
July	21	8	\$3,726,641
August	17	11	\$4,961,541
September	38	42	\$34,578,567
October	20	11	\$31,799,961
November	0	0	\$0
December	0	0	\$0
January	0	0	\$0
February	0	0	\$0
March	0	0	\$0
April	0	0	\$0
May	0	0	\$0
June	0	0	\$0
	96	72	\$75,066,710



A comparison of activity over the last five years:

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

Fiscal Year	Proposals Submitted	Number of Awards						\$Millions	
		Education	Equipment	Facilities & Infrastructure	Research	Service	Ttl Awds	Requested	Awarded
2020	109	21	0	3	21	51	96	31,085,060	18,060,320
2021	115	23	0	0	21	56	101	23,206,927	9,083,351
2022	99	12	1	0	15	57	86	17,361,477	7,734,251
2023	96	16	1	4	9	49	81	21,206,911	58,258,408
2024	96	11	0	3	15	43	72	47,235,844	75,066,710



Grant and contract activity for FY 2024, through October:

**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	3	0	0	4	\$ 28,455,000	0	2	\$ 34,950,000
CGP -Community & Global Partnerships	3	0	3	0	6	6	\$ 573,246	6	6	\$ 573,246
CASE - Center for Applied Science & Engineering	2	0	3	0	5	7	\$ 27,378,591	4	6	\$ 27,378,591
CBED - Center for Business & Economic Development	2	0	2	0	3	3	\$ 106,990	2	2	\$ 156,990
CBLS - Center for Biomedical & Life Sciences	0	0	0	0	0	0	\$ -	0	0	\$ -
ILTC - International Leadership & Training Center	1	0	1	0	1	1	\$ 373,415	1	1	\$ 373,415
JVIC - Jordan Valley Innovation Center	2	0	2	0	3	3	\$ 234,577	3	3	\$ 234,577
SBDC - Small Business Development Center	1	0	1	0	3	2	\$ 134,804	3	2	\$ 134,804
CNAS - College of Natural & Applied Sciences	0	26	0	9	32	10	\$ 7,317,367	22	8	\$ 822,367
BSFS - Bull Shoals Field Station	0	1	0	1	1	1	\$ 350	1	1	\$ 350
CRPM - Center for Resource Planning & Management	1	0	1	0	3	3	\$ 150,875	1	2	\$ 100,875
OEWRI -Ozark Environmental Water Research Institute	3	1	1	1	12	7	\$ 253,977	7	4	\$ 253,977
COB - College of Business	0	2	0	1	2	1	\$ 187,070	2	1	\$ 187,070
C-PRIME - Center for Project Innovation & Management Education	0	0	0	0	0	0	\$ -	0	0	\$ -
COE - College of Education	2	6	1	5	10	6	\$ 963,049	10	6	\$ 963,049
ATLL - Agency for Teaching, Leading and Learning	1	0	1	0	2	2	\$ 3,368,851	2	2	\$ 3,368,851
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	3	0	6	5	8	\$ 1,102,130	5	7	\$ 1,102,130
CGB - Center for Grapevine Biotechnology	0	1	0	0	1	0	\$ -	1	0	\$ -
MVEC - Mid-America Viticulture & Enology Center	0	1	0	1	1	1	\$ 41,554	1	1	\$ 41,554
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	1	0	0	1	0	\$ -	1	0	\$ -
MCHHS - McQueary College of Health & Human Services	1	7	1	5	8	6	\$ 2,321,704	7	5	\$ 2,321,704
AHEC - Southwest Missouri Area Health Education Center	1	0	1	0	3	3	\$ 101,856	3	3	\$ 101,856
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	3	0	3	3	3	\$ 610,674	3	3	\$ 610,674
CAR - Berniece S. Warren Center for Archaeological Research	0	1	0	1	2	2	\$ 59,092	2	2	\$ 59,092
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	3	2	1	7	4	\$ 630,292	6	3	\$ 630,292
TOTAL	26	58	27	35	121	88	\$ 75,066,710	96	72	\$ 75,066,710

* 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.

**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 November		Running Totals		Year
		No.	Amount	No.	Amount	No.	Amount	No.	Amount	
Annual Gifts	FY 23	6,657	\$175,012	84	\$391,062	6,741	\$566,074	34,141	\$3,314,420	FY 23
	FY 24	814	\$80,127	105	\$645,684	919	\$725,811	21,012	\$2,985,080	FY 24
Capital Facilities	FY 23	13	\$1,977	3	\$28,040	16	\$30,017	121	\$612,241	FY 23
	FY 24	17	\$3,212	21	\$340,300	38	\$343,512	93	\$578,655	FY 24
One Time Gifts	FY 23	0	\$0	9	\$276,043	9	\$276,043	78	\$3,455,278	FY 23
	FY 24	0	\$0	18	\$110,980	18	\$110,980	61	\$911,755	FY 24
TOTALS	FY 23	6,670	\$176,989	96	\$695,145	6,766	\$872,134	34,340	\$7,381,939	FY 23
	FY 24	831	\$83,339	144	\$1,096,964	975	\$1,180,303	21,166	\$4,475,490	FY 24

**MISSOURI STATE UNIVERSITY FOUNDATION
INCOME SUMMARY TOTALS BY TYPE AND SOURCE
07/01/2023 TO 11/30/2023**

SOURCE	UNRESTRICTED CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	NON-GIFT INCOME*	TOTAL 07/01/2023 TO 11/30/2023	TOTAL 07/01/2022 TO 11/30/2022
ALUMNI	\$25,912	\$622,285	\$123,018	\$10,541	\$217,400	\$999,168	\$1,389,408
FRIENDS	4,737	745,254	184,326	95,130	129,727	\$1,159,174	1,522,834
PARENTS	25	26,542	500	0	7,960	\$35,027	92,165
FOUNDATIONS	5,000	274,500	155,000	0	0	\$434,500	144,110
ORGANIZATIONS	6,200	361,993	231,221	7,365	0	\$606,779	2,940,275
BUSINESSES	2,003	587,035	125,677	114,947	411,180	\$1,240,842	1,293,147
GIFT TOTAL	\$43,877	\$2,617,609	\$819,742	\$227,983	\$766,267	\$4,475,490	\$7,381,939

**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 11/30/2023	TOTAL 07/01/2022 TO 11/30/2022
DEFERRED GIFTS	1,000,000	0	600,000	0	\$ 1,600,000	\$ 1,200,000

GRAND TOTAL FOR TESTAMENTARY GIFTS YET TO BE RECEIVED: \$80M

	NUMBER OF DONORS 7/1/2023 TO 11/30/2023	NUMBER OF DONORS 7/1/2022 TO 11/30/2022
ALUMNI	3,260	3,801
FRIENDS	6,601	7,508
PARENTS	321	384
FOUNDATIONS	18	18
ORGANIZATIONS	148	147
BUSINESSES	456	478
TOTAL	10,804	12,336

**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 October		Running Totals		Year
		No.	Amount	No.	Amount	No.	Amount	No.	Amount	
Annual Gifts	FY 23	7,074	\$244,788	132	\$507,370	7,206	\$752,158	27,400	\$2,748,346	FY 23
	FY 24	1,024	\$107,569	99	\$539,086	1,123	\$646,655	19,731	\$2,088,468	FY 24
Capital Facilities	FY 23	15	\$3,557	5	\$87,000	20	\$90,557	105	\$582,224	FY 23
	FY 24	10	\$937	9	\$117,000	19	\$117,937	55	\$235,143	FY 24
One Time Gifts	FY 23	0	\$0	30	\$972,101	30	\$972,101	69	\$3,179,235	FY 23
	FY 24	0	\$0	13	\$187,683	13	\$187,683	42	\$799,258	FY 24
TOTALS	FY 23	7,089	\$248,345	167	\$1,566,471	7,256	\$1,814,816	27,574	\$6,509,805	FY 23
	FY 24	1,034	\$108,506	121	\$843,769	1,155	\$952,275	19,828	\$3,122,869	FY 24

**MISSOURI STATE UNIVERSITY FOUNDATION
INCOME SUMMARY TOTALS BY TYPE AND SOURCE
07/01/2023 TO 10/31/2023**

SOURCE	UNRESTRICTED CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	NON-GIFT INCOME*	TOTAL 07/01/2023 TO 10/31/2023	TOTAL 07/01/2022 TO 10/31/2022
ALUMNI	\$20,947	\$454,530	\$88,585	\$8,751	\$127,033	\$699,623	\$1,227,445
FRIENDS	4,709	640,956	163,133	86,180	37,244	\$932,222	1,380,227
PARENTS	0	18,229	500	0	2,020	\$20,749	88,424
FOUNDATIONS	0	223,576	155,000	0	0	\$378,576	137,960
ORGANIZATIONS	4,600	232,824	147,221	6,460	0	\$391,105	2,561,041
BUSINESSES	1,872	377,010	109,426	69,746	142,540	\$700,594	1,114,708
GIFT TOTAL	\$32,128	\$1,947,125	\$663,865	\$171,137	\$308,837	\$3,122,869	\$6,509,805

**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 10/31/2023	TOTAL 07/01/2022 TO 10/31/2022
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 10/31/2023	NUMBER OF DONORS 7/1/2022 TO 10/31/2022
ALUMNI	2,808	3,428
FRIENDS	6,279	7,117
PARENTS	290	361
FOUNDATIONS	16	16
ORGANIZATIONS	106	123
BUSINESSES	371	392
TOTAL	9,870	11,437

REPORT TO BOARD OF GOVERNORS

ASSISTANT TO THE PRESIDENT

FOR INCLUSIVE ENGAGEMENT

December 2023

EVENTS

- Freeman Hrabowski post visit commentary
- Leadership Springfield Access Class 16
- MSU Football Engagement
- CDC conference save-the-date, April 24-26, 2024
- Bears Leadership Institute - Cultural Competence presentation
- Final review of KIN education abroad
- University Ambassadors Value and Uplift Address
- Baptist Student Union collaboration
- Multicultural Education & Diversity lecture – EDC 345
- Student Affairs - Inclusive Principles presentation
- SGA open forum - Inclusivity Principles Q & A
- Sponsor of the 18th Annual MSU Plains Indian Handgame held November 28, 2023

COLLABORATIONS

- HLC Peer Review Ball State Updates
- Springfield Education Network
- DEI Roundtable
- Community LEADS
- St. Louis Integrated Health Network (Dr. Jolly Visit Confirmed Feb 8, 2024)
- Irshad Manji keynote CDC lunch & workshop
- Coppin State University (request for MOU)
 - HBCU Partnerships: Central State University, Livingstone College, Benedict College, Harris Stowe-State University, Prairie View A & M.

INITIATIVES

- Inclusive Excellence Institute
- St. Louis Community Foundation

ASSISTANT VICE PRESIDENT FOR INCLUSIVE EXCELLENCE AND FACULTY DEVELOPMENT

- Recorded six Ozark's Chatter podcast episodes from September through November. Administrators/unit leaders from veterans' student services, access and success, student access and transition, graduate college, athletics, and the faculty center for teaching and learning.
- Faculty IE Fellow of Program Development and Inclusive Engagement – Dr. Julia Troche [RCASH] selected. Will begin role 2024 (fall). Will work on building curriculum for IE professional certificate and conduct research central to IE institute repository.
- IE certificate - design 12 hr professional development certificate that integrates all three workshops into 2 courses that would bookend elective courses centered around inclusivity principles and leadership development.
- Working with Crockett Oaks at MSU – West Plains on February 2024 Lincoln School Project. Panel facilitation and screening of opt documentary generations: The African American Experiences in Springfield and the Ozarks.
- Leadership Springfield program day (Nov. 9) – education and lifelong learning. Addressing community red flags [access issues, workforce development, and socio-economic disparities) and celebrating community blue ribbons (funding and expanding learning opportunities)

DIRECTOR, BEAR BRIDGE

- Bear Bridge November workshop: Faculty Success (Electronic Dossier)
- Spring 2024 Workshops
 - Launching Your Research at MSU
 - Mental Health, Part 2 (Burrell)
 - Building Dossier Retreat
 - Negotiation and Conflict Resolution Skills
 - Work-Life Balance for Academics
- Hosted Latino alumni dinner
- Hosted Ursi Latinx brunch
- Hosted honors course brunch
- Hosted socials for Bear Bridge

- Academic parents gatherings and networking in November – this is a space for parents with small children to network and connect with the community and other parents.
- Build a Longer Table – Connecting people with similar cultural interests within the Ozarks
- Diversity presentation for Junior League of SGF

INCLUSIVE ENGAGEMENT FELLOW

Dr. Jason DeBode – Inclusive Engagement Leadership Fellow (January 2024)

Dr. Julia Troche – Program Development and Inclusive Engagement Fellow (August 2024)

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 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. Next steps include offering training courses for faculty, moving course content into Brightspace, integrating more 3rd party publishers, and developing reports to track progress and adoption rates. All courses using the LMS will be ready for the Summer & Fall semesters, respectively.

We have also been working with the EAB Edify team on the implementation of their 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. Unfortunately, this project has not gone as expected and we are working to develop the best path forward to provide these metrics.

Our mobile Bear Pass credentials test group has been expanded and several conversations with university departments that will be using the mobile credentials are taking place to plan for the capabilities it will offer. Employees and students will be able to use their phone and digital wallet as their Bear Pass card for payments, identification, and access to facilities. The Student Government Association has expressed interest in this option recently and some of them are participating in the extended test group.

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 which will no longer be supported by Microsoft effective in October 2025.
- Cheek Hall renovation and reduction of data center footprint.

XVI.A.

Marketing and Communications Report Missouri State University Board of Governors December 14, 2023

MarCom updates since the October 20, 2023 meeting

MarCom leadership attended the American Marketing Association's Symposium for Higher Education in November. This is a valuable conference that provides opportunities to learn more about new marketing strategies and tools in higher education. It's also a time to engage with marketing leadership from universities across the U.S. and international participants, as well, to learn about successes and failures.

Web Strategy and Development (WSD)

Academic realignment is a top project and will be for the next 12 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 and Phase I completed on schedule. Work has begun on Phase II.

The new university calendar is undergoing beta testing within the user community. Training will begin in January with public rollout targeted for spring break.

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.

We are currently running an A/B test campaign on messaging to male prospective students. The results may drive a different messaging path to attract and engage these students.

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.

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.

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 continues to work with clients across campus on these changes.

Photographers are fully engaged with winter athletics and will be capturing commencement ceremonies along with other major end of year events.

XVII.A.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

ADMINISTRATION NO. 56-23
Approval of Appointment of the 2024
Executive Committee of the Board of
Governors

WHEREAS, the Bylaws of the Board of Governors requires the chair-elect of the Board to appoint committees of the Board; and

WHEREAS, the Bylaws require the appointment of the Executive Committee to be approved by the full Board of Governors.

NOW, THEREFORE, BE IT RESOLVED that the 2024 Executive Committee of the Board of Governors consist of Chair Lynn Parman, Vice Chair Tim Francka, Jeff Schrag, and Chris Waters.

Chris Waters
Board Chair

Passed at meeting of
December 14, 2023

Rowena Stone
Secretary to the Board

COMMENTS:

Membership in the other committees for 2024 as appointed by Chair Waters shall be as follows:

1. Finance and Facilities Committee: All members of the Board of Governors (Chair Tim Francka);
2. Programs and Planning Committee: All members of the Board of Governors (Chair Jeff Schrag);
3. Risk Management and Audit Committee: Chris Waters (Chair), Ann Kampeter, Anson Elliott, and Lynn Parman; and
4. Board Representative to the Missouri State University Foundation: Anson Elliott

XVII.B.

2024 Board of Governors Committee Appointments

Executive Committee:

- Lynn Parman, Chair
- Tim Francka
- Jeff Schrag
- Chris Waters

Finance and Facilities Committee:

- Tim Francka, Chair
- All members of the Board

Programs and Planning Committee:

- Jeff Schrag, Chair
- All members of the Board

Citizen Scholars Subcommittee:

- Travis Freeman
- Ann Kampeter
- Jeff Schrag
- Bradley Cooper

BOG Staff and Faculty Excellence in Public Affairs Award Subcommittee:

- Anson Elliott (F)
- Missy Gourley (F)
- Lynn Parman (S)
- Chris Waters (S)

Risk Management and Audit Committee:

- Chris Waters, Chair
- Ann Kampeter
- Anson Elliott
- Lynn Parman

Foundation Board Representative:

- Anson Elliott

XVIII.

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,...”